



2022

# Annual Report Book

## **Inside this Edition**

Annual reports from  
Pastors Seth, Stacia, and Linea  
Church Chairman;  
Stewardship and Properties  
(including treasurer report);  
Discipleship;  
Spiritual Care &  
Missional Care  
The Proposed 2023 Operating Budget  
2023 Ballot

*(pic courtesy of Sharon Kent; we miss you and Ken,  
and pray God's continuous blessings.)*

***AGM taking place at the church on Saturday,  
04 February, 2023***

***Coffee and Tea provided***

***Potluck Snack Items to share – bring your  
favourite!***

**Also Inside** Letters from the Evangelical  
Covenant Church newly-elected  
President,  
**Tammy Swanson-Draheim &**  
Evangelical Covenant Church of Canada  
Superintendent, **Glenn Peterson**



**God's people are thankful!**

## BEHAVIOURAL COVENANT

### Guidelines for Loving Relationships and Values to Guide our Interactions

Colossians 3: 12-17; I Thessalonians 5: 12-26

At Gateway Covenant Church...

- We seek to build each other up and not tear down.
- We respect and honor the office of Pastor and other lay leaders.
- We seek to communicate respectfully, clearly and completely and when conflicts arise, we seek resolution face to face and in ways that are personal and respectful.
- We tackle problems, not people and accept disagreement, conflict and evaluation as normal and natural.
- We offer our opinions with charity, love, humility and respect.
- We make positive investments in each other's lives.
- We seek to discover what is best for our church as a whole, not what may be best for us or for some small group in the church.
- We are willing to be inconvenienced for the sake of the gospel.
- We believe the best in each other and give each other the benefit of the doubt.

Gateway Covenant Church

Annual General Meeting

February 04, 2023

## **AGENDA**

Land Acknowledgement

**We acknowledge that this meeting is taking place on Treaty 6 territory:**

**the traditional lands of the Cree, Saulteaux, Dene, Dakota, Lakota, Nakota, and Métis Nations.**

Welcome

Non-Members

Tellers

Acceptance of Agenda

Devotional – Pastor Seth

Motion to Accept Feb 20, 2022 AGM Minutes

**\*\*Special Break**

Superintendent and President Letters

Reports

Financial

Proposed Budget

Ballot

ECCC Annual Conference and AGM – delegates.

May 5-7 2023 Surrey BC (one location)

Other

Adjourn



DECEMBER 2022

## *Hello Covenant Family,*

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

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

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

*For God's glory and neighbor's good,*

**Tammy Swanson-Draheim**, PRESIDENT, EVANGELICAL COVENANT CHURCH



January 2023

Mission Friends across Canada and around the World,

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

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

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

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

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

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

In prayer with and for you,

Glenn Peterson  
President/Superintendent, Evangelical Covenant Church of Canada

## 2022 AGM Pastors' Report

*“Whoever can be trusted with very little can also be trusted with much,  
and whoever is dishonest with very little will also be dishonest with much.”*  
-Luke 16:10-

As we look back on 2022, we can see we are still reeling a bit from the disruption which Covid caused. Disruptions can be very disorienting. When the Israelites returned from their exile in Babylon to Jerusalem, the city was not quite what they remembered and hoped it would be. The exile had been disorienting, and the return wasn't a simple as just showing back up. It required a re-orientation. There was much work to be done, rebuilding the ruins. God miraculously provided the means when Persian king Cyrus taxed his own subjects and sent the money to rebuild Jerusalem. This season in the life of the church can feel a bit like a return from our Covid-imposed exile. We've been gathering, but things aren't all quite back to "normal" yet. We've returned to things different than when we left. For some, the opportunity to build new things or renovate the old is energizing and exhilarating. For others, it is daunting and exhausting to even think about. And some of us find ourselves in between – pleased about the opportunities but feeling like we don't have much to offer right now.

Whether you are excited, terrified, or eager but apprehensive, let's take some time to remind ourselves about what God has always done for God's people on their journeys. God goes before us, preparing the way and providing what we need to get reoriented. God has led the way through disorienting times again and again. When we feel the weight of disruption, the exhaustion of uncertainty, or the struggle of getting back into the swing of things, we need to tell that story of God again and again. When we feel the urge to rush headlong into something new, we need to tell the story of God who guides us when we slow down enough to listen to the still small voice. When we are willing but tentative, we need to declare the truth of pillars of cloud and fire leading the way through wilderness. Of unlikely people sent ahead to prepare the way. Of small acts of obedience making big impact because the LORD is faithful.

God does not need much to do God-sized things. God just needs us to be faithful with what we have been given. It might feel like after so much disruption, disconnect, and uncertainty that you don't have much to contribute. But that's not how God looks at it at all. God is asking for faithfulness with what you do have, not more of what you don't. **Faithfulness in the little things.** As we re-orient ourselves to God's mission in today's world, the question we want to be continually asking is – are we being faithful? As inadequate as your offerings may feel to you, you have been given resources, gifts, and talents to share. As small as Gateway may feel when we are tempted to compare, we have an abundance of goodness poured out before us. Are we being faithful? How are you trusting what you have – however small or large it may seem – to God? How are we becoming more faithful and trustworthy stewards of all the little things God has given us?



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*Pillar of Cloud, Pillar of Fire*  
by Isaac Brynjegard-Bialik.

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One of the ways we re-oriented our life and ministry as a congregation was to move from Kids' Klub to Family Fun Nights and now to Family Journey Night. Family Journey Night has also shifted again, adapting to meet



the needs of the people attending. We now gather and play together at 5:30, eat together at 6:00, study God's word together, and close our time in worship together by 7:00(ish). We have taken time to create the space – check out the winter wonderland décor – so that it feels welcoming and purposeful. We gathered together to evaluate how the fall went as we looked ahead, hearing for many of you with invaluable ideas and contributions. Your “little” contributions, even simply your presence at a meeting, has made a bit impact. Families are gathering together around God's word, and it is good. Another ministry that went through re-orienting was Prayer Pals. Several people have new prayer partners, and for the first time more adults than kids are signed up! Thank you for your faithfulness to these prayer relationships. It has a big impact.

Looking ahead, we are eager to re-orient our Crescendo (seniors) ministry. We have some ideas for both intergenerational and Crescendo specific gatherings, but we'd love to hear more from you about what you would value. We need more volunteers for our Sunday morning gatherings to help with Jr Church and coffee preparation. We continue to look for the pillar of fire guiding our next steps following the closure of The Gate. Our Jr Leaders are beyond thrilled to be doing more together. We are praying for the many among us facing health challenges and have been so blessed to see this church family care for one another. We look forward to more gatherings together in the outdoors around a campfire or indoors over a warm beverage.

