



SUNDAY, MAY 15, 2016 FROM 5:00 TO 7:15 PM
3rd Floor Banquet Hall in the Langley Events Centre
7888 200 Street, Langley



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MEETING AGENDA

Eating Together 5:00 PM

Past

Video: Jericho Ridge's Founding Story with Lorne Epp 5:45 PM

Adoption of the Minutes of November 15, 2015 5:50 PM

Present

Elders Report with Ron Zacharias 5:55 PM

Pastoral Report with Brad Sumner 6:10 PM

Adoption of the 2015 Financial Statements with Tyler Schacter 6:25 PM

Future

Strategic Ministry Priorities for 2016 with David McFarland..... 6:35 PM

Video: Vision for the Future with Lorne Epp 6:55 PM

Worship in Song & Prayer..... 7:00 PM

Adjournment 7:15 PM

NOTE: Please remember that childcare is available, should you need it.

Registration for childcare is required online via ACS no later than Wednesday, May 11. The cost is for childcare is \$3 per child.

PASTORAL REPORT

by Brad Sumner, Lead Pastor

When I was a teenager, we lived in Oakville, Ontario, home of the iconic Ford Canada assembly plant. My dad had worked there in college and since we drove by it every day on my way to school I got to observe some of the exterior operations. Observing only from a distance, however, the place held an aura of mystery for me.



Component parts arrived on trucks and trains and went into the building and then – poof – out the other side emerged shiny, complete vehicles. But I wondered what really happened inside the plant? One day I had the opportunity to go on a tour and I saw just how much hard work went in between the time where things got onto and off of the assembly line. I was astounded by the investment of people resources as well as the sophisticated processes and systems necessary to produce an automobile.

Recalling this experience recently got me thinking about the fact that sometimes when it comes to the church, we don't necessarily have the same level of studious intentionality to look inside and figure out what processes, systems, people and plain hard work going into the accomplishment of our core purpose of cultivating disciples of Jesus who embody God's love everywhere they go. Now, don't hear what I'm not saying – the church is not an assembly line. But one of the things that we can do is ask *"what are the component parts that need to be in place in order for us to be faithful to accomplish the mission in which God is inviting us to participate?"*

Component #1 – Listening to God

You can't walk in obedience to a vision that you have not received. One of the things that I am becoming more deeply convinced of than ever is the call of the church to pray. We're spending more time as a staff praying for you, more people are coming to pre-gathering prayer (9:45 AM every Sunday) and more requests are coming in to our prayer team. Taking time to listen to God before we rush off and do the work of the ministry is not just a good plan, it's our only plan!

I am also hearing an increasing appetite amongst us to listen to God in His Word. Nothing has revolutionized my spiritual life more than the practice of reading and journaling daily what God is speaking to me. I challenge each one of you to make this a daily habit. Our Project 3:45 plan is a great tool for this (download the app from bible.com) and several groups exist to help you learn to hear from God in His Word daily. If this is a new idea for you, let me buy you a coffee and we'll do it together!

Another thing that characterizes the life of a growing disciple is a hunger for God's presence. Sunday mornings are markedly shifting at Jericho Ridge away from being a place of service provision to creating an intentional space for kids and adults where you can hear God speak. We expect you to come with a ready heart to meet God. We expect you to bring friends who need a touch from God. One of the exciting things that I am sensing here is more freedom in our corporate worship and I invite you to be willing to engage fully as we lift up the name of Jesus in that Banquet Hall and respond to His gracious invitation to come in worship and be transformed.

Component #2 – Listening Well To Each Other

In January of this year, all of our elders, staff and ministry leaders spent a weekend with Dr. Ken Thiessen. He challenged us to listen to what God was saying to Jericho Ridge and also to listen to each other well. He highlighted several helpful elements that we have been working on that you'll see reflected in this packet that can help us grow this skill set (see *Cultivating Healthy Relationships* and *Principles of Peacemaking*). These documents are wonderful guidelines to help us grow our listening skills at Jericho Ridge.

