

LIVING HOPE

ALLIANCE CHURCH



ANNUAL REPORT

2017

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Annual Meeting Materials

Living Hope Alliance Church
2017 Annual General Meeting Agenda
March 11, 2018

Financial Review – 9:00 am
Member Registration – 12:45 pm
Annual Meeting – 1:00 pm

Call to Order

Adoption of Agenda

Naming of Rules Committee

Appointment of Tellers

Adoption of Minutes from 2016
Annual General Meeting

Board of Elders' Report

Financial Report

Nominating Committee Report

Election

Lead Pastor's Report

Questions & Answers

Adjournment

**LIVING HOPE ALLIANCE CHURCH
MINUTES OF THE 2016 ANNUAL GENERAL MEETING
Sunday, March 12, 2017**

- 1. CALL TO ORDER** at 12:51 pm by Wayne Bernakevitch (Chairman BOE).
- 2. COUNTING OF MEMBERS**
 - 64 members present, non-members not recorded
- 3. OPENING PRAYER**
 - Led by Wayne Bernakevitch.
- 4. ADOPTION OF THE AGENDA**
 - Moved by Rick Orban and seconded by Ed Beggs to adopt agenda.
Carried.
- 5. NAMING OF THE RULES COMMITTEE**
 - Kevin Wilson, Fred Dyck
- 6. APPOINTMENT OF TELLERS**
 - Abe Toews, Jim Haney, Danielle Miller
 - Moved by Howard Wiebe and seconded by Kelly Trachsel.
Carried
- 7. ADOPTION OF MINUTES**
 - Moved by Kevin Wilson and seconded by Jason Westgate to adopt the minutes of the 2016 Annual General Meeting. Carried
- 8. REPORT OF THE CHAIR OF THE BOARD OF ELDERS** (Wayne Bernakevitch)
 - Wayne presented key points from his report recorded in this document.
 - Moved by Linda Beggs and seconded by Wayne Eaton to accept the Board of Elders' Report. Carried
- 9. NOMINATING COMMITTEE REPORT**
 - The Nominating Committee recommends the following:
 - i. Nominated to a First Two-Year Term of the Board of Elders (March 1, 2017 to February 28, 2019):
 - Fred Dyck and Howard Wiebe
 - ii. Nominated to a Second Two-Year Term to the Board of Elders (March 1, 2017 to February 28, 2019):
 - Mark Stefan

- iii. Nominated to serve as the congregation's representatives on the 2017 Nominating Committee:
 - Lola Miller, Jan Ross, Janelle Wilson
- Moved by Kirk Cowman and seconded by Karen Dyck that nominations from the floor for Board of Elders be closed. Carried
- Tellers collected the ballots

10. LEAD PASTOR'S REPORT(Pastor Kirk Cowman)

- Pastor Kirk's report is recorded in the Annual Report 2016.
- The Pastor responded to the following questions from the floor:
 1. Could an ATM machine be installed in the building?
 - Measures and provisions for online giving are in place and intended to address a cash requirement.
 2. How is the Missions budget allocated?
 - Global missions – 80%, Canadian missions – 10%, Seamless Link – 5%, Living Hope missions – 5%.
 3. The term Director was used to refer to the Board of Elders with the following clarification:
 - A member of the Board of Elders is an Elder as per Scriptural requirements and is also a Director as per the Saskatchewan Non-profit Association Regulations.
 4. The new Pastoral position's status is pending. An offer was extended to a candidate, but due to sensitivities with respect to the offer process, an announcement cannot be made just yet.
 5. How does someone become a member?
 - An application must be completed by each prospective member. There is no transfer provision for members.
 - They must attend a class for incoming members. This may be waived for people coming from other Alliance Churches.
 - Two board members interview the candidates.
 6. Has our Membership number fallen?
 - With the relocation of the Filipino Church, the membership number has been reduced. However, apart from that event, there has been a steady increase in membership.

7. Is there a minimum age for membership?

- When baptized, Youth can become a member. However, they cannot vote until the age of majority.

- Pastor Kirk also outlined Bylaw Revisions as follows:

- Change to Fiscal Year End – the year-end is to change from December 31 to June 30. In an earlier recommendation the Finance Committee recommended that the date shift occur, subject to Board and CRA approval. This adjustment in year-end dates will necessitate that two audits be completed, one on December 31, 2017 and one on June 30, 2018. An additional interim budget will be required for the six-month period from January 1, 2018 to June 30, 2018 with a full 12-month budget for the new fiscal year July 1, 2018 to June 30, 2019. The additional audit requirement for this cycle will incur additional expenses that should be included in the six-month budget period ending June 30, 2018.
- Board of Elder Succession – In order to provide continuity it is suggested that 2-3 members be added to the board each year.
- Moved by Kirk Cowman and seconded by Lola Miller that all Bylaw Revisions be approved. Carried.
- Moved by Kirk Cowman and seconded by Rick Orban that the Lead Pastor’s Report be accepted. Carried.

11. RESULTS OF ELECTION

- All persons nominated as per this report were elected.
- Moved by Abe Toews and seconded by Dave Wintemute that the ballots be destroyed. Carried.

12. FINANCIAL REPORT & 2017 BUDGET(Ed Beggs, Treasurer)

- Ed Beggs’ report as per the Annual Report, 2016. The 2017 Budget was mentioned in the presentation as per attachment in this report.
- Moved by Ed Beggs and seconded by Kevin Miller to accept the Financial Report. Carried.

13. MOTION OF ADJOURNMENT

- Moved to adjourn at 2:04 pm by Jason Westgate.

Minutes respectfully submitted,
By Bill Heywood
Board of Elders Secretary

NOMINATING COMMITTEE REPORT

Members: Lola Miller, Jan Ross, Janelle Wilson, Bassim Khyzm, Mark Stefan, Howard Wiebe

The Nominating Committee, as selected by the election of the members and the Board of Elders, has finalized its selection of nominees for various offices to fill the vacancies for the upcoming term.

The process of seeking God's chosen leaders for Living Hope Alliance Church requires earnest prayer, study of Biblical qualifications of church leadership, assessment of Living Hope's key leadership needs, spiritual scrutiny of and dialogue with nominees.

We are pleased to advise the congregation of the following:

Nominated for a First Term on the Board of Elders:

- Brad Crassweller (2 year term - March 1, 2018 to September 30, 2020)
- Kevin Gatshene (1 year term - March 1, 2018 to September 30, 2019)
- Jim Haney (1 year term - March 1, 2018 to September 30, 2019)
- Ken Thiessen (1 year term - March 1, 2018 to September 30, 2019)

Nominated for their Second Term on the Board of Elders:

- Ed Beggs (2 year term - March 1, 2018 to September 30, 2020)

Nominated for their Final Term on the Board of Elders:

- Wayne Bernakevitch (1 year term - March 1, 2018 to September 30, 2019)
- Abe Toews (1 year term - March 1, 2018 to September 30, 2019)

Elders Continuing Service:

- Mark Stefan (March 1, 2017 to September 30, 2019)
- Howard Wiebe (March 1, 2017 to September 30, 2019)

Elders concluding/Concluded Service (on February 28, 2017):

- Bassim Khyzm
- Kevin Wilson
- David Wintemute

The Nominating Committee is also recommending the following three Members to serve as the membership's representatives of the 2018 Nominating Committee:

- Darlee Fenske
- Cathy Wilson
- Donna Wintemute

We are pleased with the slate of nominees we have the privilege of bringing forward to the Membership of Living Hope and trust you will join us in praying regularly for those individuals whom we elect.

