

WEYBURN FREE METHODIST CHURCH



Annual Report 2017 The State of the Church



Weyburn Free Methodist Church

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INTRODUCTION TO THE ANNUAL REPORT

You will notice that, beginning last year, our annual report is organized around the main budget categories, with additions from our board and staff. As you look through either the report or the budget, you will be able to consult the corresponding lines in each report and be able to see both the numbers and the stories behind the numbers for each ministry area. Please don't feel that you need to read the entire report from cover to cover. Be free to flip to the ministry areas you are passionate or curious about and read those. The Board and Pastoral Staff hope that you will see what we see as you read: a church that is healthy, vibrant and honouring God in all that we do.

STATE OF THE CHURCH REPORT

By Pastor Jay and Clark Gordon, on behalf of the Pastoral Staff and the Board of Directors

A NOTE FROM THE LEAD PASTOR:

It is a great privilege to report to you regarding the overall health and progress of our church over the past year. Weyburn Free Methodist Church is not a social club that exists only to exist. We have a purpose, a reason for existing, and a goal that we are working towards that demands all our energy and focus. That purpose is our VISION: ***That everyone would know Jesus personally.*** Our mission describes how we are attempting to go about accomplishing that goal. Our MISSION is to be ...

- *a FAMILY alive with the power of God*
- *MOVING with Him in our neighborhood,*
- *REFLECTING Jesus Christ,*
- *LED BY the Holy Spirit*
- *BRINGING hope and healing*
- *CHANGING us and the world.*

In 2013, the Board set some very focused priorities for us to pursue, based on the needs around us, that we have taken very concrete steps to act on over the past 5 years. In 2017, there was significant progress, but also some pivotal changes that have brought us to the place where we can start asking some big questions about what's next for us as a congregation.

Our Priorities Since 2013 and Samples of Action

Serving our growing region with our facility

- The Joan Project Phase 3 saw significant improvements in the fellowship hall, nursery and youth loft, along with 2 new bathrooms. These renovations are fully paid for, and were completed on time and under budget!

Building caring friendships in the community

- We solidified a new partnership with Smart Start Preschool to serve Weyburn families in our newly renovated nursery and fellowship hall, beginning in September 2018.
- Pastor Jay has been spearheading the Safe Shelter Weyburn project in partnership with the Weyburn ministerial, Southeast Victim's Services, Weyburn Police Service and Envision. This project is expected to be up and running in 2018.
- Pastor James transitioned from the Youth Pastor role at WFMC to become a community missionary, working at AM1190 as a reporter. His voice is now heard on the airwaves and online. He has brought many community initiatives to the attention of the people in the area, and given the Christian community a voice.

Moving beyond "friendly" to friendship

- The worship ministry went through a period of sabbath over the summer, where we explored many different pathways of worship. This culminated in a worship summit weekend that led to two new programs: a mentorship program for worship; and a regular Jam session to train up new people, develop musicians and leaders. The single most important mandate given to Pastor Ian as a result of this weekend: **to Facilitate the development of a System for new people.** Ian's wrestling with this mandate has brought about some changes in our worship services, with the result that we have several new leaders and many new people participating in our teams on a regular basis.
- A mentoring culture has emerged in our church, with men's and women's groups, but also with youth mentoring and a new worship mentoring program.

Other Changes Have Brought Us to a Place of Transition:

- Solidification of the WFMC practice of governance – since 2005, we have been working with and improving upon, a governance model of board and staff relationships. This year marks the first time that all of our practice has been collected and written down in a Governance Manual that is uniquely shaped by and for our context. This positions us to be profoundly open to the voice of the Spirit speaking through our congregation, Board and pastoral staff to show us His direction for our congregation's future.
- Pastor Jay's resignation came as a shock to many and marks a significant milestone in the life of our church. He has been our Lead Pastor for twelve years and has made a significant impact on who we are a church family. His last day is May 1.

In light of all of these changes, the Board spent significant time in prayer and reflection on the spiritual and emotional condition of our congregation. We asked the Lord what He wanted to say to us, and where He wanted to lead us in the future. The key word that came to us all, in a spirit of complete unity, was REST. Isaiah 30 says, "In repentance and rest is your salvation, in quietness and trust is your strength." We believe that the Lord is inviting us into a space of complete trust in Him as we look to the future. Even though we will keep working away in ministry, and we will experience many more changes in the coming years, the Board and pastoral staff believe that we can live through these things from a place of rest as we place our trust in the Lord.

