

“Many Gatherings, One Church.”



**ANNUAL REPORT
2024**



AGENDA

Ebenezer Baptist Church Annual Meeting
October 28, 2024

1. Opening Remarks –Myron Johnson (Board Chair)
 - a. **Motion to approve the minutes from the April 2024 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 2025.**
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
Janet Harms-Masich
Emily Engel
Ricky Lam
Harvey Mathies



A. Lead Pastor

The past ministry year can be described in three words: transition, growth, and seeking.

Ebenezer Baptist Church underwent the first full year of transition from Pastor Leyton Erickson to two new lead pastors and a new leadership model. The departure of several long serving pastors meant the loss of a large amount of institutional knowledge and history – 66 years to be exact! It also meant the start of a new chapter with new staff and emerging ministry models. We recognize the significance of the ministries of Pastors Grace Sawatzky and Bryan Conrad. They have modeled excellence in leadership and pastoral care. We honor their long tenures and for finishing well the ministry they had been called to at Ebenezer.

We experienced growth, from a church of 650 to 900-1000 within the fall of 2023. To accommodate this growth, we transitioned from 2 services to 3. All three services now have healthy numbers of attendance. Growth has also been experienced in our youth group, young adults, children's and seniors' ministries. This has led to the hiring of more staff to accommodate growth.

One of the most exciting characteristics of our growth has been expressed in the spiritual seeking of the people coming. We have many seeking to discover who God is for the first time at Sunday gatherings, C&C, youth, and ALPHA. God is calling people to Himself, and they are turning toward Him. What a beautiful thing for our church family to be a part of!

Moving forward we see more excitement and opportunities for growth. A sharpening of our focus was articulated by Pastor Chet in a sermon where he emphasized that "discipleship is at the center of all we do". This focus on discipleship was accompanied by a previous sermon by Pastor Santosh that we would be a church that "sits at the feet of Jesus like Mary and then moves out in service". (This was based on the contrast between Mary and Martha in Luke 10:38-42).

We both look forward eagerly anticipating the new paths God will carve out for us as we continue to make the name of Jesus known in Saskatoon and beyond.

Love and grace will see us through,

Pastor Chet Ingram & Pastor Santosh Ninan
Lead Pastors

B. Ebenezer Church Board

Message from the Board – Oct 2024

In this new ministry season, the board has been so encouraged by all that is happening in the life of EBC. We continue to see many new faces and new relationships being built, aligning with our mission to point people to Christ.

We have a growing church, growing staff team and growing membership. As part of this, the board has moved from a focus on succession, to a focus on ensuring that our governance processes align with where we are at as a church today and where we are headed into the future. You have heard a clear vision articulated by Pastor Chet and Pastor Santosh with respect to our focus on discipleship, which continues to be the core of where God is calling us to move and aligns with the broader mission of the Baptist General Conference.

Supporting this from a governance perspective today, means that we need to continue improving our processes as a board to ensure that what EBC is doing as a church (our means) is moving us closer to our stated goals (our ends) – which is ultimately our core work as a board. We achieve this through regularly monitoring:

- Our activities as a church – that they fit within our strategic plan and are in fact moving us towards our stated ends
- Our leaders – that they are supported, held accountable and have resources to lead the EBC staff team effectively
- Our fiscal position – that the connection between our strategic plan and our financial capabilities are aligned and that we are fully resourced
- Our policies – that they are reviewed and updated regularly to reflect where we are at and where we are headed as a church

The board has engaged several projects in this last season as part of aligning our governance processes with where we are at today. As part of this, the board has completed its initial work on re-vamping the structure and content of our board policy manual, including re-vamping our standing committee structures. We have re-organized our core board work into three sub-committees: the ministry committee, the governance and human resources committee and the finance and audit committee. Although the board has engaged in committee work in the past in all of these areas, having a standing committee structure in these three areas with defined work plans and areas of responsibility will enable us to engage at a deeper level in these areas on ongoing basis.

In addition to this, as part of re-vamping the board policy manual, we have introduced a standing board liaison position that will be held by a suitable staff member, in this case, Kevin Abrey. The purpose of this role will be to enhance documentation control and record-keeping and management of our agenda and board meeting processes.

Finally, last season the board introduced and continues to work on implementation of a standard strategic planning template and process. The goal of this process is to create a consistent template for planning and accountability that includes the details of how we effectively connect our ministry/program planning outcomes with our annual budget.

We continue to ask for your prayers, that the EBC board would have wisdom and discernment as we govern and as we support the leadership of EBC. Please pray that we would continue to be united in love as a church body and that we would come with open hands consistently. We are reminded of Proverbs 19:21, which says, “Many are the plans in a person’s heart, but it is the Lord’s purpose that prevails.” We ask that you continue to pray regularly for EBC, for the leadership, staff team, membership and board, that ultimately the purposes of the Lord would prevail at EBC.

Sincerely,

Myron Johnson
Board Chair

C. Partner Congregations

The partner congregations are important connecting points for new Canadians. This unique ministry model continues to bear fruit.

The current partner congregations are:

Saskatoon Arabic Church – Pastor Shadi Saleh and Pastor Wisam
Meadowgreen House for All Nations – Pastors Spencer and Karen Vanderwalt
Bhutanese Nepali Eternal Fellowship of Saskatoon – Pastor Ramesh Tamang
Korean Vision Church – Pastor Hyoungwon Lee

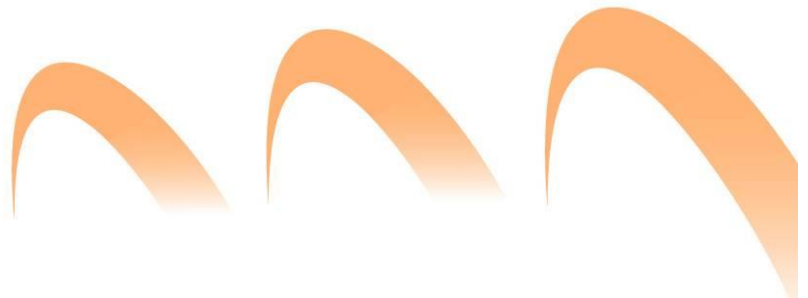
We are currently updating our partner congregation agreement to bring greater clarity to both the congregations and to us, Ebenezer, the sponsoring church.

The most significant updates concerning our partner congregations:

- The hiring of Pastor Wisam in a part time role to help with Sunday preaching and pastoral care.
- Pastor Shadi has shifted to lead missions at Ebenezer and continues to provide leadership to the Arabic Church
- Pastor Ramesh's ministry has transitioned to being primarily online – he now reaches Nepali Bhutanese people throughout North America and around the world.
- We are also exploring the possibility of planting a Nepali Bhutanese church in Lethbridge. Lethbridge has one of the highest Bhutanese populations in Canada. There is currently a group meeting for worship. Pastor Ramesh has been able to offer leadership to that group. We are in conversation with the BGC in Alberta about this venture. Please be in prayer as we explore this exciting opportunity.

The pastors and I have been meeting regularly throughout the year and have been studying a book on leadership. We took a break over the summer and have now begun meeting again. My hope is to be able to provide support and encouragement to these leaders who are doing such important kingdom work.

Submitted by Pastor Santosh Ninan



D. Equipping Ministries

“All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the servant of God may be thoroughly *equipped* for every good work.
(2 Timothy 3:16 – 17)

e·quip

/ə'kwip/

verb

supply with the necessary items for a particular purpose.

prepare (someone) mentally for a particular situation or task.

Fall 2024 and I am just over a year into my new role/responsibilities overseeing our Equipping Ministries and continuing in my teaching role. I shared my heart for the equipping ministries in my last report, so I won't go over that in detail, but I just want to highlight the importance that each Christ-follower is equipped for the ministry God has called you to whether that be within the walls and programs of the church or in your neighborhoods, workplaces, schools, and so on. We are ALL called to both be a disciple and to make disciples and so equipping is an important part of preparing ourselves. So, no matter where you might be at in your spiritual journey I encourage you to ensure you participate and engage in our equipping ministry opportunities as you grow in your faith, mature in your discipleship, and deepen your heart for others and effectiveness in discipling others.

These are the key Equipping Ministry Opportunities we had this past year:

Hearing God (Fall 2023) – this year we once again partnered with 15:5 Church to offer the six-week Hearing God seminar. There were about 80 participants who learned about the importance of hearing God as well as engaged in practical exercises to learn how to hear and discern the voice of God in their lives. Pastor Lou (from 15:5) led the sessions and we were grateful for his wisdom and experience in this. This fall we will integrate some of the key “hearing God” teachings into Pastor Santosh’s new “Personal Spiritual Formation” classes happening this fall.