Our family made up for lost travel time during Covid by taking three trips to visit family in 2022. Pastor Stacia's new mother-in-law made her first ever trip to Canada – in December no less! Theah has persevered and grown through some significant challenges. Nevie's broken ankle last June is still impacting her, but only when she plays too hard. Sharlotte has her first “job” as a program assistant for the PA Skating Club. Baron has entered French Immersion kindergarten and found out that he's really good at math. Pastor Stacia turned 40 and the family celebrated with a weekend trip to Moose Jaw. Pastor Seth turns 40 on Feb 2<sup>nd</sup>, so bring him some sweet treats at the AGM. All the kids continue to love being a part of Gateway, and we do not take that for granted. It is a gift that they feel so welcomed and loved by their church.



As we continue to reorient our ways of doing things in 2023, we are so glad to be partners in the journey with all of you good and faithful stewards. It is our prayer as pastors that we are asking “am I being faithful” in the smallest of our tasks, and we invite you to join us in that question. What is one small way that you can become more faithful right now? God sees our faithfulness. God prepares our way. God provides what we need.

*Pastor Stacia and Pastor Seth*

## Chairman Annual Report, 2022

At this, my final Chair report, I look back and cannot help but be thankful, again. I am thankful for our Council Committee Chairs and all the work they do behind the scenes. I am thankful for the many, many volunteer hours that are given to the various ministries at Gateway, by yet even more individuals.

Our 'small' church does 'big' work! Thank-you!

The mission statement of Gateway Covenant Church reads, "***we are people who welcome all, and encourage each other to know and follow Jesus Christ, and serve our community in His Name***". This year, old connections have been renewed, and new ones have started to form, and after a (long) season of being apart and more distanced, these things are encouraging because we are welcoming and are wanting to serve our community.

As you read the reports in this book, I hope they give you a sense of encouragement and hope and thankfulness for all that God has done in and through each of you. From your faithful financial giving, to your consistent giving of various gifts to the vulnerable, to being obedient to the call of the Kingdom in our community, be encouraged!

We miss all those who have moved away or who were called home by Jesus this past year; their absence is certainly felt.

Council recently committed to purchasing and serving 'Ro Coffee', a coffee which is ethically sourced and distributed by a partner Covenant work in Riondel, BC. (you can look up the information sheet in the foyer). Several Council committee members have been serving it in the foyer on a Sunday morning, and Council is hoping to involve more families in this ministry in 2023. Look for your opportunity to serve in this way!

We serve a faithful God, and He continues to supply our needs, in new and different and unexpected ways. Let us move into this new year anticipating what God has planned for Gateway and let us be actively listening to His voice and watching for ways in which He is moving! Get involved; each one of you is here, at this time, for a purpose; it is not by coincidence that you 'happen to find yourselves here'. God has a plan and a purpose for you to serve Him at Gateway.

*Serve wholeheartedly, as if you were **servicing the Lord**, not people. Ephesians 6:7*

Thank-you for the opportunity to serve you as chairman these past few years.

Janet Loseth, chairman

## **The Gate ... an outreach ministry of Gateway Covenant Church Annual Report 2022**

This past year has been a challenging one for the ministry of The Gate, and this marks, the final (formal) report from The Gate located at Access Place. We began this ministry in mid-October 2015. After serving folks with HIV, Hep C and substance abuse issues, for 7+ years, we have made the decision to close. I think the work we have done over the past seven years has been significant in the lives of the marginalized folk who made use of the services we could offer. There are a few important reasons we can no longer operate; the most significant being the need for Pastor Linea to undergo open heart surgery but also factors such as pushback from the building owners as they became more upset by the homeless people loitering and littering in the area.

In writing this report I looked back over reports from past years. It was a good refresher for me as I realized that what we, just a small church, have been able to do with God's help. Over the years we have provided the clients of Access Place with a welcoming place to stop in for coffee, tea, and a snack. Before Covid changed the way we had to operate, we offered parenting, literacy, and tenancy classes, sharing circles, and even offered some cooking classes. Most importantly, we built relationships and shared the love of Jesus as we cared for the vulnerable. Covid forced us to become more of a food provider since we had no space to safely invite people inside the building for classes. We began offering a take-out bag with sandwiches and then were able to move to the Union Centre where we could better offer a space to warm up, hot meals, clothing, and toiletries. Funding was provided mostly through Riverbank Development's grant from the government to support the homeless.

In June of 2021 we moved back to our small space at Access Place. We did not have access to the funds or personnel needed to continue operating out of the Union Centre. We again offered take-out food until Covid restrictions began to lift in 2022. It was very difficult to continue to offer the services that provided support, other than take-out food. We still were restricted to a very small number of folks we could have in to participate in programs, and it was difficult to restart programs that we had found most beneficial pre-Covid. It was also becoming more difficult to provide any food as the owner of the building complained that the health authority's lease did not allow for a food service operation. We could no longer prepare food – only snacks could be given out and they had to be consumed inside. It was becoming harder and harder to serve the needy people that came to our doors.

It is mostly because of the challenges mentioned in this report, that the Gate has officially closed its doors. We celebrate that these seven years have been used by God; lives have been changed; God has faithfully written His story throughout.

The Missional Care Committee at Gateway is currently finding other ways to serve the needs of the homeless and the vulnerable population, by joining with others in the community who have a common desire to share the good news of God's love through provision of food, clothing, and toiletries. The new chapter is being written!

**Pastor Linea Lanoie**

## Stewardship & Properties Committee 2022 Annual Report

Thanks are extended to committee members Evelyn Hagley, Don Abramyk, Steve Paetkau, Charlie Chicoine (on call) Brian Anderson (on call), and pastor representative Seth Michael for serving on this committee.

The spring work bee held in May saw a good turnout, with a lot of tasks completed both inside and outside of the building. Thanks to all who pitched in.

With lifting of COVID restrictions and the resulting increased use of the building, all users/groups are reminded to please tidy/clean up after yourselves.

The volunteers who signed up for lawn mowing and snow shoveling in 2022 are greatly appreciated.

Ongoing maintenance of the building and grounds included replacing two door closers, fixing eavestrough fasteners, leveling and adding gravel to the parking lots, mulching for weed control, and making sure that the parking lots were plowed following heavy snowfalls, to name just a few tasks.

In early spring the melting snow on the metal roof caused damage to several “snow stops”. We replaced them, with the addition of more rows of snow stops to prevent future occurrences.

The fire extinguishers had their annual inspection completed, while the required testing of smoke and heat detectors was deferred to January 2023.

The cost of property insurance increased significantly in 2022, and the committee will investigate quotes from other insurance providers for 2023.

This year “Junior Assistants” were added to the schedule of Ushers and Greeters. Thanks to those who help in this important role.

Finishing “Phase 2” of the basement flooring project remains on our radar. Contributions to the flooring fund are still welcomed.

We are grateful for the congregation’s faithful financial giving in 2022. A stewardship campaign in the fall shows that we can expect continued financial support in 2023. Thanks to all who have committed to support the important ministries of our church with their tithes.

**Phil Loseth, Chair**

## Spiritual Care Committee Annual Report, 2022

The Spiritual Care team of Marion Skiftun, Sharon Dice, Claude Rushimirwa, Dina Nyamarina, and Bob Kutzan have worked hard to serve and pray for all of you during this season. Gordon Skiftun has also been volunteering to visit along with Marion.

Many bouquets of flowers, cards, and condolence gifts (younger ages) were given to many of our church families who suffered loss this season, and to those who have been ill.

There were 3 high school graduates this year to celebrate with. Student Bibles were given to each one as a congratulation from the church.

In June, a “New Membership Class” was offered, and attended by 5 people from the congregation. We have followed up with this group and plan to move forward in 2023 for those who have chosen to commit to the next steps. More people have since indicated their interest in membership, and the Committee will move forward with a new class in 2023.

This Committee co-hosted Gateway’s start-up for the new ministry year in September with a BBQ that was attended by 45 people. All Council committees were there to help. We enjoyed an encouraging time together as we celebrated being together and looking forward to the new Ministry year.

Two weeks-worth of meals were planned for Pastor Linea after her surgery, and then again for Margaret E, while she was recovering from a fall. Thank-you to all who made and delivered those meals.

The Spiritual Care Committee oversees the distribution of the Benevolent Fund. During this past Christmas season, \$400-worth of gift cards were given to assist families in need and \$500 was given to help a local Church group provide a warming space for the homeless. An additional \$250 was also given to that cause, from a free will offering taken at our Christmas Eve service. You are all so generous – thank-you!

Tracy Anderson  
Chair

## Discipleship Committee Annual Report 2022

Members: Aileen Abramyk, Sandy Chicoine, Joanne Abramyk and David Enequist.

This past year was an exciting time for Gateway as far as Discipleship goes. Since the beginning of fall there we saw the return to the hustle and bustle of life within the church. Here is a short list of the things that the Discipleship Committee has been up to:

**Family Journey Night** (in place of Kids Klub) - the past few months of Family Journey Night have been an exciting time to fellowship and grow in our faith together. It has definitely been a time of trial and error and continues to evolve and grow as we learn what works and what doesn't.

**Jr. Church** - Pastor Seth has done a lot of work to get our tech updated in the playroom and it has been excellent to be able to utilize it. The Jr. Leaders have been very helpful. Adult volunteers continue to be a bit of a challenge to find. The kids seem to genuinely like coming to church which I would say is a pretty big victory.

**Bible Studies** - Pastor Seth offered various Small Group Bible studies throughout the year; in both online and in-person formats.

**Wiggle Boxes**; activity boxes (think pizza box) - these were created for young children to use during the worship service to help keep them occupied and engaged. They are especially effective on the Sundays where there are no Junior Church leaders for that day. This committee is looking at ways to better use them for the younger children who need something to do even before going to Jr Church!

**Sermon Notes** - the Pastors created this activity for the older children (those too old for Jr Church) to engage this age-group during the service. Ask one of these young ones about their responses following a service one Sunday – you'll be encouraged!

We hope to continue to gain momentum with the programs already in place and are excited for what 2023 has in store for us at Gateway.

Aileen Abramyk, chair

## Missional Care Committee 2022 Annual Report

Committee Members: Shaunna Barber, Debbie Skiftun (until May), Alecia Stevens, Mary Jane Graham (Chair), Linea Lanoie (Pastor/The Gate liaison) Seth Michael (Pastor liaison)

The committee met in April to review our responsibilities, set priorities, and assign responsibilities. Our main ministry support was for The Gate – making and delivering sandwiches, sorting donated clothing, purchasing and supplying hygiene items, and ensuring all expenses were reimbursed. Debbie and Alecia volunteered to help serve at The Gate on Monday mornings.

In June, Pastor Linea was told that The Gate could no longer cook or serve food, and nothing could be taken outside, so the inside space was re-arranged and all food items and containers were removed.

In September, when The Gate officially closed after 7 years under the leadership of Pastor Linea, we assisted by co-ordinating the moving of major appliances, shelving, and tables to the Ukrainian refugee relocation coordinator, and many items were donated to Gateway. When “As Good As New” closed, they donated over 150 bags of clothing and Alecia coordinated most of the pick-ups and sorting into summer and winter items. Linea was able to distribute all the summer items before The Gate closed and the winter clothing was stored at Gateway. We delivered many of the winter items to three different groups for distribution. Alecia continues to work with “Sophie’s Closet”, a thrift store supporting Ukrainian refugee families.

In October we began working with the Reaching Out Street Ministry (several city churches are involved) providing the hygiene items they distribute each Sunday. The Gate Donation Fund monies donated for this specific ministry, will be used to purchase hygiene items until this fund is depleted, after which the fund will be closed and expenses charged to a Missional Care budget line item called “The Gate Legacy” (upon recommendation by Council). We encourage members to volunteer to help this ministry with the Sunday distributions of food, clothing, and hygiene items. We are still collecting used pill bottles to fill with lotion and shampoo. All hygiene supplies and clothing have been removed from classroom #2 and are now stored in the back entrance cabinets.

We planned a Hallowe'en evening at the church but were unable to attend, so this event was hosted by Aileen and Tracy – thanks for co-ordinating this at the last moment.

Kathy Heit was updating the church sign until July. We are looking for another volunteer for this job.

Thank you for donating items for 89 Christmas backpacks which were filled on December 14<sup>th</sup> by those attending the Family Journey Night. Alecia delivered and helped Reaching Out Ministry to distribute these to the needy and homeless at St. Alban's gymnasium the following Sunday. 20 of the extras were delivered to the women's shelter and the remainder will be distributed in early January.

We had hoped to host a Missions Sunday in the fall, highlighting each of the ministries Gateway supports, but this did not work out. We encourage everyone to become familiar with each of the missionaries and ministries that will be supported by the 2023 budget. Your generous offerings go a long way (literally).

Thank you for your generous support, volunteer hours, and donations to The Gate over the years as well as the other events during 2022.

Our special **thanks and prayers for Pastor Linea** who dedicated these past 7 years ministering to the vulnerable of our city and made a huge impact on their lives as well as those of the peers who worked and learned alongside her. We continue to pray for her healing as she recovers from heart surgery.

My thanks to the committee members who have all pitched in to get things done as needed. I have enjoyed working with you.

**Mary Jane Graham, Chair**

**Gateway Covenant Church  
Comparative Income Statement**

	2021 Budget	2021 Actual	2022 Budget	2022 Actual
<b>REVENUE</b>				
<b>REGULAR REVENUE</b>				
Gen. Donations - Received	\$115,755.00	\$104,211.17	\$116,359.00	\$113,082.30
Loose Offering	\$1,000.00	\$795.25	\$1,000.00	\$790.10
<b>REVENUE</b>	<b>\$116,755.00</b>	<b>\$105,006.42</b>	<b>\$117,359.00</b>	<b>\$113,872.40</b>
Donations - Received - Designated	\$0.00	\$770.00	\$0.00	\$477.49
Interest Income	\$0.00	\$16.94	\$0.00	\$38.78
<b>TOTAL REGULAR REVENUE</b>	<b>\$116,755.00</b>	<b>\$105,793.36</b>	<b>\$117,359.00</b>	<b>\$114,388.67</b>
<b>DESIGNATED INCOME</b>				
Gift – Pastors	\$0.00	\$865.00	\$0.00	\$1,195.00
<b>TOTAL DESIGNATED REVENUE</b>	<b>\$0.00</b>	<b>\$865.00</b>	<b>\$0.00</b>	<b>\$1,195.00</b>
<b>TOTAL REVENUE</b>	<b>\$116,755.00</b>	<b>\$106,658.36</b>	<b>\$117,359.00</b>	<b>\$115,583.67</b>
<b>EXPENSE</b>				
<b>PERSONNEL</b>				
Pastor's Salary	\$42,389.00	\$42,389.00	\$43,449.00	\$43,449.07
CPP	\$2,100.00	\$2,234.69	\$2,100.00	\$2,428.46
EI	\$1,400.00	\$1,284.13	\$1,200.00	\$1,317.52
Phone Allowance	\$600.00	\$600.00	\$600.00	\$600.00
Group Insurance Expense	\$3,600.00	\$4,080.58	\$3,800.00	\$4,031.60
Housing Allowance	\$12,000.00	\$12,000.00	\$12,000.00	\$12,000.00
Covenant Church Relief Fund 1%	\$550.00	\$542.94	\$550.00	\$369.60
Car Allowance	\$400.00	\$0.00	\$200.00	\$0.00
Book Allowance	\$200.00	\$196.86	\$200.00	\$0.00
Discretionary Fund	\$350.00	\$55.20	\$300.00	\$363.73
Covenant Pension User Defined	\$5,700.00	\$5,447.78	\$5,700.00	\$5,543.12
Pastors Education/Sabbatical	\$400.00	\$167.18	\$400.00	\$1,209.36
Other Pastor Expenses	\$375.00	\$0.00	\$375.00	\$375.00
<b>Total Pastor Expenses</b>	<b>\$70,064.00</b>	<b>\$68,998.36</b>	<b>\$70,874.00</b>	<b>\$71,687.46</b>
Janitor's Salary	\$3,791.00	\$3,875.12	\$3,885.00	\$3,884.98
Staff Payroll Vacation Pay	\$250.00	\$200.53	\$200.00	\$224.15
Office Casual Help	\$2,000.00	\$0.00	\$1,000.00	\$0.00
Bookkeeper Expense	\$1,300.00	\$1,394.23	\$1,300.00	\$1,399.64
Workers Compensation Board	\$200.00	\$175.98	\$200.00	\$173.07
<b>TOTAL PERSONNEL</b>	<b>\$77,605.00</b>	<b>\$74,644.22</b>	<b>\$77,459.00</b>	<b>\$77,369.30</b>
<b>Discipleship Committee</b>				
Children's Ministry	\$500.00	\$513.40	\$500.00	\$371.40
Youth Ministry Supplies	\$100.00	\$0.00	\$100.00	\$0.00
Resource Centre	\$100.00	\$0.00	\$100.00	\$0.00
Worship Ministries	\$150.00	\$46.50	\$150.00	\$284.17
Discipleship Committee Expenses	\$400.00	\$136.21	\$400.00	\$103.76
<b>Total Discipleship Committee</b>	<b>\$1,250.00</b>	<b>\$696.11</b>	<b>\$1,250.00</b>	<b>\$759.33</b>
<b>Spiritual Care Committee</b>				
Spiritual Care Expenses	\$1,000.00	\$678.77	\$1,000.00	\$658.33
<b>Total Spiritual Care Committee</b>	<b>\$1,000.00</b>	<b>\$678.77</b>	<b>\$1,000.00</b>	<b>\$658.33</b>

## Comparative Income Statement

	2021 Budget	2021 Actual	2022 Budget	2022 Actual
<b>Missional Care Committee</b>				
The Gate - telephone & internet	\$2,500.00	\$1,305.11	\$2,000.00	\$1,125.17
Missional Care Expenses	\$400.00	\$285.62	\$400.00	\$264.79
<b>TOTAL Missional Care Committee</b>	<b>\$2,900.00</b>	<b>\$1,590.73</b>	<b>\$2,400.00</b>	<b>\$1,389.96</b>
<b>Other Ministry Expenses</b>				
Pulpit Supply	\$200.00	\$100.00	\$200.00	\$200.00
Church Ministries	\$200.00	\$0.00	\$100.00	\$262.26
<b>Total Other Ministry Expenses</b>	<b>\$400.00</b>	<b>\$100.00</b>	<b>\$300.00</b>	<b>\$462.26</b>
<b>OPERATIONS</b>				
Bank Charges (Including US Ex.)	\$50.00	\$68.91	\$50.00	\$68.50
Office Expense	\$1,100.00	\$762.35	\$1,000.00	\$1,016.20
Kitchen Supplies	\$400.00	\$0.00	\$400.00	\$413.97
Maintenance	\$3,200.00	\$3,219.46	\$3,200.00	\$5,322.67
Church Equipment	\$200.00	\$0.00	\$200.00	\$161.44
Technology	\$1,500.00	\$2,376.24	\$1,000.00	\$1,744.10
Church Licenses	\$800.00	\$743.74	\$800.00	\$789.68
Advertising	\$150.00	\$125.05	\$150.00	\$220.57
Insurance	\$3,300.00	\$4,291.94	\$4,300.00	\$5,949.78
Power & Gas	\$6,400.00	\$6,935.92	\$6,900.00	\$6,551.81
Telephone	\$1,400.00	\$1,350.42	\$1,400.00	\$1,365.91
Water	\$1,300.00	\$1,380.50	\$1,300.00	\$1,645.41
<b>TOTAL OPERATIONS</b>	<b>\$19,800.00</b>	<b>\$21,254.53</b>	<b>\$20,700.00</b>	<b>\$25,250.04</b>
<b>OTHER EXPENSES</b>				
Conference Expenses - Pastor	\$500.00	\$184.83	\$1,000.00	\$862.23
Conference Expenses - Delegates	\$200.00	\$0.00	\$500.00	\$707.44
Incorporation 2021	\$500.00	\$0.00	\$500.00	\$335.75
Leadership Development 2021	\$1,000.00	\$0.00	\$500.00	\$0.00
<b>TOTAL OTHER EXPENSES</b>	<b>\$2,200.00</b>	<b>\$184.83</b>	<b>\$2,500.00</b>	<b>\$1,905.42</b>
<b>MISSION PROJECTS</b>				
UCA (Denomination)	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
Canada Conference	\$7,200.00	\$7,200.00	\$7,200.00	\$7,200.00
Church Planting	\$500.00	\$500.00	\$500.00	\$500.00
Parkland Restorative Justice	\$400.00	\$400.00	\$400.00	\$400.00
Timothy & Laura Block NCEM	\$800.00	\$400.00	\$450.00	\$450.00
Missionary: Colleen Nahnychuk	\$400.00	\$800.00	\$850.00	\$850.00
Diane Campaeo (i Emergence)	\$400.00	\$400.00	\$450.00	\$450.00
World Vision - George	\$500.00	\$488.00	\$500.00	\$588.00
Kernels of Hope	\$400.00	\$510.00	\$400.00	\$400.00
<b>TOTAL MISSION PROJECTS</b>	<b>\$11,600.00</b>	<b>\$11,698.00</b>	<b>\$11,750.00</b>	<b>\$11,838.00</b>
<b>DESIGNATED PAYMENTS</b>				
Gift – Pastors	\$0.00	\$865.00	\$0.00	\$1,195.00
<b>TOTAL DESIGNATED</b>	<b>\$0.00</b>	<b>\$865.00</b>	<b>\$0.00</b>	<b>\$1,195.00</b>
<b>TOTAL EXPENSE</b>	<b>\$116,755.00</b>	<b>\$111,712.19</b>	<b>\$117,359.00</b>	<b>\$120,827.64</b>
<b>NET INCOME</b>		<b>-\$5,053.83</b>	<b>\$0.00</b>	<b>-\$5,243.97</b>

GATEWAY COVENANT CHURCH

2023 BALLOT

The following names are presented for the ballot at the 2023 Annual General Meeting:

**Chair (2-year term)**

**Joanne Abramyk**

**Council (3-year term)**

**Evelyn Hagley**

The following people are continuing in their current terms:

- Melody Casey, 1 year remaining as Secretary
- Tracy Anderson, 1 year remaining on Council
- Aileen Abramyk, 1 year remaining on Council
- Phil Loseth, 2 years remaining on Council

Thanks are extended to those ending their terms:

- Janet Loseth, completed 2-year term as Chair
- Mary Jane Graham, completed 3-year term on Council

*Submitted by the Gifts and Talents Committee*

# Gateway Covenant Church

## Constitution and Bylaws

### **PREAMBLE (Historical Statement)**

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

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

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

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

The Evangelical Covenant Church of Canada has its roots in historical Christianity, the Protestant Reformation, the biblical instruction of the Lutheran Church of Sweden, and the great spiritual awakenings of the eighteenth and nineteenth centuries. These influences, together with more recent North American renewal movements, continue to shape its development and distinctive spirit.

The Evangelical Covenant Church of Canada is committed to reaching across boundaries of race, ethnicity, culture, gender, age, and status in the cultivation of communities of life and service.

As a family of churches we seek to be biblical, asking the question: what does Scripture teach us; missional, asking the question: where should we go and what should we do; devotional, asking the question: what is the Spirit saying to our heart and soul; and connectional, asking the question: how do we together work to extend the Kingdom of God.

This document, which is in harmony with the above preamble, is the Constitution and Bylaws of the Gateway Covenant Church of Prince Albert, Saskatchewan.

## CONSTITUTION

<b>ARTICLE I: Name</b>	The name of this church shall be the Gateway Covenant Church of Prince Albert, SK.
<b>ARTICLE II: Affiliation</b>	This church is a member of the Evangelical Covenant Church of Canada and its parent body, the Evangelical Covenant Church and is pledged to work in harmony with the denomination and its decisions and to support its program, policies, and institutions.
<b>ARTICLE III: Confessions of Faith</b>	This church believes in the Holy Scriptures, the Old and New Testaments as the Word of God and the only perfect rule for faith, doctrine, and conduct.
<b>ARTICLE IV: Purpose</b>	<p>The purpose of this church is to unite Christians in fellowship for spiritual development, for the winning of persons to Christ and for the propagation of the gospel of Jesus Christ to serve one another, this community, and the world through Christian education, home and world missions, and the institutions conducted by the Evangelical Covenant Church of Canada and its parent body, the Evangelical Covenant Church.</p> <p>In order to achieve this purpose, this church, in the unity of the Spirit, shall use the gifts that God has given it and the means of grace which God has placed at its disposal: the Word of God, baptism and Holy Communion.</p>
<b>ARTICLE V: Membership</b>	Membership in this church is granted upon application to those who through faith in God's Son, our Lord Jesus Christ, have been born anew to a living hope, have been baptized according to the Holy Scriptures, desire to live a Christian life, and promise to support the total ministry of this church and to share its fellowship and obligations.
<b>ARTICLE VI: Officers</b>	The officers of the church shall be a chair, a vice-chair, a secretary, and a treasurer.
<b>ARTICLE VII: Church Council</b>	The general administration of the church shall be vested in a body known as the Church Council. The Church Council shall organize itself in a manner specified in the bylaws. The Church Council shall consist of the officers of the church and other members as specified in the bylaws. The senior pastor(s) shall be an ex-officio member of the Church Council.
<b>ARTICLE VIII: Congregational Meetings</b>	Congregational business meetings shall be held not less than semi-annually, in a manner specified in the bylaws.
<b>ARTICLE IX: Property</b>	In the event of schism within the church, from which we earnestly pray God to spare us, the title of all church property, real and personal, shall remain with the group which abides by this constitution, as determined by the executive board of the conference. In the event of dissolution, the property and all assets of the church shall become and be the property of the Evangelical Covenant Church of Canada.
<b>ARTICLE VII: Amendments</b>	Amendments in harmony with this constitution and not in conflict with Covenant principles and policies may be adopted by a two-thirds vote of those present and voting in an annual meeting of this congregation, providing the proposed amendment was presented in written form at the preceding annual meeting.

**BYLAWS**

**ARTICLE 1:  
Membership**

**Section 1. Admission Into Membership**

- a. Application for membership shall be placed with the Pastor(s) or a member of the Spiritual Care Committee. The applicant should complete a course in the Inquirer’s Class, after which they shall appear before the Spiritual Care Committee to give a confession of Christian faith according to Article V of this Constitution. When the Spiritual Care Committee has reviewed the application and received the testimony favorably, the application shall be submitted to the Church Council who will then make recommendation to the next congregational meeting.
  
- b. Applicants from other Christian churches shall submit letters of transfer, when available, to the Pastor(s) and/or the Spiritual Care Committee, who shall act upon the application according to the requirements of paragraph a. of the section. Applicants from other Covenant churches shall submit letters of transfer to the Pastor(s) and/or the Spiritual Care Committee, who shall review the application and after receiving the testimony favorably, make recommendation to the next meeting of the congregation.
  
- c. Applicants who are voted into membership of this church shall be welcomed at the next service of Holy Communion and make public confession of their Christian faith as outlined in “The Covenant Book of Worship”.

**Section 2. Children of Members**

Children belonging to members of the church and its constituency shall be nurtured under its spiritual care. When they have reached confirmation age they shall receive special instruction by the Pastor(s) in the Word of God, Christian doctrine, and the history of the church; incorporating the confirmation material of the Covenant Church. Following confirmation, they may apply for church membership as outlined under Section 1a. of this article.

**Section 3. Associate Membership**

- a. Resident Associate Membership is available to applicants who desire to retain membership in a Christian church in another community while temporarily residing in this community for reasons such as study, employment, or health. Applicants shall qualify for membership under Article V of the Constitution and Article I, Section 1 of these bylaws, without voting privileges.
  
- b. Non-Resident Associate Membership is available to applicants who desire to retain an association with this church while residing in another community and are therefore unable to fulfill the responsibilities of full membership in Article I, Section 4. Applicants shall qualify for membership under Article V of the Constitution and Article I, Section 1 of these Bylaws, without voting privileges.

**ARTICLE 1.  
Membership  
(continued)**

**Section 4. Inactive Membership**

- a. Members not fulfilling the membership responsibilities and obligations for a year as laid out in Section 1 (a) for reasons other than ill health shall be placed on an inactive membership list until such time as they fulfill the responsibilities and obligations and request reactivation of their membership.
- b. Inactive members shall qualify for membership under Article V of the Constitution and Article 1, Section 1 of these Bylaws, without voting privileges.

**Section 5. Responsibilities of Membership**

- a. Every member shall assume the responsibilities and obligations placed upon them by the Word of God and the Church. They shall through their witness by life and word, consecrated service, prayer and financial support, further the cause of Christ in the local church, the Canada Conference, and the denomination.
- b. Members incapacitated by poor health who no longer can fulfill the responsibilities in Section 4(a) will retain membership.

**Section 6. Discipline**

- a. A member known to err in doctrine or conduct or failing to fulfill the responsibility of membership shall be admonished according to the procedure outlined in Matthew 18:15-18 and Galatians 6:1. A fellow member having knowledge of such error shall, in the spirit of Christian love, seek to restore them. If they do not heed this counsel, the matter shall be brought to the attention of the Spiritual Care Committee who shall in meekness and gentleness seek to restore them. If they fail to heed the counsel of the Spiritual Care Committee, their error shall be brought before the Council and as necessary, to a congregational meeting of the church. Discipline shall then be administered in the spirit of Christ with due regard for the welfare of the individual as well as the church.
- b. Dismissal of members must be acted upon by the church, which alone has the authority. A two-thirds vote of those present and voting at a congregational meeting is necessary for such action.
- c. Forfeiture of rights. A member who has been properly dismissed from the church, or has withdrawn membership, has forfeited all rights and privileges of membership in the church.

**Section 7. Transfer of Members**

A member who moves to another community should soon thereafter identify themselves with the local Covenant church. If there is no Covenant church, they should identify themselves with some other evangelical christian church. Application for transfer of membership shall be made in writing to the Pastor(s), who shall issue the transfer to the church with which a member is uniting. Withdrawal of said membership shall be reported through the Spiritual Care Committee to the next congregational meeting, where it shall be made a matter of record.

**ARTICLE 1.  
Membership  
(continued)**

**Section 8. Removal of Membership**

Request for withdrawal from membership in the church shall be made in writing to the Pastor(s) or the Spiritual Care Committee. After careful consideration, the Spiritual Care Committee may present a recommendation for withdrawal to a business meeting of the church.

**Section 9. Forfeiture of Property Rights**

A member who has been properly dismissed from the church or has withdrawn their membership has forfeited all rights to any and all property of the church.

**Section 10. Non-member Friends**

Non-member friends shall be enrolled by the church as a part of its total constituency. The church and its Pastor(s) shall serve them in all their spiritual needs and they shall be encouraged to consider this as their church home. They shall be kept informed of the activities of the church.

**ARTICLE II  
The Pastor(s)**

**Section 1. Qualifications**

The Pastor(s) of the church shall meet the New Testament requirements of this office and shall be a member in good standing in the Covenant Ministerium. The Pastor(s) shall by virtue of the call be a member of the church.

**Section 2. Duties**

The Pastor(s) shall be devoted to the service of the church, preaching and teaching the Word of God, administering the sacraments, and faithfully giving themselves to pastoral work. The Pastor(s) shall provide the church with an accurate record of pastoral acts and present a written report to the church annual congregational meeting. The Pastor(s) shall practice good administrative procedures and cooperate with the Church Council. The Senior Pastor(s) shall be an ex-officio member of the Church Council with voting privileges and ex-officio member of all committees of the church. The Pastor(s) shall be nominated by a pastoral search committee. This committee shall be appointed by Church Council. It shall be representative of the congregation and have 5 to 9 members and shall endeavor to work closely with the Conference Superintendent.

**Section 3. Cooperation**

The Pastor(s) shall, both in word and precept, work in harmony with the Evangelical Covenant Church of Canada, its parent body, the Evangelical Covenant Church, and fellow ministers.

**Section 4. Call**

The Pastor(s) shall be called at a regular or special church congregational meeting, the purpose of which shall be announced two Sundays in advance. The Pastor(s) shall be *called* by closed ballot with a two-thirds vote required for a call. The call shall be for an indefinite period, unless mutually agreed otherwise by the Pastor(s) and the congregation. A minimum of six weeks notice required by the church or the Pastor(s) for termination of *this call*.

**Section 5. Charges Against the Pastor(s)**

Charges against the Pastor(s) shall be submitted in writing to the Church Council charging the pastor(s) with indiscretion, immorality, doctrinal error, unethical behavior, or disloyalty to the Covenant (Matthew 18: 15-18). If in the judgment of the Church Council there is substance to the charges, the case shall be referred to the superintendent of the Evangelical Covenant Church of Canada. The superintendent shall confer with the Covenant executive secretary of the ministry. These two officers shall confer and determine the order of responsibility in pursuing the matter according to the Rules for the Ordered Ministry of The Evangelical Covenant Church.

**ARTICLE III  
Officers**

**Section 1. Qualifications**

The Chair, Vice-Chair and Secretary shall be members in good standing who are active in the support of the total ministry of the church, financially, and otherwise

**Section 2. Duties**

**a. Chair**

The Chair shall preside at all congregational and Church Council meetings. The Chair shall confer with the Senior Pastor(s) in preparing the agenda for such meetings and shall utilize the counsel the Pastor(s) can give by virtue of his or her training, experience, and calling. The Chair shall be responsible for leadership of the church in the absence of the Pastor(s).

**b. Vice-Chair**

The Vice-Chair shall assist the Chair, and during his or her absence assume that office and its duties.

**c. Secretary**

The Secretary shall keep and preserve minutes of all congregational and Church Council meetings. The Secretary shall conduct and preserve such official correspondence as shall be delegated and shall be responsible for the official seal and documents of the church.

**d. Treasurer**

The Treasurer shall be responsible for the financial records and the financial administration of the church, and shall report to the Church Council, and is an ex-officio member of the Church Council. The Treasurer is appointed by the Church Council annually and need not be a member of the church, and shall not have voting privileges.

**Section 3. Election and Tenure**

a. At the annual congregational business meeting, the Chair and Secretary shall be elected in alternate years for terms of two years and shall serve not more than three consecutive terms. Any officer who has served the term limit will be eligible for re-election to the Church Council after a lapse of one year.

b. When it is deemed beneficial to the church for reasons of stability of governance, an incumbent officer who is ineligible for re-election by reason of length of tenure, may be asked to serve one and no more than one, additional year. This determination will be made upon recommendation of the Church Council by a congregational meeting and will require a majority vote of two-thirds of the members present to carry.

c. In the event an officer resigns, dies, or otherwise ceases to function, the Church Council will either appoint an ex-officio replacement or call an election to fill the vacant position.

**ARTICLE IV  
Church Council**

**Section 1. Qualifications**

Members of the Church Council shall be members in good standing who are active in the support of the total ministry of the church, financially, and otherwise.

**Section 2. Size, Composition, Election, and Tenure**

- a. The Church Council shall consist of the Senior Pastor(s), Chair, Secretary, and four other members.
- b. At the annual congregational business meeting, the Church Council members other than the Senior Pastor(s), Chair and Secretary shall be elected for terms of three years in such an order that the terms of approximately one-third of the members shall expire each year and shall serve not more than two consecutive terms. Any Church Council member who has served the term limit will be eligible for re-election to the Church Council after a lapse of one year.
- c. When it is deemed beneficial to the church for reasons of stability of governance, a member of the Church Council who is ineligible for re-election by reason of length of tenure, may be asked to serve one and no more than one, additional year. This determination will be made upon recommendation of the Church Council by a congregational meeting and will require a majority vote of two-thirds of the members present to carry.
- d. In the event a Church Council member resigns, dies, or otherwise ceases to function, the Church Council will either appoint an ex-officio replacement or call an election to fill the vacant position.

**Section 3. Duties**

The Church Council shall be empowered to make routine administrative decisions, take actions in an emergency, and make financial decisions within the limits of the budget and available financial resources. In its administrative responsibility, the Church Council shall function within the limitations set by the congregation. All decisions and recommendations shall be recorded by the Secretary and reported to the next congregational meeting.

The Church Council shall, in general, have the following responsibilities:

- a. Have the option to invite a liaison from auxiliary church groups to attend meetings.
- b. Appoint a Vice-Chair annually from its membership.
- c. Appoint a Treasurer annually.
- d. Strike ad hoc committees as required.
- e. Appoint members to all committees.
- f. Receive monthly reports from the church officers and committees.
- g. Study the needs of the church and make recommendations for the progress and welfare of the church.
- h. Coordinate and control the church calendar.
- i. Provide adequate annual vacations, consider other requests for absence by salaried personnel and make suitable arrangements.
- j. Encourage and promote the practice of Christian stewardship.
- k. Develop and maintain a continuing program of evangelism.
- l. Prepare the annual budget including annual review of salaries for church staff.
- m. Shall have the authority by their own decision to expend up to \$2000. for the necessary daily operation, maintenance and repair of the church.
- n. Shall have the authority to dispose of fixed assets up to \$500. value, with the exception of memorial items which shall be dealt with at a congregational meeting.

**ARTICLE V  
Council  
Committees**

**Section 1. Preamble**

Council Committees shall be appointed by the Church Council to assist the Church Council in fulfilling its responsibilities to the congregation and the church and shall report to the Church Council.

**Section 2. Qualifications and Appointments**

- a. The chair of any council committee must be a member of the Church Council. Other members of council committees need not be church members, with the exception of the Spiritual Care Committee, the Gifts and Talents Committee, and the Pastoral Relations Committee.
- b. All committee members shall be appointed by the Church Council.

**Section 3. Stewardship and Properties Committee**

- a. The Stewardship and Properties Committee is a standing committee of the church.
- b. The Stewardship and Properties Committee shall consist of no fewer than three (3) members. The Stewardship and Properties Committee shall give direction to the financial needs of the church, exercise proper supervision over church properties, arrange for adequate insurance coverage for all church properties and for possible liabilities.
- c. The Stewardship and Properties Committee shall be responsible for counting and transmitting all collections to the Treasurer. The Stewardship and Properties Committee shall have the authority by their own decision to expend up to \$1000. for the necessary daily operation, maintenance and repair of the church.
- d. It shall be the responsibility of the Stewardship and Properties Committee to provide the Pastor(s) and other staff with equipment and supplies necessary for the efficient conduct of their work.
- e. The Stewardship and Properties Committee members shall be appointed by the Church Council.
- f. The Stewardship and Properties Committee shall oversee the reimbursement of all reasonable expenses incurred for the functioning of their committee's responsibilities.

**ARTICLE V  
Council  
Committees  
(Continued)**

**Section 4. Spiritual Care Committee**

- a. The Spiritual Care Committee is a standing committee of the church.
- b. The Spiritual Care Committee shall consist of a minimum of three (3) members, who shall be responsible for the spiritual welfare of the church, and assist the Pastor(s) in administering the Sacraments.
- c. The Spiritual Care Committee members shall be appointed by the Church Council
- d. The Spiritual Care Committee shall be authorized to receive and administer benevolences and care for the sick and the needy.
- e. The Spiritual Care Committee is responsible for all matters pertaining to membership.
- f. The Spiritual Care Committee members shall coordinate with the Pastor(s) the care and encouragement of members and non-member friends.
- g. The Spiritual Care Committee shall oversee the reimbursement of all reasonable expenses incurred for the functioning of their committee's responsibilities.

**Section 5. Discipleship Committee**

- a. The Discipleship Committee is a standing committee of the church.
- b. The Discipleship Committee shall be responsible for spiritual formation and discipleship.
- c. The Discipleship Committee shall consist of no fewer than three (3) members who shall be responsible for the education program of the parish, its curriculum, teachers, counselors, and leaders.
- d. The Discipleship Committee members shall be appointed by the Church Council.
- e. The Discipleship Committee shall oversee the reimbursement of all reasonable expenses incurred for the functioning of their committee's responsibilities.

**ARTICLE V  
Council  
Committees  
(Continued)**

**Section 6. Missional Care Committee**

- a. The Missional Care Committee is a standing committee of the church.
- b. The Missional Care Committee shall consist of a minimum of three (3) members who shall be responsible for the missional welfare of the church and its neighbours, assist the Pastor(s) in preparing and administering an on-going program of evangelism and outreach, and support the global missions of the ECC and ECCC.
- c. The Missional Care Committee members shall be appointed by the Church Council.
- d. The Missional Care Committee shall oversee the reimbursement of all reasonable expenses incurred for the functioning of their committee's responsibilities.

**Section 7. Gift and Talents Committee**

- a. The Gift and Talents Committee shall consist of one member of the Church Council and two other church members.
- b. The Gift and Talents Committee, in consultation with the Pastor(s), shall prepare and present to the Annual Congregational Meeting a ballot containing at least one candidate for each elected office. There will be no nominations received from the floor of the Annual Meeting. The Gift and Talents Committee will present the list of nominations three weeks in advance of the Annual Meeting. If there are any further nominations, these must be made in writing two weeks in advance of the meeting.
- c. The Gift and Talents Committee shall prepare a list of suitable candidates for membership on the various council committees to be presented to the Church Council at their first regular meeting after the Annual Meeting.
- d. The Gift and Talents Committee shall oversee the reimbursement of all reasonable expenses incurred for the functioning of their committee's responsibilities.

**Section 8. Pastoral Relations Committee**

- a. The Pastoral Relations Committee shall consist of the Church Chair, the Chair of the Spiritual Care Committee and the Discipleship Committee, and one other member of the Church Council. In the event that one of the designated members is unable to fulfill their responsibilities of this committee, another member of Council will be appointed. This committee shall meet at least annually in keeping with the program and purpose of the Pastoral Relations Commission of the Evangelical Covenant Church.
- b. The Pastoral Relations Committee shall review annually the salaries of the Pastor(s) and make recommendation to the Church Council.
- c. The Pastoral Relations Committee shall oversee the reimbursement of all reasonable expenses incurred for the functioning of their committee's responsibilities.

<p><b>ARTICLE VI: Church Committees</b></p>	<p><b>Section 1. Other Church Committees</b></p> <p>a. Church committees of specified purposes shall be appointed by the Church Council according to need.</p>
<p><b>ARTICLE VII: Meetings</b></p>	<p><b>Section 1. Services</b></p> <p>a. Public services shall be conducted regularly on Sundays and weekdays for worship, the preaching and teaching of God’s Word, and prayer.</p> <p>b. The Sacrament of Holy communion shall be conducted at least five times a year. The Sacrament of Baptism shall be conducted in keeping with Covenant principles and according to the needs of the constituency.</p> <p><b>Section 2. Congregational Meetings</b></p> <p>a. Regular congregational meetings shall be held at least three times per year.</p> <p>b. The annual congregational meeting shall be held as near the first of the year as feasible. Written reports shall be submitted by the Pastor(s) and each organization of the church at the annual meeting. Audited financial reports shall be submitted by the Treasurer of the church and each of its organizations. Officers for the ensuing year shall be elected by secret ballot.</p> <p>c. Special congregational meetings may be called by the Chair of the church at the request or approval of the Church Council. Notice of special congregational meetings shall be posted two Sundays prior to the meeting.</p> <p><b>Section 3. Committee Meetings</b></p> <p>a. Each committee shall meet as often as required to fulfill its mandate.</p> <p>b. The Church Council shall meet a minimum of six times per year.</p>

<p><b>ARTICLE VIII: General Provisions</b></p>	<p><b>Section 1. Quorum</b></p> <p>Ten percent and not less than ten members of the membership attending congregational meetings properly called shall constitute a quorum. The quorum for all Church Council and committee meetings shall be fifty percent of its members.</p> <p><b>Section 2. Rules of Order</b></p> <p>All meetings of the congregation, Church Council, committees, and organizations of the church shall be conducted according to Robert’s Rules of Order.</p> <p><b>Section 3. Voting</b></p> <p>a. Only members who are sixteen years of age and over shall be eligible to vote.</p> <p>b. Only members in attendance at the time a vote is called shall be allowed to vote.</p> <p><b>Section 4. Non-Profit Clause</b></p> <p>The organization shall be carried on without purpose of gain for its members, and any profits or other accretions to the organization shall be used in promoting its objects.</p>
<p><b>ARTICLE IX: Amendments</b></p>	<p>a. Amendments to the bylaws not in conflict with the Constitution may be adopted by a two-thirds vote of the members present and voting at any regular congregational meeting or at a special congregational meeting called for that purpose, providing the proposed amendment was presented, discussed, and changed if necessary at the preceding congregational meeting.</p> <p>b. All amendments to these Bylaws must be presented in writing to the Church Council and then by the Church Council, in writing, to a congregational meeting.</p> <p>c. Sub-section (b) shall not apply to a Constitution Committee.</p>