2017 Giving & Expenses - 2018 Proposed Budget

		2018 Proposed Budget	% Of 2018 Proposed Budget	2017 Budget	% of 2017 Budget	2017 Actual
Ministry Fund						
<i>Revenue</i>						
	Giving	\$ 347,000	81.8%	\$ 700,000	79.22%	\$ 750,597
	Preschool & Childcare Fees	\$ 29,400	6.9%	\$ 44,800	5.07%	\$ 45,045
	Rentals	\$ 35,000	8.3%	\$ 70,000	7.92%	\$ 64,584
	Ministry Cost Recovery	\$ 12,726	3.0%	\$ 35,230	3.99%	\$ 35,980
	Employment Grants (District, Government)	\$ -	0.0%	\$ 33,540	3.80%	\$ 39,145
	Total Revenue	\$ 424,126		\$ 883,570		\$ 935,351
<i>Expenses</i>						
Ministries	Children's & Family Ministry	\$ 13,610	3.2%	\$ 20,690	2.34%	\$ 18,950
	Youth & Young Adult Ministry	\$ 6,830	1.6%	\$ 16,641	1.88%	\$ 15,691
	Adult Ministry	\$ 2,300	0.5%	\$ 5,450	0.62%	\$ 1,662
	Worship Arts & Corporate Outreach	\$ 10,584	2.5%	\$ 27,787	3.14%	\$ 48,623
	Preschool & Child Care	\$ 1,260	0.3%	\$ 2,100	0.24%	\$ 1,355
	Other Ministry Expenses	\$ 12,602	3.0%	\$ 19,900	2.25%	\$ 18,910
	Subtotal Ministries	\$ 47,186	11.1%	\$ 92,568	10.48%	\$ 105,191
Operations	Administration	\$ 22,458	5.3%	\$ 34,000	3.85%	\$ 36,865
	Marketing & Communications (Public Relations)	\$ 2,400	0.6%	\$ 11,200	1.27%	\$ 6,450
	Facilities (Occupancy Costs)	\$ 62,639	14.8%	\$ 162,000	18.33%	\$ 153,281
	Rentals (event staff, marketing, etc.)	\$ 12,250	2.9%	\$ 23,500	2.66%	\$ 21,072
	Other	\$ 12,160	2.9%	\$ 29,000	3.28%	\$ 33,892
	Subtotal Operations	\$ 111,907	26.4%	\$ 259,700	29.39%	\$ 251,560
Personnel	Salaries & Benefits	\$ 255,429	60.2%	\$ 513,742	58.14%	\$ 515,697
	Other (Allowances, Staff Development, Assembly, etc.)	\$ 9,603	2.3%	\$ 17,560	1.99%	\$ 10,654
	Subtotal Personnel	\$ 265,033	62.5%	\$ 531,302	60.13%	\$ 526,351
	Total Expenses	\$ 424,126		\$ 883,570		\$ 883,102
	Over(Short)	\$ 0		\$ -		\$ 52,249
Building Fund						
<i>Revenue</i>						
	Giving	\$ 30,000	89.6%	\$ 53,500	88.43%	\$ 92,422
	Transfer from Ministry Fund (10% of Rental Revenue)	\$ 3,500	10.4%	\$ 7,000	11.57%	\$ 1,970
	Total Revenue	\$ 33,500		\$ 60,500		\$ 94,392
<i>Expenses</i>						
	Mortgage Payments	\$ 30,000	89.6%	\$ 52,050	86.03%	\$ 49,389
	Capital Reserve & Replacement	\$ 3,000	9.0%	\$ 5,450	9.01%	\$ 5,453
	Other	\$ 500	1.5%	\$ 3,000		\$ 34,654
	Total Expenses	\$ 33,500		\$ 60,500		\$ 89,496
	Over(Short)	\$ -		\$ -		\$ 4,896
Missions Fund						
<i>Revenue</i>						
	Giving	\$ 45,000		\$ 90,000		\$ 99,035
	Total Revenue	\$ 45,000		\$ 90,000		\$ 99,035
<i>Expenses</i>						
	Global Advance	\$ 33,800	75.1%	\$ 70,000	77.78%	\$ 62,342
	Canadian Ministries	\$ 4,500	10.0%	\$ 10,000	11.11%	\$ 13,403
	Seamless Link	\$ 4,000	8.9%	\$ 6,000	6.67%	\$ 6,679
	Living Hope Missions	\$ 2,700	6.0%	\$ 4,000	4.44%	\$ 2,028
	Other (C&MA Work Specials)					\$ 12,787
	Total Expenses	\$ 45,000		\$ 90,000		\$ 97,239
	Over(Short)	\$ -		\$ -		\$ 1,796
Compassion Fund						
<i>Revenue</i>						
	Giving	\$ 15,000		\$ 30,000		\$ 32,010
<i>Expenses</i>						
	Compassion Connection	\$ 7,500	50.0%	\$ 9,600		\$ 8,777
	People Care	\$ 7,500	50.0%	\$ 10,000		\$ 7,800
	Other		0.0%	\$ 10,400		\$ 10,786
	Total Expenses	\$ 15,000		\$ 30,000		\$ 27,363
	Over(Short)			\$ -		\$ 4,647

Notes

Reports

CHAIRMAN'S REPORT

Wayne Bernakevitch

My daughter, Adrienne, recently taught me something very interesting about teaching and disciplining children. When her daughter, Kennedy, did something wrong, Adrienne said to Kennedy, "We don't do that in our house, Kennedy. In our house we do". What a great way of disciplining, I thought, but in the end, it would be meaningless if Adrienne did not live out what she told Kennedy they do in their home.

In our faith, and in our local church, we often say things like:

- we are a church that cares
- we reach out to the people of Regina
- we are welcoming
- and so on.

As with my daughter, saying these kinds of things is without meaning if we do not actually live them out. I am very thankful for the qualities that I see being lived out at Living Hope. I see:

- young families and children everywhere faithfully involved,
- people of many ethnicities completely engaged,
- people visiting at our refreshment area and other areas, laughing, hugging, praying, and crying together,
- the Holy Spirit welcomed into people's lives, to fill and empower them,
- many community outreach programs and activities run by our people at great personal and financial sacrifice.

This year will be a very significant year for our church. We are kicking off our "Going Beyond" initiative which will focus on local improvements, impacting our city, and missions endeavours outside Canada. Please engage in "Going Beyond" by your giving and/or your volunteerism.

Our programs for children and youth are flourishing. Please consider volunteering to help with these programs and be faithful in bringing your children to events.

We are continuing to build our small groups. You need to be involved in a small group for your own support and teaching. People in a small group need you to be there for them. In our church, we refuse to remain isolated or divided from others. Rather, we look to the small groups we are involved in for support and teaching for ourselves and for others in our group(s).

I am stepping down as Chair of the Board of Elders in March of this year, but I will remain on the Board. I am very thankful for the opportunity I have had to serve you in this capacity over the last number of years. There have been many positive things which have happened in our church during these years, all of which are to the credit of others. Kirk has been a powerful leader. His passion, dedication, and reliance on the Holy Spirit for guidance have contributed to the growth we have experienced, both in numbers and in the personal growth of many who attend Living Hope. I am thankful to Marj for freeing me up to do what has needed to be done. Many people don't believe me when I tell them that she has never complained about the times when I have to be away because of commitments. She has never once complained! We are partners in everything.

We have been extremely fortunate as a church to have the Board members who have served during my term. They have been a true display of unity in action. I want to thank these wonderful men and their wives and families, for their contribution, sacrifice and support.