Break Free (February 2024) – This was our third year offering “Break Free” to both our Ebenezer congregation as well as the congregation from 15:5. Approximately 40 came and spent time over the Break Free weekend to quiet their hearts before God and allow Him to speak to us regarding things that might be in the way of a full relationship with Him and God did what only God can do! He spoke and moved in powerful ways as many identified, confessed, and repented of sin in their lives. Others saw how their past influenced their present. We closed the weekend with a powerful time around the Lord’s Supper and walked away feeling renewed and refreshed in our spiritual journey. If you’ve never been to a Break Free weekend, I would strongly encourage you to attend. Our next Break Free is scheduled for the February 7th weekend, 2025.

Alpha (Winter 2024) – Alpha was another one of our powerful ministry tools this past year. About 45 guests attended with a great mix of longer-time believers, newer believers, and those who had not yet put their faith and trust in Jesus. We also had a very international flavor in the group with people from several different ethnic backgrounds and faith backgrounds. Relationships were built around the tables and around the meals and open, honest dialogue was had, facilitated by the videos. Some of our leaders (table hosts and helpers) continue to follow up with the relationships started through Alpha. Many, many thanks to the volunteers who came out week after week to guide discussions, cook food, serve the food, and clean up, etc. Particular shoutout to Anders Hunter and Craig Stewart for leading, Carolyn Dick and her team for cooking and Stan Masich for keeping everything running smoothly! We are planning to have our next Alpha beginning February 2025.

Global Leadership Summit (August 2024) – The GLS is one of our key leadership development tools and has been one of excellence for many, many years. We continue to say that everyone has influence and so everyone is a leader, and everyone wins when the leader gets better! Through inspirational talks and actionable steps these past years GLS was another powerful tool in developing leaders of any age. We saw 175 people from Ebenezer, other churches, and the marketplace come together and grow in their leadership. I was also especially inspired to see several of our younger generation attend. One participant (18 years old) said the GLS was so good they’ve already signed up for next year! Special acknowledgement to Tracey

Meyer, our on-site event manager, for putting together many of the details and making the GLS another world-class event that we are proud and honored to host. Next year's GLS is scheduled for August 7 – 8, 2025.

Spiritual Gifts Discovery, Development and Deployment – This is something newer to our Ebenezer ministries and we tentatively have this in our calendar for mid-April 2025. This will be a time for you to discover your spiritual gifting and begin developing and using those gifts within the greater body of Ebenezer and beyond. Stayed tuned for more details.

In addition, I have the privilege of serving on the Lead Team and the teaching team. It is a joy to collaboratively seek God's will for the vision, direction, and strategy for Ebenezer as well as to have the responsibility of sharing from God's Word. These are responsibilities I don't take lightly and covet your prayers in these. Pastor Santosh leads our speaking team, and he has prayerfully sought God for where he wants us to go in this area.

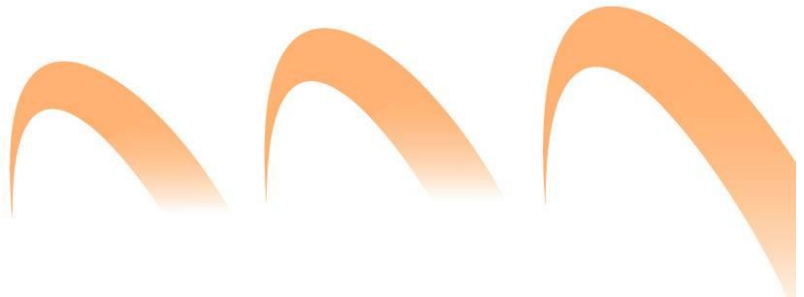
As mentioned last year, I also oversee the newcomer, membership, and baptism lunches we currently hold three times each year. Every lunch has been a joy as we see those considering taking a next step in the life of the church or in their faith journey. Thank you to the many who cook and serve these luncheons. Your sacrifices are a blessing to many!

Thank you again for the privilege of serving you in this and other ways.

In Him and for His Kingdom,

Pastor Cal Fong

Equipping Pastor & Teaching Pastor



E. Worship

Over this past year, I have had the wonderful privilege of serving as the Worship Ministries Intern here at Ebenezer. It has been such a blessing to be able to serve and grow in ministry alongside our staff and ministry volunteers. God has truly blessed our church family with a body of sincere and servant-hearted Jesus followers.

It has been a year that has stretched me in many ways, and as I look back, I am so grateful for all the ways God has been teaching me and equipping me for serving His Church. The fact that I get to grow in my ministry calling and serve in this life-giving environment at the same time, is a blessing I am beyond thankful for.

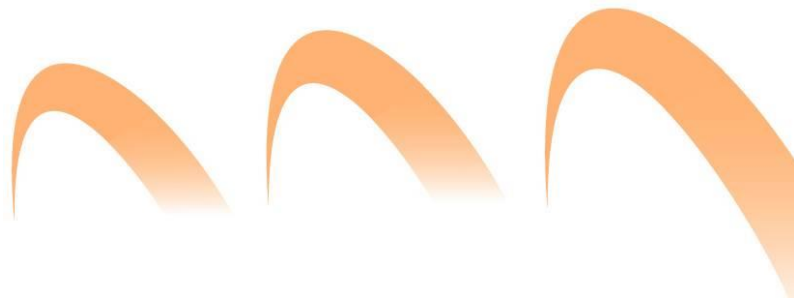
Under the mentorship of pastor Chet, and the rest of our incredibly supportive staff team, I've grown in coordinating and overseeing the music worship components of our Sunday Morning, Children's Church, Night of Worship, and Youth Group gatherings. I have loved growing in my relationships with all our volunteers, seeing them grow in their leadership, being encouraged by them, pursuing Jesus with them, and seeking God's Will for our church family alongside of them.

To all our worship leaders, musicians, sound volunteers, and media volunteers I want to say thank you so much. These volunteers give so much of their time and energy to bless our church through their giftings. The transition from two to three services on Sundays has meant that we've needed even more help from our volunteers, and their efforts have helped in making the transition as smooth as possible. We are so grateful for their tireless commitment and dedication. Thank you all again so much for letting God use you for the furthering of His Kingdom.

I am so excited to continue seeing where God is leading our church in Worship Ministries, and in every other ministry area as well. Please continue to pray for all of our volunteers and our church staff as we continue to seek God's Face and His Will. May Ebenezer Baptist Church continue to be a people whose God is the Lord, and may the Lord continually be enthroned upon our praise and worship, as we boldly raise His banner higher, and higher.

Thank you all so much,

Reuben Van Der Walt
Worship Ministries Intern



F. Children's Ministry

What a year it has been not only for our Church family but for our Children's ministry.

I just want to start off by saying a huge thank you to everyone involved! Thank you to all the volunteers and jr. leaders that serve our kids and families so well, and to our parents and guardians for partnering with us this year. Working and serving alongside all of you has been a highlight to me in this last year.

This past year in Children's ministry we have experienced lots of new things for the first time together. In September 2023 we hosted our first Ministry fair as a church and on that Sunday, we fulfilled all of our volunteer needs to make our Sunday ministry programs happen! It was such an answer to prayer to see so many of our church family come together to serve our children and families so well.

With the largest volunteer team, we had to date we were able to open up new possibilities for our growing group of kids! We were able to increase our Nursery and KidZone teams to accommodate the growing number of toddlers, and it didn't stop there. In Kids Church we were able to incorporate in-person worship, as well as a Preschool/ Kindergarten class that allows our younger elementary kids to learn in an environment better suited to them. All of which have we have seen great fruit from.

This last spring we were also able to kick-off a Children's mid-week program that we have called Kids Club. We ran for 5 weeks with a group of approximately 40 kids and 15 leaders, and it was an awesome time to see kids learn about discipleship and what it means to be a disciple, as well as build some significant relationships with their small group leaders and with their peers. After only a few short weeks of running this newer program, we all recognized that this was something we couldn't not continue and are now looking at how to make it happen more often in the 2024/2025 ministry year.

Last year was an amazing year of growth. Not only in our volunteer and children's numbers, but growth as a ministry volunteer team, and in myself as I continually am finding my footing as a new ministry leader. And this is our prayer as we continue in the coming months, that we would continue to grow as individuals and as a children's ministry team that seeks after God together, learning and living in His ways as we point children to Jesus and help them know and follow Him and His ways.

Thank you once again for your trust, encouragement and support to me in this last year. It has been such a privilege and blessing to serve our Lord and our church in this role.