Component #3 – Living On Mission

One of the challenging aspects of 2015 was that we had lots of transition and so we had to wisely invest energy and time internally into things like governance and staffing. There's more work to be done here but one of the challenges that can emerge is that a church can drift into a place where it is more concerned about its own internal processes and policies than on the deepest calling that we have: to make disciples of people who are not disciples. Jesus has called and equipped and empowered us for mission in the world. Where policy helps and supports this, we embrace it, but we don't serve it.

I see continued exciting evidence of this heart to live with an external focus beating at Jericho Ridge:

- **Sending Missionaries:** We're sending our 11th missionary couple in 11 years – Jon and Anita McCarthy leave this July for Papua New Guinea. You can join their prayer team at <http://bit.ly/sendthemccarthys>.
- **Refugee Support:** The "Jericho 6" team is poised to receive a displaced family from Syria. This is a powerful witness of the willingness to welcome the stranger and extend radical hospitality and

generosity to people outside of our own culture and socio-economic sphere. Nigel Chuah is leading this team and has lots of information on how you can connect (nige_c@rocketmail.com).

- **House of Hope:** Our monthly service days are a gateway to help people get engaged in local service and mission as a family or an individual. There's lots to do as we serve and learn from those living in recovery so I anticipate seeing you there May 28, June 25, July 23, or Aug 27!
- **Tanzania 2016:** Meg and I are excited to be providing leadership to a team of that will serve and love 164 kids in East Africa this summer. We'll also be running a pastors conference that seeks to equip the leaders on the ground with practical skills and theological tools for mission.

I have a sense that God is calling us to deeper levels of passion for the lost, for those who are displaced and lonely and hurting in our communities and schools and families. To those on the margins not only here in our city but also around the world. This is a big task and I am grateful for all the people at Jericho Ridge who help to focus and sharpen our calling in these areas.

But back to my car analogy - let's say Ford did all that work - took component parts, added effort, time, and structure, and had a car roll off the assembly line. Then, they cheered, patted themselves on the back, and parked the car in the assembly plant lot and that was the end of it. It would be madness. The investment made would fall flat because the process isn't complete. Yes, the car has been built but cars are not built to be parked or admired: they are meant to get out onto the road and be driven! At Jericho Ridge, my sense is that's what lies ahead of us in 2016-2017. We've done some hard work to set a ministry direction in place. We've staffed toward that (I am particularly excited about the addition of Pastor Wally to our team as well as trusting God to provide the right person for maternity leave coverage for Ruth Ellen), we're building some structures that will assist that - but these are all means to an end! We'll need to get out on the road and take this thing for a test drive. Some of the parts will need to be reworked and better aligned. Some of the things we discover will surprise and delight us as we learn to depend on God fully.

A prayer by author Sarah Young in a recent devotional in her book *Jesus Calling* struck me as timely for us at Jericho Ridge. Speaking in the gentle voice of the Saviour to His followers, the invitation reads: "come to me, [Jericho Ridge], with empty hands and an open heart, ready to receive abundant blessings... Your life path has been difficult, draining you of strength. Come to Me for nurture. Let Me fill you up with My presence: I in you and you in Me. My Power flows most freely into weak ones aware of their need for Me. Faltering steps of dependence are not lack of faith; they are links to My presence."

Taking faltering steps of dependence together,



ELDER UPDATE

by Ron Zacharias, Moderator

As I look back on this past few months, I am amazed and humbled by how gracious God has been to us at Jericho Ridge. I am deeply grateful for the people He has seen fit to bring together in service to Him, each other, and the world around us.

We've seen some significant changes around Jericho Ridge this past year. Our Elders board has seen the addition of several new members. Being a part of this incredible group of individuals has been a pleasure and honour. Our Implementation Team (I-Team) has been actively pursuing the tasks and goals as laid out during our strategic planning sessions. We've seen volunteers stepping up and taking ownership of their respective ministries. Our Ministry Leaders have crafted written position profiles for each of our Ministry Leader positions ensuring that the positions are transferrable to future volunteers as they step into those roles.

We welcomed into our church our new Senior Associate Pastor, Wally Nickel, and his wife Sylvia & family. We thank God for His leading in this regard, and acknowledge the work and time of the search team that was charged with interviewing potential candidates. Thank you search team!