Pastor Jay says, "I feel like I am one big ball of conflicting emotions these days. On the one hand, I am SO convinced that it is the right time for me to step out of my leadership role here at WFMC. You are so ready for a new challenge and SO strong as a family. WFMC has been, and continues to be, a vibrant,

healthy church family. I'm proud of what we've built together. On the other hand, I am SO SAD to be saying goodbye! I KNOW that this past decade will be 'the good old days' from now on. Marilou and I raised our family with you, and we grew up together as leaders and pastors in front of you. You have supported and encouraged us, challenged us to be our best, loved us and prayed for us. THANK YOU. I hope that as you think about what you've done as a church family, you hear the Lord's voice tell you 'Well done, good and faithful servants,' because that's certainly how I feel."

A NOTE FROM THE BOARD CHAIR:

"Family"

When I was asked to write a report for year-end I was not sure what to do, so I prayed. The next day God spoke to me, "Family."

We are all like a family: we meet most Sundays, we talk on the street, we agree with each other and sometimes, well we don't. However, in the end we all have a common purpose - introduce God to as many people as we can.

So with that in mind I thought of the WFMC board, we meet once a month and we agree or don't agree, but we still are extended family. This year when Jay resigned it started a chain of things that has caused our "family" to be challenged. A lot of emotions, fear for what is next, happiness for where Jay has led us, and of course sadness as we head into the future.

As we started meeting about this the board has been challenged and there have been a lot of conversations with long meetings, especially this year with extra people involved. We have talked a lot, not always on the same page, and we have also prayed, oh and prayed again for God to speak to us. As a result of the prayer and trust that God has brought to us, we have had amazing meetings and are heading in His direction, not ours.

Because of all of this time we spend praying and listening, we are finding our way and I for one feel good about what the future holds for WFMC. Change can be scary if you face it alone, but we are not only facing it together, but with God's strong hand guiding us. We cannot say where we will go for certain right now, I am told it doesn't work that way, but that the Guy in charge does know and we all trust Him.

GENERAL REPORTS

31000 ADMINISTRATION

The Budget Area of Administration covers a multitude of administrative fees and costs such as bank fees, the cost of our annual audit, office supplies, fees for memberships in organizations our church belongs to (such as the Evangelical Fellowship of Canada); as well as the every-three-years cost of sending our pastors and delegates to our General Conference in Ontario.

32000 FACILITIES

General Repairs and Maintenance: Contact Will Van Roon

Overall Future Plans and Construction: Contact the Chair of the LIFT Team

Facilities covers a multitude of costs, including insurance fees, our security system fees and our general utilities, as well as general maintenance and improvements and our “Joan Project” construction.

Strengths:

- Phase 3 was on time, on budget, and fully fundraised! Praise be to God!
- LIFT is a well rounded and committed team who are handling the facility needs of the church well.
- Committees are bringing their needs/concerns to LIFT, which is proving to be an efficient and effective process.

Weaknesses:

- Communication of changes continues to be a challenge for this team and this area, as it is tough to know how much detail to give and when to give it.
- We are still learning how to document our meetings and the best process to do that.

Opportunities:

- We look forward to fully furnished Nursery and Loft spaces in 2018.
- We are hoping to solve the acoustic (noise) issues in the Fellowship Hall, to make this space more usable and inviting.

Threats:

- We are always aware of the possibility that we may overuse and burn out our volunteer base. This is something to keep an eye on.

Five-Year Plan:

- We are currently putting together a plan for the final phase of the Joan Project. This will be presented to the society at our January Society meeting.

32500 TECHNOLOGY & INFRASTRUCTURE

Contact: Pastor Ian

This ministry area covers a wide range of support services; everything from our internet connection to the projectors in our ceilings. The main goal of this ministry area is to provide the IT and A/V technology necessary to support the vision of the staff and ministry teams at WFMC while providing the ongoing infrastructure required for the smooth operation of the church and its ministries.

IT FUND Contributions: This fund is contributed to based on an amortized yearly contribution for equipment purchased from 2013-2016. The idea is that when we purchase a piece of equipment, we calculate how many years we expect that equipment to last. We then divide the equipment purchase amount by the number of years and put that amount into the IT Fund every year. Then, when we are ready to replace the equipment the money is available in the bank. This means that when we need to purchase big ticket items (like a \$20,000 sound system) the money is in the bank waiting for us from nine years of saving.