Respectfully Submitted by,

Pastor Ashlyn Feenstra
Children's Pastor



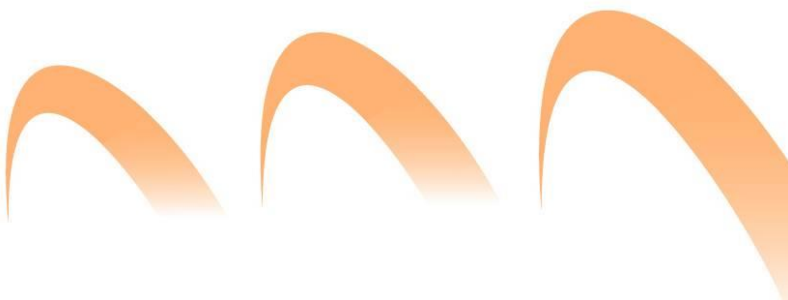
G. Let It Shine Christian Preschool

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. Eight 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

I am amazed at how God has been working in our church community at Ebenezer. As I enter my third year as a youth pastor, I am humbled and in awe of God's work.

Here are a few things that has happened this year to highlight:

First, our Tuesday and Wednesday youth nights have continued to be fruitful. Currently, between our youth, leadership team, and LITs, we now have around 275-300 people who show up regularly. As exciting as numerical growth is... it is not everything to us. With the growth, we have continued to pursue centering ourselves around discipleship at Ebenezer Youth.

To maintain sustainability and have discipleship as the center of all we do while growing in numbers, we have hired a part-time (non-permanent) Youth Ministry Coordinator to work 20 hours a week. This has proved to be beneficial in sharing the administrative and pastoral workload as the youth ministry has grown. It is also personally exciting for me because my wife, Emma Dmytrow, is serving in this role! Serving together in ministry has been a blessing for both of us, and we are already seeing the fruit of working alongside each other in this season of life.

It is also worth highlighting that we have 4 youth apprentices this year (our intern-like program for vocational ministry discernment), with 3 serving 7 hours a week and 1 serving 20 hours a week. We also have increased our weekly leadership team to 60 team members (40 life group leaders, 6 youth ministry coordinators, 8 life group coaches, and 6 youth lead team members). We are also grateful to the 27 parents/ caregivers who have been a part of our snack team and the 83 people on our prayer team who have genuinely fueled what has been happening at Ebenezer Youth.

We have continued developing our LIT (Leader in Training) program for youth who have identified with leadership potential. Currently, we have 12 JR LITs and 16 SR LITs, with 3 LIT Coordinators faithfully leading them. This has been rewarding, and the LIT program has operated as a group within our group to develop the next generation of leadership in the way of Jesus.

Regarding special events, we have done a Latenighter (308 people), SOAR Sask missions' trip (21 participants), our annual pancake breakfast on Good Friday (93 people), Jr YQ (28 people), Sr YQ (60 people), Grade 8 & 12 graduation nights (312 people), and recently our annual weekend fall retreat (137 people). These special events have created more community and a deep sense of belonging.

As the youth pastor at Ebenezer Youth, I am deeply committed to caring for our leaders. Before the fall season kicked off, we went on our annual leader's retreat, and it was a blessing to be equipped as leaders, seek God together and build community as leaders. We also continue to meet quarterly for ongoing leadership training.

We are committed to family discipleship and partnering with our parents/ caregivers. Part of this is that we have quarterly meetings to discuss what is going on at youth, who our leaders are, and training/ equipping in discipleship. I feel these meetings have been effective, and I am thankful for our partnership with our parents/caregivers.

During the summer, instead of shutting down as we usually do, we decided to launch a weekly summer drop-in program led by a youth summer worker we hired for the summer, Ihor Ivanyshchuk, who did an excellent job at leading this drop-in program as the rest of the youth ministry team could slow down and prepare for the next year. We averaged 70 people throughout the summer who came in the ten weeks that the drop-in program ran.

We surveyed our youth to see what God was doing in their lives. We found that 44 youth made a decision to follow Jesus for the first time, 11 youth were baptized, 36 were interested in baptism, 72 youth said that life groups were the best part of youth, and we overall saw many steps of faith in Jesus made for our

youth. And although these are just numbers, there are faces behind them; God is working in our midst. Now, 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.

So, here are a just a few of the stories from youth captured this year:

“I love youth, I have begun following Jesus here, I have found the best friendships here, this place has helped changed my life.”

“Coming to youth has been the highlight of my week every week. It’s the thing I look forward to the most. I’ve met some of my closest friends through youth and grown so much deeper in my relationship with God.”

“The worst part of youth is when I have to leave the church after it’s done, this is my safe space.”

“Youth for me has been such a fun place and has helped me grow in my faith with God.”

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

“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 am deeply moved by God's incredible goodness whenever I read these comments. At this point, what God has been doing has exceeded my vision and capacity; I can genuinely say this has been Holy Spirit led. We witness God moving at Ebenezer Youth every day. We can only give credit to Him.

Lastly, I want to thank you for allowing Emma and myself to serve God together with Ebenezer Youth this season. It is truly a joy, and I am humbled to work with Ebenezer in the youth ministry context. God has transformed our lives here, and we continue to see this happen through the work of Jesus.

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 140-150 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 SaskPoly Tech. 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.

At the time of writing this, we are planning 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. Registrations are still coming in, but we currently have roughly 70 people coming up to Camp Kinasao, and we anticipate a wonderful time of both fun and going deep with God together, so we praise God for his faithfulness!

In line with the C&C, we have continued 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 and Lead team here alongside Pastor Santosh, Pastor Cal and Pastor Chet. 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 and provide overall leadership to this church family.

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

Welcome Ministries is edging into its 3rd year of ministry. It has been encouraging to see how vital a role that welcoming people and showing hospitality has had on our church family. I can't imagine what our Sunday Gatherings would be like if we removed the warm handshake and 'hello' at the front doors, or if we didn't have the opportunity to connect with others after a service for coffee and fellowship. With around 250-300 new people being added to our regular gatherings each week this last year, Welcome Ministry has become a vital first touchpoint for guests and all our regular church family members.

The heartbeat of Welcome Ministries is to welcome our church family and guests and show love and care to them. God's heart is to honor others, and we want our volunteers to reflect this same heart. It's in this context of hospitality that it can position someone to be in a posture to hear from and engage with God, which is our hope.

In this last year, we had the pioneer of Welcome Ministries, Pastor Grace Sawatzky, retire at the end of May. She did a very good job of setting the ministry up administratively and passing on the heart and vision of hospitality. It was with excitement and a little trepidation that I was able to step in and take over the leadership of the ministry as of July, and it has been a good challenge and done my heart good to serve our church family in this way.

I want to thank all the ushers, greeters, and coffee hosts that have faithfully stuck with the ministry in the transition. They have served with excellence, thoughtfulness, care, and love. We are so blessed to have the quality of volunteers we have and the volume of them. From young children to our more seasoned adults, our culture is becoming a place of welcome and belonging.

As we move forward, please pray for our church family as we welcome many new people into the family. Please consider volunteering with us and being a part of God's tangible hands and feet in serving and welcoming.

Blessings,

Darla Hamm

Welcome Ministry Director

K. Women's Ministry

There continues to be women that are look to connect and lead together in various ways and we are so excited to support them in what God is calling them to.

One of the core groups that meets is our Thursday morning 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, then to 20-ish moms within an organized ministry, and now is beginning to range from 30-40 moms and their children. God is bringing women not only from our church family, but women from other church and the community as well.

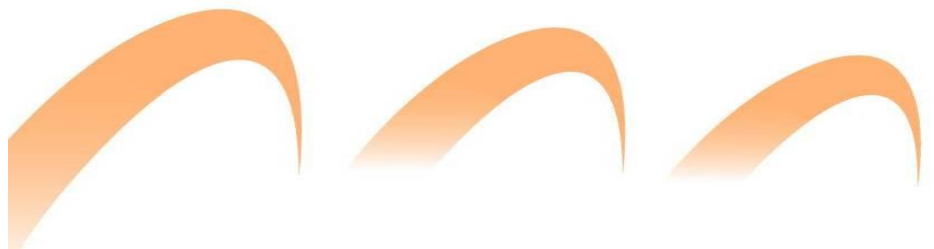
They offer childcare, thanks to a number of men and women who have come alongside to serve. This group is led by 6 women in the thick of mothering themselves- Anna Erickson, Camille Siemens, Deanna Pauls, Jillian Zak, Jessica Turgeon, and Darcie Olson.

On Tuesday morning there is also a group of women that gather who are eager to grow and enjoy diving deep into the Word of God. This again has been a group that God has continued to lead as there is a clear calling for deeper relationship with Him and each other. Women of all ages are welcome around this expanding table that they are excited to open up to more women who want to dive into these study times.

Our Church Staff and family is blessed to have such amazing women who so attentively listen to where and what the Spirit is calling them to, which we have been blessed to witness.

