



Trinity Baptist Church
Members Meeting

June 30, 2020
6:30 - 8:25 pm
online via Zoom

MINUTES

Chair: Martin Tremblay (Chair of the Board of Elders)

1. Welcome and Opening Prayer (Martin Tremblay)

Martin welcomed everyone to tonight's Member's Meeting and prayed.

2. Call to Order (Martin Tremblay)

Martin noted that there was a quorum and called the meeting to order.

3. Approval of the Agenda (Martin Tremblay)

Proposed amendment to the agenda, to add an item for the appointment of an at-large member for the Financial Overview Committee.

MOTION: *To add an agenda item to the agenda for the appointment of an at-large member for the Financial Overview Committee.*

MOVED by Martin Tremblay, SECONDED by Craig Hostland, & CARRIED

MOTION: *To approve the revised agenda for this Members Meeting.*

MOVED by Martin Tremblay, SECONDED by Laurel Douglas, & CARRIED

4. Approval of the Minutes (Martin Tremblay)

MOTION: *To approve the minutes of the Annual General Meeting, November 26, 2019.*

MOVED by Martin Tremblay, SECONDED by Mark Randall & CARRIED

5. Welcome New Members (Nicki Gill)

Marin introduced Nicki Gill, of the Deacons Committee. Nicki presented the following new members and welcomed them to the church:

- Shari Holland
- Brady Holland
- Jon Jaque
- Ron De Jager
- Mark Randall
- Elaine Elder
- Helmut Hubert
- Ellen Hubert
- Jennifer Sharpe
- Jacki Eng
- Stephen Eng
- Danielle Bovenberg
- Jared Patterson
- Josh Raine
- Roberta Jordan
- Natasha Vanderburg
- Connie-gay Boyce
- Kasey Cullom
- Michelle Cullom
- Valerie Sansford
- Wade Sansford
- Stephanie Wiebe
- Jason Wiebe
- Joelene Dymont
- Steven Dymont

Nicki welcomed the new members into membership.

6. Elder Board Report (Martin Tremblay)

Martin welcomed all members who logged on to the meeting and thanked them for wanting to be engaged and make a difference in this church.

He noted that, since the November 2018 Annual General Meeting, the Elder Board has met monthly (5 times in person and 2 times online). Since then church life has been marked by “before COVID” and “after COVID”. The Board also held their annual strategic direction workshop, the highlights of which included:

- Discussion and confirmation of our Mission: To Love God, love others, and change the world through Christ.
- Discussion and confirmation of our five Ends Policies (the high end results we want to achieve as a church):
 - Relationship with God - Rooted in scripture, led by the Holy Spirit and becoming like Christ.
 - Living out the great commission - The body is a community that serves the city and the world, to bring God’s kingdom near.
 - Relational discipleship - We identify and empower all believers to accept and affirm their own daily ministry in every part of their lives.
 - Resource Stewardship - We are wise stewards of all God has given us to maximize
 - Membership - Membership is a commitment to a relationship of love and service, first to God and then to each other.

Martin reminded members that, per the AGM in November, the Board promised to return to the membership to discuss LGBTQ (Lesbian-Gay-Bi-Trans-Queer) people and the church. The Board’s timing on this was optimistic (n.b. new Board members in November and busier than normal December). Board members enrolled in an on-line Christian education and study program (Digital Leaders Forum) and held a half-day discussion session in January and were prepared to come to the membership in March, but Covid-19 interrupted that. Martin advised that Wayne will provide more detail on this topic later in the agenda.

Martin reported that, since the provincial Covid-19 response was initiated in March, much of the Board’s activity has been involved in working with the Senior Pastor on the church’s response and direction during this unusual time.

He shared some of his personal experiences as Board Chair over the past year and read Ephesians 4:1-3, emphasizing that while unity is a challenge at times, it is necessary to hold on to if we want to keep fulfilling the mission of this church. He shared personal testimony regarding applying a Holy Spirit led approach to unity in his own life this past year.