Lastly, I am so thankful that I am a member of this church because of each of the members and adherents. You give of your time and resources, you love others unconditionally and you are faithful to our Lord. Let me conclude by saying, "Well Done".

Treasurer's Report

Ed Beggs, Treasurer

“Bring the whole tithe into the storehouse, that there may be food in my house. Test me in this” says the Lord Almighty,” and see if I will not throw open the floodgates of Heaven and pour out so much blessing that there will not be room enough to store it”. Malachi 3:10

Financial highlights for 2017 (before audit adjustments):

Approved Ministry Fund Expense Budget	\$883,570	
Ministry Fund Income	\$935,350	** Includes Pre-School
Ministry Fund expenses	\$883,101	
Ministry fund surplus	\$ 52,249	** before amortization & adjustments

Giving	2017 Budget	2017 Actual
Ministry fund	\$700,000	\$750,597
Building Fund	60,500	92,422
Missions Fund	90,000	99,035
Compassion Fund	30,000	32,010
Going Beyond	0	13,974
Other	183,570	226
Total giving/income	\$1,064,070	\$987,664

- Ministry Fund donations exceeded budget for the second consecutive year. The Ministry Fund ended the year with a surplus of \$52,249.
- Building Fund givings exceeded budget by \$33,892.
- Missions Fund givings exceeded budget by \$9,035.
- Compassion Fund givings exceeded budget by \$2,010.
- Year over year our total debt decreased by \$50,387 to \$568,945.

The total debt:	Dec 31, 2017	Dec 31, 2016
Royal Bank Mortgage	\$ 531,181	\$ 564,077
Internal Loan/Investment Program	31,276	51,276
Capital Reserve replacement	6,488	0
Holdbacks payable	0	3,980
Total Debt	\$568,945	\$619,332

Sincere appreciation is expressed to:

- All of our tellers for their dedicated effort in processing the offering each week. Special thanks to Lorraine & Marg for their continued efforts to train us all with new financial input system – your patience is much appreciated.
- Lorraine Lindgren, for her tireless efforts in managing the church operational expenses.
- The pastoral and support staff for their efforts in controlling expenditures.
- The 2017 Finance Committee: Dave Roszell, Archie Ledgerwood, Shelley Reddekopp, Shannon Vinter, & Rick Orban for their commitment and wise council in dealing with the many financial issues throughout the year. Special thanks to Kirk Cowman for his huge input to the budgeting process.

Treasurer's Report cont.

We have all been privileged to see how God has not just continued to bless LHAC this year, but indeed, to exceed our financial goals. Finances, while obviously very important, are not the area which should have our major focus. We are especially encouraged to see how God blesses us by bringing so many “new faces” through our doors each week – may we be worthy of His blessing. 2018 offers us continued opportunities to marvel at God’s goodness as we progress along the path of site completion. Please be in prayer as we consider and plan all our options, including the financing of the project. It is through your generous support that it is possible for Living Hope Alliance Church to provide the facility and programs to minister to the people of Regina and the surrounding communities. What is God going to achieve in 2018 through LHAC’s ongoing and increasing ministry to our neighbours, the City and the World?

Above all, thanks and praise is due to our Lord for His tremendous generosity to all of us in LHAC.



BOARD DEVELOPMENT COMMITTEE

Mark Stefan, Chairman

Committee Mandate

Reporting to the Board of Elders, the committee is responsible for identifying and developing elders-in-training, orienting board members, and assisting the Chairman and Lead Pastor in equipping the board to fulfill their responsibilities. The committee is chaired by the Vice Chair and consists of the Vice Chair and the Lead Pastor who is an ex-officio member.

Board Development

The primary board development activity has been a focus on our relationships (Up, In and Out) led by our Lead Pastor, Kirk Cowman. It has been a very beneficial time. We also completed a study of the book “Building a Discipleship Culture” by Mike Breen.

On March 23, 2017, we conducted our Board Orientation. It included a review of the book titled “The Imperfect Board Member” by Jim Brown. It was an important session on board behavior, proper protocol and being men of God. Also, many board members were able to attend the Global Leadership Summit (GLS) in October, 2017.

We are in the process of selecting our next book to review with the board throughout the coming year. We are also anticipating that our board members will attend the GLS in October, 2018.

Elders-in-Training (EiT)

The purpose of this program is to prepare young men to lead as elders with heart, mind and soul. The elders’ role is to provide insight and leadership to help these young men deepen their faith.

We were blessed to have six young men (Ryan Lett, Andrew Wilson, Brendan Bernakevitch, Tyler Chamberlain, Jim Haney and Jason Westgate) enrolled in this program as of November 18, 2016. The first formal session was held on January 26, 2017. The group was co-facilitated by Pastor Kirk Cowman and Mark Stefan. The group reviewed the book titled “Seven Men” by Eric Metaxas. They met monthly throughout 2017. They attended the first part of four board meetings, the AGM in March, the GLS in October, and also studied a number of topics.

We completed the inaugural year of this program at the end of December, 2017. One of our EiT members, Jim Haney, was led by God to let his name stand for nomination at the March 11, 2018 AGM. Two members have moved away - Jason Westgate to Calgary and Tyler Chamberlain to Manitoba. The remaining members enjoyed the program and will continue to consider involvement at the board level in the future. All of the young men enrolled in EiT provided valuable commentary regarding the program and its continuation.

The board is in the process of appointing a new Chairperson and developing the 2018 calendar. It will be a unique year with two year-ends in 2018. The desire is to align the EiT program with the LHAC board year.

Board Orientation

Our next board orientation session is to be held in March, 2018. No date has been set at this time. The purpose of this session is to cover a number of topics - qualifications for elders, duty and standard of care, C&MA and LHAC history and bylaws, LHAC Vision, Mission and Values, membership covenant, baptism, communion, spiritual gifts, missionaries, programs, budget, expectations to serve, board structure, etc.

Property Development Committee

Abe Toews, Chair

Since our last annual report the Property Development Committee and the Board have received and approved the Facility & Property Master Plan. This plan was developed by Pastor Kirk and the staff to match facility & property needs to the ministry goals for the next 5 - 10 years. As we stated in last year's report, the southeast Arcola area is expanding rapidly with a forecasted growth to over 42,000 people. There is no other land designated for church development in the Southeast Regina Neighbourhood Plan. In addition, there are major commercial developments happening, which include the completion of the By-Pass and ultimately Chuka Boulevard connecting to Highway #1.

In March the board approved the Master Plan for the development of the property as designed by Crosby Hanna. Proposals were requested from 2 engineering firms. The contract for design, tendering, and construction services was awarded to Clifton Associates. Clifton has extensive experience with our site as they have provided engineering services for drainage and overall site design. They started the design work in September and submitted preliminary designs in November and December.

Project costing estimates were provided in January 2018. The full project budget was estimated to be \$2,586,000 which includes a 15% contingency. After discussion by the committee and in consultation with Clifton, it was recommended to the Board that we complete the project in 4 stages with the budget for Stage #1 being set at \$1,500,000. Stage #1 will include paving of the largest portion of the parking lot, a new driveway onto Green Falls Drive, and landscaping. Once we know how successful the Going Beyond campaign is, we may complete Stage #2 (the parking lot to the east of the building) with some financing. Stage #3 is the parking lot on the west side of the building and Stage #4 is the development of the vacant land on Green Falls Drive.

The tentative schedule for Stage #1 is as follows:

March 2018 – Kick Off of the Going Beyond Campaign
April – May 2018 – Complete the site design
September 2018 – Tender the Project
October 2018 – Complete the financial plan
November 2018 – Award project to contractor
May – August 2019 – Complete Construction Project – Stage #1

We are still working with the City of Regina to maintain the access to Arcola Avenue but are getting some resistance from them. Please pray that we can provide them with a strong case for keeping it.