Pastor Ashlyn Ericson

Children's Pastor (Mom's Group Connection)



L. Men's Ministry

Ebenezer's men's ministries continue to currently center on our Wednesday morning prayer time and a Tuesday evening fellowship and study group. In addition, we had, in early February, a men's gathering featuring former NHL'er Dean McAmmond. About 70 men (of all ages!) came for food and fellowship as well as a wonderful testimony of faith from Dean and how his relationship with Jesus impacted every area of his life including his time as a professional hockey player. Thanks to Dan Ukrainetz for spearheading and organizing this event. Then, also in February, our men's ministry joined together with Elim to hold a family Super Bowl party hosted at Elim Church. It was wonderful to see entire families enjoying this time together.

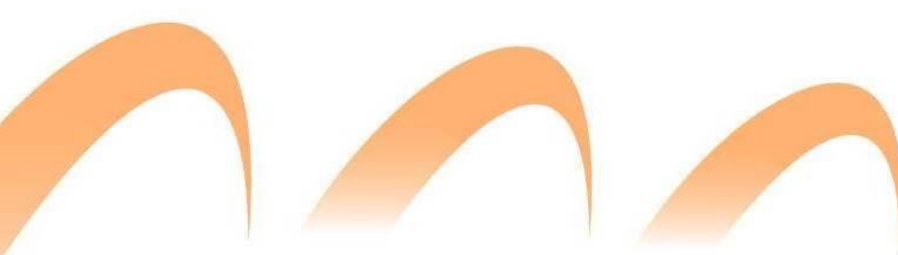
For the coming year, we are planning to hold a few events throughout the year as a means of facilitating the gathering of men and building relationships with each other so we can truly support, encourage, and challenge each other as we are called to do. Keep your eyes out for an event in early November with details to come but for now a little hint...MEAT!!!

"As iron sharpens iron, so one person sharpens another." (Proverbs 27:17)

Respectfully Submitted,

Pastor Cal Fong

Equipping Pastor & Teaching Pastor



M. Seniors Ministry

We are blessed to be a part of the Ebenezer staff as the Seniors Directors. We started our part time position at the end of August and are excited to be a part of what God is doing here.

The Seniors ministry aim is to create opportunities and activities for people to not only connect and be involved in what is happening here at Ebenezer, but also in the community around us.

Here are some of those activities: Senior's lunch – usually the 4th Thursday of each month from September to June. In the past there have been over 80 in attendance, with us having 84 at our first lunch on Sept. 26th. Special thanks to those who helped with the food prep – Carolyn Dyck, Penny Peters, Doreen White & Marian Summach. And also, many thanks to those who helped setup, serve and clean up.

Forever in Motion exercise class (designed for 55+): meets Monday and Thursday mornings, 10 to 10:45. We usually have about 25 in attendance, mostly women – we need more men! We also have a coffee/visiting time afterwards that has been well attended. This has been a great opportunity to exercise & interact with one another.

2 Sparrows “Stiches to Share quilting group. This ladies group which meets Wednesdays 10am to 3pm, has been meeting for almost two years & has made close to 200 quilts that has been distributed to many organizations in the city such as: Haven House, YWCA, Saskatoon Tribal Council Shelter for Women, & Hope Restored. Plus, many have also been given to individuals and families.

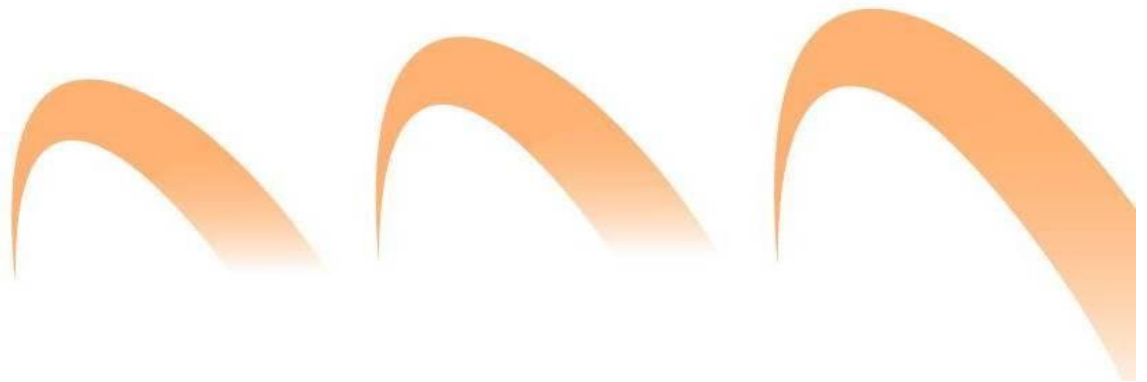
Ladies Bible Study – Tuesdays, 9:30 to 11am.

The Saskatchewan Seniors Fitness Association has Volleyball & Pickleball in our gym. Many from Ebenezer and the community around us are actively involved.

We look forward to getting to know many of our seniors in the coming year and are praying for God to bless our times together.

Yours in Christ,

Rick & Ruth Guenther
Seniors Directors



N. Library Ministry

First of all, we have some thanks to extend. We could not do this without our volunteer team who faithfully tend to the library on Sunday mornings in-between services. We are also grateful for donations to the library and those who have given us recommendations. Carol Klassen does the big job of processing our books to ready them for borrowing. Loreen Symon gives us access to the knowledge she has accumulated, and the three committee members, Michelle Shaw, Debra Melnychuk and Adrienne Banzet help with the organization and the culling of materials, where needed. And last, but not least, our patrons- YOU!! Please continue to use this wonderful resource.

What can you do for us?

- Volunteer your time.
- Try to return your library materials on time. It is a 3-week borrowing period. You may also renew books in the library.
- Donations are welcome. Those we cannot use will be donated to a charity.
- Recommendations are welcome. Just jot them down and leave the list in the library and they will be considered.

This fall we have focused on books for teens and pre-teens and are planning on acquiring more children's books. They are our most regular borrowers, and we want to encourage that. Lately, some of the young moms gave us a list that encompassed books for parents. Here are some of the titles you will see on our shelves soon:

1. M is For Mama- Abbie Halberstadt
2. Hard is Not the Same as Bad- Abbie Halberstadt
3. Mother Bear Apologetics: Guide to Sexuality- Hilary Morgan Ferrer
4. Motherhood Without all The Rules- Maggie Combs
5. The Tech-Wise Family- Andy Crouch
6. Loving the Little Years- Rachel Jankovic
7. Fit to Burst- Rachel Jankovic
8. Mama Bear Apologetics: Empowering Your Kids to Challenge Cultural Lies- Hilary Morgan Ferrer

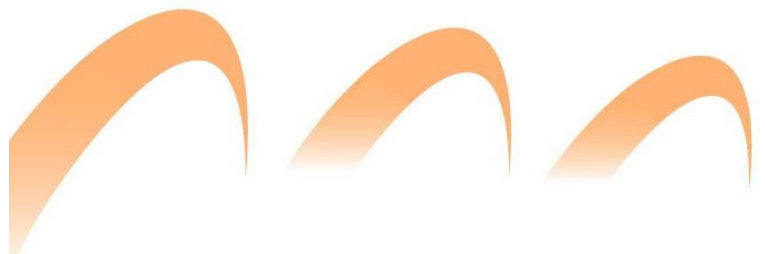
Here are some of the comments we've heard:

- We are so glad the library is open again.
- We can't get some of these books anywhere else.
- Our children love this!
- Thank you for doing this.
- This book changed my life, so I bought 2 copies to donate to the library (Thanks to whomever you are!)

So, who says that libraries are a thing of the past and e-books will take the place of physical books!! Our library says otherwise, and we hope you will utilize this to the full extent. Come check us 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. 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. Please be praying for them!

Recently, we added a welcomed and seasoned **Operations Director** in **Kevin Abrey**. Kevin is 'wearing several hats' by serving as the **Board Liaison**, overseeing slowly leaning into overseeing our **Facility Operations**, in the beginning stages of becoming our **Financial Controller**, taking a lead on our HR and Governance admin work, and working with our support ministry staff.

Chris Read will be transitioning out from being our **Facility Director** and will be taking on more with Media Production. **Media Production** responsibilities are growing more each year and the need for someone to oversee the media needs for the whole building are also increasing.

Tracey Meyer will be remaining as our **Finance, Office, & Event Director**. 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 office team. With the addition of Kevin Abrey to our team, Tracey can function at a much more reasonable pace and gain margin that was desperately needed.

Kristin Hepner is serving our church family as an **Office Assistant & Support Ministry** staff. Kristin continues to serve our mission well by being available to staff for various administrative tasks, has been creatively adjusting our website, social media, advertising, and is helping to build us an app. In addition, she continues to serve in VBS and care for people coming into our office.

Darla Hamm is also an **Office Assistant** but also took on the **Welcome Ministry Director** role this last fall. Darla is engaged with many areas of our ministry including administrative work, finances, rentals, and whatever is needed by our other staff. She continues to welcome people in reception and make them feel 'at home,' but that has now expanded with building, scheduling, and training teams for Sunday services. On the side, Darla continues to minister to and serve children in VBS, our mom's group, and pray for others in our Break Free seminars.

