

ANNUAL REPORT 2023



CORNERSTONE
CHURCH
MENNONITE

AGM January 22, 2024 at 6:30pm



Cornerstone Church

2023 Annual Report

Seeking, Obeying &
Reflecting Jesus

2023 Annual Report

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Cornerstone Church Annual General Meeting Agenda January 22, 2024, 6:30PM 315 Lenore Drive, Saskatoon, SK S7K 7Z5

1. **Call to order** – Board Chair, Mary Nour
2. **Adoption of Agenda**
3. **Scripture and Opening Prayer**
4. **Remembrance and a Moment of Silence**
5. **Appointment of Head Teller and Parliamentarian**
6. **Adoption of Minutes**
 - 6.1. 2023 Semi-Annual General Meeting Minutes - June 5, 2023
 - 6.2. 2023 Congregational Meeting Minutes - December 18, 2023
7. **Business Arising From Minutes**
8. **Attendance Registration Report**
9. **Board Q & A**
 - 9.1. 2024 Budget Presentation
 - 9.1.1. Financial Reports
 - Expenditure Report
 - Budget Draft
 - 9.1.2. Questions re: Budget Draft
 - 9.2. General Q & A
10. **Nominations and Elections** – New Board and Ministry Team Members
11. **Motions**
 - 11.1. To appoint Virtus Group as financial auditors for the 2023 financial statement
 - 11.2. To accept the proposed 2024 budget
 - 11.3. To accept the proposed bylaw changes
12. **Ministry Teams Q&A**
 - i) Spiritual Care
 - ii) Connections
 - (1) Seniors Ministry
 - iii) Worship Arts
 - iv) Missions and Service
 - (1) CAP (Christians Against Poverty)
 - v) Student Ministries
 - vi) Family Ministries
 - vii) Facility and Finance
13. **New Business**
14. **Election & Motion Results**
15. **Motion to Destroy the Ballots**
16. **Focused Prayer Time**
17. **Motion to Adjourn**
18. **Closing Prayer**



2023 Semi-Annual Congregational Meeting Minutes - June 5, 2023

1. **Call to Order** - Board Chair, Mary Nour. Mary opened the meeting at 6:36 pm.
2. **Motion to Adopt Agenda** - One small change was requested by Mary: in item 9 on the agenda the speaker needed to be changed from Nathan Unruh, Lead of the Search Committee to Dawn Grunau, Executive Pastor who is a member of the search committee because Nathan was unable to attend the meeting. The motion to adopt the agenda with the change was made by Walter Bergen and seconded by Bryan Ens. No further discussion and the motion was voted on by a show of hands, with no one opposed.
3. **Scripture and Opening Prayer** - Austin Christianson, Worship Arts and Connections Pastor. Austin shared Psalm 32:8, "I will instruct you and teach you in the way you should go: I will counsel you with my loving eye on you." and Proverbs 3:5-6, "Trust in the Lord with all your heart and lean not on your own understanding: In all your ways submit to Him, and He will make your paths straight".
4. **Motion to Appoint Head Teller and Parliamentarian** - The motion to appoint Lorne Patkau as head teller by Justin Thomas, seconded by Brandon Peters. No discussion and the motion was voted on with a show of hands. The motion passes with no one opposed. The motion to appoint Rob Redekop as parliamentarian was made by Dennis Ens, seconded by Jeremy Patkau. No discussion and the motion was voted on with a show of hands. The motion passed with no one opposed.
5. **Adoption of Minutes - January 30, 2022 Annual General Meeting Minutes** - No changes requested, the motion to approve the 2022 Annual General Meeting Minutes as written was made by Eileen McLaren, seconded by Sharla Guenther. There was no discussion and the motion was voted on with a show of hands. The motion passed with no one opposed.
6. **Business Arising from Minutes** - There was no business arising from the minutes.
7. **Attendance Registration Report** - We had 45 members and 6 adherents attend the meeting.
8. **Financial Updates**
 - i. **Auditor's Report Summary - Brandon Peters, Board Treasurer**

The audit has been completed and there were no issues raised. Copies of the auditor's report were shared at the meeting and are available online. Brandon asked if there were any comments and questions and there were none.
 - ii. **F & F Policy Updates - Jeremy Patkau, Facility and Finance Chair**

The Facility and Finance Team have created, and are asking the church to implement, a usage policy for our chequing account. Currently it holds 2 to 3 months of the year's budget plus any money that has been moved into the Reserve Fund, by being earmarked for future projects. The chequing account is used for the day to day operations of the church and, with rental money and the extra giving in December that isn't spent, the balance in this account can easily accrue. Facility and Finance have created this new policy so that the church doesn't sit on a surplus and also to allow ministry teams to spend according to the budget.

Excerpt from the policy: *The Cornerstone Chequing Account Threshold Policy exists to provide a pre-determined target balance to limit the monies held within the chequing account. 1. This pre-determined target balance will provide a cash flow buffer due to the fluctuations in monthly giving required to meet monthly expenditures and allow ministry teams and staff to spend their approved budget taking into consideration the volatility of monthly giving. 2. Any monies above this threshold balance will be moved into the Reserve Fund and used according to the Reserve Fund Policy.*
9. **Search Committee Update/Staff Update - Dawn Grunau, Executive Pastor**
 - i. **Search Committee:** The search committee will be meeting again soon to review the applications that they have received that meet the search criteria. Following the views shared in the congregation survey, they are resolved to take as long as it takes to get the right person. They aren't rushing.

Question: How many potential candidates do we have?
Answer: Less than five so far but there have been many other enquiries. Keep praying! Multiple churches are looking for new lead pastors right now.

Question: Are we going to be looking at the candidate's spouse's qualifications?
Answer: It's illegal to hire someone based on their spouse. We will ask "How does your family support your ministry?".

Question: What is the time frame for filling the position?
Answer: It's budgeted for a September start so that's what we want in an ideal world, but the committee is concentrating on hiring right, not quick.



2023 Semi-Annual Congregational Meeting

Minutes - June 5, 2023 (continued)

ii. **Staff Update:** Dawn thanks the congregation for all their encouragement and prayers. Michael is away on sabbatical for July and August and then also for two months in 2024. Dawn thanked the staff for going above and beyond. Mary thanked Dawn and the rest of the staff for all their hard work.

10. **Nominations and Elections of Ministry Team Members - Sharla Guenther, Chair of Gifts and Discernment Committee -** Sharla explained that incumbents who were continuing their roles in ministry teams had been missed from the ballot form at the AGM in January. The incumbents are: Fiona and Johan Fick - Missions and Service, Duane Guenther - Family Ministry and Julie Tsui - Facilities and Finance. These positions need to be voted on at this meeting using the ballot. Additionally, Len Bachiu has volunteered to join the Spiritual Care team so his name is included as well. The votes will be tallied and the results given in item 15 on the agenda.

11. **Motion for approval of Purpose, Mission, Vision & Values (PMVV) Statements -** The Purpose, Mission, Vision and Values statements are separate from the statements of faith. The process started with the Board creating the end and vision statements of Cornerstone. The PMVV expand and build on those - created by the Board and pastoral staff.

Purpose - Why do we exist? **Mission** - What do we do (to fulfil our purpose)?

Vision - Where are we headed? **Values** - How do we carry out our Mission?

The Board and pastoral staff will use these statements to build action steps for future and ensure the church stays aligned with its values. *The motion to approve the PMVV statements made by Barbara Brennan, seconded by Daryl Grunau. There was no discussion and the motion was voted on by a show of hands. The motion passed with none opposed.*

12. Q&A -

Question: The church seems quite empty on Sundays. How many people are no longer coming? Do we know why people are and are not coming?

Answer: Pastoral staff have been reaching out to people. While some have left, others have lost the habit of church attending and others join still online. Statistically, churches are suffering lower attendance by 50%, and we are above that. Old faces are missing but there are many new faces and new committed members. The staff are committed to following up with people who have left to make sure they are planting well with a new church.

Question: Has the board talked about how to meet the financial cost of the staff with lower attendance?

Answer: The Board has had many discussions on this. At this time it is felt that we cannot move forward without a new teaching pastor. Financially we are spending conservatively to have a good lead time if giving decreases significantly.

Question: What has happened with the idea of having a pastor for seniors?

Answer: Part of our goal for the new teaching pastor is that they will take on the spiritual care of seniors. This can be revisited in the future if needed.

Question: Following on from the Gender Identity sessions; we have a formalized statement on marriage, is the same coming forward on same-sex relationships and transgender people?