Strengths:

As we upgrade the technology and infrastructure of the church, we continue to see the benefits this new equipment has for the church. Often times the comments are subtle like "I can hear Pastor Jay more easily," or "I find the new keyboard really easy to use," or "Having email on my phone is really helpful." As a tech team, we are happiest when the technology of the church "just works," which means people can spend less time trying to make things work and more time on doing the work of the ministry God has called them.

As a ministry team, we are often invisible, working behind the scenes quietly upgrading systems or installing equipment. We take joy in knowing that other people's ministry goes smoothly because of the work we have done.

In many ways, the church's ministry success means that we have succeeded.

Weaknesses:

Pastor Ian is continuing to work with our bookkeeper, Sandy, to help us make the best use of our Technology Savings fund. Our goal is to be able to use these funds without artificially 'inflating' the budget, especially in a tight budget year.

The technology team met only once during 2017. In many ways this team meets on a 'as needed' basis, however we should continue meet more regularly to ensure things are operating smoothly. Pastor Ian will try and arrange at least two meetings per year as check-ins for this team.

Opportunities:

We feel God is calling us to four major things in 2018:

- We want to finish the process of supplying cell-phones for our pastors. We began this transition with Pastor Jody and we would like to complete it with Pastor Ian.
- We want to upgrade and update our media shout computer and software in 2018. Our current software is getting old and is no longer supported.

- We want to finish our sanctuary stage lighting upgrades. In 2016 we added four LED fixtures to the system, and we hope to finish the transition to LED with four more fixtures in 2018.
- Based on the feedback from our budget information session, we hope to begin offering live video streaming of our Sunday morning service. There are a few different pieces required to make this happen, but we feel that the volunteer base and finances are in place to make this happen in 2018.

Threats:

We need to be clear with the congregation about our 'IT fund'. 2018 is the year we begin spending money from our IT savings fund and we need to ensure the congregation is aware that we have 'saved up for' these expenses. Our team has done good work in planning for and saving up money for these upcoming expenses, and we need to ensure the congregation is aware and understands what we plan to do.

Five Year Plan:

We don't really have a five year plan per se. Our plan is to continue to support the staff and ministries of WFMC. Our dream is that all the technology of the church 'just works' and becomes a non-issue for people. We hope that the technology of our church fades into the background as it fully supports the people and ministries God has called to WFMC over the next five years.

33000 PASTORAL EXPENSES

Contact: Pastor Jay

These lines are given to the pastors to reimburse them for expenses they incur in the pursuit of their ministry duties. This includes general pastoral expenses and specific leadership development pursuits. Pastoral expenses include paying for coffees and lunches with church and community members, materials for ministry team meetings, counselling and mentoring supplies, and various items for use on Sunday mornings. Leadership development includes consultants, denominational events, books, classes and seminars.

Strengths:

Our pastoral staff team continue to be recognized as "best in class" leaders in their own right, and their team chemistry is also evident to both lay people and professionals alike. Our investment in our leaders through these budget lines is delivering strong dividends!

Each team member strives to use these resources with integrity and care. Sandy's system helps us to keep careful track of where our expenditures are going during the year, as well as tracking multi-year trends.

Weaknesses:

Some of our team have a tendency to not submit legitimate expenses, while others are careful to do so. This sometimes creates the appearance of inequity in both use and care of these resources.

Opportunities:

These budget lines allow us to be available for people at every opportunity. When they are able to meet with us, we can be there.

Our staff team is made up of individuals who are all eager to grow, learn, and increase in effectiveness. By being willing to invest in them, we send a message that they are valued and they in turn want to return that value to the church through their faithful service.

Threats:

We must be vigilant over the responsible use and tracking of these funds.

Five-Year Plan:

Each year, as we reflect on how we have used these funds, we are able to celebrate the fruit that has grown from crucial conversations, and observe trends as to where these investments are most fruitful.

SUB-AREA: 33650 - Travel Expenses

Contact: Pastor Jay

These lines reimburse pastors (and others) who use their vehicles for church purposes, such as to visit people in hospital or on farms, or attend denominational or leadership events.

Strengths:

Pastoral prayer on farms, in hospitals, and at out of town funerals have been key moments funded by this budget line. We have had several church family members in hospital for extended periods this year, and sometimes pastors have been funded by this budget line to go visit them.

Weaknesses:

We wish we could spend more time in hospital and in homes visiting and praying for people. The need is so great, and we often feel like we can't keep up.