The committee members are Dean Popil, James McCullough, Kirk Cowman, Rick Orban and Abe Toews.

We have been blessed and we thank God for the opportunity to serve the people of southeast Regina.



MINISTRY REPORT

Kirk Cowman, Lead Pastor

Two years ago we introduced a prayer that encapsulates what we desire God to do in our church family. We call it our Vision Prayer.

Father, by your Spirit:

Draw us close and create in us an unquenchable desire to sit at your feet and hear the whisper of your voice before all else.

Teach us the joy of living and learning in community.
Unite us as a family of disciples that makes disciples.

Open doors into our community so that we may introduce Jesus and your Kingdom to our neighbours, city and world.

In the name of Jesus, we ask these things for your glory and our joy.

Amen

As we have prayed this over the last couple years, my question has been, “How will we know when this prayer has been answered? What will it look like in our church and how will it affect us personally?” We have identified six behaviors that we believe will be evident in us and our church family when our vision prayer is answered.

The six core behaviors that will be evident in Living Hope when our vision prayer is answered are: Prayer-Focused, Spirit-Empowered, Disciple-making, Loving Relationships, Creative Engagement and Meaningful Impact. Below you will find a brief definition of each behavior and my thoughts on how we are doing in each area. I’ve assigned one of three “gradients” to each of the behaviors to help us identify how we are doing at growing in these areas. The gradients are:

- “sprouting” – the behavior is just starting to be developed.
- “growing” – the behavior is developing and growing in strength
- “bearing fruit” – the behavior is an area of strength and is evident in all we do.
- “pruning” – actions may be needed to be taken in order to prepare to bear more fruit.

Prayer-Focused – *Growing*

Being Prayer-Focused means that we live each moment in continual conversations, talking with and listening to our heavenly Father. As a church family it means we will do nothing until we have heard from God.

As we look at the first church described in the book of Acts we discover that every significant movement of the church began with prayer. The church was praying when Holy Spirit came on them and enabled them to reach 3,000 people with the message of Jesus in Acts 2, and it happens again in Acts 4. The gospel spreads to the Gentiles after Peter is praying and has a vision in Acts 10. Paul and Barnabas are set apart as missionaries when leaders of the church in Antioch pray in Act 13. Again and again the mission of God in the church is advanced when the church prays.

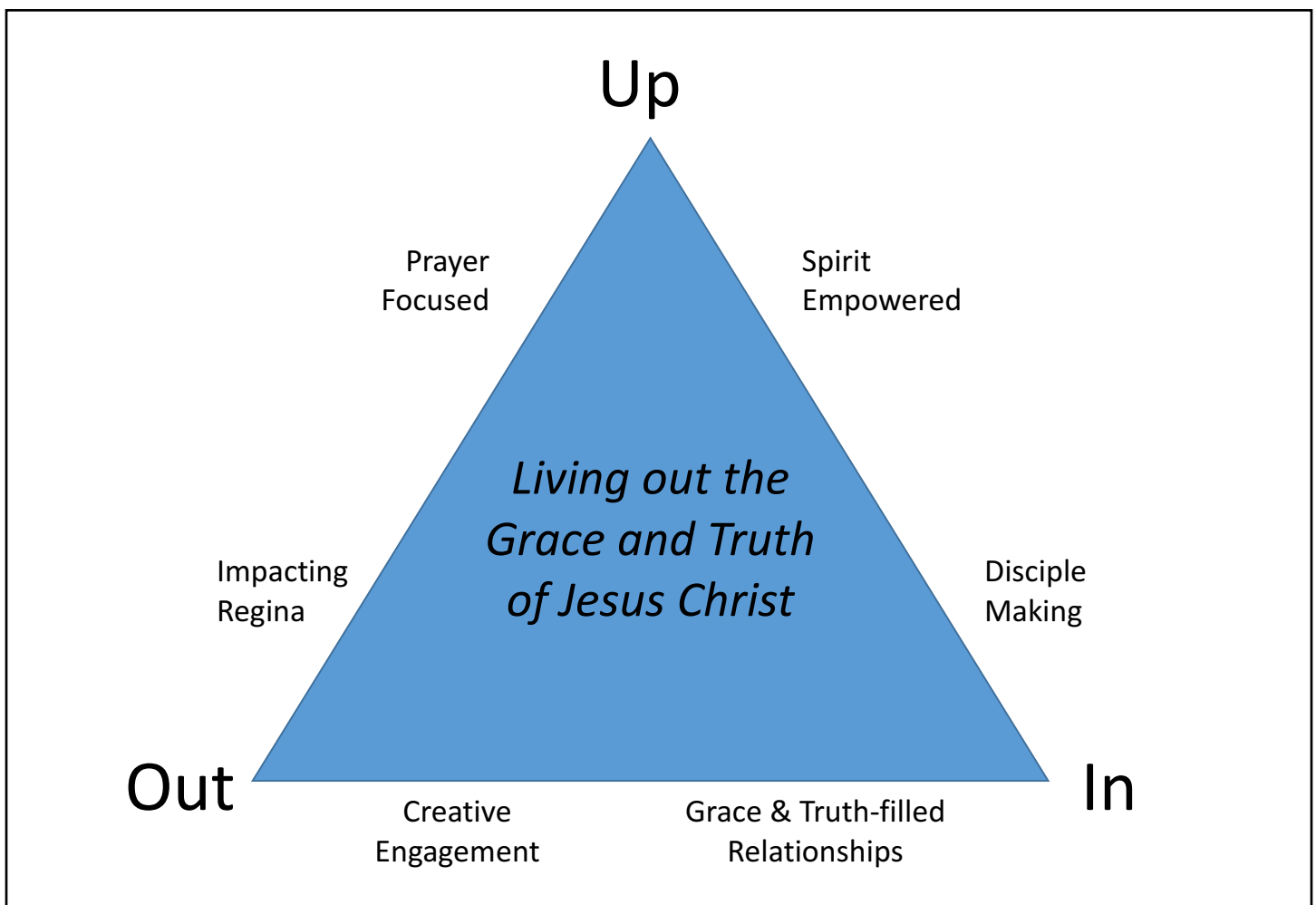
Through prayer we align ourselves with the heart of God. If you want to know the will of God for your life, it starts with prayer. If Living Hope is to become what Jesus envisions it is going to start with prayer. Our commitment and engagement in prayer continued to grow last year.

In 2017,

- We hosted 9 Prayer Summits on the last Sunday of the month, with an average attendance of 30 people attending. While there is a consistent group gathering to pray regularly, it represents only 10% of our adult weekend attendance.
- We began teaching about listening prayer through the 'Holy Spirit Encounter' weekend last February. This February's 'Holy Spirit Encounter' continued exploring listening prayer as we explored prophetic ministry (speaking God's truth into each other's life). In 2017 our 'Holy Spirit Encounter' had 50 participants and our latest one had 75 participants, representing 16% and 25% of adult weekend attendance.
- Small groups and serving groups were encouraged to begin and end their gatherings with prayer. Some began spending up to a quarter of their gathering time in prayer.

In 2018,

- Children's ministry will focus on teaching children how to pray so they are confident in prayer, as classroom leaders are encouraged to take time to pray with and for kids and their needs.
- We have started a new group on Sunday mornings in which there is a brief teaching on prayer followed by time to listen to God and pray for each other. If you'd like to learn how to pray and listen to God, then this group is for you.
- We will offer a six-session seminar on listening prayer, with each session including "lab" time to practice what you have learned.
- We will develop a team of people who will minister in prayer to others after weekend services.