Answer: This is not on the horizon because the statement on Family, Marriage and Sexuality covers it well already.

Follow-up Question: At the discussions there were defined church attitudes: A, B, X, and Y - which are we?

Answer: We do not state adherence to one group particularly, but we follow traditional scriptural ethics on marriage.

13. **Prayer Time -** Justin Thomas, Board Member. Justin led all the attendees in prayer focusing on preparing our hearts, our church, our community and the global church.

14. **New Business -** There was no new business

15. **Motion Results -** The results of the ballot votes are as follows: **Len Bachiu - Spiritual Care:** 44 total votes cast. 43 votes for. 0 votes against. 1 abstention. **Fiona Fick - Missions and Service:** 44 total votes cast. 43 votes for. 0 votes against. 1 abstention. **Johan Fick - Missions and Service:** 44 total votes cast. 43 votes for. 0 votes against. 1 abstention. **Duane Guenther - Family Ministry:** 44 total votes cast. 43 votes for. 0 votes against. 1 abstention. **Julie Tsui - Facility and Finance:** 44 total votes cast. 42 votes for. 1 votes against. 1 abstention.

16. **Motion to destroy the ballots -** The motion to destroy the ballots was made by Lynette Sawatsky and seconded by Wayne McLaren. There was no discussion and the motion was voted on with a show of hands. The motion passed with no-one opposed.

17. **Motion to adjourn -** The motion to adjourn the meeting was made by Daryl Grunau. Meeting was adjourned at 8:05pm.



2023 Congregational Meeting Minutes - December 18, 2023

The meeting opened at 6:30 pm with an introduction by Mary Nour, Board Chair. She led the congregation in a guided prayer time, praying for the church and its body, staff and leaders.

Introduction

We are a congregation-led church. The congregation has final say on big decisions. The congregation elects the Board. Dawn is the Pastor who reports to the Board and organizes the staff and looks after the office. In this meeting we will be discussing and voting on the motion as laid out in the proposal document.

The motion to appoint Justin Thomas as parliamentarian was made by Mary Nour, seconded by Stephanie Christianson. There was no discussion, a vote was held by show of hands and the motion passed.

The motion to appoint Jonathan McKee as head teller was made by Mary Nour, seconded by Owen Remmen. There was no discussion, a vote was held by show of hands and the motion passed.

Attendance Registration Report (this was not reported at the meeting but is included here as information)

There are 90 members (including 11 online) and 14 adherents (including 1 online) attending this meeting.

Context for the discussion

When Rick retired, the Board looked for a new pastor. When there were opportunities for hiring, those doors closed. The Board realised that God was leading the church in a different way. The November 5th Town Hall meeting was to get ideas from the congregation. The Board asked the staff to work on a proposal. The Board took that proposal, edited and discussed it further with staff, and came up with the proposal that was sent out prior to this meeting. The aim of this proposal is to free up time for the pastors to do spiritual care and teaching.

Breakout discussion at tables— An opportunity to share questions and opinions on the proposal as written.

Prayer - We are all unique.

Motion

The motion to accept the proposal document was made by Brandon Peters and seconded by Rob Redekop.

The floor is now open for discussion on this motion.

Question on the hours pastors work:

Pastors are full-time employees, expected to work 40 hours a week but they work a lot more than that.

The Board's search committee did look at getting a single lead pastor but the traditional hiring process wasn't working for this.

The opinion was shared that we need a leader, and we have that in Dawn. She is the one who makes sure things at the church happen.

Rudy Dyck shared that we don't have a lead pastor, a shepherd. When people call in who will they be talking to? Does the church need a lead pastor? He felt that there was a lot of support for this idea. To that end, Rudy made an amendment to the motion:

The membership of Cornerstone Church call on Austin Christianson to be the lead pastor of Cornerstone Church with responsibility to the Board. This motion was seconded by Ray Funk.

The floor is now open for discussion on the amendment, which has to be voted on before continuing discussion of the original motion.

Question: What would be the solution for Worship Arts?

Opinion: It's not fair to place the lead pastor responsibility on Austin.

Opinion: It is disrespectful to say we don't have a lead pastor. We do, Dawn.

Rob Redekop, speaking as a member of the Board, of the background leading up to the proposal. The Board did look at initially replacing Rick over the course of the last year. The budget for last year included six months of an additional pastor. Having four pastors makes us overstaffed based on our attendance. The Board shifted course to considering how we can meet the needs of Cornerstone with three pastors. The proposal considers the teaching and spiritual care of the role of pastor which is what they were hiring for. We have three very capable pastors, so how can they best use their gifts. We aren't looking for a lead pastor because we have a pastor in charge already with Dawn. I would like to hear Austin's response to the amendment, because that would be a big life change for him and his family.



2023 Congregational Meeting Minutes - December 18, 2023 (continued)

Question: What is meant by responsible to the Board? Is that correct for our governance?

Answer from Rudy: He is proposing a shift in responsibilities from Dawn to Austin.

Rob commented on the governance documents; they were updated in 2019 when Dawn became executive pastor. The wording was changed to 'designated pastor' to make it easier in the future to change who reported to the Board.

Question: Why, when this proposal came forward and staff and Board agreed to it, are we now discussing a whole different set-up and putting Austin on the spot?

Opinion: Of our three pastors we should designate one to be the lead teacher - leading the speaking. If you have a team approach you still need a leader organising the teaching. Suggestion to make it one of the two other than Dawn.

Response from Austin: Rudy and I have been talking about this. I do want to be a lead pastor. The term 'lead pastor' is loaded. There are components of that position that are in my giftings, but there are also things that I am not ready for like the admin and governance. Dawn is better at that. Dawn isn't clinging onto the executive position, she'd be happy to give it up - has tried but keeps getting it back! I am neither interested in nor ready for admin.

Suggestion: Split the lead between executive and shepherd. Excited by this idea because these two roles are very different.

Question: Can we vote on a motion to call someone who doesn't want it?

Answer: We will be voting for the amendment to the motion. If the amendment passes we will discuss how to make that work. If it fails we'll go back to the original motion.

The amendment to the motion was voted upon by ballot:

The membership of Cornerstone Church call on Austin Christianson to be the lead pastor of Cornerstone Church with responsibility to the Board. The amendment was defeated with the results as follows: 14 yes, 73 no, 2 abstained.

Opinion: Offering support for the team of pastors approach, better for their mental health to share responsibilities between them.

Question: What does 1.j. in the proposal mean?

Response from Dawn: In the proposal, Dawn is not looking to be released from the administration the Board asks her to do. It is all the other little things - posting news, sharing 55+ prayer calendar. etc. Anything delegated by the Board stays with Dawn.

Question: How many volunteer positions taking leadership roles, how many do we have in place, how many do we need?

Response from Dawn: Volunteers for Connections functions, leaders for Sunday morning youth, head usher, fundraising team in missions, etc.

Question: Thank you to the Board and staff for working so hard to bring this proposal. With the responsibilities and roles, does it have to be divided up the way it is in the proposal or can we put more emphasis on clearing Austin's plate so he can concentrate on shepherding and teaching?

Answer: Within this proposal, Austin is likely going to take more of the preaching, approximately 50%. The evaluation process is really important so if they feel things should be moved we will do that. Worship Arts is difficult to move to solely volunteer led. There was burnout of volunteers previously during the time gap between Luke and Austin. There is also a lack of volunteers. There is work to be done and we can't solve it immediately. If we go to volunteer-led worship arts, the congregation's expectations of what can be achieved will need to be lower.

Question: Have we considered hiring a part-time worship arts coordinator, not necessarily a pastor - someone musically gifted?

Answer: There's no room in the budget. If we grow or receive more giving we could consider it.

Question: What is the evaluation process - does it fall within the Board's responsibility?

Answer: Our Board is a governance board. Their role is to make sure strategic goals are met and how Dawn is doing. So most of the evaluation will likely be Dawn saying this isn't working, or the congregation coming to us in meetings like this to raise issues outside of the bi-annual meetings.

Opinion: For the evaluation, show where time is spent so you have a concrete record of where the time is going.

Opinion: We could take the hours for Wendy and put them to a music coordinator.



2023 Congregational Meeting Minutes - December 18, 2023 (continued)

Opinion: On the connections team - it's very structured; a lot can be handled by email. In the evaluations, check in with how the people in those event teams are doing and if they need more guidance.

Response: Joanne would be overseeing that events follow our vision. She would then report to the management team.