Our worship teams have seen the addition of numerous new faces, and we have leaders stepping forward and embracing a renewed vision for worship in our congregation.

Amidst all of the internal and inward looking processes Jericho Ridge has been tackling, we've still maintained an outward focus as evidenced by our Guatemala outreach which saw over 20 people come to faith in Jesus this year, and the sending of yet another family of missionaries overseas, this time to Papua New Guinea. Our members also continue to reach out in their own ways as evidenced by the sponsoring of Syrian immigrants, and ministries like Under the Same Sun. Everywhere we look we see more examples of our church family looking out for each other and reaching out to our community. We are all part of a truly special and unique body of believers.

As we look forward to the rest of 2016 and beyond, my encouragement is to keep our focus upward, to continue being led by the Spirit, as we endeavour to share the love of God with the community around us.



2015 FINANCIAL RESULTS

by Tyler Schacter, Elder over Finance

As elders, we are happy to report that God's faithfulness has prevailed as you made commitments to living out our core value of Generous Living. 2015 ended with a surplus in revenue above expenditures.

2015	BUDGETED	ACTUAL
General Revenue:	\$369,000	\$341,000
General Expenditure:	\$365,000	\$301,000
Surplus:		\$40,000

Our general expenses came in at \$301,000, providing a net surplus of approximately \$40,000 in 2015. We do not receive this blessing without acknowledging God's care and provision for Jericho Ridge Community Church, and the faithful and sacrificial giving of its members.

Our total giving year over year has remained encouragingly strong (total giving includes giving towards Guatemala, missions gift guide and benevolence giving). In 2015, this was \$394,726. In 2014, our total giving was \$394,614. We continue to experience stability in this area for which we are grateful.

The elders were able to approve a transfer of nearly \$45,000 to the contingency fund providing added security and stability moving forward.

Thank you for continuing to be faithful stewards of all that God entrusts to you.

With gratitude to you and to the Lord,



2016 YEAR-TO-DATE FINANCES

by Tyler Schacter, Elder over Finance

Thank you for your ongoing partnership with the ministry of Jericho Ridge Community Church. We are grateful for the ways in which you continually demonstrate your commitment to stepping out in generous living. The overwhelming support for the Guatemala missions trip resulted in donations surpassing \$38,000, exceeding last year's total of \$37,500! This not only highlights our priority on generous living, but also exhibits all five of our Core Values working in harmony together. Below is a summary of the general giving received so far in 2016. We have compared the monthly giving amounts against our budgeted income and the income received during the same month in 2015.

	2016	Budget	Budget Var.	2016 YTD	YTD Budget	YTD Var.	2015	2015 YTD	PVM Var.	PWYTD Var.
Jan.	\$22,823.66	\$25,000.00	-\$2,176.34	\$22,823.66	\$25,000.00	-\$2,176.34	\$50,926.00	\$50,926.00	-\$28,102.34	-\$28,102.34
Feb.	\$18,205.66	\$25,000.00	-\$6,794.34	\$41,029.32	\$50,000.00	-\$8,970.68	\$23,409.00	\$74,335.00	-\$5,203.34	-\$33,305.68
Mar.	\$21,061.66	\$25,000.00	-\$3,938.34	\$62,090.98	\$75,000.00	-\$12,909.02	\$26,354.00	\$100,689.00	-\$5,292.34	-\$38,598.02

*January 2015 giving includes a substantial donor's yearly contribution

As you can see, revenues are trending slightly below the budgeted amount each month. While we acknowledge that giving trends vary seasonally and annual totals are not divided equally among the 12 months of the year (as shown in the budget column above) we are closely monitoring to ensure that giving is in line with the budget approved at our fall AGM in 2015.

The expenses in the first quarter of 2016 have come in as projected at approximately \$65,000. We will see an increase moving forward with the addition of our Senior Associate Pastor position's salary starting in April. By God's grace, we are securely positioned financially as we work together to carry out our ministry goals and objectives through 2016.