Living Hope's six core behaviours that help us fulfill the unique purpose God has given our church family.

Spirit-Empowered – *Growing*

Spirit-empowered refers to living each day in the fullness and power of the Holy Spirit, letting him guide us, change us and empower us to live as Jesus envisions. Through the power of the Holy Spirit we can live lives that are increasingly free from sin and more like Jesus, while also taking our place in the mission of God.

Jesus promised his disciples that the Holy Spirit would come when He left. The Holy Spirit would enable them to continue the work He began. It is the Holy Spirit who led and empowered the disciples and the church to do the amazing things we read about in the book of Acts. Until the Holy Spirit came, all the first church could do was pray, but when He came and filled them, they were empowered for ministry and the world was changed. Each of us needs to be continually filled with the Spirit if we are to become what Jesus envisioned, and if we as a church are to continue Jesus' work today.

In 2017,

- We hosted our first 'Holy Spirit Encounter' weekend, which featured teaching on the person and work of the Holy Spirit and "lab" time dedicated to learning how to listen to the Spirit.
- 12 senior high teens attended 'Legacy Youth Conference' and experienced the presence of the Holy Spirit leading them to spend 3 hours in praying, confessing sins and encouraging each other, rather than attending one of the entertainment rallies.
- 5 junior high teens attended a 'Holy Spirit Encounter' weekend specifically designed to teach youth about the Holy Spirit. While there, one youth with an injured hand was healed.
- We continued to teach on the Holy Spirit during our weekend gatherings, through our 'Becoming' series. We regularly invited attendees to experience a fresh filling of the Holy Spirit and listen for his leading.

In 2018,

- We will host our second 'Holy Spirit Encounter' weekend featuring Dr. Rob Reimer of Alliance Theological Seminary. Holy Spirit Encounters will be a part of our annual rhythm, taking place each February.
- We will continue to introduce teens to the ministry of the Holy Spirit in their lives. We will seek for ways to introduce grade school children to the ministry of the Holy Spirit in an age-appropriate way.
- The pastoral staff will receive further training from Dr. Reimer, specifically in the area of soul care. 'Soul Care' explores seven principles that are profound healing tools of God: securing your identity, repentance, breaking family sin patterns, forgiving others, healing wounds, overcoming fears, and deliverance.

Disciple-Making – *Growing*

In Matthew 28:19-20, Jesus charges every believer to help others discover relationship with him and become passionately devoted disciples. We are to be disciples who make disciples, who make disciples.

Two years ago we created a discipleship strategy that identified four stages of growth that every disciple of Jesus goes through: Exploring, Discovering, Growing, and Surrendering. Since the creation of the discipleship strategy we have been creating engaging environments for each category with the goal of facilitating growth. Central to our discipleship strategy are our groups, which are core to every age-specific ministry at Living Hope.

Children's ministry and Youth ministry both make use of large and small groups in their ministries. Groups Ministry ministers specifically to adults, making use of longer-term groups meeting in people's homes as well short-term groups such as Alpha, Starting Point Groups and the Marriage Course which meet during MidWeek (Wednesday nights). It is our goal that everyone who calls Living Hope home would participate in a longer-term or short-term group each ministry year. Approximately 40% of adults at Living Hope currently participate in some type of group experience.

In 2017,

- A Young Adults men's breakfast group grew from 2 to more than 10, meeting every Wednesday morning at 6am to pray together.
- Groups Ministry created small group curriculum for every sermon series in the regular ministry year (September to June), as well as a list of recommended studies for use between sermon series curriculum.
- We began offering the recently revised Alpha program, for people who are exploring faith and discovering relationship with Jesus.
- The Marriage Course was offered twice and inspired couples with a vision of God's plan for marriage.
- Groups Ministry began offering regular coaching and training to all small group leaders.

In 2018,

- Children's ministry will focus on helping kids become confident with Scripture by providing age-appropriate Bibles for children to use during large group Bible time and in small group classroom time.
- Youth ministry will create and implement a discipleship pathway to assist youth in transitioning from high school to university and career (young adults ministry).
- Groups Ministry will be creating connecting events in the fall to help people connect with new small groups.
- The teaching team will prepare and deliver sermon series focused on apologetics (explaining your faith), about who Jesus is and intimacy with God.
- We will expand MidWeek offerings for adults with 4-6 week groups focused on helping those in the Growing and Surrendering categories grow in their faith.
- We will launch a tool to help individuals recognize where they are in our discipleship categories, and to identify possible next steps to grow in their faith.

Loving Relationships / Grace & Truth Filled Relationships – *Bearing Fruit*

Jesus lived a life that was marked by love, expressed in his relationships through grace and truth. Grace is unmerited favour given to someone in the form of forgiveness, love, and respect even when it isn't warranted. Truth is the knowledge of what God says about life. When we lean too much towards grace, everything is permissible and if we lean too much towards truth we become judgemental. Jesus constantly balanced grace and truth in his relationships and he invites us to do the same. When we follow His example, relationships are transformed, lives are transformed, and we become what Jesus envisions.

In 2017,

- Comments about the friendliness of the church was a dominate theme on first-time guest surveys.
- Four 'Families Connect' Lunches and three 'Newcomers' Lunches offered environments designed to help build relationships between people of Living Hope.
- Our MidWeek program offered a healthy low-cost meal each week. This created opportunities for families to share a meal together and/or build relationships with other families at Living Hope.
- Extended time was given during the weekend service to provide opportunities for attendees to greet and get to know each other.
- Our 'Good Neighbour' teaching series focused on equipping each of us to live like Jesus did with the people next door, in the community, cubicle or classroom.
- More than 100 people attended our weekend services for the first time. We saw a 28% estimated retention rate (guests becoming regular attendees) and a year-over-year attendance growth of 3.2%.

In 2018,

- Youth ministry will intentionally focus on building relationships during their small group times, to improve relationships between youth and also between youth and leaders.
- Children & Family Ministry will provide a monthly video update from Pastor Shauna to all leaders to encourage and foster greater connections between leaders.

- We will explore creating a 'coffee and play time' during the week for stay-at-home parents to bring the kids. This will be a time when the children can play together and the parents can share a cup of coffee.
- We will continue to create environments where individuals and families can connect, such as 'MidWeek meal', 'Families Connect lunches' after weekend services and 'Newcomers lunches'.
- A marriage mentoring ministry will be developed to complement the 'Marriage Course' and facilitate healthy marriages in the community and church.



Creative Engagement – Sprouting

Creative Engagement refers to how we engage those around us with the message of hope found in Jesus Christ. We live in a world that is increasingly post-Christian. The common sentiment is “We have heard it all before.” As a church family, we need to be creative in how we reach and engage with those who “have heard it all before.” While significant progress has been made in this area, I believe we still have a way to go in creatively engaging people who are far from God.

In 2017,

- We created an engaging Easter Celebration which welcomed 450 people on Easter Sunday. This number was significantly more than have attended an Easter service over the past decade.
- We created fun and inspiring Christmas Eve services which welcomed over 800 people from our community.
- Summer activities such as 'Maker Fun Factory' Kids Camp in July ministered to 140+ kids. 'Play in the Park' days connected with parents and children on neutral ground.
- Over 150 marketplace and church leaders attended the 'Global Leadership Summit' and were inspired to be better leaders with a grander vision for their organization.
- We began holding 'Question and Answer' times after the sermon periodically; attendees were invited to text in questions during the sermon and the speaker responded to questions immediately after they finished speaking. These Q&A times were well received by attendees, particularly by millennials, and will become a re-occurring feature in our weekend services going forward.