Question: What happens if this motion doesn't pass?

Answer: We would have further discussion this evening about what is needed and then the Board will go back and discuss further.

Opinion: Very happy that we have three shepherds, not just one. But we need more emphasis on music. We have lost the musical talent we used to have.

From Brandon: Having Austin as leader without taking on the executive role, the proposal is leading to that so he hopes everyone is comfortable with that direction.

Opinion: Lack of gifted volunteers is not unique to Cornerstone, it's a culture change, people are not taking music lessons any more.

Question: What happens with Connections?

Answer: The Connections Ministry Team will be dissolved, so anyone who wants to run events will coordinate with Joanne, the structure will be like the 55+ group where a volunteer group organises events.

Question: For funerals, who would be in charge?

Answer: Funerals go to the person that is asked for. If the family just asks for a pastor, it goes with availability.

Opinion: Want to affirm Austin in how good he is. Many times it's come up tonight how important Austin's role is, and he's taking on a lot more responsibility in teaching and preaching, keeping small groups. There is a lot of extra work, and I don't know how he's going to be able to do it.

Response from Mary: It is likely that Austin would preach 50% of the 35 to 40 Sundays per year that the pastoral staff would do as indicated in the proposal.

Response from Austin: My job is currently Worship Arts and Connections so we'll be splitting off half of that. Regular check in is going to be important because even in the discussions and the proposal, we don't know how its going to work until we do it.

Nathan, speaking to Connections: I've been on the Connections Ministry Team since it was formed. Julia has put in a lot of work. We as a team can organise events but if people don't go then there's no point. There's been a culture shift in programming, that we pay for people to run that. If we move to volunteer-run events then we need to support the volunteers and attend events.

The motion to accept the proposal document was voted upon by ballot and was passed with the following results: 75 yes, 6 no, 9 abstained.

A motion to destroy the ballots was made by Lisa Hrycan, seconded by Colleen Huston, and voted on with a show of hands. The motion passed.

Mary shared that we still need congregational input - continue having open discussion moving forward and continue to evaluate as a Board. We want your input, want you talking to the pastors about how you are feeling about how it's working.

Mary closed in prayer.

Nathan Unruh made the motion to adjourn the meeting at 8:30 pm.



Cornerstone Staffing Proposal

The board has been hard at work drafting a proposal we can support and present to the congregation. The time and commitment of our board members and staff is to be commended. When we asked you all to pray and attend the meeting on November 5th, we did not have a proposal in mind to present to you. We had ideas and suggestions from staff, but our heart's intent was to hear your thoughts and opinions and bring them into the proposal. Therefore, we'd like to present to you a proposal we feel is realistic in its expectations on our staff and congregation members.

The document is long, but our hope is that it brings clarity and hope for the future of Cornerstone church. We'd like to encourage each of you to read this document while praying over it. We want to only proceed as the Spirit directs.

In the weeks to come, as you wrestle with questions about this proposal, we invite you to reach out to the board via email at board@cornerstoneye.ca. When you email, please specify if your question is for staff or board, and if you'd like your question shared and addressed at the meeting. We will certainly have ample time at the meeting to address questions in person if you prefer.

So, blessings on each of you as you prayerfully discern your questions and comments for our December 18th meeting.

-The Cornerstone Church Board

Cornerstone Staffing Proposal 2024 - OUTLINE

Main Purpose – *Increase the available time of current pastoral staff to include preaching/teaching and congregational care.*

Proposal Components

This would be accomplished by:

*Relief of some responsibilities for pastors.
Increased congregational involvement.
Increased staff administration.*

Proposal Outcomes

Decreasing current responsibilities will free up our current pastoral staff to:

*Focus specifically on congregational care.
Preach with the shared preaching model.*

Evaluation Process:

Due to the newness of this idea, the board proposes monthly informal evaluations at board level, with minimum two formal evaluations yearly to be reported to congregation at meetings.

Budget Implications:

Increases in individual salaries will occur, but overall staff costs will decrease.



Cornerstone Staffing Proposal (continued)

Main Purpose

By not hiring additional pastoral staff, the main goal for the staff duty redistribution is to continue the ministries of Cornerstone Church while increasing the available time of current pastoral staff to also do:

- Preaching/Teaching – (Sunday AM, Bethany, evening classes, Sunday School)
- Congregation Care (including, visitation, server support, crisis care, etc.)

Proposal Components

To prioritize these areas, the Board and church staff are proposing the following:

1. Relief of some Staff Responsibilities

- A. Pastor Austin's role will significantly change with releasing leadership of the Connections Ministry Team (excluding Small Groups). The Connections Ministry Team would potentially become a volunteer led committee, responsible for all individual areas (Men's, Women's, Social). Or separate committees could be formed for each ministry area. The volunteer committee(s) would be in direct contact with Joanne for support. Her role as ministry coordinator would be to facilitate building usage and communicate vision for events.
- B. Moving leadership of Hospitality Ministries (Usher/Greeter) from Pastor Michael to being volunteer led, with support and direction from the Missions Ministry Team.
- C. The Spiritual Care Team takes over from Pastor Austin in all scheduling of serving, prepping, and cleaning communion.
- D. Wednesday Night Prayer (run by Pastor Dawn) is cancelled, while prioritizing on 24/1 prayer days and increasing focus on prayer at Connect Breakfast, Worship Nights, Small Groups, etc.
- E. Libraries (Adult's and Children's) will move from being run by Pastor Dawn and Joanne to volunteer-led
- F. Pastor Michael will co-lead Youth Sunday School with a volunteer, increasing flexibility (preaching, holidays, sickness, etc.).
- G. Pastor Michael will not create all his teaching material for Jr. and Sr. High and instead move to more curriculum-based options at least 50% of the time.
- H. Global Missions Trips will continue to occur every 2 years, Pastor Michael still overseas mission trips (with the opportunity to mentor future trip leaders and further release oversight) while releasing the co-ordination of fundraising events. Local mission opportunities will be facilitated by the Missions Ministry Team in alternate years.
- I. The Pastoral Team shares the responsibility of attending most church events, having at least one pastor attending.
- J. Pastor Dawn will release and delegate individual responsibility for broad congregational communication and administration, shifting to a Pastoral Team model in these areas.

2. Increase in Congregational Involvement

- A. Intentionally reaching out to others (i.e., those you have noticed are missing on Sunday, those God has place on your heart/mind, etc.).
- B. With the Connections Ministry Team being without a pastoral contact point, Women's, Men's, and social events become volunteer hosted, either by individual people or with the co-ordination of a planning team for each area.
- C. Head Usher to oversee and co-ordinate the scheduling of all hospitality servers and be the liaison to the Mission Ministry Team. The Missions Ministry Team will also support the Head Usher in recruiting, training, and supporting the hospitality servers.
- D. Librarian (potentially for each library area - Adults and Children) to co-ordinate servers, maintain lending/returns, purchase items for the libraries (with input from staff) and removal of unused items.
- E. Youth Sunday School leader to work with Pastor Michael in teaching.
- F. In the area of missions, we are looking for people who are interested in leading missions' trip fundraising events, approximately nine months prior to a trip. We would look to people who have gone on a trip before to potentially go as a co-leader.
- G. Someone to update and maintain the website.



Cornerstone Staffing Proposal (continued)

H. General increased Congregational volunteering:

- Programming (i.e., musicians, Student & Children leaders, Adult Sunday School leaders, hospitality servers, snacks, scripture reading/prayers, etc.).
- Events (i.e., potlucks, concession, baby blankets, set up/take down, making treat bags).
- Admin (i.e., filing, organizing, pew card upkeep, errands).

3. Increasing Staff Administration

All Pastors would like to increase the ability to meet with people and therefore feel it is important to relieve some administrative duties for some ministry areas and programs. Here are some suggestions to give more space to be with people. The Pastors felt that this redistribution of job roles for the Pastors is only going to work if we have an increase in administrative help.

The following suggestions are:

A. Wendy Bolton remains the Church Administrator, now incorporating broader office administrative and financial duties.

This excludes rentals and booking, which would remain under Joanne's administration. This means Wendy would increase her hours by 14 hours/week, moving from 18 hours/week up to 32 hours/week.

As Church Administrator, she will:

- Be the first contact for the church office (phone, email, and in-person).
- Create the bulletin weekly.
- All office financial duties (requisitions, payments, payables, etc.).
- Light tidying up in highly used areas (i.e., Kitchen, Lobby, Sanctuary/pews).
- Misc. (Key assignments, Funerals/Wedding admin, creating governance binders, maintaining Food Closet, ordering kitchen/office/cleaning supplies, etc.)