Adeana Web is continuing as our **Bookkeeper**, on contract. She has served us faithfully with her expertise and we're thankful to have her.

In His service,

Pastor Chet Ingram
Co-Lead Pastor

P. Facility & Media Production

Media Production Department reflects on a year filled with growth, creativity, and impactful outreach. Our mission remains to enhance worship experiences and extend our message through engaging multimedia content.

Key Accomplishments

Worship Services:

- Produced 52 weekly worship service livestreams, reaching an average of 350 online viewers.

Ministry Outreach:

- Collaborated with Ebby and many external ministries for promotional videos, raising awareness and support for their needs and events.
- Creating weekly content for youth & C&C ministries
- Creating weekly content to update the church body as a whole, engagement of these has increased over 300% in the last 15 months.
- Recording testimonies and life stories for those being baptized.

Events and Special Events:

- Successfully documented and streamed major events, including Easter, Christmas Services, and our Celebration Service from Prairieland with viewership increases of 30% compared to last year.
- Livestream Memorial Service, Weddings, our Preschool special Christmas and Graduation programs and Saskatoon Christian School Graduation.
- Host and provide many rentals, special events with the tech they need to be successful.

Challenges

- Adapting to rapid changes in technology and view expectations remains to be an ongoing challenge. We are committed to staying current with trends to enhance our production quality.
- Limited resources sometimes hindered the ability to upgrade our technical needs and tackle larger projects.

Goals for 2024/2025

Enhanced Training:

- Continue growing our volunteer team training programs to develop new skills and diversify our media team.

Increased Engagement:

- Launch a new interactive digital platform (Subsplash) to foster deeper community interaction and participation.

Expanded Content:

- Develop a podcast series to discuss faith, community issues, and church events targeting a broader audience.

- Capture and create video series of our Discipleship, Equipping and Training Seminars.
- Record and share more inspiring life stories from our church family.

Improved Equipment

- Invest in upgrading some of our aging production equipment to enhance our Sunday morning experience, video quality and streaming capabilities.

Some Future Dreams and Needs Include:

- New Worship Center sound board
- Replace our 10-year-old cameras mounted in the Worship Center
- Create a dedicated production room
- Upgrade the Worship Center lighting (some of this equipment is almost 20 years old.)

Conclusion

I would like to personally thank all those who help in our Media Department, without the Many Long Hours and technical skills they are blessed with, all of this would not happen. We are thankful for you.

We are also grateful for the continued support and encouragement from our church community and leadership. The Media Production Department looks forward to building on this year and striving for excellence in all that we do.

Together, we will continue to share the love of Christ through innovative and inspiring media.

Chris Read

Facility Director & Media Production Manager

Q. Mission

Thank you all for your continued support in prayer and financially over this past year! We are grateful for our missionaries and the hard work they do in furthering God's kingdom.

This past year has been filled with adjustment in Missions Ministry. Pastor Bryan retired at the end of June 2024, and we were excited to hire Pastor Shadi Saleh in his place, to oversee Missions Ministry and our missionaries for Ebenezer. Pastor Shadi is currently our Arabic Church lead pastor, but he has an evangelist heart and wanted to be a part of Ebenezer's Missions ministry moving forward.

Shadi and I (Chet) are currently meeting and discussing ways that we can improve our support for our missionaries. We have several ideas already in motion to highlight missionaries on Sunday gatherings and among Life Groups, so we can pray for them, stay in touch with their ministries, and even participate with them. We're excited to bring our missionaries more 'into the light' to our church family.

The yearly assessments of missionaries have been underway, and we have many missionaries continuing on in ministry, with a few that are retiring. We have added Bryce Neufeld as a regular missionary and are searching for new missionaries and ministries that we can support.

Many Blessings,
Pastor Shadi Saleh & Pastor Chet Ingram

R. Life Group Ministry

Discipleship is at the center of everything that we do.”

The heartbeat of our purpose at Ebenezer is to point people to Jesus and help them to know and follow Him. We do this through a process of intentional discipleship, and our desire is to form a discipling culture at Ebenezer.

In this last year we made some progress toward building into leaders of Life Groups and helping to launch some new Life Groups. Through Life Group Leader Training, we had 38 people attend and sharpen their understanding of what a disciple is and how to lead others on a discipleship journey with Jesus. Through Taste of Discipleship (A 6-week discipleship and Life Group experience) we had 5 new groups launch, and then several other groups that began through natural relationship connections.

A significant hit to Life Group ministry in this last year was the departure of Pastor Grace Sawatzky. Grace oversaw several Life Group leaders and helped them to grow as leaders and to coach them. She helped administratively with organizing and communicating with groups and leaders and she is missed.

New to this coming year, we have developed online forms for Life Group leaders to apply to lead, a form to register a new group, and a form to become a participant in a Life Group. Through offering Life Group Leader Training, Taste of Discipleship, and these online forms, we hope to make it easier for our church family to get connected to each other and grow spiritually, together.

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

Pastor Chet Ingram

Lead Pastor & Life Group Pastor

S. Marriage Ministry

Over the past year I was able to engage with several groups regarding ideas and plans to re-start our marriage ministries. While we have a renewed vision and a few key strategic pieces, we have unfortunately not yet been able to relaunch this all-important area but prayerfully plan to do so this coming year.

In the meantime, we continue to support and encourage our marriages to engage with Hope Encounters including the twice-a-year Marriage Weekend.

Respectfully Submitted by,

Pastor Calvin Fong

Equipping Pastor & Teaching Pastor



T. Membership

Membership as of May 1, 2023	462
Members received	<u>55</u>
Total members received	517
Members Deleted/Transferred	2
Members Deceased	<u>1</u>
Total members deleted	3
Membership as of Apr. 30, 2024	514
Baptisms	13
Child Dedications	10

Detail of Membership Changes Received

- Janet Harms-Masich (May 24/23)
1. Stan Masich (May 24/23)
 2. Doreen Walker (May 24/23)
 3. Jake Wall (May 24/23)
 4. Audrey Wall (May 24/23)
 5. Jacob Pilon (May 24/23)
 6. Tobore Henry Okpodu (May 24/23)
 7. Bryce Everett (May 24/23)
 8. Rachel Andres (May 24/23)
 9. Sean Barclay (May 24/23)
 10. Maile Crowe (May 24/23)
 11. Lara Friesen (May 24/23)
 12. Marlow Masich (May 24/23)
 13. Jennifer Salahub (May 24/23)
 14. Wesley Hodgson (June 1/23)
 15. Tamarah Hodgson (June 1/23)
 16. Mark Dalton (June 1/23)
 17. Jennifer Dalton (June 1/23)
 18. Derek Friesen (May 28/23)
 19. Cassidy Friesen (May 28/23)
 20. Marley Fast (May 19/23)
 21. Ben Negere (May 28/23)
 22. Lydia Negere (May 28/23)
 23. Mark Wickstrom (August 23/23)
 24. Altina Wickstrom (August 23/23)
 25. Paul Martens (August 23/23)
 26. Nancy Asen (November 29/23)
 27. Anna Erickson (November 29/23)
 28. Landon Aspinall (November 29/23)
 29. Emily Aspinall (November 29/23)
 30. Fadeke Ogunjimi (November 29/23)
 31. Olakunle Ogunjimi (November 29/23)
 32. Ron Neufeld (November 29/23)
 33. Dawn Neufeld (November 29/23)
 34. Rhonda Neufeld (November 29/23)

36. Josue Pozo (January 24/24)
37. Pavlo Verbakhovsky (January 24/24)
38. Anastasia Verbakhovsky (January 24/24)
39. Temitope Murele (January 24/24)
40. Adeboyege Atiba (January 24/24)
41. Magdalene Atiba (January 24/24)
42. Ama Atiba (January 24/24)
43. Xulin Guo (February 28/24)
44. Hannah Koetting (February 28/24)
45. Beverly Toth (February 28/24)
46. David Toth (February 28/24)
47. Karilyn Erickson (February 28/24)
48. Layne Erickson (February 28/24)
49. Barbara Barr (February 28/24)
50. Alan Barr (February 28/24)
51. Regan Espeseth (February 28/24)
52. Cathy Espeseth (February 28/24)
53. Enchuan Shao (March 27/24)
54. Aurora Zhou (March 27/24)
55. Oluwatobi Oyedele (April 17/24)

Deletions

- Ryan Hunt (Left)
Heidi Hunt (Left)
Walter Gregor (Deceased)

U. Ebenezer Giving Comparison – 2023 and 2022 (Calendar Years)

Ebenezer Giving Comparison - 2023 and 2022 (Calendar Years)