In 2018,

- We will create a second service that will be more traditional in format and geared towards an older demographic. Our hope is that this service will attract residents of the soon-to- be complete Rivera Housing complex, as well as others from the community.
- Our Worship & Creative Arts ministry seeks to engage worshipers through drama and engaging stage designs that add to the service's theme. A drama team and stage design team will be formed to facilitate these initiatives.
- As part of the 'Going Beyond' campaign we will begin laying the groundwork for a new expression of Living Hope to be planted in the Greater Regina Area.
- In the fall we will expand our Preschool by adding a half-time teacher and two classes. Over the last two years we have had full classes and last year we had a wait list that was equivalent to one and a half classes.

Meaningful Impact / Impacting Regina– Growing

In Acts 1:8, Jesus said that his disciples were to be witnesses for him in Jerusalem, Judea and Samaria, and to the ends of the world. As Jesus' disciples today, our church family has been entrusted with carrying on Jesus' Acts 1:8

vision. It is our desire to make a meaningful impact in Regina and the world for the mission of Jesus Christ.

Last year we were full of ideas of what we could do, and we watched with excitement as doors began to open for us to make a meaningful impact in our community. I believe significant progress has been made in this area over the past twelve months.

In 2017,

- Children and Family Ministries developed a growing partnership with Arcola Community School. This led to a food drive, a clothing drive, gift bags at Christmas, and two volunteers who assist EAL readers.
- Youth ministry served our neighboring community, The Greens on Gardiner, by picking up litter around the neighborhood.
- Over \$5,000 was given to two women's shelters in Regina that are helping women to break free from addictions, abuse, sexual exploitation and poverty.
- 3952 sandwiches were made for the Salvation Army's Haven of Hope lunch program
- 40 families were fed through the means of grocery cards or food hampers.
- Over 1,000 community events were hosted in our facility, including family celebrations, city counsellor meetings, condo association meetings, dance classes, volleyball practices, and school concerts. These contacts have led to many opportunities for the Gospel to be shared in word and in deed.
- We funded the education of 40 teens in Kenya, enabling them to graduate from high school and pursue meaningful employment, which will help end the cycle of poverty in that country.
- Over \$100,000 was given to further God's mission globally, through C&MA International Workers, Compassion Canada and the Global Leadership Summit/Willow Creek Association.

In 2018,

- We will form a Compassion Team who will focus on caring for people in need both within our church family (internal people care) and in our greater community (external people care). This team will be different than our Compassion Connection team which focuses its efforts on the eradication of poverty in Regina.
- We will form a Missions Team who will promote Global Missions within our church and coordinate communication and trips with Living Hope's missionaries (Seamless Link partners and specific C&MA workers who partner with us). The Missions Team will also seek to provide care and support to Living Hope Missionaries while they are on the field.



- Through our 'Going Beyond' initiative we will partner with the Willow Creek Association to expand the reach of The Global Leadership Summit on the Island by making it possible for 40 marketplace and church leaders to attend.
- We will send a team to "The Island" to assist our Seamless Link Partner in training and equipping marketplace and church leaders.

Since introducing the Vision Prayer two years ago, God has been at work in our church family, but there is still much more that He wants to do in and through us. I invite you to join with us in praying Living Hope's vision prayer regularly, and letting God work in and through you to make this prayer a reality.

Thank you for being part of the Living Hope family in 2017 and helping us become what Jesus envisions.

Faith Goals

2018 Corporate Ministry Objectives

The following outlines our hopes and goals for the future of Living Hope.

	2015 Year End	2016 Year End	2017 Year End	2018 Goal (January-June)
Weekend Worship Attendance	317	347	360	375
Adult/Youth Worship Attendance	277	296	301	300
Children Worship Attendance	41	52	59	75
Professions of Faith	32	26	1	20
Baptisms	12	7	8	20
Membership	165	142	153	160
Ministry Fund Offerings	\$603,676	\$649,496	\$750,597	\$347,000
Mission Fund Offerings	\$95,792	\$102,904	\$99,035	\$45,000
Compassion Fund Offerings	\$60,231	\$32,696	\$32,010	\$15,000
Building Fund Offerings	\$44,683	\$104,375	\$92,422	\$30,000
Regular Volunteer Involvement	na	215	215	225
Number of Groups (Small Groups)	8	15	15	25
Number Registered in Groups	96	180	144	300

1. Weekend Worship Attendance projected to grow by 4%.
2. Children's Ministry goal is 20% of weekend worship attendance.
3. Groups registrants assumes an average of 12 people per group.
4. Number of groups includes both adult and youth focused groups that gather for study, prayer and community.

2018 Corporate Prayer Requests

40 stories of lives transformed by Jesus.

For a healthy and vibrant network of small groups.
(300 adults & youth engaged in small groups - 25 groups)


Out of debt and parking lot paved by the end of 2019
(and able to keep access to and from Arcola Avenue East)



Appendix

NUMBERS HAVE NAMES, NAMES HAVE STORIES, EVERY STORY MATTERS TO GOD

AVERAGE WEEKEND ATTENDANCE

2016	347	 3.7 % INCREASE
2017	360	



1

SALVATIONS



8

BAPTIZED



215

REGULARLY SERVING
VOLUNTEERS



15 GROWTH GROUPS

2017

FISCAL YEAR TOTAL REVENUE
(MINISTRY, MISSIONS, COMPASSION AND BUILDING FUNDS)