Opportunities:

Our church family is very caring. Many people visit hurting people without being reimbursed. Our small groups continue to get better at sharing information, bringing food, prayer and love to hurting people. Perhaps more people could receive help in their travels if the pastors intentionally shared this line?

Threats:

We hope we never have to cut back on these budget lines. Travel is a significant cost to ministry and this helps out a lot.

Five-Year Plan:

To continue to improve communication between small group members and pastoral staff, to continue to strive to be more present when people are hurting.

34000 PAYROLL

Payroll is the area that covers our staff's actual salaries; the church's portion of staff benefits such as dental and medical coverage; the pension levy charged by the FMCiC that is bringing the FMCiC Pension Plan up to the government-required balance; any contract wages needed to cover holidays for non-

pastoral staff; Workers Compensation Insurance payments; and charges from the company that administers our payroll (required by the Free Methodist Church in Canada).

35000 CORE MINISTRIES

Core Ministries is based on a 10 percent tithe from churches in the Free Methodist Church in Canada to the Ministry Centre to cover their basic operating needs and to fund areas we have chosen to contribute to like Church Development and Leadership Development in Canada.

36000 CHILDREN'S MINISTRIES

Contact: Pastor Jody

Strengths:

The WFMC Ministry that provides Sunday Morning programming for kids age 2 - 12 has adult leaders who genuinely seem to like investing in the children. It takes a team of 5 adults (minimum amount to be 'protection policy compliant') serving every Sunday to make Children's Ministry possible. I'm happy to report that we have 16 adults comprising 3 teams ministering to approximately 40 children. Four of the volunteers are new to Children's Ministry. Additionally, we have 5 adults regularly serving our babies in the nursery with the help of gracious parents who take turns volunteering through the Parent Co-op Nursery program. By the way, the new nursery looks awesome. Kim Johnston, Bonnie Christopherson, Kristin Waroma and Megan Schick did a phenomenal job of taking the new space from functional to warm and inviting.

Another huge item to celebrate is the kids themselves. We have had zero behavioural or discipline issues to deal with. The children seem to like being a part of Children's Ministry and are doing well in the structure and routine that have been established.

VBS 2016 was a big success in that we have a growing number of adult volunteers. There's momentum. There's a buzz that something good is going on and people want IN. That's exciting.

Weaknesses:

We still have not developed a program for kids with special needs. It's been difficult as special needs kids don't come to church consistently. But maybe it's the chicken and the egg thing. Maybe they don't come because we don't have a program.

Opportunities:

We believe God is calling us to really lean into the outreach aspect of VBS. Perhaps we should promote the program more than 'word of mouth' and Facebook. Perhaps we could inquire about a shuttle service from Souris School to WFMC.

Threats:

We are operating at MINIMUM capacity as far as volunteers go. We are barely Child Protection Policy Compliant, meaning one adult leader per group with supervisors who "float" between groups. If anything happens to our leaders (life in the form of sickness, babies, vacations, etc.) we run the risk of

not having enough volunteers to be compliant. It would be nice to have two leaders per group to cover for life events and to lend a hand as our group sizes continue to grow.

Five-Year Plan:

Our dreams include:

- Regular worship team rehearsals and leading opportunities, both in Children's Ministry Large Group times AND in leading the church family in the 'big room.'
- Other-than-Sunday ministry.
- Generational Cross-Over Events like Children/Senior Birthday Parties.
- Prayer partners for the children and their families.
- The creation of an overarching 18 year vision and plan that would serve a child from infancy to graduation. Intentional Children's and Youth Ministry.

36500 YOUTH MINISTRIES

Contact: Marshall Schettler

Strengths:

We have a core group of around 15 youth, plus other relatively regular attenders who come at least once a month. We have some committed youth leaders who have been working together for a number of years now. These leaders have all stepped up in their involvement in the youth ministry this season. Youth Retreat and Youth Quake are hits every year. Another strength is empowering the youth in leadership roles with VBS, Youth Worship Team, Youth Retreat and The Loft leadership team. We have flexible youth programming which is relatively stable. We have seen strength grow as some of the youth appear to be going deeper in their relationship with Jesus through small groups and some small one-on-one interactions between the youth. Our youth group has become more interconnected and doesn't seem to be as "cliquey" as in previous years, which has allowed outsider kids to feel connected. With the introduction of mentoring, more kids are being personally connected with older church members where they can be encouraged and challenged.

Weaknesses:

Lack of girls in the small group. Short list of volunteers who are overloaded as is. Transitional instability. No way of "advertising" our youth group outside of kids inviting their friends.