	2023 (includes part of fiscal 2024)				2022 (includes part of fiscal 2023)			
Donation Amount	No. of Donors	% of Donors	Amount Given	% of Total Amount	No. of Donors	% of Donors	Amount Given	% of Total Amount
\$0.01 - \$50	81	13.6%	\$ 2,554.95	0.13%	89	15.2%	\$ 2,487.95	0.14%
\$50.01 - \$100	39	6.5%	\$ 3,344.98	0.16%	46	7.9%	\$ 3,860.10	0.21%
\$100.01 - \$200	36	6.0%	\$ 5,891.10	0.29%	42	7.2%	\$ 6,579.93	0.36%
\$200.01 - \$500	67	11.2%	\$ 24,029.99	1.18%	71	12.1%	\$ 25,671.42	1.42%
\$500.01 - \$1,000	53	8.9%	\$ 42,376.88	2.08%	61	10.4%	\$ 49,094.88	2.71%
\$1,000.01 - \$5,000	197	33.0%	\$ 534,640.76	26.3%	169	28.9%	\$ 457,366.06	25.25%
\$5,000.01 - \$10,000	78	13.1%	\$ 544,730.87	26.79%	67	11.5%	\$ 478,852.81	26.44%
\$10,000.01 >	46	7.7%	\$ 875,935.51	43.07%	40	6.8%	\$ 787,100.48	43.46%
Total	597	100%	\$ 2,033,505.04	100%	585	100%	\$ 1,811,013.63	100%

Average Yearly Giving Per Person: \$ 3,406.20 Average Yearly Giving Per Person: \$ 3,095.74

V. Finances

Thank you for your continued generosity to Ebenezer's finances. Without your faithful giving, we could not continue to support the people and activities we do. I have the privilege of being able to follow funds from donation, to spending, to hearing and seeing the spiritual fruit produced. Whether it is used to support missionaries, to provide snacks for different ministry gatherings, to help with needs through the Benevolent Fund, to pay staff, to open the building for Ebenezer and community use, to purchase toilet paper, or so many other things, your giving is contributing to the Kingdom of God!

This has been a year of transition for the finance team. Thank you for your graciousness as we adjusted to our role shifts and the transition to our new financial software. We know some things were delayed and there were a few hiccups initially, but everything is running much smoother now. As of January 1, 2024 we moved fully to QBO for tracking of our finances. This has been a great shift, and although there are still areas we are learning to use more effectively, we are happy with the change. According to the auditors, we did not have any bookkeeping issues as we switched software and there is a possibility they will not have to come on-site for the audit next year as with QBO we are able to upload all our source documents right into the program.

I am grateful for all the work **Diana Mark** did to switch us over, followed by the training she did with me and the other members of the team to bring us up to speed with the new system.

The transition to QuickBooks Online was not a small task!

I would be remiss if I did not also thank the other members of the financial team:

- **Darla Hamm**- payables & receipting
- **Kristin Heppner**- deposits
- **Adeana Webb**- bookkeeper

They have taken the changes this year in stride and done a terrific job throughout the transition and learning. We strive to handle Ebenezer's finances with excellence and follow best practices. As we continue to grow as a congregation, we continue to evaluate our systems and ways of doing things to be as effective and efficient as possible.

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

With thanksgiving,

Tracey Meyer
Finance Director

W. Financial Report

Audit Report

Please review the attached 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. Except for not being physically present to monitor cash collections and counts, the auditor's opinion is that the books materially and fairly represent an accurate picture of the organization, resulting in a clean audit report.

Note: Our fiscal year runs from May 1 to April 30.

Additional commentary on the financial statements has been provided below.

Balance Sheet

Deposit on capital asset	2024	2023	Difference
General fund accounts receivable	\$0	\$28,189	\$28,189

For 2024 we did not have any deposits on capital assets. Last year included the deposit for a new Kubota tractor that was covered by insurance.

Accounts payable and accrued liabilities	2024	2023	Difference
General fund accounts payable	\$110,630	\$133,943	(\$23,313)

The accounts payable and accrued liabilities at year end have decreased from last year. There is an outstanding accrual for work done on the building as well as other year end purchases made before April 30 that were not reimbursed until after April 30 even though the expense was accounted for.

Long Term Debt	2024	2023	Difference
Total long-term debt	\$117,255	\$342,750	(\$225,495)

The remaining long-term debt related to the building expansion was \$117,255 on April 30, 2024. From the prior year \$225,495 was repaid on this loan. The repayment was a combination of set monthly payments (principal & interest) and a lump sum payment in January 2024 from funds collected at the Celebration Service in December 2023.

Canada Emergency Business Account Loan	2024	2023	Difference
Total CEBA loan	\$0	\$40,000	(\$40,000)

The Canada Emergency Business Account loan (also known as the CEBA loan) of \$40,000 was repaid in November 2023. As it was paid on time, we did not pay any interest.

Income statement

Excess of Revenues Over Expenses	2024	2023	Difference
General fund excess revenue over expenses	\$208,406	\$12,565	\$195,841
Benevolent fund excess revenue over expenses	\$7,067	(\$6,104)	\$13,171
Internally Restricted Fund excess revenue over expenses	(\$36,198)	(\$69,691)	\$33,493
Total excess revenues over expenses	\$179,275	(\$63,230)	\$242,505

Ebenezer ended the year in a good financial position- our revenue was more than our expenses, even including the amortization on the Capital Assets. The 2nd payment to cover expenses for the Refugee Family was not paid during this fiscal year but was paid in June of 2024 so it will be shown in the 2025 financials.

As we continue to see rising costs in all sectors, it is a blessing to see our giving not only remain steady, but to increase. Thank you. We do not take this lightly. We know there are many places your money needs to go. As you were, and continue to be faithful in this way, the staff continues to be good stewards of the funds you entrust to us.

Tithes and Offerings	2024	2023	Difference
General Fund tithes and offerings	\$1,891,833	\$1,615,172	\$276,661
Benevolent Fund tithes and offerings	\$50,424	\$88,102	(\$37,678)
Internally Restricted Fund tithes and offerings	\$243,526	\$213,383	\$30,143
Total tithes and offerings	\$2,185,783	\$1,916,657	\$269,126

Overall tithes and offerings have increased by \$269,126. Both the General and Capital (Internally Restricted) Funds show an overall increase. Although the Benevolent Fund did see a decrease in offerings, there was still excess revenue over expenses. In 2023 there was specific fundraising for the Refugee family sponsorship that was not done in 2024

Grant Revenue	2024	2023	Difference
General Fund grant revenue	\$19,454	\$182,427	(\$162,973)

The decrease in grant revenue is a result of the closure of the Drop-In Center out of the Meadowgreen location. All expenses for the Drop-In Center were covered by grant revenue, so with the closure we did not receive the same amount of grant money.

Ministry Revenue	2024	2023	Difference
General Fund ministry revenue	\$91,061	\$57,015	\$34,046

The ministry revenue increase of \$34,046 from 2023 is due to an increase in the number of people participating in various ministries. For example, as more youth and College & Career attend retreats, Christmas Banquets, and other events, we collect more revenue.

Christian Education Expense	2024	2023	Difference
Christian Education expense	\$157,379	\$121,839	\$35,540

The increase in the Christian education expense also correlates to the increase in the number of people attending retreats, and other events.

Occupancy Costs	2024	2023	Difference
Total occupancy costs	\$230,840	\$213,093	\$17,747

As expected, there has been an overall increase in occupancy costs due to a 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	2024	2023	Difference
Total salaries and related benefits	\$1,097,074	\$1,224,108	\$127,034

Overall salaries and benefits have decreased by \$127,034 from the prior year. As with the decrease in grant revenue because of the closure of the Drop-In Center, the salary expense also decreases as the number of part time staff has decreased.

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 operating cash flow is the cash that is generated and spent on regular operating activities. In 2024 our operating cash flow was \$416,600 compared to \$215,986 in 2023. This means the church generated \$416,600 more cash than was spent on daily activities of the church in 2024.

In the year 2024, there was a gain of \$9,000 in investing activities as the bus was sold. The financing activities in 2024 included a \$225,495 repayment of the mortgage and a \$40,000 repayment of the Canadian Emergency Business Account (CEBA) loan.

Church Expansion Project

We are very close to paying off the mortgage for the Church Expansion Project. As of April 2024, only \$117,255 remains on the mortgage from the original project budget of \$3,699,816! Once again, thank you for your repeated generosity in giving. We continue to collect donations towards repaying the remaining mortgage and hope to pay it off in full at the end of January 2025 when the one-year term expires.

Tracey Meyer

Finance Director

X Audited Financial Statements

EBENEZER BAPTIST CHURCH INC.