974,064

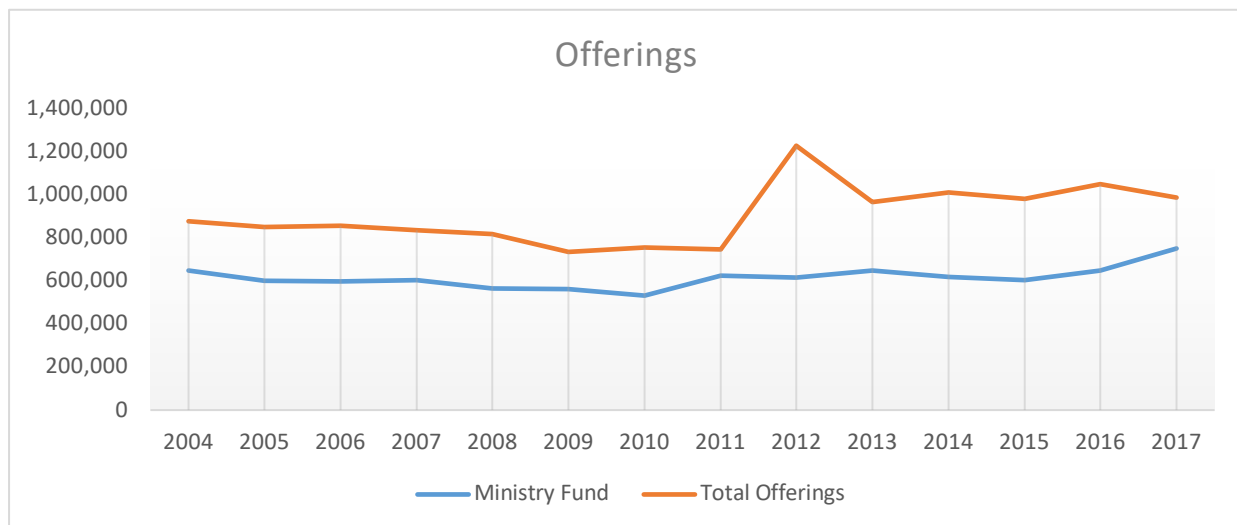
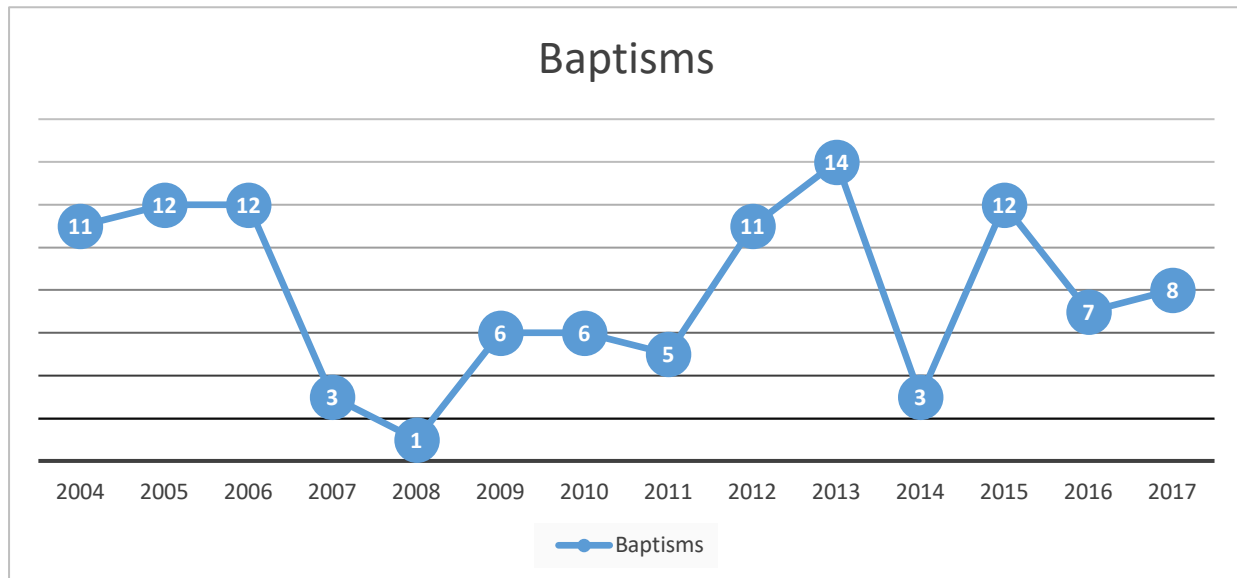
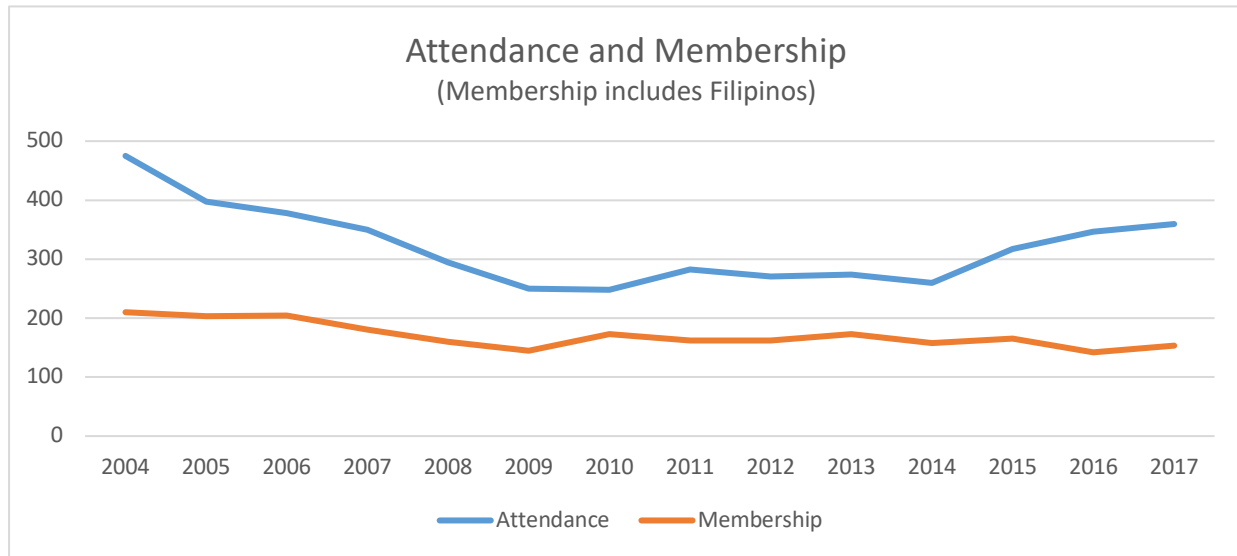
2018

PROJECTED REVENUE (Jan-Jun)
(MINISTRY, MISSIONS, COMPASSION AND BUILDING FUNDS)

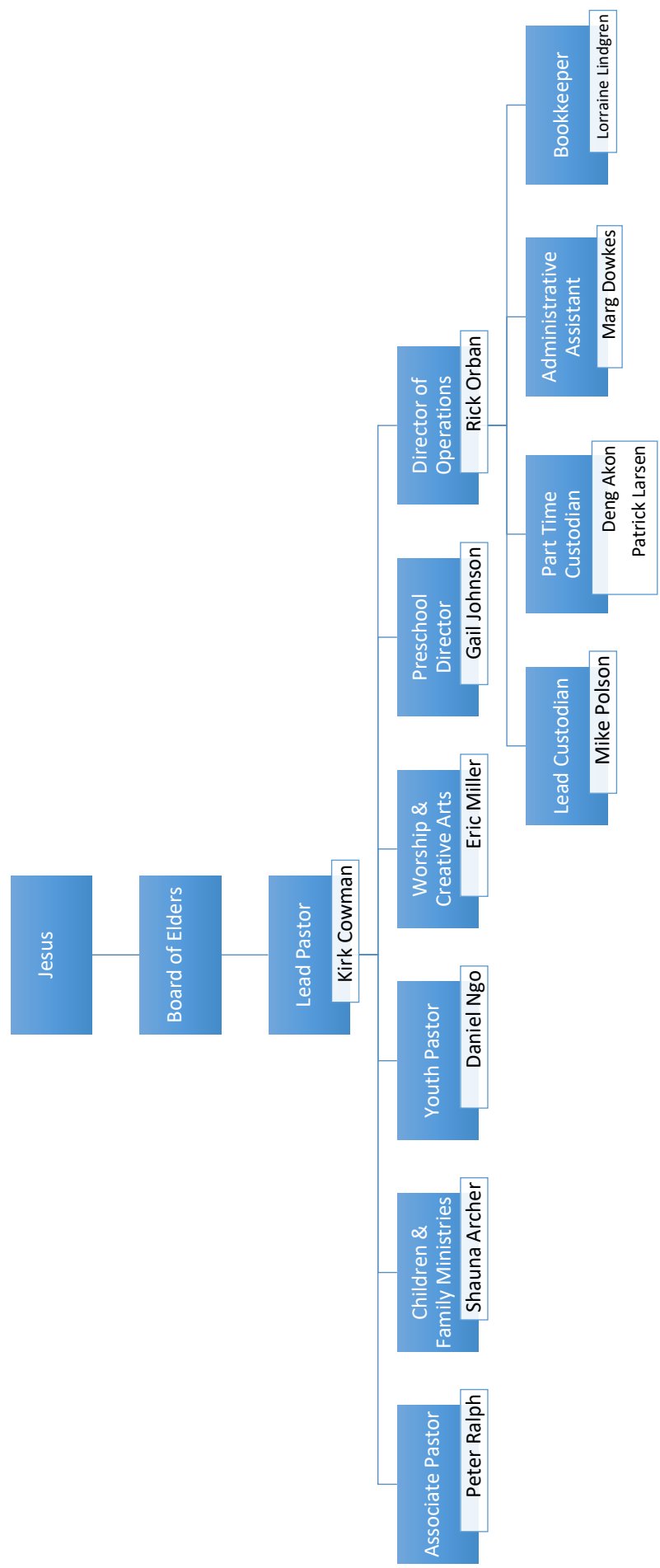


440,500

Statistical Review



2018 Organizational Chart



Lead Staff Responsibilities

Lead Pastor (Kirk Cowman)