B. Joanne Thomas will remain at 36 hours/week, keeping 24 hours/week as the Director of Family Ministries, but shifting the 12 hours/week she added for the Office Administrator role to Ministry Co-Ordinator.

As Ministry Co-ordinator, she will:

- Be the contact person for any congregation member wanting to run an event, which will include facilitating building usage, and promoting the event (i.e., creating digital/print materials, social media, bulletin, etc.).
- Handling all outside rentals and the church calendar to best facilitate building usage between internal and external programming and events.
- Increase in Pastoral Administration (programming promotion, scheduling, social media, administration emails, etc.)

Proposal Outcomes:

With these above responsibilities moving to volunteers, along with the increased admin roles, it will allow the pastoral staff to:

1. Increase in visitation - (inc. coffees, prayer, addressing concerns, attending sports/arts events, etc.)

- Pastors will use a minimum of 4 hours/week for visitation (this does not include formal mentorship or small groups). Although the Pastoral staff will be reaching out to set up these times, however, if you are aware of a need or would like a visit sooner, please reach out to us.
- In addition, Pastors will reach out when we are made aware that "Crisis care" is needed. Examples of crisis care are, sickness/health, bereavement, those we haven't seen/disappeared, whoever the Spirit is prompting us to reach.
- Due to a desire to meet with as many of the congregation as possible, it is not feasible for the Pastoral Team to meet with those wanting more consistent visits (i.e., weekly or monthly). Those who would like more visitation, please reach out to the Spiritual Care Ministry Team. The pastors would like to share their appreciation with this team for partnering in this area of ministry.



Cornerstone Staffing Proposal (continued)

2. *Shift the preaching ministry to a preaching team model*

- A. Preaching team would include Pastoral staff, congregation members, para-church speakers and/or missionaries.
- The Pastoral Team will preach 35-40 Sundays per year (80%). Keeping this more generalized allows for flexibility within ministry calendars, holidays, sabbaticals, etc. Most likely Pastor Austin will have more of these times.
 - To support and develop the preaching team, the Pastors would like to meet 3-4 times a year specifically with congregation members who are preaching to encourage and discern together.
- B. The Pastoral Team will continue to plan future sermon series together, which will include times of prayer and discerning the spiritual needs of the congregation.
- C. Understanding that this model has less consistency with speakers, we will continue to prioritize Bible-based teaching regardless of whether we use topical or book-based series. At the same time, we will predominantly be focusing on preaching through books of the Bible.

Evaluations Process

Due to the newness of this idea, the board proposes monthly informal evaluations at board level, with minimum *two* formal evaluations yearly. These evaluations will be reported to the congregation at our bi-annual congregational meetings. This should continue as long as this proposal is in effect.

Budget Implications

The 2023 budget accounted for six months of a new pastor's salary and one month for Pastor Rick's salary before he retired. It also included a 3% pay decrease and other decreases for pastoral staff which were then added back when we had surplus from rentals.

(All rounded numbers for simplicity)

2023 Budgeted staff costs: \$317, 000

2023 Staff costs with deductions added back in: \$326,200

Below are preliminary numbers only.

Along with other typical pay increases:

2024 Staff costs hiring a new FTE pastor but *not* increasing administration: \$376,400

2024 staff costs increasing only administration: \$314,000

Congregation Membership Update

December 31, 2022:	226	
New Membership	12	
Membership Reinstatement	<u>1</u>	
	239	239
Transfers//Withdrawals/Releases	-13	
Member Deaths	<u>-5</u>	
	- 18	
		221

Membership as of December 31, 2023: **221**

Total People Baptized in 2023: 6



The Board - Mary Nour

Why is December always a time of reflection? The season of Advent is a season defined as the period of preparation for the celebration of the coming of Christ. So, as we reflect on our past, I would encourage us all to use this time to look forward to the future; for with Jesus, our future is bright.

As is the case with any year, 2023 was filled with peaks and valleys. We've not been spared the loss of loved ones, struggles with jobs and inflation, we've walked with families struggling with illnesses, and we've watched families move on. We appreciate members who have decided, for one reason or another, to make a different church their landing place. It is our sincerest hope that they know they are valued and missed by us at Cornerstone. In the same year, we've welcomed new families into our midst, we've seen baptisms and memberships increase, and we've supported families who have dedicated their children. Even as there is much to mourn, there is much to celebrate.

The year began with Pastor Rick retiring from a life well served in Pastoral Ministry. We are thankful for the roll he played in many churches throughout his tenure, and for his service at Cornerstone Church over the past eight years. We then entered a season of transition. The period of waiting and discerning turned out to be a longer process than any of us anticipated. In February, when the board discussed what next steps would look like, we truly thought a lead

speaking pastor was the solution. A search committee was formed to post the job and search for a new leader. The search committee did a commendable job. They worked hard and tirelessly to find a person to fill the role of Preaching, Teaching, and Spiritual Care Pastor. As door after door closed, we once again turned to God to seek what alternative solutions he would have for us.

Early in 2023, we hired Becca McKee as Church Administrator. She executed her task with excellence. As her dream job became available elsewhere, we joyfully supported her, while also missing her at in her recently held role. With the job once again vacant, we posted the position again and filled it with quickly with Wendy Bolton. Wendy's lovely presence in the office has been wonderfully refreshing. We are still working hard to get her a work permit so she can be officially a salaried staff member and not merely a contract position.

Joanne Thomas entered her new hybrid role of Administrative Assistant and Director of Family Ministries. She gracefully interacts with various people who come through our door and has skillfully booked our facility throughout the year coordinating church events and community rentals.

Without a lead speaking Pastor throughout the year, we've relied heavily on our three wonderful Pastors. Their extra work this year has stretched them. They



Left to Right; Brandon Peters, Dale Dirksen, Sharla Guenther, Karen Katz, Nathan Unruh, Wilma Dyck, Mary Nour, Rob Redekop, Justin Thomas

have all grown in their preaching and multitasking abilities. On the other hand, they have put in extensive hours above and beyond a typical work week to maintain the preaching and other ministry areas they oversee. While we appreciate their sacrifices, we hope the new proposal will lighten their load and allow them to be refreshed to minister to our congregation in a healthy way.

That brings us to our new proposal. After much discernment, prayer, and discussion with congregation and staff, the board presented the congregation with a new proposal for review on December 18th. The December 18th meeting went well with healthy and productive conversation. The proposal passed, and the Board is committed to continual evaluation as we journey together in these new uncharted waters. As we move forward, we desire open communication with everyone who calls

Cornerstone Church their home church.

So, while the path and future direction of Cornerstone Church in 2024 remains a mystery, of one thing we can be certain: God will lead us and renew us as we seek His face and His kingdom. "These three remain: faith, hope, and love. But the greatest of these is love" (1 Cor 13:13). We have faith that God will continue the work he started. We have hope that the future of Cornerstone Church is securely in His hand. And we faithfully commit to loving God and others.

Board Members:

Dale Derksen
Wilma Dyck
Sharla Guenther
Karen Katz
Mary Nour - Chair
Brandon Peters - Treasurer
Rob Redekop - Secretary
Justin Thomas
Nathan Unruh - Vice Chair



Purpose, Mission, Vision, Values (PMVV) Statement

PMVV Statements - May 2023

- **Purpose** - Cornerstone Church exists to build and equip disciples who passionately seek, obey, and reflect Jesus.
- **Mission** - We build and equip disciples through being Jesus-centred in teaching, evangelism, fellowship, and prayer.
- **Vision** - Disciples equipped to reach and impact their communities by Jesus and for Jesus
- **Values:**
 - **Gospel Centered**
 - We believe the Good News of Jesus Christ as seen through all of Scripture, is the lens through which we orient our lives.
 - Jer 31:31-34, Psalm 119:1-16, Matt 4:4, 1 Thess 2:11-13
 - **Intentionally Relational (*With God and Others*)**
 - We recognize our inherent brokenness and need for a saviour, and as a result we aim to glorify God in all we do. By deepening our intimacy with God and growing in understanding of God's love for us, we will in turn learn to love others and build relationships with all people.
 - Psalm 139, John 13:34-35, Romans 12:5, Ephesians 4:1-4, Matt. 22:37-39
 - **Actively Serving**
 - We believe God is at work, so we are all called to serve using our gifts and talents as part of the body of Christ to glorify God and care for others.
 - Deuteronomy 10:12-13, James 2:17, 1 Peter 4:10-11, Matthew 28:18-20
 - **Continually Growing**
 - We believe the Christian walk is a lifetime journey and we are called to continuously grow in discipleship, becoming more like Jesus. This is done through spending time with God and practicing spiritual disciplines (prayer, fasting, reading the Bible, Christian fellowship etc).
 - Psalms 92:12-14, 1 Corinthians 9:24-27, Hebrews 5:14, 6:1, 1 Peter 2:2, 2 Peter 3:18, Gal 2:20



Gifts & Discernment - Sharla Guenther

1 Corinthians 12:4-6 says: "There are different kinds of gifts, but the same Spirit distributes them. ⁵ There are different kinds of service, but the same Lord. ⁶ There are different kinds of working, but in all of them and in everyone it is the same God at work."