FINANCIAL STATEMENTS

APRIL 30, 2024



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, 2024, 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, 2024, 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, 2024 and 2023, current assets as at April 30, 2024 and 2023, and fund balances as at May 1 and April 30 for both the 2024 and 2023 years. Our audit opinion on the financial statements for the year ended April 30, 2024 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

September 8, 2024

Buchberger Baerg & Partners LLP

Chartered Professional Accountants

EBENEZER BAPTIST CHURCH INC.**STATEMENT OF FINANCIAL POSITION****APRIL 30, 2024**

	General Fund	Missions Fund	Benevolent Fund	Internally Restricted Fund	Total 2024	Total 2023
<u>ASSETS</u>						
Current assets						
Cash	\$ 463,213	\$ -	\$ -	\$ 9,520	\$ 472,733	\$ 312,625
Accounts receivable	12,493	-	-	-	12,493	8,673
Deposit on capital asset	-	-	-	-	-	28,189
Prepaid expenses	12,707	-	-	-	12,707	13,171
Due from General Fund	-	27,905	72,731	-	-	-
Due from Internally Restricted Fund	402,409	-	-	-	-	-
	890,822	27,905	72,731	9,520	497,933	362,658
Capital assets (Note 3)	-	-	-	4,244,505	4,244,505	4,483,588
	\$ 890,822	\$ 27,905	\$ 72,731	\$ 4,254,025	\$ 4,742,438	\$ 4,846,246
<u>LIABILITIES</u>						
Current liabilities						
Accounts payable and accrued liabilities	\$ 108,944	\$ -	\$ -	\$ 1,686	\$ 110,630	\$ 133,943
Deposits	8,305	-	-	-	8,305	2,580
Due to Missions Fund	27,905	-	-	-	-	-
Due to Benevolent Fund	72,731	-	-	-	-	-
Due to General Fund	-	-	-	402,409	-	-
Canada Emergency Business Account loan ("CEBA") payable	-	-	-	-	-	40,000
Current portion of long-term debt (Note 4)	-	-	-	117,255	117,255	342,750
	217,885	-	-	521,350	236,190	519,273
Lease commitments (Note 7)	-	-	-	-	-	-
<u>FUND BALANCES</u>						
Externally restricted	-	27,905	72,731	-	100,636	93,569
Internally restricted	-	-	-	3,732,675	3,732,675	3,768,873
Unrestricted	672,937	-	-	-	672,937	464,531
	\$ 890,822	\$ 27,905	\$ 72,731	\$ 4,254,025	\$ 4,742,438	\$ 4,846,246

See accompanying notes

Approved on behalf of the board

Director

Director



EBENEZER BAPTIST CHURCH INC.**STATEMENT OF OPERATIONS****YEAR ENDED APRIL 30, 2024**

	General Fund	Missions Fund	Benevolent Fund	Internally Restricted Fund	Total 2024	Total 2023
Revenues						
Tithes and offerings	\$ 1,891,833	\$ -	\$ 50,424	\$ 243,526	\$ 2,185,783	\$ 1,916,657
Grant revenue	19,454	-	-	-	19,454	182,427
Ministry revenue	91,061	-	-	-	91,061	57,015
Other revenue	45,114	-	67	-	45,181	31,076
	<u>2,047,462</u>	<u>-</u>	<u>50,491</u>	<u>243,526</u>	<u>2,341,479</u>	<u>2,187,175</u>
Expenses						
Advertising and promotion	4,420	-	-	-	4,420	6,877
Amortization	-	-	-	261,124	261,124	263,508
Christian education	157,379	-	-	-	157,379	121,839
Counseling and benevolent activities	-	-	42,924	-	42,924	66,950
Interest and bank charges	20,127	-	-	-	20,127	16,287
Interest on long-term debt	-	-	-	-	-	19,134
Missions - Outreach	128,808	-	500	18,600	149,908	149,199
Occupancy costs	230,840	-	-	-	230,840	213,093
Office	138,756	-	-	-	138,756	122,205
Professional fees	48,628	-	-	-	48,628	55,787
Salaries and related benefits (Notes 5 & 6)	1,097,074	-	-	-	1,097,074	1,224,108
Travel and automotive	15,876	-	-	-	15,876	10,607
	<u>1,841,908</u>	<u>-</u>	<u>43,424</u>	<u>279,724</u>	<u>2,165,056</u>	<u>2,269,594</u>
Excess (deficiency) of revenues over expenses before undernoted items	205,554	-	7,067	(36,198)	176,423	(82,419)
Gain on sale of capital assets	2,852	-	-	-	2,852	19,189
Excess (deficiency) of revenues over expenses	\$ 208,406	\$ -	\$ 7,067	\$ (36,198)	\$ 179,275	\$ (63,230)

See accompanying notes

EBENEZER BAPTIST CHURCH INC.

STATEMENT OF CHANGES IN FUND BALANCES

YEAR ENDED APRIL 30, 2023

	General Fund	Missions Fund	Benevolent Fund	Internally Restricted Fund	Total 2024	Total 2023
Balance, beginning of year	\$ 464,531	\$ 27,905	\$ 65,664	\$ 3,768,873	\$ 4,326,973	\$ 4,390,203
Excess (deficiency) of revenues over expenses	208,406	-	7,067	(36,198)	179,275	(63,230)
Balance, end of year	\$ 672,937	\$ 27,905	\$ 72,731	\$ 3,732,675	\$ 4,506,248	\$ 4,326,973

See accompanying [notes](#)



EBENEZER BAPTIST CHURCH INC.

STATEMENT OF CASH FLOWS

YEAR ENDED APRIL 30, 2024

	<u>2024</u>	<u>2023</u>
Cash flows from operating activities		
Excess (deficiency) of revenues over expenses	\$ 179,275	\$ (63,230)
Adjustments for		
Amortization	261,124	263,508
Gain on disposal of capital assets	(2,852)	(19,189)
Change in non-cash working capital items		
Accounts receivable	(3,820)	5,223
Prepaid expenses	464	3,326
Deposit on capital asset	-	(28,189)
Accounts payable and accrued liabilities	(23,316)	54,047
Deposits	<u>5,725</u>	<u>490</u>
	<u>416,600</u>	<u>215,986</u>
 Cash flows from (used in) investing activity		
Purchase of capital assets	-	(64,426)
Proceeds from disposal of capital assets	<u>9,000</u>	<u>28,191</u>
	<u>9,000</u>	<u>(36,235)</u>
 Cash flows used in financing activities		
Repayment of Canada Emergency Business Account payable	(40,000)	-
Repayment of long-term debt	<u>(225,495)</u>	<u>(183,152)</u>
	(265,495)	(183,152)
 Net increase (decrease) in cash during the year	160,105	(3,401)
 Cash, beginning of year	<u>312,628</u>	<u>316,026</u>
 Cash, end of year	\$ <u>472,733</u>	\$ <u>312,625</u>
 Cash consists of:		
General Fund cash	\$ 9,520	\$ 132,349
Internally Restricted Fund cash	<u>463,213</u>	<u>180,276</u>
	\$ <u>472,733</u>	\$ <u>312,625</u>

See accompanying notes

□

EBENEZER BAPTIST CHURCH INC.
NOTES TO THE FINANCIAL STATEMENTS
APRIL 30, 2024

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, 2024

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.

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, and long-term debt.

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.

EBENEZER BAPTIST CHURCH INC.

NOTES TO THE FINANCIAL STATEMENTS

APRIL 30, 2024

2. Significant accounting policies (continued)

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

	2024	2023		
	Cost	Accumulated amortization	Net book value	Net book value
Buildings	\$ 5,601,665	\$ 1,970,171	\$ 3,631,494	\$ 3,855,561
Computer equipment	19,093	19,093	-	-
Equipment	246,206	184,072	62,134	80,913
Paving	431,345	257,645	173,700	190,954
Vehicles	28,189	1,024	27,165	6,148
	6,326,498	2,432,005	3,894,493	4,133,576
Land	350,012	-	350,012	350,012
	\$ 6,676,510	\$ 2,432,005	\$ 4,244,505	\$ 4,483,588

4. Long-term debt

	<u>2024</u>	<u>2023</u>
7.85% TCU Financial Group Credit Union mortgage, payable in blended monthly instalments of \$930 due February 2025, 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 \$3,981,506 (2023 - \$4,205,573)	\$ 117,255	\$ 342,750
Less current portion of long-term debt	<u>117,255</u>	<u>342,750</u>
	<u>\$ -</u>	<u>\$ -</u>

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.

EBENEZER BAPTIST CHURCH INC.
NOTES TO THE FINANCIAL STATEMENTS
APRIL 30, 2024

4. Long-term debt (continued)

The organization has access to a Royal Bank of Canada ("RBC") line of credit with an authorized upper limit of \$50,000, bearing interest at prime (April 30, 2024 - 7.2%; April 30, 2023 - 6.7%) plus 1%, secured by a general security agreement. At April 30, 2024, 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.