- Vision and Strategy
- Board of Elders
- Staff Leadership
- Corporate Outreach
- Discipleship and Leadership Development
- Generosity & Stewardship Ministries
- Compassion
- Missions
- Prayer
- 50+
- Preschool
- Primary Preacher

Associate Pastor (Peter Ralph)

- Groups Ministry
- Alpha & Marriage Course
- Young Adults Ministry (18 to 30 year olds)
- Hospitality Ministries (Greeters, Info Desk, Ushers, Coffee Team, Kitchen)

Children & Family Ministries (Shauna Archer)

- Nursery
- Kids Church (ages 3 to 12)
- MidWeek Kids Club
- Kids Camps
- Mentoring parents

Youth Ministry (Daniel Ngo)

- REAL Youth
- Bible Quizzing

Worship & Creative Arts (Eric Miller)

- Worship Service Planning
- Worship Teams
- Technical Arts Team (Sound, Lighting, Video, Media)

Director of Operations (Rick Orban)

- Administration
- Finance
- Facilities
- Rentals

Shared Ministry Roles of All Lead Staff

- Volunteer Mobilization
- Visitation
- Counselling
- Weddings
- Funerals

Member and Adherent Activity

Births, Dedications, Baptisms, Marriages and Passings

Births - 8

RICHARD, Theophilus	January 21, 2017
BARON, Nash	March 4, 2017
ABRAHAMOWICZ, Alexander	March 11, 2017
ERICSON, Kacen	April 18, 2017
ERICSON, Annika	April 18, 2017
OSIOWY, Daysha	August 8, 2017
WELLS, Rowan Douglas	August 19, 2017
MICHIE, Isaac Jon Erwin	August 20, 2017

Dedications - 3

MALCOLMSON, Tegin	January 1, 2017
McCULLOUGH, Rhys	January 1, 2017
RICHARD, Theophilus	June 18, 2017

Baptisms - 8

McCULLOUGH, Melissa Dawn	January 1, 2017
MALCOLMSON, Tegin	January 1, 2017
MILLS, Warren	April 16, 2017
NICHOLSON, Leslie	April 16, 2017
CHESHIRE, Sarah	June 4, 2017
WATTS, Jenny	June 4, 2017
PANIO, Daphne	August 27, 2017
WILSON, Kristine	November 23, 2017

Marriages/Weddings - 2

ELDRED, Michael & Renae	June 24, 2017	Pambrun, SK	Eric Miller
LECHNER, Jayson & Montana	July 22, 2017	Living Hope	Kirk Cowman

Passings/Funerals - 5

ROSS, Alvin	January 27, 2017	Feb. 4, 2017	Kirk Cowman
ROSS, Ron	March 4, 2017	March 11, 2017	Kirk Cowman
KRUSHELNICKI, Aaron	July 20, 2017	July 28, 2017	Kirk Cowman
LAMB, Justin	August 2, 2017	August 15, 2017	Barry Bruce
MELNYK, Amanda Rae	December 3, 2017	December 15, 2017	Kirk Cowman

**Living Hope Alliance Church Inc.
Membership List December 31, 2017**

Melody Anderson	Robin Haensel	Janet Popescu
Shauna Archer	Susan Hamilton	Marion Radu
Tim Archer	Mila Handoc	Mandy Ralph
Daryl Arendt	Rene Handoc	Peter Ralph
Rowena Arendt	Cathy Haney	Agnes Reimer
Brian Armstrong	James Haney	Tracy Rempel
Carolyn Armstrong	Bill Heywood	Doug Richards
Blair Arn	Danae Heywood	Pat Richards
Faye Arn	Corinne Hildebrand	Mabel Robb
Ed Beggs	Paul Hildebrand	Jan Ross
Lynda Beggs	Maureen Howell	Girma A. Sahl
Brendan Bernakevitch	Clint Huber	Gwendolyn Schroeder
Danelle Bernakevitch	Nikki Huber	Leigh Schroeder
Marjorie Bernakevitch	Bonnie Huebner	Rudy Schroeder
Wayne Bernakevitch	Harry Huebner	Marilyn Smith
Bernie Brandt	Chantelle Irvine	Janice Stefan
Lynda Brandt	Eldon Irvine	Mark Stefan
Debbie Buchkowsky	Bassim Khzym	Elroy Taylor
Lauryl Chamberlain	Miranda Khzym	Marlene Taylor
Tyler Chamberlain	Dale Knelsen	Bev Thiessen
Jane Charles	Ruth Knelsen	Judi Thiessen
Britton Cowman	Valerie Kowula	Ken Thiessen
Kirk Cowman	Nicole Lamers	Mary Thomas
Brad Crassweller	Christine Lett	T.V. Thomas
Sandy Crassweller	Ryan Lett	Abe Toews
Pat Daniels	Lorraine Lindgren	Dorothy Toews
Nancy Deis	Jane Linner	Janelle Trachsel
Chrissy Dhinel	Laura Loewen	Kelly Trachsel
Don Ditson	Amber MacDonald	Donald Turner
Janet Ditson	Della Magnus	Helen Vatamaniuk
Paula Doke	Irwin Magnus	Rod Verity
Bonita Douglas	Michael Magnus	Deidre Westgate
Ross Douglas	Fawzia Makar	Jason Westgate
Margaret Dowkes	Charlie McIntyre	Howard Wiebe
Liz Dul	Janet McMurray	Penny Wiebe
Carol Eaton	Danielle Miller	Garnet Williams
Wayne Eaton	Eric Miller	Sharon Williams
Amanda Eldred	Kevin Miller	Andrew Wilson
Bob Eldred	Lola Miller	Cathy Wilson
Allen Fedorak	Blair Mills	Janelle Wilson
Joan Fedorak	Carol Mills	Kevin Wilson
Bruce Fenske	Jazmin Munro	Dave Wintemute
Darlee Fenske	Steven Munro	Donna Wintemute
David Friesen	Daniel Ngo	
Eleanor Friesen	Al Nordin	
Kirsten Gaddie Jahnke	Edna Nordin	
Marcel Gaddie Jahnke	Doug Olson	
Karen Gatschene	Lorna Olson	
Kevin Gatschene	Luana Orban	
Ron Gladysz	Rick Orban	
Stephanie Gladysz	Deji Oyetuga	
Corrie Glascock	Olabisi Oyetuga	
Randy Glascock	Dom Pascua	
Sharon Gogel	Mila Pascua	
Katherine Haensel	Victoria Piluk	

Count: 153

We are committed to helping everyone become what Jesus
envisions;

people living out the grace and truth of Jesus Christ in
every relationship, everywhere we go:

UP, IN, and OUT



LIVING HOPE ALLIANCE CHURCH

3900 Arcola Avenue East, Box 32011

Regina, Saskatchewan

S4N 7L2