Through the past year I've seen all the different committees working together to help our church through a time of transition, along with many volunteers who have helped keep programs running in various ways, and as a member of the board have felt your prayers.

Looking forward, I pray that you find a way to use your giftings at Cornerstone. No matter what age, we all have a gift to share and God will use it. There will be more ways to serve this coming year as a volunteer, so think about ways you can help and make a difference.

I just want to thank those who have spent hours serving on a committee or volunteering. Sometimes these tasks are behind the scenes and seem thankless, but as a body of Christ we're all doing something that helps the whole church function as it should.

Sharla Guenther, Lil Woelk and Joanne Thomas

Board

1. _____
2. _____
3. _____
4. _____
5. _____

Family Ministries (Christian Education)

1. Aimie Peters (I)
2. _____
3. _____

Facility and Finance

1. Jeremy Patkau (I)
2. _____
3. _____

Missions and Service

1. _____
2. _____
3. _____

Worship Arts

1. Sharon Hertz
2. Barbara Brennan (I)
3. _____

Spiritual Care

1. _____
2. _____
3. _____

Student Ministries

1. Jonathan McKee (I)
2. _____
3. _____
4. _____

(I) = Incumbent, meaning currently finishing their 1st Term, now renewing for a 2nd.



Executive Pastor - Dawn Grunau



CORNERSTONE CHURCH

So much has happened in 2023 at Cornerstone! In the 15 years I have been serving at Cornerstone, this has perhaps been one of the most challenging and stretching times for our staff, our leadership, and our church family. But I can say, with all sincerity, I believe we matured and grew in 2023 and I truly believe that God has great things in store for Cornerstone in 2024!

I have had the privilege to work with the Management Team which is all the Pastoral Staff and the chairs of each Ministry Team. These Teams work hard to follow Jesus' example, to carry out Cornerstone's mission and to be faithful stewards of everything that they have been given responsibility for. We have been gifted with unity and selflessness on each Team and I am incredibly grateful to each leader for humbly allowing that to be a reality.

As the Executive Pastor, one of my main roles is to help each Ministry Team and staff member most effectively carry out the ministries of Cornerstone. Practically that can look like coffee chats, policy drafting, emailing, meetings and just being a sounding board for all the great ideas and dreams people have! I love this part of my job, but I am thankful that I am equally blessed to be able to shepherd and journey with others through mentoring, leading Bible studies, being

available for crisis care and more! It's a unique combination of expectations and I am thankful for the opportunity I have to serve in both ways.

Often when preparing for the upcoming year you take time to reflect on the past year. As I was looking at my last year's report, I had shared what God revealed to me during my sabbatical (April-August, 2022) and what was to come at Cornerstone. I thought it could be helpful to reflect, and give an update, on those three items I shared in the 2022 report. Here are the three items (bolded) I shared:

"2022 was going to continue to be hard, and after already experiencing a trying season, another hard season was yet to come"

2023 has been challenging in a variety of ways. One way has been the staff transitions we had this year. Pastor Rick retired at the end of January after faithfully serving our church for eight years. I am thankful to Rick for how he has served Cornerstone and, while I'm sad that Pastor Rick is retired, I am very thankful that Rick & Sylvia continue to be a wonderful part of our Cornerstone Family. We hired Becca McKee as our Church Administrator, and she worked with us from January until July and did an incredible job! We are thankful for Becca's hard

work and we are equally happy for her as she is working at Saskatchewan Polytechnic in a fantastic role. In August, Wendy Bolton began filling the Church Administrator role and we are already so blessed by her years of experience and the positive addition she has been. Our continuing staff, Pastor Michael, Pastor Austin, and Joanne have all shown incredible resiliency during this year and time and time again have exemplified that they see their roles as more than a job. I would also like to personally thank all the Board members, especially the Chairperson, Mary Nour, who provided excellent leadership and direction during a trying year. The desire to steward their responsibility well, to address tough issues and make hard decisions was a gift to our church that many don't fully know. **Please Cornerstone family, take time to share appreciation or encouragement to any Staff or Board member.**

"God told me to take more opportunities to teach from the Bible"

I never could have imagined how God would lead in this way! With Pastor Rick retiring in January, Pastors Michael, Austin and I began to preach more often and people from our congregation also preached. All three of us vary in preaching experience and I know we all value what we have already gained through this experience. Because we did not have the consistency of the same person preaching each week, we continued prioritizing Biblical-based teaching and focused on consistency through

teaching and preaching on books of the Bible, first the Gospel of Mark and then 1 Corinthians. Thank you to everyone who has taken the extra time in preparing sermons, reading Scripture, etc. and thank-you to our church family for your patience and encouragement during this new season.

"...The sense God gave me is that this season is a refining time that is going to bring renewal and revival".

It has been a huge blessing witnessing how God's Spirit has been moving and that has brought a renewed sense of purpose and hope for our church, to see what God has in store in 2024!

New people are coming into our building every Sunday, our children and youth programs are reaching students in the community each week, financial giving and Sunday morning attendance has increased in the past few months, our neighborhood knows that Cornerstone is a church that cares for people in our community and, most exciting, there are people making decisions to follow Jesus as their Lord!

Part of the refining process has occurred as we have discerned God's direction during this transitional staffing season. At the end of 2023, when the members voted to accept the new staffing proposal and to not hire another pastor, we will have to ensure the broader church



Executive Pastor (continued)

ministries continue and grow. Caring for the congregation, empowering leaders, engaging with our community, and developing disciples are all values that we do not want to lose focus on. The Board and Pastoral staff worked together on evaluating our Mission, Purpose, Vision, and Values (PMVV) and we then created action steps in the above areas that will help us evaluate throughout the upcoming year.

Refinement requires growth and maturity and does not happen without effort or spontaneously. It takes hard work and intentionality, often seeking out the harder, less convenient path God has set before us instead of the 'wider' more traveled path of the world. I believe this past year at Cornerstone has brought growth and depth to our congregation, individually and corporately, as we each submit ourselves to wholeheartedly depending on God alone.

In last year's report, I did not share one other thing that

God had told me, but I am sharing it now. **God revealed that more people would leave our church and it would be painful as these people would be those who are deeply connected to our church family.** It has been wonderful to see new people attending and calling Cornerstone Church home, but this year we have seen some very connected people leave, for a variety of reasons, and while we continue to love them, we are deeply grieved to see them go. Our intentions with each person leaving has been to remain in good relationship with them and to pray for them as they seek a new local church family, recognizing we are all still part of the larger Church together.

For 2024, I believe, for us to grow, it is important that we continue to speak to each other with clarity and truth, seeking the betterment of one another, which includes being challenged and encouraged to live in a godly manner. Last year I wrote these words, and I feel they are just as relevant

to this year as well; "As we deepen our relationship with Him and with others, we are going to have times of repentance and confessing, of awkward conversations, but we will also have experiences of being merciful with one another and the freedom that comes when we bring our sin and weaknesses into the light. For some time, I have been concerned about what is being spoken in the dark; those side conversations/texts, the rumors, and gossip ...I know it is uncomfortable and hard, but I promise when we speak to one another, coming together in humility, eager to listen and truly hear one another, there is ZERO room for the enemy to deceive! 'Walk as children of light —⁹ for the fruit of the light^[c] consists of all goodness, righteousness, and truth —¹⁰ testing what is pleasing to the Lord. ¹¹ Do not participate in the fruitless works of darkness, but instead expose them" Ephesians 5:8b-11". Having the harder (and often messier) discussions with each other are all signs of growing in true fellowship with each other and being made more into the image of Jesus and I know that many of you have had some of those this year.