5. 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 \$55,469 (2023 - \$53,539).

6. Related party transactions

A spouse of a board member is employed by the organization. The spouses' wages are 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.

7. Lease commitments

The organization has entered into various operating leases for equipment, as well as a rental agreement for the Meadowgreen building which expires December 2024. Future minimum lease payments under the operating leases are as follows:

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

EBENEZER BAPTIST CHURCH INC.

NOTES TO THE FINANCIAL STATEMENTS

APRIL 30, 2024

8. 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.

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 and long-term debt. 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 working 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 the 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 the role of a 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 for extra positions, plus increases for staff.
 - vii. Is Tech Hire (part-time) still in the 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 the 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 the 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? The 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. The Governance Policy Board structure will remain unchanged.
 - x. Will members be able to read the Board Governance Manual? A 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

Ebenezer Baptist Church Annual Meeting
October 25, 2023 – 7:00 pm
MINUTES

1. Opening Remarks – Myron Johnson (Board Chair)
 - a. **Motion:** To approve the agenda as presented. Moved: Ivan Olfert. 2nd Troy Beaver. Carried.
 - b. **Motion:** To approve the minutes from the April 2023 Congregational Meeting (printed in Annual Report). Moved: Ken McCullough. 2nd Ruth Whelan. Carried.
 - c. Highlights of board report:
 - i. Relationship/engagement
 - ii. Co-Leads
 - iii. Policy review
 - iv. Unity and growth
 - v. Installation service prompts ongoing prayer for leadership
2. Devotional and Prayer – Santosh Ninan and Chet Ingram (Co-Lead Pastors)
 - a. Reflections on past four months:
 - i. God is Sovereign (Daniel 4)
 - ii. Faith Compounds (God has caused growth – EBC’s decades of faithfulness)
John 1:5
3. EBC Ministry Reports – EBC Ministry Staff
 - a. Chet: Co-Lead Pastor report
 - i. Thankful and surprised by growth in ministry areas.
 - ii. Transitioned well, church walking in unity.
 - iii. Community seeking to growth in faith, participate in the body and engage in God’s mission. Transformed lives.
 - iv. Pray: Hold true to word of God and preach it clearly. Guide family well. Be good steward of what God is doing among us. Wisdom in leading staff team.
 - b. Cal: Equipping Ministries
 - i. Many changes and new doors opening.
 - ii. Building disciples to disciple others to impact our city and beyond. Multiple opportunities for learning – not programs but provision of tools.
 - iii. Member of teaching/speaking team.
 - iv. Revision Men’s ministry and Marriage ministry. Group meeting to support mental health.
 - v. Pray: Adjustment to new role. Equipping others.
 - c. Chet: Worship Ministries

- i. God's faithfulness in providing worship leaders and team members (including media, sound, etc.). Intern: Reuben Van Der Walt
 - ii. Pray: Transition to three services. Long-term staffing.
- d. Ashlyn: Children's Ministries
 - i. God's faithfulness in programming, volunteers, growth. Building community and engagement from non-churched families.
 - ii. Answered prayers for volunteers – 30 people signed up to serve this fall.
 - iii. Pray: Wisdom and growth in leadership.
- e. William: Jr. and Sr. Youth Ministries
 - i. Growth in attendance and leadership development with sustainable systems. LIT program. Special events created deeper community. Partnering with parents and caregivers. God's goodness and faithfulness is evident.
- f. Wes: College and Career Ministries
 - i. Encouraging growth in the group and finding sense of community.
 - ii. Spiritual hunger and significant breakthroughs at Fall Retreat.
 - iii. Pray: Need for continual growth and development of leaders. Wisdom in connecting C&C with mentors and congregation.
- g. Chet on behalf of other ministries
 - i. Grace – Welcome Ministries (absent due to Mom's passing). The report was written but missed in the original report document. Greeters, Ushers and Hosts for Coffee times.
 - ii. Grace and Chet – Life Groups: Shift in culture to smaller communities. Training of leaders. New Life Groups formed.
 - iii. Pray: For leaders to step forward in Life Groups. Coaching relationships with leaders
 - iv. Grace – Women's Ministries (not a formal ministry)
 - 1. Mom's Group
 - v. Pray: Wisdom for Grace in leading leaders
- h. Bryan: Seniors' Ministries and Missions Portfolio
 - i. Fitness in Motion classes. Two Sparrow Stitches to Share. Seniors' Lunch monthly ~ 90 gather
 - ii. Pray: Teams to provide direction.
 - iii. Increase visibility of missionaries and communicating on their behalf for prayer support and financial gifts.
- i. Chet:
 - i. Operations and Mobilization – Thank you to great staff team for support. New volunteers (120). Pray: Next generation of servants in food prep.
 - ii. Facility and Media – Building is being used all the time. Volunteer Facility Care Team is being formed (Arlen Olson). Online Community is growing –

Chris Read is very busy (help from Kristen Heppner). Pray: Strategies from God to disciple those online and build greater community.

- iii. Finances – Thank you for faithful and consistent givers. Diana Mark providing leadership in transition to new software, training of staff, consulting. Tracey Meyer shifted from Bookkeeper (now Adeana Webb) to fill Diana’s role and is in Equipping Ministries with Cal. Pray: Diana, Tracey, Adeana and Darla.

4. Partner Congregation Updates – Santosh

- a. Saskatoon Arabic Church – Shadi Saleh
- b. Bhutanese Nepali Eternal Life Fellowship of Saskatoon – Ramesh Tamang
- c. Korean Vision Church – Hyoungwon Lee
- d. Meadowgreen House for All Nations – Spencer and Karen Van Der Walt
- e. Santosh meeting with these pastors and studying leadership
- f. What’s next? Potential to launch new churches

5. **Motion:** To approve Ministry Updates as printed in the Annual Report. Moved: Niki Ens. 2nd Ricky Lam. Carried.

6. Auditor Report Approval – Myron Johnson

- a. April 30, 2023, Audited Financial Statements
 - i. Letter from Auditor – qualifier re: cash gifts
 - ii. Balance Sheet
 - iii. Tithes and Offerings (year over year – 20% increase is encouraging)
 - iv. Statement of Operations (Deficiency of revenues over expenses) – amortization of building year over year
 - v. Salaries and benefits
 - vi. Cash Flow Statement (Repayment of long-term debt - \$183,152)
 - vii. Year To Date Budget vs Giving
- b. Facility Financing Update: only \$312,750 left to pay from a \$3,700,000 building budget since fundraising kickoff December 2018.
- c. **Motion:** To approve the Audited Financial Statements as presented in the 2023 Annual Report as printed. Moved: Ivan Olfert. 2nd. Justin Stirrett. Questions? (None) Carried.
- d. **Motion:** To appoint the auditor as Buckberger, Baerg and Partners LLP for 2024. Moved: Harvey Matthies. 2nd. Troy Beaver. Carried.

7. Close in Prayer – Chet Ingram

8. Motion to adjourn: Colin Bruins

EBENEZER BAPTIST CHURCH
2024 General Fund Statement of Operations Variance
& 2025 Budget



	2024 Actual	2024 Budget	2024 Variance	2025 Budget	Increase (Decrease) From PY Budget
Total Tithes & Offerings	\$ 1,891,833	\$ 2,054,800	-\$ 162,967	\$ 2,131,440	\$ 76,640
Total Other Income	45,114	11,900	33,214	25,600	13,700
Total Ministry Revenue	91,061	70,975	20,086	97,550	26,575
Grant Revenue	19,454	20,000	546	10,000	(10,000)
Total receipts	\$ 2,047,462	\$ 2,157,675	-\$ 110,213	\$ 2,264,590	\$ 106,915
Advertising, licenses, and dues	4,420	9,770	-	4,650	(5,120)
Professional and Consulting Fees	48,628	35,000	13,628	18,500	(16,500)
Office, Supplies, and Consumables	138,756	149,390	-	177,995	28,605
Education & Training	157,379	135,150	22,229	224,580	89,430
Interest & Bank Charges Expense	20,127	15,570	4,557	19,000	3,430
Occupancy Costs	230,840	276,720	-	266,925	(9,795)
Travel & Automotive	15,876	15,520	356	14,090	(1,430)
Outreach	128,808	172,852	-	145,512	(27,340)
Salaries & Related Benefits	1,097,074	1,347,613	-	1,373,338	25,725
Total disbursements	\$ 1,841,908	\$ 2,157,585	-\$ 315,677	\$ 2,244,590	\$ 87,005
Total receipts less disbursements	\$ 205,554	\$ 90	\$ 205,464	\$ 20,000	\$ 19,910
Gain on Sale of Capital Assets	2,852				
Excess of Revenue over Expenditures	\$ 208,406				
Capital asset purchases	\$ -	\$ 20,000	-\$ 20,000	\$ 20,000	\$ -

Notes: