



whyte ridge

baptist church

www.whyteridgebaptist.ca

Annual Report 2023

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**Lead Pastor
Terry Janke**

For Everything there is a Season (Eccl. 3:1)

As you will likely know by the time you read this, I have announced my retirement from pastoral ministry, effective the end of June 2024. When I made this announcement on January 14th, I shared how Pat and I were praying about our future a few years ago and came to a settled peace that the Lord was releasing me from full time pastoral ministry to have time for other personal ministry, for friendships, and (of course) family.

Once we knew this was the plan, I alerted the Board and the Staff so that we could begin preparation for the transition. This, of course, has occupied us in much prayer and planning. Pat and I have greatly valued our time serving the Lord among you, enjoying your friendship, and seeing the gospel touch lives. I especially have gloried in the privilege of preaching the Word of God week by week, book by book so that the body of Christ could be built up in the faith. But as we read in Ecclesiastes 3:1 - *for everything there is a season*.

I believe Jesus, the chief shepherd of this church (cf. 1 Peter 5:4) has another pastor that He has been grooming for the next season of ministry, and I have already been praying for him. I want to encourage you to actively trust the Lord through the discernment process that the Board will oversee in the coming year. We will need much prayer, humility, and wisdom.

No doubt there are questions you have about why I am stepping down. Perhaps we will have time in the next five months to talk about that together. One part of the answer may sound strange, but I want to leave full time ministry to make time for more personal ministry.

In the meantime, I can assure you that my utmost concern in this stage has been working with the Board and Staff for the best succession plan possible. My hope is in the Lord, but I also have great confidence in the other leaders that will be steering the ship. Pray for them and the interim pastor that we are asking God to send us for the transition.

The past year has been a year of further steps in seeking to be a disciple-making church; the books we have read, our worship together and study in Matthew, the LifePath Journeys, and some of the hard work the Staff / Board have put into defining our disciple-making strategies / goals.

For example, the goals / expectations we have agreed on for members of our church are simplified in 4 – C's: Committed, Connected, Contributing, Commissioned. We encourage all members and adherents to be:

- COMMITTED to Jesus Christ
- CONNECTED to His people
- CONTRIBUTING to His church
- COMMISSIONED to serve His Kingdom

These four areas can be a simple diagnostic for determining how healthy the church body is, but they can also be used individually for each member in the body to examine their maturity in faith.

There are too many people to mention by name in this report, but I want to acknowledge a few with whom I have had the privilege of walking and working with these years. Each Board member has brought something unique to leadership (Irene Toews, Janine Carmichael, IBK Akin-Agunbiade, Shaun Humphries, Gerald Kornelsen, and Janet Laldin). But Dave Barton, our Moderator, has been a wise counselor for me, a diligent leader for the Board, and a tireless worker for you, the church.

Of course, the other staff have been my closest circle in ministry. I have no words for how much I will miss them --- Kathy Kornelsen, Sheilla Taylor, Kevin Klassen, Doug Friesen, Rudy Wall, and Karen Owzarek. They are a team of friends and colleagues that love the Lord and His people!

A church could not operate without a lot of 'foot soldiers' like you. But some deserve mention as support staff (both volunteer and paid) that help things run smoothly; people like Victoria Griffioen (Custodian), Chris Schroeder (Communications), Krista Wynne (Finances), Phil Nikkel (Facilities) and Rene Gagnon (Facilities). Each of these people contribute in valuable ways to our ministry.

I think we are growing in our church to have a culture of gratitude. I can say honestly that I am deeply grateful for the many people tirelessly committed to the ministries of our church. I am certain you will see them listed in the Staff annual reports. Take the time to encourage them, as the Lord exhorts us to (1 Cor. 15:58; Gal. 6:9 – 10; 1 Thes. 5:12; Heb. 13:17). We appreciate them all.

Now to Him who is able to keep you from stumbling and to present you blameless before the presence of His glory with great joy, to the only God, our

Savior, through Jesus Christ our Lord, be glory, majesty, dominion, and authority, before all time, and now and forever! Amen! (Jude 24 – 25)

**Moderator
Dave Barton**

As you now know, Pastor Terry will be retiring in June 2024. Pastor Terry had shared his intentions with the Board well over a year ago, however it was agreed that the announcement of this news was best shared with the congregation about six months prior to his intended retirement date. Throughout 2023, the Board has been praying, planning and preparing to lead the congregation through the coming year of transition.

We developed a proposed timeline of events and activities; conducted a detailed review of the process we intend to follow in the search for our next Lead Pastor, consulted with Church transition experts, and held joint Board-Staff conversations. We concluded that we should call an Interim Pastor to fill the gap between Pastor Terry's departure and the arrival of the new Lead Pastor and have begun work on this process.

The Board has decided to form four committees to help carry out the transition plan:

- A Search Team, to carry out the process of discerning God's will in finding a new Lead Pastor;
- A Celebration Team to lead us in celebrating and honouring Terry and Pat as they finish their Pastoral ministry with us;
- A Transition Team to welcome the new Lead Pastor and their family, assisting them in their transition into our church family and to our city; and
- A Prayer Team to coordinate the prayer needs of each of these teams and needs of the congregation as we grieve the departure of Pat & Terry and prepare for the arrival of a new Lead Pastor and his family.

Of course, the Board had other needs to focus on in 2023. One of these was increased engagement with the Manitoba Baptist Association (MBA). The MBA Executive expressed a number of concerns in 2022 that they sought to address, with the assistance of member churches, in 2023. The Board and staff provided a coordinated response to a questionnaire and met with members of the MBA Executive in June to discuss our feedback. This is an ongoing process in which we will continue to engage in the coming year.

Another focus has been on leadership development. In memory of Bob Fast, we determined that we would seek out young leaders to invite to the Global

Leadership Summit (GLS). In August, Azhar Laldin, Lorraine and I were joined by Christina Cooper, Josh Hollins and Simeon Schueller at the GLS broadcast at Oasis Church. We intend to continue this initiative and to seek out other opportunities to develop and encourage young leaders within our congregation.