I love you Church Family. Even though there have been times of mourning and hardship, there have also been times of celebration and joy, and it has been a pleasure to serve and minister alongside you all. I look forward to growing in love together as we love God and love others and see how God is

going to impact our lives and the lives of those around us.

I'll close with the very practical example of love for us to focus on in 2024:

⁴ Love is patient, love is kind. It does not envy, it does not boast, it is not proud. ⁵ It does not dishonor others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. ⁶ Love does not delight in evil but rejoices with the truth. ⁷ It always protects, always trusts, always hopes, always perseveres.

⁸ Love never fails. But where there are prophecies, they will cease; where there are tongues, they will be stilled; where there is knowledge, it will pass away. ⁹ For we know in part and we prophesy in part, ¹⁰ but when completeness comes, what is in part disappears. ¹¹ When I was a child, I talked like a child, I thought like a child, I reasoned like a child. When I became a man, I put the ways of childhood behind me. ¹² For now we see only a reflection as in a mirror; then we shall see face to face. Now I know in part; then I shall know fully, even as I am fully known. ¹³ And now these three remain: faith, hope and love. But the greatest of these is love."

1 Corinthians 13:4-13

THE LORD IS MY STRENGTH
AND MY SONG; AND HE HAS
BECOME MY SALVATION.

EXODUS 15:2



Connections - Austin Christianson

"A new commandment I give to you, that you love one another: just as I have loved you, you also are to love one another. By this all people will know that you are my disciples, if you have love for one another."
(John 13:34-35)

Our Connections Team has been hard at work this year, to connect with those within the church and those outside our walls. Our goal has always been to glorify God in the activities that we do, that whether we are together as the body of Christ, or we are welcoming in new people, God's name would be magnified.

First, I want to highlight the activities that we do mainly for our church body to grow closer together. Although all our activities can be joined by people outside the church, we have some that help us grow deeper relationships with people from Cornerstone Church. We have activities such as Fun Float Friday, where we come together and have snacks, play games, and of course floats! We enjoyed having people come spend time and enjoy each other's company. We have also run other events such as the plant exchange and our break-the-ice event. All these events help us to get to know each other better.

Another activity that brought us closer together was our men's retreat in the winter and our women's retreat this past fall. Both were great times to bond, pray and hear

God's Word shared. These retreats happened at Ranger Lake Bible Camp, and we have been able to continue fostering those relationships afterwards.



Men's breakfasts have been happening near monthly, only broken up by our new Connects Breakfasts where we invite everyone from the congregation to come and have breakfast with us. We can pray together, enjoy each other's company, and answer any questions that people might have. The intention is that Staff and Board are present and are available for the congregation to both let the church know who the board members are, and get to know them better.

Our small groups are continuously growing, and we were able to start a couple of new ones. We also have had the opportunity to begin Converge Potluck and Bible study again. Dawn and Daryl Grunau run this every Sunday night with anyone who is interested in joining.

The activities for our church have been great, but we

have also been able to have activities that were more meant for those outside our church. The intention of these activities is twofold. We want to bring people into our church and let them get comfortable with the facilities, and we want to do exactly what John 13 talks about. We want them to know who Cornerstone is, who Christ is, through our love; our love for each other and our love for them.

In June we had our second Neighbourhood Carnival and we had a great turnout! We were able to invite Ranger Lake Bible Camp, Youth Farm Bible Camp as well as Living Spirit Bible Camp to run activities and crafts for us. We also had some local food vendors set up to feed this hungry bunch. In the midst of it we met people from our community and invited them to future events such as mid-week programs and movie nights.

Along with the carnival, we were able to invite Lou Leventhal to do a show this past November. We ran it as a fundraiser for a family in our church and we surpassed our expectations on people's interest in seeing his show "Illusions and Reality." The show was

fantastic, and Lou finished off his show by beautifully tying in the gospel message to the 200 people that attended (most of them not from our church).

Our 55+ committee has done a fantastic job at giving opportunities to gather. They work hard at hosting events that are enjoyable as well as opportunities to grow in faith. Again, the Christmas banquet was sold out and was the highlight of the year.

We are so thankful for our Connections Team and for the 55+ committee for all their effort and work. As we move into 2024, our church has decided to move fully to volunteer-led activities. This will allow the Pastoral staff to attend the events but, by not running them, will also free them up to spend more time preaching and visiting with people. We are excited for what this brings for 2024 and I know that many people within our church have ideas for activities and have a heart for serving in different ways. I am excited for all of the possibilities this brings and although it will no longer be called the Connections Team, they will live the message given to us in John 13, that people will know who we are by our love.

Team Members:

Austin Christianson - Staff
Julia Erickson
Brent Guenther
Colleen Huston
Owen Remmen
Nathan Unruh - Chair





Worship Arts - Austin Christianson

"We praise you, God, we praise you, for your Name is near; people tell of your wonderful deeds."
Psalm 75:1

We have been implementing so many things into our worship this year and it seems to be true that where there are needs, people will fill them. With our church moving to three Pastors and taking on more responsibilities, the Worship Arts Team has been working hard at asking our congregation to serve more on Sunday mornings. We have incorporated



congregants to do scripture reading, we have invited more lay people to preach, and we are working on getting a team together to rotate in praying during the service as well. It has been exciting to see the gifting in our church, and the growth that we have already seen.

We have had many opportunities to worship together this year through our monthly potluck and worship nights. We begin our worship by having a potluck together and then we continue worshipping through song as we move into the sanctuary and sing praises to God. These nights have been great to spend time, with little worry about time, and praise God

in any way that each person feels comfortable. We have seen this night grow and we are excited for 2024 as we believe it will continue to grow and have an impact.

Our sound and tech teams have been amazing, and we have grown in volunteers in this last year for our three tech positions. It has been great to have a mix of people from different generations serving together and encouraging one another. We enjoy building into these relationships. As the one who set up the tech, I have had the privilege of teaching many of them, but it has come to the point where not only can I rely on them when I can't help, but I will also ask them questions on how they do it because they have become so familiar with it. One of the things we are looking at doing in this coming year is some more intensive training with our sound people. We have dedicated volunteers for it, and we want to give them the tools to succeed and so we hope to bring someone in to train for our in-person sound, as well as helping our live stream sound.

We have had some new people join the worship teams this year and have been enjoying seeing them use their gifts and abilities to glorify God on our teams. We have also been able to implement more times for the worship leaders to meet and share insights and encourage one another. Since our numbers of volunteers are smaller, we have moved from four teams to three teams to try and keep the bands larger. This



was helpful, but also asked a lot of our volunteers because it requires volunteering more than once a month. We have been blessed with great servers and we look forward to another year with them as we grow together.

Our theme for this year was to be windows to the congregation. That even though the team is either seen on stage, or controls what people see and hear behind the scenes, they should act in such a way that they point past their own abilities and point to Christ. Our teams have done a great job in doing that and it when we worship through song, we are able to see God speaking to us through those songs.

This next year we are excited to continue being windows and provide

opportunities for training, not only for our sound technicians but also for our leaders, our team members, and our media team. A large part of our goal is to build up the team that we have, both musically and spiritually. We want to encourage and disciple our team members while we provide an opportunity to let people serve the Church and glorify God with the gifts they have been given. We look forward to the new year and fostering these gifts to lead the congregation into worshipping God.

Team Members:

Barbara Brennan
Karen Campbell
Austin Christianson - Staff
Bryan Ens
Kurtis Janzen - Chair
Michelle Lane





Spiritual Care - Dwayne Campbell

"God handed out gifts... to train Christ's followers in skilled servant work, working within Christ's body, the church, until were all moving rhythmically and easily with each other, efficient and graceful in response to God's Son, fully mature adults, fully developed within and without, fully alive like Christ." Eph. 4:11-13 MSG

Thank you Cornerstone for entrusting this ministry to our team. Each member of the team contributed significantly to the well-being of the Body through sacrificial service. Early in the year we decided to have guests share their expertise; Len Bachiu presented on visitation, Linda Redekop shared from her twenty years of grief share and recently Wayne Durksen shared from a lifetime of disciple-making. This input was helpful in the formation of our team and action steps going forward.

The Spiritual Care Team has an important role relating to the ordinances of Baptism and Communion. Baptismal candidates submit testimonies of how God has been at work in their lives and directing them towards this vital step of obedience. As a committee, it was our duty to review the testimonies with the hope of affirming each person's story of commitment to follow Christ. What a blessing to affirm six baptismal candidates and witness their participation in the waters of Baptism!

One of Cornerstone's traditions is to pair newly baptized Christ followers

with a mentor. The Spiritual Care Team has been considering means of providing support, training, and encouragement to our mentors. Thank you to the disciplers among us who are doing the ministry of leading others towards spiritual maturity.

Communion is a vital opportunity to participate together in the New Covenant. Our team prepares the elements and participation in communion service on a monthly rhythm. Carol Woelk has accepted the ministry of scheduling the preparation of elements and servers.

With the addition of Len Bachiu to our team, the concentration on the ministry of visitation was enhanced. In keeping with his training session, he has developed and provides oversight for a visitation team.

Some other care-ministries: Birthday Cards for people 55+ living on their own. Development of a Bereavement support policy.

Grief Share ministry – Iona Bachiu is willing to continue with this ministry!

Oversight of the Benevolent Fund is a critical area for the Spiritual Care Teams responsibility. Here is a brief list of round numbers for your encouragement: CHEP boxes were distributed to 20 -25 people/mth (\$700/mth) Christmas Hampers were distributed to 27 people (\$2,800). Significant emergency funding was given to several people. Numerous others are supported by staff on an ongoing basis! Thanks to all who have been the face and hands of the Church/Christ in the distribution of these gifts!

Austin has coordinated several different relevant Sunday School classes for adults:
Post sermon discussion group (Bryan Ens)
Mayfair Room – several mini-series: Divided we Stand (Walter Bergen)
Old Testament Survey (Dennis Wiebe)
Lectio Divina (Sylvia McCorkindale)

Mental Health Series (Erin Walsh)

Lastly, and most importantly, it has been encouraging to work with a team of prayers. "From now on, whatever you request along the lines of who I am and what I am doing, I'll do it." (Jn. 14:14 MSG). Every Sunday someone is available to pray following the service for the needs of the Body. Thank you decorating team for the beautiful and functional Prayer and Praise Board; wouldn't it be wonderful to know all the answers!?

Team Members:

Len Bachiu
Dwayne Campbell - Chair
Austin Christianson - Staff
Louise Koroluk
Kevin Sawatzky
Linda Sawatzky
Marian Summach
Carol Woelk



BAPTISM & MEMBERSHIP

If you're interested in being baptized or becoming a member of Cornerstone Church, please contact one of the Pastoral Staff



Student Ministries - Michael Streilein

As 2023 comes to a close and I reflect on the year that was as well as look to the year ahead, I cannot help but be grateful. I love Cornerstone and am privileged to both get to work here and call it my church family. The opportunity to serve our students and their families is not something I take for granted and is not something I could do on my own! I am so grateful to the amazing CSM Team and all of our leaders who help make what we do a possibility. This year has in many ways been one of transition, with Pastor Rick's retirement, the rest of the staff took on additional roles and this has only been possible with the support of our amazing volunteers.

Student Ministries at Cornerstone has always been about leading our students closer to Jesus and everything we do is done with that in mind. Within our programs we have three core values to help guide us: to help foster a passion for Christ, to give real opportunities to our students both to serve and to see God at work, and to allow our programs to be a place for authentic relationships. We desire for our programs to be a place where students feel loved, come to understand Christ's love and learn to live in the freedom of following Jesus.

This past year, we have seen our Switch and Junior High programs grow and our leadership team with it. It has been amazing to see these young people come, find a place to belong and hear about the love of

Jesus. In our Senior High program we have seen lower numbers than previous years and this has given us the opportunity to invest more



intentionally in the students that are coming. We have been encouraged by the connections that have been made and the deepening of faith we have seen in them.

In the Spring we were able to baptize 3 of our students and then this Fall one of our former students was also baptized. Seeing these young people take this next step of faith has been amazing and we are so excited to watch where they will go as they strive to follow Jesus. Our church was also able to run an intergenerational mission trip to Bolivia this year and we had 6 of our students join on that trip. I was so impressed with our young people, their heart for Jesus, and their willingness to serve. This trip provided an opportunity for these students to be put outside their comfort zones and be stretched in their faith, and each of them did so well!

This past year I was also able to take the first half of my Sabbatical during July

and August. This was an amazing opportunity for me personally to find refreshment, slow down, and have some great quality time with my family. A large portion of this time was spent in Australia where my family got to visit my sister and her family. This time was a gift and I want to say thank you to my Cornerstone family for the opportunity!

Looking forward we are so excited for

what we have coming up within CSM. I will be taking the second half of my sabbatical in February and March and will be beginning work on my Master's degree. At the same time, I am deeply excited for our leaders as they step up and lead while I am away. I am confident in their ability and believe that not only will they rise to the occasion but our programs will benefit as a result of their leadership and growth.

Our programs have always relied heavily on small groups and the opportunity they bring to build connections. With the addition of new leaders in 2023 we have been able to lean more into our groups and I am excited for the opportunity this brings. Over the past few years, we have had fewer opportunities to do service projects and with more leaders and more small groups, we will be able to have more opportunities to get our students serving. We believe that serving others is one of the best ways to grow in our faith and we are

really excited to create more of these opportunities.

As I look back on this past year I can't help but be grateful for how faithful God has been to us. We have been blessed to be a part of our student's lives and to see them start to live out their faith in more ways, take steps to grow in their faith, and begin to serve. As I reflect on God's faithfulness this past year I cannot help but be excited to see what God has in store for 2024!

Team Members:

Daryl Grunau
Jonathan McKee
Stefanie Siemens
Michael Streilein - Staff
Chris Unger

These people are awesome! A huge thank you to all our volunteers who are key parts in helping students journey with Christ!

Switch & Junior High

Josh Berg
Max Berg
Leodegan Ens
Lilian Fehr
Becca McKee
Venessa Patkau
Katherine Kerr
Justin Thomas
Nathan Unruh
Lil Woelk

Senior High:

Daryl Grunau
Dawn Grunau
Venessa Patkau
Chelsea Pederson
Owen Remmen
Kaitlyn Streilein
Justin Thomas
Nathan Unruh



Missions & Service - Fiona Fick

2023 has been a year of change in which Cornerstone has had to adapt and shift in many areas to find the best way forward. Leaders have had to take a hard look at existing practices, assess whether these should continue, and if not, how they should change. Change is never easy, but is always an opportunity to reflect and consciously decide on a future direction. Even as Cornerstone continues to adjust, its commitment to missions and service does not waver. I would like to extend thanks and appreciation to the Pastoral team for their positive attitude and leadership through this time of uncertainty.



The Mission's team mandate is "to promote and encourage hospitality within the congregation, and missions and service locally and abroad." We appreciate the trust Cornerstone puts in our team and we take this responsibility seriously as we talk and pray over the various organizations we support. We have many amazing partnerships, and I would like to highlight a few



from this past year.

We have the opportunity to work with the organization Article 18 to help a Christian refugee family from Iran come to Canada. They are currently residing in Turkey as they undergo the lengthy application process. Cornerstone has committed to raising necessary funds, including \$10,000 during our 2023 Advent project, and to providing practical support to the family as they arrive in Saskatoon and get settled. The parents are able to speak English and are looking forward to finding new careers in Canada. We are looking for volunteers to assist the family – please speak to Pastor Michael if you would like to be involved.

Earlier this year, a team of 11 went to Santa Cruz, Bolivia on a short-term mission trip. They were able to partner with La Jornada and see firsthand the fruitful work of Ken Switzer in the lives of young Bolivian men as he disciples them in their faith and gives practical support as they navigate life. Ken has visited Cornerstone a few times this year and we

continue to be blessed through his messages and partnership. In addition, they were able to connect with multiple other ministries in Santa Cruz and serve in many different ways. They returned home blessed by their experience in understanding how Christians in other parts of the world live out their faith.

The work of Felix and Jessica Chan with Power to Change in BC continues to flourish. This fall they had over 200 students at their kickoff event and have over 80 of those students in small groups.

Although the Veiths have retired from their missionary work in China, we are still

partnering with this through our support of Pastor Y. It is a reminder of how we are all part of one body and we are fortunate to be able to support those who are undergoing difficulties and persecution.

The political situation in Haiti continues to deteriorate as violence escalates throughout the country. However, Haiti Arise continues to try to meet the spiritual and physical needs of people in the face of this as they shine the light of Jesus in the darkness enveloping many there.

We'd like to thank our hospitality volunteers as they continue to serve cheerfully and faithfully. Please pray for our mission partners as they continue to do God's work. We continue to pray for wisdom and guidance going forward, knowing that everything is in God's hands.