Faithfully serving together,



JRCC FINANCIAL STATEMENTS

for the Year Ended Dec. 31, 2015 (Unaudited)

	AS AT DEC. 31, 2015	AS AT NOV. 30, 2015
ASSETS		
■ Cash - General Fund	43,328	79,088
■ Cash - Restricted Funds	51,431	12,542
■ Cash - Contingency	76,250	31,296
■ Accounts Receivable	5,629	3,561
■ Prepays	7,222	4,642
■ Assets	2,715	5,681
Total Assets	186,575	136,809
LIABILITIES		
■ Accounts Payable	-	-
■ Loans	-	-
Total Liabilities	-	-
FUNDS		
■ General Fund	58,894	92,971
■ Contingency Fund	76,250	31,296
■ Internal Fund	35,000	-
■ Vision Fund	0	0
■ Benevolence Fund	1,788	2,873
■ Fusion Fund	2,121	2,312
■ Missions Fund	12,522	7,357
Total Funds	186,575	136,809
Total Liabilities and Funds	186,575	136,809

JRCC STATEMENT OF INCOME & OPERATIONS

for the Twelve Months Ended Dec. 31, 2015

	AS AT DEC. 31, 2015	BUDGET	VARIANCE DEC. 31, 2015
REVENUE			
■ Received	341,235	369,000	-27,765
■ Other	1,330	-	1,330
Total Revenue	342,565	369,000	-26,435
EXPENSES			
■ Salary & Benefits	184,431	222,030	37,599
■ Pastoral Support	8,601	12,905	4,304
■ Office Rental	21,306	22,195	889
■ Administration	14,377	13,735	-642
■ Children's Ministry	1,611	3,000	1,389
■ Church Ministry	3,793	3,450	-343
■ Hospitality	3,089	3,245	156
■ Local Outreach	-	3,180	3,180
■ Youth Ministry	1,387	2,200	813
■ Sunday Service & Rental	29,384	39,350	9,966
■ Missions	33,299	36,900	3,601
Total Expenses	301,277	362,190	60,913
Excess Revenue Over Expenses from Operations	41,288	6,810	34,478
Amortization	-2965		
General Fund Excess Revenue Over Expenses	38,322		
OTHER INCOME (EXPENSES)			
■ Internally Restricted	35,000		
■ Guatemala Fund Receipts	34,923		
■ Guatemala Fund Disbursements	-38,464		
■ Other Restricted Fund Receipts	22,547		
■ Other Restricted Fund Disbursements	-23,294		
Excess (Deficiency) of Revenue Over Expenses	69,034		

JRCC STATEMENT OF CHANGES IN FUND BALANCES

for the Period Ended December 31, 2015

	GENERAL FUND	CONTINGENCY FUND	INTERNAL FUND	VISION FUND	MISSIONS FUND	BENEVOLENCE FUND	FUSION FUND	TOTAL
■ Beginning Fund Balance: Jan. 31, 2015	67,482	31,296	-		14,398	2,873	1,492	117,541
■ Revenues	342,565	-	35,000	10,500	43,438	1,042	2,490	435,035
■ Expenses	-304,243	-	-	-10,813	-46,957	-2,127	-1,861	-366,001
■ Transfers	-46,910	44,954	-	313	1,643	-	-	-
Ending Fund Balance: Dec. 31, 2015	58,894	76,250	35,000	0	12,522	1,788	2,121	186,575

NOTES

1. Internal Fund is internally restricted by Elder Board for contributions to 2016 operating budget received in 2015.
2. Vision Fund is externally restricted funds received for envisioning and planning.
3. Allocated \$44,954 from General Fund to Contingency Fund.

CULTIVATING HEALTHY RELATIONSHIPS

Guiding Principles & Evaluative Questions



Introduction

We desire to embody God's love in the way we relate to one another, to the community of Willoughby, and to the broader world. Intention and action must come alongside these desires if we expect to cultivate healthy relationships. This is why we choose to regularly assess the degree to which our relationships reflect our Core Values. Measuring relational health is an imperfect process, but when undertaken with humility and the Holy Spirit's guidance, this process can help us "grow up in every way into Him who is the head, into Christ. From Him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work" (Eph. 4:15-16). We must remember that the ultimate goal is not to create measurements but to be conformed to Christ-likeness by the Spirit.