Martin expressed his thanks to the membership for their support and the Elder Board for their service, acknowledging those whose terms are up (i.e. Andrew Gibbs, Paul Winger, Tom Loewen and Bill Berry).

Finally, Martin expressed particular gratitude to the staff team of the church, for their ability and leadership to pivot in response to Covid-19 and to continue pushing forward with the church's mission with creativity and passion.

7. Senior Pastor Report (Wayne Alguire)

Pastor Wayne greeted members, thanked them for engaging online in this member's meeting and asked for patience as we navigate through this. He expressed his thanks to the Elder Board for their leadership.

Ministry Highlights

Wayne provided a summary of highlights since the November AGM, including:

- Christmas Eve services, presenting the story of Jesus' arrival 8 times over 3 days, to 15,236 people.
- \$90,499 raised as a result for the Give Campaign, to support the Child Advocacy Centre and the Journey Home Taskforce.
- "Principle of the Path" series in January.
- "Genius of Jesus" series.

COVID-19

And then Covid-19 arrived, and things changed. Wayne shared how weekend services, and all ministry areas, changed overnight. Staff scrambled to adjust, and to learn and adjust every week to continue to meet the needs of the church and the community. He expressed his gratefulness to the staff team for doing this with excellence and adaptability. Wayne shared that our streamed weekend services are watched in 31 countries by 3000-4000 people. He also noted that, though there have been financial challenges as a result of Covid-19, online giving has grown rapidly.

Wayne exclaimed that God is so good and thanked members for their continued prayers, faithful giving and online engagement.

Tim Schroeder's Farewell Celebration

Wayne paid tribute to Tim's service as a pastor of this church for over 35 years; 25 of those as the Senior Pastor. A celebration of Tim and Arlene was planned for the March 21-22 weekend, but Covid-19 interrupted that. Wayne shared that at some time in the future, when we can safely gather again in large numbers, there will be a celebration of Tim and Arlene.

Vacant Teaching Pastor Role

Wayne noted that, with Tim's retirement from Trinity, that there is still a vacant position at the church for a teaching pastor. He advised that, though the leadership has seen the opportunity of adding another leader/teacher to the staff for some time, Covid-19 has put staff hiring and longer-term planning on hold. For the near-term future, the church will continue to rely on multiple weekend teachers, with Wayne and Scott carrying the bulk of the teaching, Sarah providing support and special guests at times.

2020/2021 Ministry Plan and Budget

Wayne provided some background to the Ministry Plan and Financial Plan. These documents were born out in the Elders strategic workshop earlier in the year and is based on the five Ends Polices highlighted by Martin earlier in the meeting (see Item 6). He noted that the Ministry Plan, to be presented by Pastor Scott, has been prepared partly in response to Covid-19 and the challenges it has presented. He referenced an article titled “8 Ways to Lead in the New Digital Reality”, by pastor Carey Nieuwhof, that provided the following list that has been helpful for planning church ministry in this era of Covid-19:

- Make decisions for today, not for forever
- Make the mission your focus, not the methods
- Get innovative ... fast.
- Think about meaning, message and connection.
- Simple and real beats beat polished and professional.
- Think daily, not weekly.
- Leverage your people to reach more people.
- Re-purpose your archive.

Wayne advised that, since we will be in a rapidly changing Covid-19 transition for some time, that the Ministry Plan has been prepared with a longer view and with the ability to assess quarterly and adjust as required, while maintaining focus on the Ends Polices.

Wayne introduced Scott and Kevin.

8. Ministry Plan Overview 2020/2021 (Scott Lanigan)

Scott noted that, in the midst of an unpredictable future, we can be assured that God has placed this church in the right place at the right time to make a lasting impact. He noted that the Ministry Plan has been prepared based on the five Ends Polices highlighted by Martin earlier in the meeting (see Item 6). Additionally, Scott advised that the Ministry Plan has also been prepared to:

- Be prudent without relinquishing our spiritual and practical presence in our local and global community.
- Accept that digital experiences will be our primary communication pathway for the foreseeable future.
- Keep expenditures within revenues.

Scott referred members to pages 2 and 3 of the Ministry Plan for a snapshot of the plan and highlighted the following:

- Connect into Experiential Learning
 - Prayer: Every individual earnestly pursuing and experiencing the power of prayer.
 - Membership: Moving from spiritual consumers to spiritual contributors and taking an open source approach to raising the value of membership and inviting attendees into it.
- Discover Transformational Discipleship
 - Leadership: Intentionally develop a broad and deep pool of leaders.
 - Generosity: Develop an generous culture that believes it is better to give than receive.
 - Relationships: Helping people find God and find their people.
- Contribute through Missional Engagement

- Local, Global, Digital Missions: We're passionate about following God where He leads us—even to the ends of the earth. The local church is the hope of the world, and we know we can accomplish infinitely more together than apart. Right in our own backyard, across the world and through every screen
- Implementing Systems to Enable Growth
 - Multiplication: Moving from a maintenance mentality to ongoing growth
 - Communication: Phased in adoption and transfer to “The Rock” church management system.
 - Re-opening: Development of a phased re-opening plan in preparation for in-person gatherings when possible.

9. Financial Update on 2019/2020 (Kevin Nichol)

Current Year Financial Update

- Pre COVID - contributions were up, expenses well managed and attendance and engagement tracking upward
- Post COVID - Church finances stable although there were some challenging periods
- Ending this fiscal year with a cash position very similar to where we were at the AGM in November. This has been accomplished as a result of:
 - incredible generosity from our Church community
 - managing expenses closely
 - some staff adjustments and furloughs in areas which are currently not functioning
 - wage subsidy (CEWS)

10. Proposed Budget for 2020/2021 (Kevin Nichol)

Kevin referred members to the budget presented in the meeting package.

Apr-May (2 months under COVID) used to project revenues for this budget year

Decrease in compensation for the year compared to previous year (see notes on handout) – estimate growth in staff costs from Q2 to Q4. Unlikely to see restoration to previous compensation expenses for at least a year.

Guiding Principles for prudent fiscal management

- We will continue to focus on operating in the black regardless of changing landscape and potential hurdles
- We will continue to invest wisely and prudently in our Ministry areas
- We will monitor both revenues and expenditures very closely and will always be adaptable and proactive
- We will continue to be informed on all Government programs available to Trinity and wisely navigate through these in order to assess benefit, impact and considerations for our Church
- We will continue to be viewed as part of the solution in everything we do in this season

2020/2021 Budget Request

- Taking a very balanced approach to setting the budget passed on projected contributions

- Trinity will end this current fiscal year with donations at 95% or last years levels when there was no pandemic and regular weekly gatherings
- This shows resiliency and commitment from our Church community
- Using April and May contributions (two full months under COVID) to provide a baseline of projected contributions moving into this fiscal year
- Total budgeted expenditures set at 15% lower than prior fiscal year
- Most ministry budgets have remained fairly consistent year over year. We do not anticipate large reductions for two reasons:
 - The digital landscape we have shifted to still requires input costs. It is simply a change in delivery methods
 - There are current savings while the campus is closed however, this may be offset by increased costs when the campus opens due to COVID requirements. We had to take a longer-term view on these expenditures.
- There are areas which will require a larger investment than last year due to our new environment - technology and digital communications. Much of our equipment is well beyond its expected useful life and require upgrades to ensure we are able to provide delivery excellence.
- Compensation will be closely monitored as we are able to understand provincial regulations regarding Church gatherings. We will remain nimble in this area as it makes up 2/3 of our annual budget.

11. Approval of Budget for 2020/2021 (Martin Tremblay)

Prior to voting on the motion, a number of questions were posted online by participating members and answered by Kevin, Scott, Martin and Wayne.

MOTION: *To adopt the 2020/2021 budget as presented.*

MOVED by Martin Tremblay, SECONDED by Genelle Davidson & CARRIED

12. Financial Overview Committee Member at Large (Martin Tremblay)

Martin provided background to the role of the Financial Overview Committee and background on Murray McPhail, who served in this position the previous financial year.

Prior to voting on the motion, a couple of questions were posted online by participating members and answered by Martin.

MOTION: *That Murray McPhail be appointed as a member at large to the Financial Overview Committee for the financial year 2020-2021.*

MOVED by Martin Tremblay, SECONDED by Helmut Hubert & CARRIED

13. Nominating Committee Report / New Elders (Paul Winger)

Paul reminded members that our church bylaws state that the Elder Board is to consist of a minimum of 8 representatives and a maximum of 10. He reported that the term of service for four members has ended, leaving 4 open seats on the Elder Board. Paul expressed thanks to the members of the Nominating Committee (Heidi McLaughlin, Tim Purcer, Ron Philippot and Miranda

King). He advised that the following six members have been endorsed by the Board and put forward as candidates for election to the Elder Board:

- Kristin Edstrom
- Terri Eidse
- Bev Knop
- Tom Loewen
- Ron Philippot
- Kendall Priebe

Voting for up to 4 Elder Board representatives was opened online for 5 minutes. Martin advised that members will be advised of the results of the vote toward the end of the meeting, under Item 19.

14. Legacy Foundation (Darcy Smith)

Darcy reminded members that Kelowna Trinity Baptist Church Foundation is a separate legal entity with deep ties to the ministry of Trinity Church. The foundation's mandate is "Advancing religion through the teachings of Jesus Christ". A key function of the Foundation is encouraging, receiving and managing legacy donations via ongoing giving and estate planning (e.g. wills, RRSP's, life insurance and donation of stocks and other securities). Funds directed to the Legacy Foundation go to supporting ministry work locally and globally. Darcy shared the following highlights:

- This fiscal year over \$600,000 has been donated and invested in ministry around the world.
- Currently there are 23 active projects, globally, funded by the Foundation.
- This past year \$16,000 was used to help fund 12 graduated students from Trinity to attend post-secondary school at a Christian university.

Darcy read a letter of thanks from Chris Downey, a recipient of bursary support from the Foundation.

Darcy reminded members of Helen's Acres local community outreach mandate: "To benefit the community and further the teachings of Jesus Christ." He provided the following highlights:

- Projects completed this year: Decorative landscaping along the roadway, a cooler to preserve harvested food, and a picnic area to support gatherings.
- Project for next year: Greenhouse, to extend growing season.
- Partners: Mamas for Mamas, JCI's, Men's Shed, Grow to Give, BC Tree Fruit Project and Food for Thought.
- Food produced and distributed last season: 175,000 lbs.
- Food goal for this season: 200,000 lbs.

Darcy extended thanks to all of Helen's Acres volunteers and promoted volunteer involvement: Tuesday evenings 6-8 pm and Saturday morning, 9-11 am; all are welcome.

15. LGBTQ Posture (Wayne Alguire)

Pastor Wayne reminded members that our posture towards everyone is patterned after Jesus: Love, Grace and Truth. He acknowledged the sensitivity of this topic and for the purpose of clarity, prefaced this agenda item with the following "line in the sand" statements on behalf of the Elder Board and echoed by the Senior Pastor and staff Lead Team:

- We remain fully committed to the sure and solid foundation of the Holy Scriptures ... the Bible remains our final authority for our faith and practice.
- We remain utterly aligned with our Statement of Faith ... our theology and our doctrinal position stands firm.
- We hold firmly to God’s design for gender, sexuality, and marriage ... male/female become husband/wife, for life, and that there are clearly established biblical boundaries for our sexuality within that marital covenant.
- We believe this is God’s design and plan ... and that it is an expression of His good heart and His loving intentions for us.
- We acknowledge, sadly, that God’s plan is often broken ... because of our sin.
- We are thankful ... that grace abounds and full restoration with the Lord is possible.

Wayne reported that since January the Elder Board, and senior staff in parallel, have been in a program of study and prayer, surrendering to the Holy Spirit’s leading and studying the Word of God. Additionally, a Christian-based resource, called “Faith, Gender and Sexuality”, from the Centre for Faith, was used to help with this.

While it still the goal of the Elder Board to have dialogue with members regarding LGBTQ, at this time of Covid-19 it is not possible. In the meantime, Wayne encouraged members to:

- Firstly, sign up for and work through the 22 session “Faith, Gender and Sexuality” program on their own or in groups, and advised that if the registration cost is a challenge that members should call the Church offer for assistance with the cost.
- Secondly, if you would like to talk about this further please contact the Elder Board and/or the Senior Pastor directly, at elders@trinitykelowna.ca and/or walguire@trinitykelowna.ca.
- Thirdly, pray that we will continue to approach this whole matter with grace and truth.

16. Baptism (Martin Tremblay, Wayne Alguire)

Pastor Wayne reported that God continues to be at work reaching, rescuing and changing lives; there are several people who are ready to declare their faith in Jesus and be baptized. He reminded members that the practice at this church is that anyone can be baptized, regardless of sexual attraction or other situation, provided they have repented of their sins, turned away from any known pattern of sin in their life, and made a public declaration of their desire to follow Jesus. Wayne paraphrased the apostle Paul in chapter 6 of the book of Romans ... the old way and life is gone; the new life has come; and we are dead to sin and increasingly alive to God.

Though the location and details of how baptisms will be conducted in this Covid-19 world is still being worked out, Wayne summarized the process as follows:

- Baptismal candidates will be asked if there is any area in their life where an on-going pattern of sin remains and, if so, to repent and turn from, acknowledge Jesus as their saviour and commit their lives to him. For reference, sin that needs repentance includes sexual sin, as well as all manner of other sin (e.g. gossip, greed, gluttony, pride, etc.).
- There will be kind and respectful one-on-one conversations with all who want to be baptized and, if any are struggling in any area and may not be fully ready for the public declaration of baptism, their baptism process will be paused or halted.

Wayne reiterated what Martin had said, that if you would like to talk about this further please contact the Elder Board and/or the Senior Pastor directly, at elders@trinitykelowna.ca and/or walguire@trinitykelowna.ca.

17. Succession Planning (Martin Tremblay, Wayne Alguire)

Martin shared that Pastor Wayne has advised the Board that he will be leaving his role as Senior Pastor of the church in 3 years. Martin advised that the Board has started planning on the succession of the Senior Pastor role by educating itself about what needs to be done and consulting with church members with experience from our previous Senior Pastor transition and planning for this one. As a next step the Board will establish a search committee, comprised of members and members at large.

Pastor Wayne shared that he is thankful for the Elder Board in their handling of his succession and their proactive steps to manage it. He assured members that he is not leaving soon, but three years from now, and will continue to lead to advance the ministry of Jesus here; that his goal is to have the next three years be his best three years.

18. Members Feedback (Martin Tremblay, Wayne Alguire)

Martin noted that one common theme from discussion with some of the church's 800+ members over the past year are that the Board's communication with members could be better. To that end, and as a start, he advised that the Board will be preparing a distributing a short survey to members and encouraged all members to participate in it. After analysis of the survey the Board will report back to the members regarding findings, improvement and next steps, at the November AGM or earlier.

Pastor Wayne emphasized the importance of feedback and input, that it is "the breakfast of champions" and that the voice of each member matters. He reported that, over the month of July, the church is inviting members to email their replies to membersfeedback@trinitykelowna.ca regarding the following three questions:

1. Where do you see Trinity Church doing a great job?
2. Where do you think Trinity Church could improve?
3. What question do you have that you would like answered?

Wayne reported that submitted questions will be compiled and analysed and the Board and/or Lead Team will report back to members in the fall or, at the latest, at the members' November Annual General Meeting. He thanked members in advance for participating.

19. Final Comments, Questions and Answers (Martin Tremblay, Wayne Alguire)

Martin announced the election of following new Elder Board members':

- Kristin Edstrom
- Terri Eidse
- Tom Loewen
- Kendall Priebe

Martin invited members to submit questions to the Board and Staff via the online chat. A number of questions were posed, and answered by Martin, Wayne and Scott.

20. Prayer/Adjournment (Martin Tremblay)

Martin prayed.

Date of next Annual General Meeting . . .

TO BE ANNOUNCED