Opportunities:

We are looking at starting *Alpha* again to encourage newer kids to the faith. Amanda Ruley is leading the Mentoring process for kids to get into. Lots of places for courageous youth to try and get more involved.

Threats:

The leaving of volunteers/people helping. Being in "transition" for too long. Lack of youth discipleship for youth who aren't already involved. Losing too many core kids next year.

Five-Year Plan:

Expanding the amount of volunteers we have. And leaving a good structure in the hands of the person coming next, so they feel like there is something they can fall back on in the fall.

37000 DISCIPLESHIP MINISTRY

Contact: Pastor Ian

Strengths:

Our discipleship groups continue to grow. We now have a total of 20 discipleship-focused groups at WFMC consisting of relational groups, study groups, youth small groups, support groups, mentoring groups, and gender-specific groups.

We continue to develop our small group leader meetings, which promote connections and support between our small group leaders. These will continue to be a strategic focus for 2018.

Our small group potlucks have been very helpful at creating relational connections between various groups in our church.

God continues to use our small groups to provide care and support to those that are hurting or experiencing tough times in our church family. There are many testimonies from 2017 of how God providing healing, support, and care through our small groups.

Weaknesses:

Discipleship continues to happen in isolated groups within our church body. We hope to build more of a 'discipleship together' culture at WFMC and to promote connectedness between our small groups and various discipleship ministries.

We need to get better as a church at using our small groups to care for each other. Too many people can fall through the cracks too easily, and we need to be very intentional that everyone who is hurting is cared for.

Getting into a small group continues to be a challenge for some people. We need to continue to work on making it easy for people to find the right group and to get involved.

Opportunities:

We hope to continue to develop our small group leader meetings, which promote connections and support between our small group leaders.

We hope to continue to foster a culture of discipleship at WFMC that promotes 'disciple making' as a key component of church community.

We would like to develop a ministry catalog for all of our small groups. This would be either a digital or paper resource that would highlight all of our discipleship ministries and the various way to get involved.

Threats:

If our small groups don't work together or stay segregated, we risk losing the sense of community that can come from being connected.

Due to the significant growth in some of our discipleship ministries, we need to focus on establishing strategies that will provide long term sustainability or we risk these ministries being a 'flash in the pan.'

If we aren't intentional in connecting people to small groups, they can sometimes fall through the cracks and get missed.

Five-Year Plan:

Long term, we see our discipleship ministries playing a central part of the culture of WFCM. We pray that our small groups would be a source of care, healing, and connectedness for our church family, and that lives are transformed as we seek Jesus together.

41000 WOMEN'S MINISTRIES (Serving Him Effectively)

Contact: Grace Alexander, Chair

Strengths:

- Leaders in various areas of Women's Ministry include:
 - *She Connects* - small groups/mentoring/monthly events - Jody Pfeifer/Grace Alexander/Patty Clampitt
 - *She Celebrates* (baby/wedding showers & grads) - Evelyn Sollosy (reported in the Program budget line)
 - *She's a Mom* - Rebecca Aspinall and Kailyn Fradette (Mom's ministry) and Kori Mile (Homeschooling)
 - *She Blesses* (meals) - open right now
 - *She Gives* - Bev Alexander (Food Bank)/Helen Orsted (Salvation Army Christmas Kettles)
- Freedom to try new things, such as the one-day retreat (goal was to provide retreat and teaching for women that can't typically make it out to Arlington Beach Women's Retreat).
- Spontaneous growth in leadership and relationship as women step into a place of mentoring other women and teen girls.
- Book Club is a great point of entry for people looking for a smaller group as well as a point of entry for women who are thinking about heading into monthly small group but haven't made that commitment as of yet.
- There has been a lot of variety in activity - some very social (ie: craft day) and some very enriching spiritually (ie: one-day retreat and every other book club month)
- Events are 'advertised' in bulletin and on powerpoint.
- Women are working together, not in silos.

Weaknesses:

- There are more requests for mentors than volunteers with teen girls.
- Not enough volunteers to set up for some events.
- Not a lot of announcements at the front of the church.
- More women attend when personal invitations have been issued.
- Request for more coffee house/open mic activity with a theme/speaker and not just music.

Opportunities:

- Request for 'how to' presentations at Craft Events.
- Women who have already been mentored can in turn mentor others.

- More community involvement (ie: food bank).
- Personal invitations could be offered to attend planning meetings two or three times/year.
- Webpage / Internet presence.
- Invite women from other churches to join events at WFMC.

Threats:

- Women have busy lives.
- No childcare provided at functions.
- Succession is difficult if dependent on one person.
- Negative feedback about how things were done in the past.

Five-Year Plan:

- More functions with Pastor Jody as our speaker.
- Request to host *IF:Gathering* Conference in February 2018 (Crystal Cornish/Rita Martens will help facilitate).
- Request to bring in session on marriage/relationships.
- More community outreach with women.
- Request for more coffee house/open mic activity with a theme/speaker and not just music.

<h2>42000 MEMBERSHIP MINISTRY</h2>

CONTACT: Pastor Jody

SUB-AREA: 42010 – Welcome:Connect Team

Ministry Plan:

The purpose of this team is as the name suggests: to WELCOME and CONNECT people to our church family. It's been established that it is in our church's DNA to be friendly in the foyer and to genuinely welcome all who join us on a Sunday morning. The struggle is going the next step; helping people to connect with others through small groups or meaningful ministries.

Strengths:

There are people on AND OFF the team that are committed to welcoming folks to our gathering. A warm reception is of high value to our WFMC family.

Weaknesses:

The pain point is in scheduling and organizing willing and sincere folks. We haven't been able to do this and fuzzy pastoral leadership in this area isn't helping. The Welcome/Connect team work well spontaneously but impromptu doesn't work when it comes to including new people to the team or if absenteeism is high on a given Sunday.

Opportunities:

The heart of the team will continue as welcoming and connecting people is a high value around here. Hopefully, the team will be able to figure out an organizing method that works for them.

Threats:

While organic friendliness is of high value, if the team can't find a system of scheduling that works for them, there is the opportunity for frustration AND the absence of a point of entry for interested people to get involved.

Five-Year Plan:

- Discover a leader of this group who feels strongly about the warm welcome.
- Empower that leader to build on the good work that has already been going on for decades.

SUB-AREA: 42220 – Program (Kitchen)**Contact: Evelyn Sollosy****Ministry Plan:**

With the hall renovation, there had been some concern regarding set up for funeral lunches. The group setting up for the first funeral following the renovation worked through this with excellent results. We also updated our kitchen group lists and expanded the contact information with much improved functionality.

We served the congregation and the community at five potluck meals and provided three funeral lunches, assisted with Ian's ordination brunch and hosted lunch at four showers in 2017.

Shout out to kitchen team leaders: Sharon Robinson, Donna Daradich, Colleen Heidebrecht and Laurel Hopfe.

Strengths:

This is a support ministry to other church groups and the congregation as a whole. It involves many laypeople in practical and less visible ways which are necessary and so very greatly appreciated. A great many of the ladies of the church willingly help out on fairly short notice at times. The leaders of the kitchen teams are committed and graciously give their time and energy to serve the church and community in this area. Many many people from the congregation have donated food and time and each one is greatly appreciated.

Weaknesses:

Not a 'weakness' per se, but sometimes a struggle as the demands on these groups can be unpredictable, with some months and years requiring them to be much more active than others, as the events they assist with can't always be planned or structured to mesh well with people's specific time frames or schedules.

Opportunities:

There is always an opportunity here for any women who wish to be involved on a kitchen team. This area is definitely one where we can 'serve one another in love'.

SUB-AREA: 42230 – Program (Social)

Contact: Evelyn Sollosy

Ministry Plan:

Continue to honour, celebrate and bless new marriages, new babies and grade 12 grads. In 2017 there were 3 baby showers for 4 babies, and 1 bridal shower. The graduation tea honoured 12 grads, a large group! We also gifted Pastor Ian on his ordination and provided timbits on three Sunday mornings to supplement coffee time and encourage extended fellowship and connections following church service.

Strengths:

Committed core of volunteers; always able to find people to fill specific roles for showers. A shout-out to our team members Serena Copley, Rebecca Aspinall and Lenora Vatamaniuck.

Weaknesses:

Advertising of events does not seem to be sufficient - there needs to be more personal verbal promotion, one-to-one telling others of events.

Opportunities:

Attending and participating in showers is a great way to get to know more people.

Threats:

Busy calendars ... a couple of the showers this year were poorly attended as the suitable dates for the guests of honour coincided with other activities involving our congregation.

Five-Year Plan:

Our policy regarding bridal / wedding showers was changed this year to only include person who are currently considered regular attenders. Post-secondary students are considered attenders in accordance with church office record keeping.

SUB-AREA: 42430 – Congregation & Community Care

Contact: Pastor Jody

Ministry Plan:

This budget line funds Financial Crisis Assistance. It also funds costs involved in Shut-in Ministry and Congregational Care in the form of flowers, fruit baskets and cards as the church corporately responds to grief or illness.

It should be noted that there IS an "Angel Ministry" where financial gifts are collected from church family members who have identified themselves to pastoral staff as those who like to help financially. The Congregation and Community Crisis Care budget line is used in those instances where it is inappropriate to ask the church "angels" for cash gifts.

Strengths:

Regarding Community Care: This church family is very generous and would give sacrificially beyond tithing to ensure that people are clothed, sheltered and fed. Also, we have a very good working relationship with the Salvation Army that does MOST of the clothing, sheltering and feeding. We don't feel as though we need to 'reinvent the wheel' and are pleased to support the Salvation Army's ministry.

However, in those cases where the Salvation Army is not aware or involved, our people rise to the occasion to be an additional source of help.

Weaknesses:

Difficulty comes when we experience 'frequent flyers' A couple of times in 2017 we had folks ask for help on more than one occasion. We DO have policies in place to protect the church from becoming an ATM, but in the moment, when someone is face to face with you, it's difficult to say NO.

Opportunities:

There was a request that came out of the Budget Dream Session to rejuvenate the Shut-In Ministry. Our current Lay Pastor team is small but they would like to respond to this request and see an increase in visitation.

Threats:

The team is small and without recruitment there is the risk of this becoming a 'pastor-only' ministry which never has the same success rate as when there are lay people involved.

Five-Year Plan:

- increase in team members
- increase in support of Salvation Army, even if it is communication only.
- scheduled Shut-In Visits (at Christmas, Easter)

43000 WORSHIP MINISTRY

Contact: Pastor Ian

Strengths:

Our worship teams continue to be a highlight for our church family. Our teams have a commitment to excellence that is demonstrated through our teams and their worship leading. Many people appreciate and value the dedication our worship teams have to leading us in thoughtful and meaningful worship each Sunday.

Our Summer 'Worship Sabbatical' and 'Worship Summit' really stretched our worship ministry and provided new perspectives and opportunities for the future. Together, these two events provided Pastor Ian with some concrete goals and objectives for moving forward, while also celebrating the amazing things God is already doing through our worship ministry.

We anticipate having 13 people attend *BreakForth* with Pastor Ian in 2018. This continues to be a valuable conference as both a learning opportunity and a relational connecting point for our worship arts people. Being able to learn about new technologies, emerging strategies of worship, worship leading techniques, and relational networking contributes significantly to this ministry at WFMC.

Our Easter Sunday service continues to be our church's big celebration. The investment we make in our Good Friday and Easter Sunday services provide a tangible connecting point between our church and the Weyburn community.

Weaknesses:

There were two main areas of growth that were identified at our worship summit: training and development and getting new people involved.

Opportunities:

Pastor Ian is working with some volunteer leaders in our worship arts ministry to help launch two new initiatives we feel will help solve these two issues:

- Jam Night: This is a lay-led monthly gathering of musicians that seek to grow and develop musically.
- Musician Mentoring: This is a lay-led initiative of connect experienced musicians with those wishing to learn and grow.

The goal with both of these initiatives is to help new people more easily engage in our worship ministry while also providing tangible ways to help them develop their musical talents.

Threats:

As new people get involved and things in our worship ministry start to change, we need to be careful to protect and steward the existing, while providing space for the new. Keeping this tension is key to navigating the upcoming changes, and is important for helping those already involved feel valued while allowing new people and ideas space to grow and develop.

Five-Year Plan:

We would love for a significant number of worship team members to attend the *BreakForth* conference (20-30 people).

We would like for it to be easy for new people to get involved in our worship ministry. We would like our worship teams to be inviting and accommodating to new members while being a source of encouragement and growth for them.

We hope that our Easter Sunday service becomes a significant event in the life of our community. Our dream is that a significant number of people from the community would join our church to hear the good news of Easter.

44000 MINISTRY MOBILIZATION

Contact: Pastor Jay

Strengths:

Our church consistently produces high calibre, godly leaders. Whether it's through the children and youth ministries; or through the nomination, staff development or ordination process, there is a steady stream of young leaders emerging within our church family and for that we give thanks!

Weaknesses:

We are getting better at this, but I think our deep desire to be wise stewards of what God has given us can sometimes make us "risk averse." This means that we are reluctant to take risks in trusting new, young leaders with freedom and responsibility.

Opportunities:

We have children, youth and young men and women who are eager to step into leadership roles, and who are hungry for coaching and encouragement. We have wise, seasoned leaders who have walked the road before them - the opportunity is for our older leaders to come alongside the younger ones and support their efforts as they seek to lead in their own way!

Threats:

Organizations that are too slow, or too cautious will tend to discourage young leaders and eventually lose momentum and opportunity as younger leaders seek greener pastures.

On the flip side, just throwing the doors open and letting young leaders run amuk with all of their passion and enthusiasm can be very expensive as they will gain wisdom through painful experience as opposed to through the patient instruction and companionship of older mentors.

Five-Year Plan:

To struggle towards a balanced version of wise empowerment that brings all age and experience levels working together.

SUB-AREA: 44020 – Board of Directors**Contact: Clark Gordon, Board Chair****Strengths:**

Our people. We are all from different walks of life and yet we all have one common goal, caring for God's church. We also are able to speak freely so that debate can flow and be productive, while covering both sides of a debate with caring candor. We are working hard to make it a safe room for all conversations, often taking time out to pray for guidance.

Weaknesses:

We are still working on the one voice principle, as well as how to communicate to our congregation to maintain openness and share with the congregation in the most effective way we can.

Opportunities:

As always an opportunity to listen better to God and what he has for us, as we learn to communicate better.

Threats:

Not listening to God and acting out of fear when we know that He does not speak to us in fear. Also not showing the caring candor when approached by anyone from the congregation or when in a board meeting.

45000 LOCAL MISSIONS MINISTRY

Contact: Pastor Jay

Strengths:

- Entrepreneurial awareness and engagement in local needs and organizations.
- Pastoral freedom to spend time and energy building partnerships with groups like: Community Connections, Weyburn Ministerial, local schools, radio, newspaper and TV, Weyburn Police Service and Victims Services.
- Long-term steady engagement with Weyburn Youth Centre.
- "Undercover Angels" is a network of people Pastor Jody contacts to give when a family need arises.
- We have a subsidy program for people to be referred to Geri Holmes' counseling service.

Weaknesses:

Some of our ideas have not borne the fruit we had hoped, and some may be discouraged by this. Friendspeak, Syrian refugees, and cut backs from last year's budget shut down some new possibilities /ideas we had for last year.

Opportunities:

The city of Weyburn is WIDE OPEN to anything we as a church may want to do. There are opportunities to partner with Safe Housing Weyburn, Salvation Army, and the Ministerial, which is moving into more intentional efforts at Racial Reconciliation with First Nations peoples.

Threats:

Bev has retired after many years of effective, faithful leadership. This is both an opportunity for new leaders to arise and a threat because we have leaned on her strength for so long.

Five-Year Plan:

Budget-wise, we will hold the line for 2018 as the team responds to Bev's retirement by building a new vision, structure and plan for the future.

45500 GLOBAL MISSIONS MINISTRY

Contact: Pastor Jay

Strengths:

- Amazing engagement with *Haiti Arise* and support for Wade and Marilyn Fitzpatrick.
- In February a team of 12, mostly from our church, went to Haiti for ten days. It was awesome to once again have that personal reconnection with our brothers and sisters there, being able to work alongside them and encourage them.
- Ongoing long-term partnerships with Ben and Nikki Clarke, Regina Rescue Mission, and Operation Christmas Child.
- Long-term commitment to sponsoring children through ICCM that is not reflected in the Missions budget, but is supported through the Children's Ministry budget.

- A highlight this year was bringing David and Jennifer Wright out west to share their story and experience with our church and with Arlington Beach Camp.

Weaknesses:

A major source of strength for our team has been our dependence on Bev Alexander. This is now a liability, although not something we regret.

Opportunities:

Our congregation is an entrepreneurial, passionate group of people who are informed about the needs of the world. We need to get better at responding to and facilitating their involvement in the many good causes around the world.

Bev's retirement can be an opportunity for reflection and celebration, while also seeking to build a new vision for what the Missions Ministry can look like moving into the future.

Threats:

Bev has retired after many years of effective, faithful leadership. This is both an opportunity for new leaders to arise and a threat because we have leaned on her strength for so long.

Five-Year Plan:

Budget-wise, we will hold the line for 2018 as the team responds to Bev's retirement by building a new vision, structure and plan for the future.

Our suggestion is that any increases to missionary salary support be tied to the cost of living increases that are given to pastoral staff each year.