What: Alignment with Core Values

The following questions – though not exhaustive in scope – provide a snapshot of our relational health, and can be used for individual and group reflection. Each question explores the extent to which our interactions with God and others align with Jericho Ridge's Core Values. We invite you to use these questions as a guide in your personal prayer and journaling times, to reflect on them with your Life Group, etc. When answered honestly and prayerfully, we believe they will help us to cultivate God-honouring relationships and to better fulfil our mission to embody God's love everywhere we go. At the ministry team level, it is our hope that they will foster a culture of mutual accountability and leadership development, and will be a springboard for the development of fruitful review processes.

TRANSFORMATIONAL TRUTH

We allow God's Spirit and Word to change us.

- **Scripture:** Is the study, proclamation, and application of Scripture central to our relationships?
- **Spirit:** Do we invest time and create spaces in which to listen to God's Spirit?
- **Boldness:** Do we openly talk with others about what we are learning or reading in Scripture?
- **Invitation:** Do we invite others to learn about and experience Jesus' saving work in their lives?
- **Attentiveness:** To what extent are we aware of the intellectual, physical, emotional, and spiritual strengths and weaknesses of ourselves and those around us?
- **Grace:** Do our conversations and actions acknowledge and abound with God's grace?

AUTHENTIC COMMUNITY

We give each other permission not to pretend.

- **Love:** Do our interactions with one another exemplify love of God and love of neighbour?
- **Interdependence:** To what extent do we depend on and seek input from one another?
- **Understanding:** Do we listen actively? Does everyone feel heard and understood?
- **Honesty:** Do we speak plainly and transparently about what we are thinking and feeling?
- **Accountability:** Do we appropriately and lovingly submit to authority, receive correction, and offer it?
- **Reconciliation:** Is conflict managed in healthy ways? (see "Principles of Peacemaking").
- **Edification:** Do our interactions lead us closer to God and to one another?
- **Time:** Do we invest time in one another's lives outside the context of Jericho Ridge events?

GLOCAL SERVICE

We love others globally and locally.

- **Hospitality:** Are we warm, kind, and generous toward others (even strangers)?
- **Joy:** Do we serve with cheerfulness, contentment, and even delight?
- **Trust:** Do we have a good reputation with our local communities and global missions partners?
- **Invitation:** Do we invite or recommend others to participate at JRCC?
- **Calling:** Are we capably and energetically serving in our areas of talent and giftedness?
- **Clarity:** Do we know what is expected of us in the ministries of which we are a part?
- **Equipping:** To what extent do we resource/train others to develop new skills and flourish in ministry?

GENEROUS LIFESTYLE

We are radical stewards of God's gifts to us.

- **Stewardship:** Do we acknowledge that we are not owners but managers of God's resources?
- **Giving:** Do we cheerfully offer our time and resources to others?
- **Dependence:** Do we rely on God to meet our needs?
- **Celebration:** Do we celebrate the successes and achievements of others?
- **Justice:** To what extent do we stand up for the marginalized and oppressed locally? Globally?
- **Humility:** Do we ask God to reveal our ungenerous attitudes and appetites (e.g. comparing our "status" to that of others, giving in to consumerism and accumulation, or over-emphasizing thriftiness)?

HOLISTIC WORSHIP

We worship as a lifestyle, not just an event.

- **Gratitude:** Are our relationships and actions marked by thanksgiving to God?
- **Obedience:** Do we put into practice the things God is showing us?
- **Lament:** Do we bring our grief, hurt, anger, and doubt to God in honesty and humility?
- **Proclamation:** Do we regularly verbalize who God is and what He is doing in our lives?
- **Imagination:** Are we resourceful and creative in how we respond to God's revelation?
- **Community:** Do we do all of this individually and together in community?