The Board continued to experience healthy relationships with staff in 2023. During Pastor Terry's sabbatical, we were pleased to welcome other staff members to our monthly meetings. In May, Karen Owzarek shared the updated Facility Use Policy and other aspects of her role as Director Administration. In June, Pastor Doug joined us to talk about the ministry plan with particular focus on discipleship initiatives. In July, Pastor Kevin shared the latest updates on Worship Teams and Care ministries. Of course, Pastor Terry represented all staff and ministry areas the other months of the year. In November the entire Board joined the Staff to discuss ministry and talk about the transition coming in 2024.

As we sought to carry out the policies that we committed to in 2022, in the form of our updated Board Policy Manual, we conducted our first Board self-evaluation and worked with staff to agree on a common standard for staff evaluations.

I wish to acknowledge the dedicated work of our Board members this past year: IBK, Janine Carmichael, Shaun Humphries, Gerald Kornelsen, Janet Laldin and Irene Toews. Gerald came on Board last year as Chair of Finance in an interim capacity and I was delighted to confirm at our most recent membership meeting that he will serve a full three-year term. I cannot overstate my appreciation for Janine Carmichael. During her term as Church Clerk she has firmly established the Board presence within Microsoft Teams, with a robust document library where we can easily access Board policies, minutes, reports and other documents. She has created linked agendas that facilitate our access to these documents during Board meetings. And her voice provided a welcomed, and much needed, perspective to Board discussions. As we thank Janine for her service, we welcome Jennifer Major as our new Church Clerk and look forward to her participation on the Board in coming years.

I wish to also thank the Nominating Committee: Michelle Schmidt (Committee chair), Pastor Terry, Pastor Kevin, Dave Barton, Janet Laldin and Cheryl Waldner, for their ongoing work of seeking out suitable candidates to fill leadership positions. A special thank you to Dale Fast, who has served faithfully on this committee for many years before stepping down this past year.

I pray that we would all live as true disciples of Jesus, following Him, being transformed by Him and drawing others into relationship with Him. In His power and for His glory.

And he said to them, "Follow me, and I will make you fishers of men."

Matthew 4:19

Now to him who is able to do far more abundantly than all that we ask or think, according to the power at work within us, to him be glory in the church and in Christ Jesus throughout all generations, forever and ever. Amen.

Ephesians 3:20-21

Associate Pastor of Discipleship and Outreach

Doug Friesen

¹¹ LORD, teach me what you want me to do, and I will live by your truth.

Teach me to respect you completely.

¹² Lord, my God, I will praise you with all my heart,
and I will honor your name forever.

Psalm 86:11-12 (NCV)

One of the foundations of gratitude is recognizing and receiving God for who He is – and growing in our understanding of who we are in Him – both individually and as a family. I am thankful for the many people and experiences we've shared together in Christ over the past year.

Within the realm of *Justice and Mercy* (Domestic Focus), we are blessed with Brenda Noble, Karen Owzarek, and David Pollendine (*JAM team*) who continually bring issues and opportunities for our church family to engage in. A new development is our *Welcome Team* (Jackie Collins [Food Bank], Maria Eugenia Gonzalez [Deacons & Food Bank], Brenda Noble [ECC], Richard & Miriam Salas [Life Transformation Ministry Canada]) who work collaboratively to increase the impact and effectiveness of the ministries they lead. It's been rewarding to see the synergy of the Holy Spirit as we grow in our planning and prayer together. One forthcoming 2024 outcome is the creation of our *Food Bank Wall* that will provide an interactive way of informing us of the nutritional needs of the 120 families (doubling 2023's numbers) we will be caring for monthly, and how to meet them.

In *Missions* (Global Focus), I appreciate our leadership team: Emmie Dryjski (caring for Friesens); Pat Janke (CBM – Bolivia); Janet Laldin (FCM – India); Harry Pohl (our NAB Missionaries); and Gary Schellenberg (Priscilla). One of our privileges involves discerning approval for those submitting support applications. This year, 15 youth applied for Christian Camp Staff Support, four

for Theological Education, and one for STM. Our team also decides how Christmas Offering funds will be used. Praise God for the \$9,050 equally shared among FCM, CBM and Child Evangelism Fellowship.

Personally, my discernment trip with Tim Hague Sr. to India in Feb/March was enriching and provided the wisdom needed for next steps with 8 pastors and their churches.

Finally, in terms of discipleship (LifePath ministries), our church family's engagement in various ministries/events helps us *Make and Nurture Followers of Jesus Christ through Healthy Relationships*. The 2023 return of our *Connecting Points Brochure* highlighted the ministries we deem valuable to invest in. Those ministries and their key leaders are:

- Come to the Quiet (prayer ministry) – Erika Cooper
- ECC & “Meet Jesus” International Bible Study – Brenda Noble
- Growing in Grace (Sr. ministry) – Bonnie Tholl
- Men’s ministry: Drew Ainsworth, Wayne Litke, Sig Muth and John Siderius
 - Conquer: Ernie Waldner and Sheldon Hildebrand
- Precept (inductive Bible Study) – Barb Brewer
- Women’s Ministry – Lorraine Barton
- WRBC Pickleball – Gary Schellenberg & Paul Hildebrand

New to the brochure is our *WRBC Family Nights* planned by Sheilla Taylor, Rudy Wall, and me. These events are intended to create an environment where cross-generational and multi-cultural connections can be fostered among our church family. Hopefully, as people connect in healthy, fun ways, relationships will develop that lead towards sharing Christ with each other as we encourage and equip people to that end. For example, this past year we started having guided conversations in the realm of *Friendship-Focused Discipleship* that includes people from a wide demographic in our church. Anyone is welcome to these discussions – so, please join us when you see the next one offered.

In 2022, to foster regular rhythms of discipleship within our church family, we began using the term *LifePath Journeys* (LPJ). We desire to see our whole church engage in these LPJs – as individuals, families, friends, and LifeGroups. During these 8–10-week periods (twice offered in 2023), holy habits, including Scripture engagement, significant conversations, prayer, service, and hospitality, were encouraged as we dug deeply into our sermon series. Key LPJ aims are encouraging and equipping people to take next steps in pursuing healthy personal relationships. To this end, we offer *Wednesday Night Discussion*

Groups (Casual Attendance) and *Seasonal LifeGroups* (Regular Attendance – any day, shared as available). Hopefully, relationships developed during LPJs will lead people to choose deepening their relationships with others by forming LifeGroups that will meet throughout the year. The formation of a LifeGroup Leadership Team began with its first members, Dave and Lorraine Barton!

As part of LPJ, *Come to the Table* resumed this year! Thanks to Kitchen Captains (Wayne Litke, Bonnie Tholl, Debbie Hopkins, Val Nobess & Miriam Salas – with assistance from George Giesbrecht and Victoria Griffioen) and their teams for making this ministry possible! Additional thanks to those serving as greeters and assisting with cleanup. Praise God for the 15 people who renewed their Food Handlers Certification, thereby allowing us to continue enjoying good fellowship and food around the table!

As Pastor Terry mentioned, we see God creating *a culture of gratitude* within our church family. In asking God to teach us how to live by His Truth and to respect Him completely, we can be sure that our hearts will increasingly overflow with gratitude towards Him and all those He's called us to love. Terry – thank you for the shepherd's heart and friendship you have shared with me and our church.

Associate Pastor of Worship & Care

Kevin Klassen

And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through Him. – Colossians 3:17

You and I were created, by God's design, to honour His Son Jesus Christ. The joyful life is an *intentional* life where Christ is purposefully honoured as King. The Church, also by God's design, is meant to be a very intentional body of believers whose purpose is to honour Christ and grow in Him together. This involves encouraging one another in our faith, worshipping the Lord together, learning from scripture together, building one another up and bearing one another's burdens as we grow in Christlikeness.

By the grace and guidance of God, I believe that there is much Christ-focused intentionality the ministry of WRBC. In this report I will share about three areas of ministry that I have the privilege of serving in – Worship, Congregational Care and Counselling.

Worship

Part of my role is to oversee the planning of times where we gather to worship God through prayer, song, scripture and story. I am pleased to serve with a

great group of passionate and gifted worship team members, as well as the many others who help foster a welcoming and worshipful atmosphere, such as Ushers (led by Emmie Dryjski), Greeters (led by Irene Toews), Coffee Ministry (led by Eleanor Friesen), Welcome Centre staff (led by Kathy Kornelsen), Tech Team (led by Wayne Edel and Terrance Wynne) and prelude musicians (led by Lorraine Bergmann).

As I think about intentionality in worship ministry in 2023, two examples come to mind. First, I enjoyed how having prominent themes helped us stay focused during special seasons of worship. During Holy Week, the theme of *Jesus Sets the Captives Free* served as a framework as we worshipped Christ on Palm Sunday, Good Friday and Easter Sunday. And our Advent Sundays and Christmas Eve service all fit under the banner of *The Prayers of Christmas*, where we studied prayers from the Christmas story in scripture as well as joined together in the prayers of WRBC.

Secondly, we have increased our intentionality in worship by focusing more deliberately upon corporate confession and upon worship as a response to specific scripture. Our desire is that, as we grow in healthy worship habits (such as confession) in our worship times together, we will also grow in those habits as we worship God in our day-to-day lives.

I wish to express deep gratitude to Emmie Dryjski. Emmie is stepping down from her position of scheduling in Usher's Ministry, after years of servant-hearted ministry in that role. Thank you, Emmie – your hard work and humble service have been greatly appreciated!

Congregational Care

It is our desire that everyone at WRBC might experience what it is to be cared for by church family as we walk through the joys and trials of life together. We believe that, as we give and receive care from each other, we will grow together in faith, maturity and Christlikeness.

I have the joy of leading a team of wonderfully committed and caring Deacons who oversee congregational care at our church. It is a portfolio-based team, with everyone leading a particular area of care:

Acute Care – Kevin Klassen

Families of the Week Calls (and Deacons Chair) – Irene Toews

Benevolent Fund – Steve Morris

Visitation Ministry – Sean Major

Newcomers Ministry and Church Family Integration – Lorraine Barton and Maria Gonzales

Membership and Baptism – Michelle Schmidt

Overseeing of Membership and Attendees Database – Dale Fast

This year saw an increase in Newcomers Lunches and Whyte Ridge 101 seminars, a post-covid restart to prayer ministry following worship services, regular Name Tag Sundays as well as the beginning of the formation of a larger team in Families of the Week phone calling. We continue to rejoice with every baptism and new church member and we look forward to how God will continue to grow us in Christ in 2024.

Counselling

The third part of my role is counselling ministry. I am grateful for the opportunity to walk alongside my brothers and sisters in Christ during times of relational, emotional or spiritual challenge.

Looking Forward

As you already know, there will be some significant change in this upcoming year, particularly in relation to Pastor Terry's upcoming retirement. On a personal note, I have long considered it a privilege to serve in Kingdom ministry with Terry. I deeply appreciate his friendship, his wisdom, and his leadership, and these years of working together have been more special to me than I could put into words. And because I know that there are many who feel similarly, I know that there will be many mixed emotions as we face a transition together as a church family. We are excited for what the Lord has for Terry and Pat in their next chapter of life, and at the same time there is a legitimate sense of sadness as we consider this change.

But I also know that the Lord is faithful to His Church and to the continued building of His Kingdom. I know that He will walk together with us through this season, and through all of the feelings and logistics that come along with it. May we continue standing together, worshipping together, seeking God together and encouraging one another, just as God has ordained us to do as His church.

God never changes and He never wastes experiences, and as we walk into a new year and new transitions I know that He will grow us in our trust, our worship and our joy in Him. For His glory.

Associate Pastor of Student Ministries

Rudy Wall

Walking together in serving God 1. Corinthians 12:12-27

When I come to the end of the year, like most of us, I take stock and look back. The year that has been, and so quickly disappears in our rear view, leaving us with lasting impressions.

After the first two years of this journey at WRBC were spent mostly online and away from people, this last year has been amazing in the joy that community brings! New opportunities that allowed me to get to know people in real personal ways and brought our young adults and our youth together.

We started the year with the question of who we are in this world, this world that is now so different than it was even a few short years ago. As a youth group we started exploring the book of Matthew alongside our Sunday morning meetings. We knew we wanted to focus on what life in the community would look like. Spending time together on Friday nights was good, but we looked for more opportunities to do this. With short day retreats at the church, we were able to spend a little more time together and enjoy God's presence in our lives and each other's lives. This desire also drove our plan to go to Mexico with our mission team.

In February we started meeting on a bi-weekly basis with our 16-person team that would eventually head to Tijuana, Mexico in August for eleven days. This team's goal was to do life together more regularly than once a week, and instead we got to engage with each other personally, challenge each other spiritually, and be there for each other in meaningful ways that extended beyond the designated meeting spaces. The mission trip was challenging for most of us in different ways. Some people got sick and had to spend time in bed when they'd rather be up and about, others got the opportunity to care for the ones struggling. It was beautiful to see the comradery presented by the team. Beyond just the team, we got to care for people outside of our group as well. Walking the streets and praying for people, playing with kids at an orphanage, learning skits and stories that we used for VBS, we got to enjoy the best of what God does in our lives and others.

We have some very exciting opportunities for the new year. As well, we want to hear more of each other's stories with testimonies and intentional meetings both on Friday nights and throughout the week. We also have a retreat planned at Camp Nutimik this fall.

Our Young Adults have had a great year of community as well. It has been a pleasure seeing these young women and men caring deeply for one another and

wanting to be part of each other's lives. Whether it is a regular Monday night, or a holiday, we rarely go without meeting. Some have found opportunities to meet within smaller groups and are able to do life together much more intentionally that way. It has been a pleasure to be part of the lives of the YAs.

With the Young Adults we went through 1 Samuel and took a detour through 2 Peter in the Summer. This year we are going into the book *Mere Christianity* by C.S. Lewis, as a study on what we believe and to dig deeper into our own faith. I cannot wait to see how this is going to impact us both as individuals and as a group.

As you might have noticed, there are so many things happening in our building throughout the week. This does mean that we must set up and take down the chairs before and after the service each week. This is very physical work and can be taxing, especially when we are shorthanded on occasion. I am incredibly grateful for the two teams who pour so much time and effort into this, thereby allowing many other activities to take place. If you would like to be a part of such an impactful ministry please feel free to contact me or the office for more information.

I want to close by saying "thank you"! None of these ministries would truly flourish in the way they are without the input of our volunteers.

Our Youth Volunteers: Paola Gonzales, Christina Cooper, Erika Cooper, Emma Wynne, Victoria Griffieon, Michael Laldin, Jared Jeffries, Cole Klassen, and Jackson Wynne are essential in the relationships that are being built, and long term friendships can happen because of them.

I'm grateful for Daisy and Matthew Woelk as well as Rachel and Jay Kartesz who have stepped up as point people for our young adults, caring for both the emotional and physical needs.

The chair ministry encompasses many people but I want to acknowledge some of our key people on both teams. Earl White, Gerald Kornelson, Toby Cooper, Karl Wagner, Rene Gagnon, Brent Harder, Dean and Glenda Ferguson.

There are so many people, both in front and behind the scenes, that make life as a church family feel truly familial, and as someone who has come into the family only recently, I am grateful for everyone who gives of their time and effort to these ministries. Thank you!

Director of Children's Ministries
Sheilla Taylor

Children's Ministry Vision Statement

To come alongside and equip families in creating a Christ-centered foundation for their children so that in God's timing, each child will enter into a relationship with Jesus Christ.

It's always an interesting assignment to write a report of the last year when our Children's program is right in the middle of our new ministry year! But it is also a great opportunity to look back and reflect with gratitude over the past year to see where we started and where God led us. I am grateful for the opportunity to serve our church family and to use the gifts He has provided to teach and manage our Children's Programs. We have seen quite a few new faces over the last year, and we are also thankful for each new opportunity we get to shepherd the kids in our care and teach them about our amazing God.

We have been working our way through the Bible (we started out in Genesis in 2019) and are now in the New Testament. We learned about how the Early church grew and that the Gospel is for everyone. We had great discussions with the kids on how to live like Jesus and how we can create a firm foundation in Him and have faith even in hard times. We also really enjoyed following Paul through his missionary journeys and were able to incorporate Missions often into our discussions and the activities we do.

This summer we hired Tressa and Kendra as our **Green Team** workers. They were both brand new to grounds maintenance but we were impressed by their willingness to learn and to do the job well. They were also my sidekicks for the Kids Summer VBS week and it was a pleasure working with them.

This July, we had our first **Kids at the Ridge Summer Day Camp VBS** program since 2019! Though we had low registration early on, we were pleased to end up having 38 kids (back in 2019, we had 39 kids)! God provided JUST the right number of kids to the number of volunteers and supplies we had prepared! Also, approximately half the kids were new or from our surrounding community. We are thankful for the new and existing relationships built and we pray that our program was a meaningful part of their summer that increased their knowledge and awareness of God and His incredible love for them. Our theme was **FOCUS: Take a Closer Look**. We looked at our Faith and what it means to trust in what we can't see by what we CAN see. We especially loved our worship time - with "I've Got Joy" being the hit song of the week. It was truly a joyful week!

This summer, we opted to do our **Kids Ministry Minute** live during the Sunday morning service for the kids, instead of prerecorded. We introduced Gilbert the Goose – a silly but inquisitive goose puppet - to join us. Each week, kids would learn a Big Idea (a takeaway theme from the Sermon Series on the book of Matthew), that they had to share with Gilbert so he could tell all his friends. I don't know who enjoyed our series more – myself (writing the script with funny Gilbert scenarios), my summer students (making Gilbert costumes), the kids, or the adults! Our Gilbert series was much loved by all! Special thanks to Jaimie Edel & Lorraine Barton for helping lead, but also to our amazing puppet team who appeared throughout the summer and made our Kids Ministry Minutes extra special – Thanks Izzy & Maddy!

In December, we brought back the **Gingerbread Bash** – but with a new twist... Kids built and decorated a gingerbread nativity scene again, but this time, kids also decorated a gingerbread man cookie to look like them! They had to put themselves IN the nativity as part of the story with the idea that we can be a part of the story when we are followers of Jesus. It was a wonderful evening together hearing the Christmas story, games and ending the evening with the kids singing their favorite song from our Kids Ministry – This Little Light of Mine. The event sold out with 28 families (over 100 people) in attendance, which was close to 50 kids! THANK YOU to all who made this event a success - Debbie Neufeld, Paola Gonzalez, Josh Hollins, Sandee Wiltshire, My Quyen Ngo, Dave Barton, Lorraine Barton, Kristy Loewen, Pat Janke.

Our **Kids at the Ridge Christmas Program** was called **A Night in Bethlehem**. Once again, our SONSeekers did an amazing job bringing the story of Jesus' birth to life through our nativity play and choir. Our prayer is that it was a meaningful and joyful part of Advent for you – it definitely was for all of us who participated! Thank you SO much to Sharon Mohr especially (my co-coordinator), as well as Alejandra Menjivar and Amanda McKay.

Thanks to our amazing team who served in 2023:

Check-in & Security: Kelly Karam, Colin Taylor, Dolores Tully, Denis Carmichael, Carla Litke, Marsha Oeste, Dave Barton, Amanda McKay, Natina Yaduma

Preschool Team: Rebecca Owzarek, Jaimie Edel, Alexandra Menjivar, Amy Owzarek, Tamara Bater (moved)

Elementary Team: Jane Tully, Mireille Krul, Paola Gonzales, Lorraine Barton, Josh Hollins, Juanita Enns, Amy Dyas (moved), Jacoba & Arnold Krul (moved)

The Wave Leaders: Rudy Wall, Michael Laldin

Large Group Worship: Jackson Wynne

Youth Helpers: Julia, Rachel, Zane, Zara, Leo, Avia, Olivia, Aimee, Maddy, Tressa, Izzy, Annabelle, Beth, Kiahna, Lauren.

Nursery team: Jodi Dyck, Janine Carmichael, Hannatu Yaduma, April Krahn, Chelsey De Silva, Ramona Hirsh, Lisa Mendis, Grettel Gonzalez.

Please continue to pray for our kids, families and especially our leaders. As we grow in size, our leadership in children's also needs to grow so we can continue ministry effectively. Please pray that God will provide the volunteers we need to run our programs smoothly.

God is good and we are looking forward to seeing Him work through us in 2024.

Director of Administration

Karen Owzarek

"May the words of my mouth and the meditation of my heart be pleasing in your sight, O Lord, my Rock and my Redeemer." Psalm 19:14

This is one of the verses I have prayed during my quiet times with the Lord this year. I am so grateful to be working at Whyte Ridge, particularly with a staff and board that work so well together and love the people who walk through our doors each week.

Often, I hear of church administrators who focus so much on process and procedure that they fail to serve and support staff in a gracious and loving way, and instead add more work to their already full ministry day! My heart is to be a "relational administrator" who helps to "make life easier" for our staff. And Psalm 19:14 is a prayer that reflects that desire.

2023 was my first full ministry year at WRBC! My goal is to continue to support our staff and take care of our administrative needs. These are some key areas:

STAFF:

1. Staff Meetings - it is a privilege to work with our staff! One of my responsibilities is to create the weekly agenda (with Kathy) for our staff meetings and lead the business portion of our meetings.
2. Supporting office staff - I encourage our staff to have boundaries when it comes to the delicate balance of church work and home life. Ministry is demanding and it's important for staff to take their holidays, guard days off and take time to be renewed personally and spiritually.
3. Custodial - I am thankful for Victoria Griffioen and the work she does to keep our building clean. We meet weekly to discuss the cleaning needs and rental requirements.
4. Communications Coordinator - Thank you to Chris Schroeder, who continues to do a great job of working on our website, church app and social media! We

appreciate all that he does to help us communicate with our church congregation. One of the many things we worked on was to encourage people to add their picture to our church directory.

5. Financial Administrator – Krista does an excellent job taking care of accounts receivable and payable, payroll, financial reports, budget, bills and reporting to the finance committee. I am thankful to work with someone who makes life easier for us as a staff!

RENTALS:

1. Winnipeg Chinese Alliance Church (WCAC) – In September, WCAC began renting space for their Sunday worship service. On the first Sunday, three people came to Christ! A few weeks later, they held a Marriage Renewal Ceremony for couples who were married before they became believers and wanted to experience a Christian ceremony. It is exciting to partner with them!

POLICIES AND PROCEDURES:

1. Facilities Policy – The Facilities Policy Committee spent countless hours creating the original policy (thanks to Lorraine Barton for “walking through” the policy!) and then covid “hit” and we did not rent out space in our new building. As a result, we needed to make changes that would suit our goal to steward the building God has given us. It took many hours and revisions (thank you to Kathy Kornelson for the many hours she spent working on it with me!) and now, we have a document that better reflects our goal.
2. Employee Handbook - For the past 25 years, we have not had a working employee handbook. This year, we began working on the document and I’m grateful to Fred Starke for the many hours editing and revising the information we were given.
3. Evacuation Plan – Pastor Kevin and I are working with the ushers and greeters to create an evacuation plan, which includes training for the ushers and greeters. Thank you to John Siderius for all the time and work he has put into this to create the plan, meet with us and help with the training.

OTHER WORKERS/VOLUNTEERS:

1. Green Team - during the summer, we were thankful to have Tressa Hildebrand and Kendra Heinrichs as our Green Team workers. They did a great job of working on the grounds and helping with our Summer VBS program. Both Sheilla Taylor and Phil Nikkel supervised them.
2. Volunteers – Thank you to Del Friesen for the painting he has done in the building and for working on a new bulletin board for us. Thank you to Amy Owzarek for designing our Strategy Diagrams! Thank you to Tom Griffioen for building the offering box!

I am so thankful for God's grace and mercy as I continue to serve at Whyte Ridge. My continued prayer is that I would do my work well and be gracious and loving with everyone I encounter, so that Jesus is clearly seen in me.

Finance Ministry

Gerald Kornelsen, Finance Chair

2023 was a year of many challenges. Starting out low on cash and seeing how offerings came in during the year to meet most of our commitments and pay all of our bills was an exercise in faith.

Some items of note:

- The number of people who gave to WRBC rose by 87 to 376. Very exciting.
- Offerings to the General Fund were \$1,073,000 an increase of \$98,000 over 2022.
- Offerings to the Capital Asset fund were \$182,000 an increase of \$62,000 over 2022.
- Ministries were active as reflected by \$70,000 in other income.
- Mortgage debt was paid down by \$370,00. Some of this was money from 2022.
- CEBA loan of \$40,000 was paid back in full before the end of December.
- Youth Missions Trip to Tijuana was completed safely and \$36,000 came in to help cover costs.
- General maintenance costs were \$42,000 of which the majority was furnace repairs. We went over budget by \$27,000 in this category.
- We made reduced payments to the NAB and MBA.
- Our General Fund year end cash balance was \$15,000, lower than at the end of 2022
- For the year we had a deficit \$23,000 .

God made provision through your generous giving and we will continue to trust Him for provision in 2024.

Other members of the Finance Team are, Cheryl Waldner (Financial Secretary), Krista Wynne (Financial Administrator), Norm Piel, James Samanta, Gary Schellenberg, Rene Gagnon, and Phil Nikkel. They are a joy to work with, and we are blessed to be served by this group of dedicated individuals.

**WRBC General Fund
Income Statement
For the Year Ended December 31, 2023**

	2023 Actual	2023 Budget	Over (Under) Budget	2024 Budget
Income **				
Gifts and Offerings	1,073,561	1,183,043	(109,483)	1,170,000
Other Income	73,834	71,210	2,624	77,000
Rental Income	17,850	13,000	4,850	27,000
Total Income	1,165,245	1,267,253	(102,008)	1,274,000
Expense **				
Childrens Ministry	5,643	7,925	(2,282)	8,400
Christmas Offering	9,050	4,000	5,050	6,000
Community Ministry	21,277	22,095	(818)	24,000
Cross Cultural Ministries	37,480	44,380	(6,900)	42,400
Deacons Ministry	2,352	3,000	(648)	2,400
Facility Ministry	384,000	371,320	12,680	379,000
Fellowship Ministry	12,042	15,300	(3,258)	13,800
LifePath Ministry	23,242	41,640	(18,398)	35,800
MBA & Associated Ministries	33,450	37,850	(4,400)	41,100
Mgmt and Admin	43,495	46,950	(3,455)	52,800
NAB Conference & Missionaries	50,900	67,280	(16,380)	51,500
Salaries and Benefits	543,288	554,933	(11,645)	572,000
Staff Expenses	14,336	24,280	(9,944)	24,300
Student Ministry	3,431	20,950	(17,519)	15,000
Worship Ministry	4,206	5,350	(1,144)	5,500
Total Expense	1,188,192	1,267,253	(79,061)	1,274,000
Net Income	(22,947)			

** External statements will adjust final amount

Internally Prepared Statement

**WRBC Missions Trips Fund
Income Statement**
For the Year Ended December 31, 2023

	2023 Actual	2023 Budget	Over (Under) Budget	2024 Budget
Income**				
Gifts and Offerings**	36,931	-	36,931	21,000
Total Income	<u>36,931</u>	<u>-</u>	<u>36,931</u>	<u>21,000</u>
Expense				
Missions Trips	46,634	-	46,634	21,000
Total Expense	<u>46,634</u>	<u>-</u>	<u>46,634</u>	<u>21,000</u>
Net Income	(9,703)	-	(9,703)	-

** External statements will adjust final amounts

**WRBC Capital Asset Fund
Income Statement**
For the Year Ended December 31, 2023

	2023 Actual	2023 Budget	Over (Under) Budget	2024 Budget
Income **				
Capital Asset Fund Receipts **	182,460	-	182,460	-
Total Income	<u>182,460</u>	<u>-</u>	<u>182,460</u>	<u>-</u>
Expense **				
Mortgage Principal	182,460	-	182,460	-
Total Expense	<u>182,460</u>	<u>-</u>	<u>182,460</u>	<u>-</u>
Net Income	0	-	0	-

** External statements will adjust final amounts

**WRBC Benevolent Fund
Income Statement**
For the Year Ended December 31, 2023

		Jan - Dec 23
Income**		
	Benevolent Fund Receipts	13,314
Total Income		13,314
Expense		
	Benevolent Fund Disbursement	9,598
	Net Income	3,716
** External statements will adjust final amounts		

**WRBC All Funds
Account Balances**
As at December 31, 2023

		2023
Cash Balances (1)		
	Current Account	15,162
	Capital Asset (2)	44,271
	Missions Trip	6,706
	Benevolent Fund	9,769
	Special Projects Account	25,398
	Savings Account	2,776
Total Cash		104,082
Liabilities		
	Fixed Term Mortgage	2,142,535
	CEBA Loan	-
Total Liabilities		2,142,535

Internally Prepared Statements

(1) Includes undeposited funds

(2) Funds to be applied to the Fixed Rate Mortgage by the of February

Complete balance sheet will be available with the external financial statements

WRBC All Funds (Consolidated)
Income Statement: Current - Prior Year Comparison
 January through December

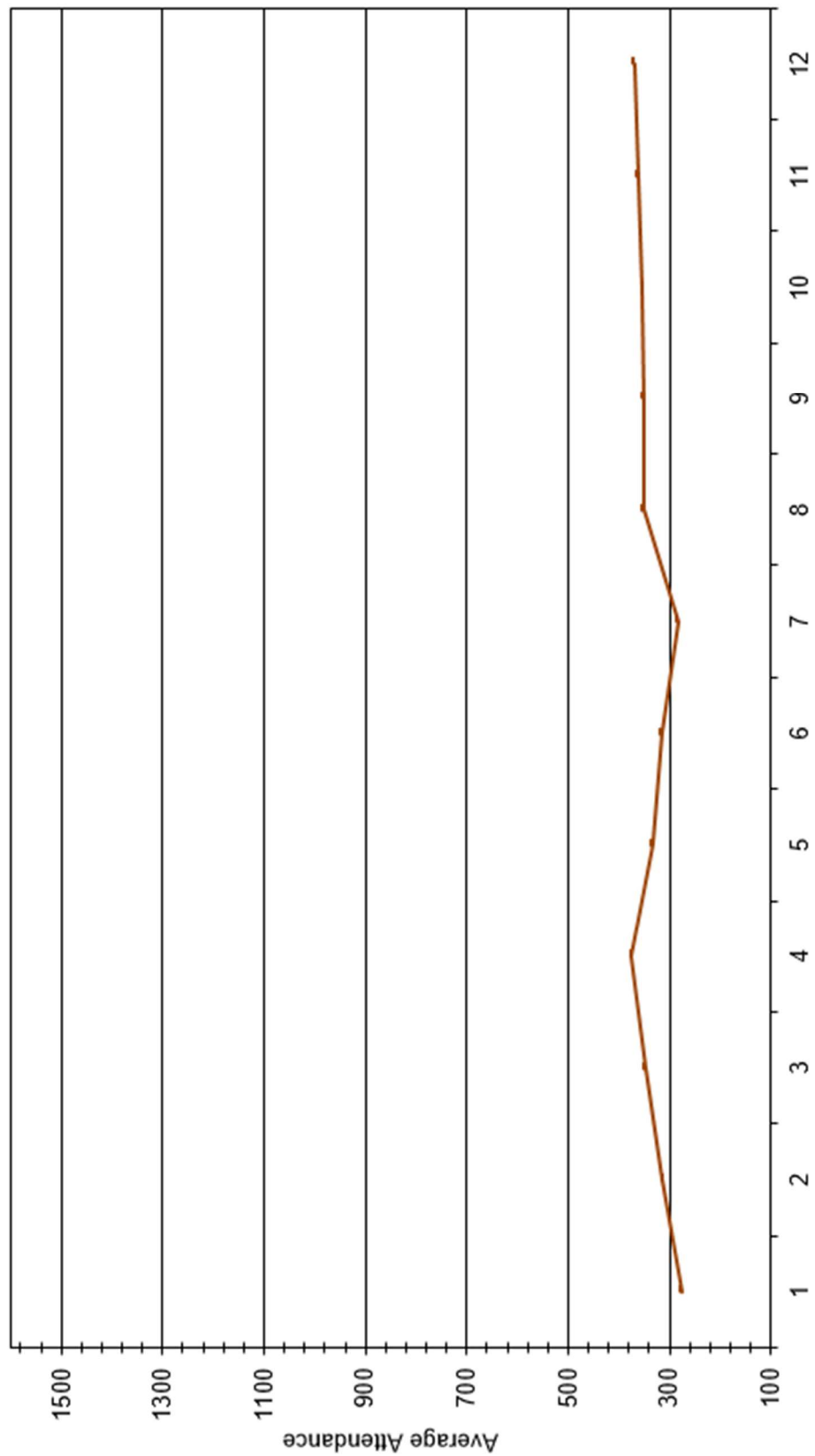
	Jan - Dec 23	Jan - Dec 22	\$ Change	% Change
Income **				
Gifts and Offerings - General Fund	1,073,561	974,934	98,627	10%
Gifts and Offerings - Capital Asset Fund	182,460	120,055	62,405	52%
Gifts and Offerings - Missions Trips Fund	33,731	3,330	30,401	913%
Gifts and Offerings - Benevolent Fund	13,314	5,206	8,108	156%
Interest	3,509	1,680	1,829	109%
Other	73,525	38,655	34,870	90%
Rental	17,850	13,253	4,597	35%
Consolidated Total Income	1,397,950	1,157,113	240,837	21%
Expense **				
Benevolent Fund	9,598	16,540	(6,942)	-42%
Childrens Ministry	5,643	4,329	1,314	30%
Christmas Offering	9,050	7,210	1,840	26%
Community Ministry	21,277	20,295	982	5%
Cross Cultural Ministry	37,480	32,357	5,123	16%
Deacons Ministry	2,352	1,157	1,195	103%
Facility Ministry (1)	384,000	357,196	26,804	8%
Fellowship Ministry	12,042	6,856	5,186	76%
LifePath Ministries	23,242	16,677	6,565	39%
MB Baptist Assoc	33,450	33,000	450	1%
Mgmt and Admin	43,495	41,169	2,326	6%
Missions Trips	46,606	4,870	41,736	857%
NAB Conference	50,900	66,700	(15,800)	-24%
Salaries and Benefits	543,288	487,485	55,803	11%
Staff Expenses	14,336	15,653	(1,317)	-8%
Student Ministries	3,459	6,710	(3,251)	-48%
Worship Ministry	4,207	3,591	616	17%
Total Expense	1,244,425	1,121,795	122,630	11%
Consolidated Net Income	153,525	35,318	118,207	
Funds Applied to Debt Reduction				
Capital Asset Debt Reduction	182,460	120,055	62,405	52%
Total Consolidated Net Income	(28,934)	(84,737)	55,803	

** External statements will adjust final amounts

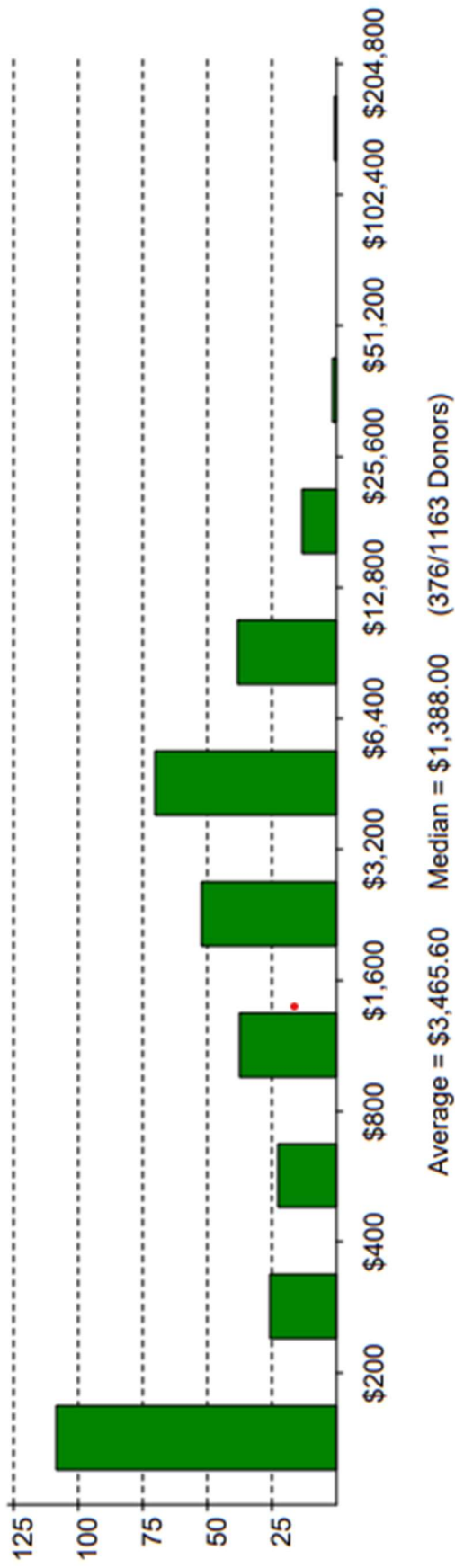
Internally Prepared Statements

(1) Includes regular payments of Mortgage Interest & Principal

WRBC Attendance



of Donors per Donation Range from: Jan 1, 2023 to: Dec 31, 2023



Church Clerk's Report 2023

Total Active Membership on December 31, 2023	172
Gains to Active Membership in 2023	
<hr/> Dan Burton, Shirley Burton, Perry Marquis, Sig Neumann, Wendi Neumann, Amy Owzarek Emma Wynne, Ralston De Silva, Sharmane De Silva, Harry Hirsch	10
Losses from Active Membership in 2023	
<hr/> Ervin Fiks, Daniel Penner, Lorilee Penner, Kevin Woelk, Lisa Woelk, Wes Krahn, Jeff Kirton Susan Kirton, Carol Bergmann, Tim McDaniel, Brenda McDaniel, Susan Shallcross	12
Inactive Membership on December 31, 2022	
<hr/>	18
Removed From Inactive Membership in 2023	
<hr/>	1
Total Active & Inactive Membership on December 31, 2023	<hr/> 190

Membership List as of December 31, 2023

ACTIVE

1	Akin-Agunbiade, IBK	51	Giesbrecht, George	101	Major, Jennifer	151	Taylor, Colin
2	Andronowich, Ed	52	Giesbrecht, John	102	Major, Sean	152	Taylor, Sheilla
3	Banman, Janna	53	Goertzen, Helen	103	Mantler, Art	153	Tholl, Bonnie
4	Barton, Dave	54	Goertzen, John	104	Mantler, Janice	154	Toews, Irene
5	Barton, Lorraine	55	Gonzalez, Maria	105	Marquis, Perry	155	Tully, Dolores
6	Bergmann, Eric	56	Gonzalez, Paola	106	McGimpsey, Cathy	156	Tully, Scott
7	Bergmann, Lorraine	57	Hagman, Natalie	107	Menjivar, Alejandra	157	Van Drunen, Bob
8	Bergmann, Rudy	58	Hagman, Norm	108	Morris, Barb	158	Van Drunen, Phyllis
9	Betcher, George	59	Hague, Sheryl	109	Morris, Steve	159	Waldner, Cheryl
10	Betcher, Lorna	60	Hague, Tim Sr.	110	Muth, Loni	160	Waldner, Ernie
11	Betcher, Mark	61	Hart Tkachuk, Ada	111	Muth, Sig	161	Wall, Rudy
12	Bredin, Bernard	62	Henry, Leigh Ann	112	Neumann, Sig	162	Williamson, Greg
13	Bredin, Evelyn	63	Herman, Carolyn	113	Neumann, Wendi	163	Williamson, Marla
14	Burak, Josephine	64	Hildebrand, Corinne	114	Nickel, Lorraine	164	Wong, Cindy
15	Burton, Dan	65	Hildebrand, Paul	115	Nikkel, Monique	165	Wong, Dennis
16	Burton, Shirley	66	Hirsch, Harry	116	Nikkel, Phil	166	Woolman, Marcia
17	Carmichael, Denis	67	Hogue, Mandy	117	Nobess, Matt	167	Woolman, Mike
18	Carmichael, Janine	68	Hogue, Robert	118	Norris, Dianne	168	Wynne, David
19	Chester, Phyllis	69	Hopkins, Debbie	119	Norris, Roy	169	Wynne, Emma
20	Chudley, Ab	70	Hughes, Audrey	120	Oeste, Andrew	170	Wynne, Krista
21	Chudley, Jenny	71	Humphries, Shaun	121	Owzarek, Amy	171	Wynne, Shirley
22	Collins, Arielle	72	Humphries, Tanya	122	Owzarek, Karen	172	Wynne, Terrance
23	Cooper, Alexis	73	Janke, Jonathan	123	Palsson, Brenda	173	
24	Cooper, Christina	74	Janke, Pat	124	Palsson, Dan	174	
25	Cooper, Erika	75	Janke, Terry	125	Parker, Marilyn	175	
26	Cooper, Greg	76	Karam, Chris	126	Patzer, Trudy	176	
27	Cooper, Sammy	77	Karam, Kelly	127	Penner, Emmy	177	
28	Cumming, Shelly	78	Kartesz, Jay	128	Piel, Marlene	178	
29	De Silva, Ralston	79	Kartesz, Rachel	129	Piel, Norman	179	
30	De Silva, Sharmane	80	Khan, Harry	130	Pohl, Anne	180	
31	Donald, Al	81	Khan, Jan	131	Pohl, Harry	181	
32	Dryjski, Bogdan	82	Klassen, Kevin	132	Puquirre, Roberto	182	
33	Dryjski, Emmie	83	Klassen, Lynelle	133	Raviraj, Renuka	183	
34	Edel, Andrea	84	Knutson, Garrett	134	Redlick, Violet	184	
35	Edel, Wayne	85	Koop, Fran	135	Redlick, Walter	185	
36	Effa, Jennifer	86	Koop, Mark	136	Rist, Agnes	186	
37	Elke, Grace	87	Kornelsen, Gerald	137	Rose, Promila	187	
38	Fast, Dale	88	Kornelsen, Kathy	138	Samanta, James	188	
39	Fiks, Hilda	89	Koul, Adeev	139	Samanta, Michelle	189	
40	Frers, Audrey	90	Krahn, April	140	Sandu, Aliona	190	
41	Frers, Werner	91	Krahnke, Rose	141	Sawatsky, Barry	191	
42	Friesen, Doug	92	Laldin, Anna	142	Sawatsky, Sonja	192	
43	Friesen, Melanie	93	Laldin, Azhar	143	Schellenberg, Gary	193	
44	Funk, Helen	94	Laldin, Janet	144	Schellenberg, Val	194	
45	Funk, Rudy	95	Leggett, Jim	145	Schmidt, Michelle	195	
46	Gagnon, Rene	96	Leggett, Wendy	146	Senoff, Alma	196	
47	Gagnon, Shirley	97	Litke, Carla	147	Streuber, Don	197	
48	Garcia, Andrea (Streuber)	98	Litke, Wayne	148	Streuber, Jennifer	198	
49	Garcia, Ivan	99	Loewen, Lyle	149	Swan, Isaac	199	
50	Giesbrecht, Debbie	100	Loewen, Paula	150	Swartz, Shannon	200	