Who: Key Relationships

Healthy relationships are a priority church-wide, so in addition to encouraging regular personal reflection on our Core Values, the following nine relational dynamics will be formally assessed on a regular basis:

INTRA-TEAM HEALTH

- Board of Elders
- Staff
- Ministry Leaders
- Volunteers
- Congregation

INTER-TEAM HEALTH

- Board of Elders ↔ Lead Pastor
- Staff ↔ Ministry Area Leaders
- Ministry Leaders ↔ Volunteers
- Elders/Staff/Ministry Leaders ↔ Congregation

How: Regular Self-Assessment Processes

We choose to regularly invite God's Word and Spirit to examine our relationships on both a personal and ministry team level. To this end, we will each answer the questions above in various contexts throughout the coming year. Not all of the specific mechanism(s) through which these questions will be explored have been developed but we have chosen to begin with a self-assessment exercise. The timeline for this reflection process is specified below.

By May of 2017 everyone who calls Jericho Ridge home will have been formally invited to answer each of these questions for themselves on a sliding scale. Based on the insights gained throughout the coming year, the elders and pastoral staff will re-visit and revise as necessary the question set itself, and the assessment process as a whole, in the summer of 2017.

ASSESSMENT TIMELINE

SELF-ASSESSMENT OF	FACILITATED BY	DATE
Lead Pastor	Elders	January 2017
Staff	Lead Pastor	January 2017
Ministry Leaders	Staff	January 2017
Volunteers	Ministry Leaders	January 2017
Whole Church Community	Elders and Pastoral Staff	May 2017

PRINCIPLES OF PEACEMAKING

A Biblical Roadmap to Reconciliation



Our Desire

We desire to grow in healthy communication out of reverence for Christ, handling conflict with integrity and humility. With God's help we seek to be fair-minded and kind-hearted toward one another in all things.

IT STARTS WITH US

- **We acknowledge diversity:** God has created us as unique individuals. We will rarely agree on every subject and this is normal and healthy. Disagreement, or even conflict, is not the same as discord.
- **We recognize warning signs:** While not all conflict is driven by sin, conflict can become unhealthy when it leads to significant discontent, resentment and bitterness.
- **We submit to God:** When we experience relational unease we submit ourselves to the Lord in prayer. In prayer God's Spirit exposes our inmost thoughts and motives and reveals His wisdom to us. We acknowledge that conviction of sin is the Holy Spirit's role; He is the One who guides us into all truth.
- **We pursue reconciliation:** Whether dealing with simple misunderstandings or more substantial heart issues that produce discord, we work toward reconciliation in obedience to God's call for unity within the body.

IT IS ROOTED IN THE BIBLE

We remind ourselves of the following truths in God's Word, our authoritative guide for faith and practice:

- If it is possible, as far as it depends on you, live at peace with everyone. Romans 12:18 (NIV)
- A gentle answer turns away wrath, but a harsh word stirs up anger. Proverbs 15:1 (NIV)
- So if you are presenting a sacrifice at the altar in the Temple and you suddenly remember that someone has something against you, leave your sacrifice there at the altar. Go and be reconciled to that person. Then come and offer your sacrifice to God. Matthew 5:23 (NLT)
- Instead, we will speak the truth in love, growing in every way more and more like Christ, who is the head of His body, the church. Ephesians 4:15 (NLT)
- How good and pleasant it is when God's people live together in unity! Psalm 133:1 (NIV)

IT TAKES THE FOLLOWING SHAPE

We pursue the biblical model of reconciliation through discernment in the context of authentic community:

- We model our approach to reconciliation on Matthew 18:15-20.
- We choose to be respectfully honest with what we think and how we feel.
- We approach the one we are experiencing conflict with, in person, never via e-mail or third parties.
- We use some helpful communication skills:
 - Being clear but brief
 - Stating emotions instead of acting them out
 - Staying calm
 - Using “I” statements (e.g. “I feel...” or “I think...” instead of “You always...” or “You never...”)
- If we are still unable to be reconciled, we turn to the elders of Jericho Ridge, acknowledging their spiritual authority to serve the body in the pursuit of health and unity.

IT INCLUDES THE FOLLOWING CHOICES

- We avoid gossip and rallying uninvolved third parties to our point of view.
- We take ownership of our words and actions, and choose not to quote anonymous third parties, remembering there are no “some people” at Jericho Ridge.
- When others in our community approach us to discuss their conflict with another party, we lovingly encourage them to revisit these steps, and with discretion refuse to spread the issue to yet further uninvolved parties, instead turning our energies toward prayer.
- We choose to trust in the capable work of the Holy Spirit in us, and in others.

“By this everyone will know that you are my disciples, if you love one another.”

JOHN 13:35 (NIV)

MINUTES OF JRCC VISION NIGHT

Sunday, Nov. 15, 2015 from 5:00 – 7:30 PM in the Banquet Hall

TIME	AGENDA ITEM	SPEAKER
5:00 PM	Welcome and Potluck Dinner	Ralph
5:37 PM	<p>WELCOME</p> <ul style="list-style-type: none"> ■ Motion to adopt the minutes of May Ministry Night 2015. Motion: Miriam Faulkes. Second: Al Thiessen. Affirmed. 	David
5:43 PM	<p>2015 OVERVIEW</p> <ul style="list-style-type: none"> ■ Family transitions/Pastor Keith leaving. ■ Lot of “input points” – keys: need for process. ■ Revision some of our K@TR programming. ■ Post-summit: see Ken’s report & video. ■ Implementation Team to help actualize changes and ensure traction. <p>Q: Who is ensuring policy is being addressed? A: This is the elders’ responsibility and they have struck a task force (the Implementation Team) to assist and support this.</p>	David
6:02 PM	<p>2015 YTD FINANCIAL REPORT</p> <ul style="list-style-type: none"> ■ Presentation – trending toward a shortfall of \$22,000 (over our projected giving not over actual expenses) ■ Strong contingency fund position on which to draw 	Tyler
6:06 PM	<p>2016 MINISTRY PLANNING</p> <ul style="list-style-type: none"> ■ Focused priorities towards May 2016 – granular planning on ministry – basis. Will be working with Ken in January. ■ Allows for measurement & benchmarking (e.g. how to tell we are achieving our Core Values, K@TR ministry). ■ Need to hire Senior Associate Pastor (0.75 FTE). Search committee to start in Jan with hope to have Easter start. ■ Board strength- 2 external advisors (Lorne & Kelly) from NLCC to help provide wisdom & support to the Board. <p>Q: In the discernment process, did we invite women to sit on the Elders Board? A: Yes, several were approached but said “not at this time.” Strong openness & preference to have both genders represented on our elders team.</p>	David

6:17 PM	<p>2016 BUDGET</p> <ul style="list-style-type: none"> ■ Survey fatigue so using 2015 giving numbers on which to base our 2016 budget. ■ Missions highlight: We will be launching our 11th supported workers (McCarthys) in our 11 years of being JRCC. ■ Reduced expenses: Savings from Permissive Property Tax Exemption with the Township on office space, fewer rooms at K@TR, no salary for assoc. pastor for Jan-March. ■ K@TR: Ruth Ellen now only 22 hours vs. 30 hours & Ellen will be finished contract in Dec. ■ Anticipated new giving from new members. ■ Motion to adopt the 2016 Budget. Motion: Sue Cottrell. Second: Meg Sumner. Affirmed. 	Tyler
6:26 PM	<p>ELDERS & STAFF</p> <ul style="list-style-type: none"> ■ Ralph Terpstra - ended elder term after 6 years. (thank-you donation made in Ralph's name toward wheelchair program). ■ Ellen Franson - finished contract with K@TR (thank-you gift given). ■ Elders for Affirmation: Curtis Cottrell & Ron Zacharias. Scrutineers: Jon McCarthy & Ed Goh. 	David Ruth Ellen David
6:47 PM	<p>PASTORAL WORD FOR 2016</p> <ul style="list-style-type: none"> ■ Short devotional on New Testament "Family" Eph. 2:19. 	Brad
7:06 PM	<p>ELDER CANDIDATE RESULTS</p> <ul style="list-style-type: none"> ■ Both candidates affirmed. Motion: Tammy Smethurst. Second: Joel Schacter. Affirmed. 	David
7:08 PM	<p>WORSHIP IN SONG</p> <ul style="list-style-type: none"> ■ Songs of worship sung together. 	Jared and Ruth Ellen