Team Members:

Fiona Fick - Chair
Johan Fick
Loretta Penner
Lowell Reinhart
Michael Streilein - Staff
Rita Wiebe

MONTHLY FOOD COLLECTION

Every month we are collecting non-perishable food items for Teen Challenge or for The Bridge.



Christians Against Poverty - Lisa Hrycan

christians
against
poverty



In 2023, our Christians Against Poverty Debt Centre saw a resurgence in new client connections – with about three quarters of our new client spaces filled. We have been working hard to rebuild connections with other helping organizations in Saskatoon, with a goal of increasing referrals and filling every single space in 2024.

We celebrated with 4 client families who went debt free this year, one of whom we walked alongside for nearly 5 years! It is a joy to know these precious people and get to celebrate their success after walking alongside them through both good and hard times.

We hosted several client events again this year, welcoming clients into our building here at Cornerstone and offering a taste of the gospel, alongside physical food and fun activities, like a movie, a gardening workshop, and summer s'mores! Many were touched by the truth of the gospel – we could see by the tears in their eyes as we shared and prayed, and by the questions they asked.

In December, we continued our shared tradition with the Student Ministry team, buying gifts and treats to deliver to 5 families whose Christmas celebrations were going to be difficult due to cost and other life circumstances. Gifting these families is a surprise and a joy for those who receive, and also for our CAP and Student volunteers – everyone is blessed! Throughout 2023, we continued to grow a team of Pray-Care-Share partners for our CAP clients who don't know Jesus or are not connected with a church family. We connect volunteers from Cornerstone with individual clients, asking them to pray for their 'CAP Buddy' daily, then obey God's prompts to demonstrate His care for them, and take opportunities to invite their CAP Buddies into relationship with Jesus and with our church family by sharing their own experiences and faith journeys. Please pray that God would increase the connections between our Pray-Care-Share team and their buddies, and that He would grow our team so that each new client has a buddy at Cornerstone to help them experience God's love.

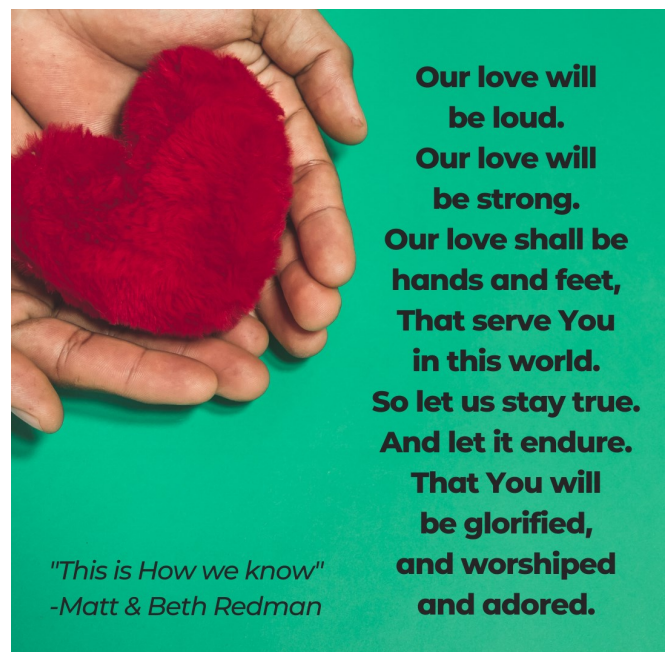
In 2024, we hope to host our second Discovery Break – a weekend away, planned and paid for by CAP, for clients to rest and take time to consider an invitation to follow Jesus. When you pray for CAP, please pray that God will provide for the Discovery Break – wisdom about who to invite, volunteers, venue, logistics, and that the gospel will be heard and received by soft hearts and open minds.

Please also pray for those connections in the community that will bring new clients to us – we want to help and we want to introduce people to Jesus!

As we commit the work of Christian's Against Poverty at Cornerstone to God's hands, we are aware that He is "able to do immeasurably more than all we ask or

imagine, according to His power that is at work within us, to Him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen." (Eph 3:20-21)

As we demonstrate our love for them by helping with their needs, we also get the opportunity to introduce them to Jesus, who came to seek and save the lost. We are not the ones who do the saving but we will continue to seek out lost and hurting people and bring them to Jesus to heal and save them.



**Our love will
be loud.
Our love will
be strong.
Our love shall be
hands and feet,
That serve You
in this world.
So let us stay true.
And let it endure.
That You will
be glorified,
and worshiped
and adored.**

*"This is How we know"
-Matt & Beth Redman*



Family Ministries - Joanne Thomas



"Hear O Israel: The Lord our God, the Lord is one. Love the Lord your God with all your heart and with all your soul and with all your strength. These commandments that I give you today are to be on your hearts. Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up. Tie them as symbols on your hands and bind them on your foreheads. Write them on the doorframes of your house and on your gates." Deuteronomy 6:4-9.

In Family Ministries, this passage of Scripture has guided us through the years and continues to today. As a ministry that runs only a couple of hours a week, we know that we have very

limited time. Parents are the number one spiritual influencers in their children's lives and Family Ministries wants to continue to disciple families as they disciple in their homes.

We continue to desire our children to learn how to worship with adults in our Sunday services, and for that reason, we only provide children's programming up to grade 1 during the service and for those age 4 – grade 1 they can join the entire congregation for the last part of the service each week. We recognize our kids are learning to worship together with the entire congregation and the challenges that brings. Many of the kids are still learning (or are still unable) to read, so song lyrics, congregational reading responses, etc. are all incredibly difficult for them to engage in. Because of that, we have added a 'Kid's Moment' song each week to the service. We encourage kids to come to the front and worship with actions to

a song that is relevant for their age. Having the kids in the service also provides opportunities for parents/ adults to take an active role in teaching and partaking in communion together, observing baptism, child dedications, etc.

Highlights:



Trunk or Treat: This year we saw just under 400 kids come and their parents/ grandparents/adults too! AND most of those kids were from our community! It was a wonderful opportunity to meet new people from our neighbourhood. Because we are intentional in finding ways to connect with the community after the Trunk or Treat, we have already had contact with some of those families again whether that be through other events/ programs or our Mid-week and Sunday morning services.

Tidal Wave: This is our Mid-Week program that runs every Thursday evening for Grade 1- 4 and is our opportunity to connect with children and families from our community and church. Typically, we have 20-25

kids come out every week and half of them would be kids from the community. We have slowly been rebuilding since Covid shut us down, and it is amazing to see God working through these nights. We are excited to spend time with these kids each week, share the Gospel and build relationships. All thanks goes to our amazing leaders

who come out every single week!

Movie Nights: Our Movie Nights are attended mostly by those in our community and have helped many to remove any discomfort about entering our building. We have had wonderful conversations with people and some we have continued to see in our Mid-week programs which is exciting!

Cornerstone Library: We have so many fantastic resources in our Libraries! The Adult/Youth library is located just off the main floor lobby and the Children's library is in the CE wing upstairs. There are many new resources in both libraries and if there is ever something you would like to have in the library, please contact us and we would be





Family Ministries (continued)

happy to order it.

Child Dedications: 4 families dedicated 4 children in 2023. In this service, their parents publicly proclaimed their desire to teach about God and model a relationship with Jesus to their children. It is an amazing time of prayer and love for our families.

We have so many more programs and if you are ever looking for more information on them you can visit our website to find our more <https://cornerstoneyx.ca/cornerstone-kids> or you can always ask Dawn or myself.

This past year our Family Ministries Team joined forces with the Student Ministries Team to form one team to better serve our volunteers and families. There are so many ways in which our ministries cross over and so it has been a wonderful experience working together. A big

thanks to everyone on this team! We are thankful for your time and commitment to serving in Family Ministries. The Family Ministry Team are all fantastic leaders who continually show commitment and passion to sharing the Good News of Jesus with the families they encounter!

I am also privileged to serve with such an amazing group of leaders who serve regularly and give all their hearts to our children. Many of them have been serving with us for 10 years or more! They are amazing and Dawn and I could not do what we do without them! On average we have around 60 - 80 children each week and we are so very thankful to our amazing volunteers who are serving so faithfully (monthly during the service and weekly during Sunday School). Having consistent leaders each week truly allows us to gain trust and build relationships with the children.

She gives tirelessly of herself and our church is so blessed to have her! Give her a hug the next time you see her.

Family Ministries wants to continue to disciple families as they disciple in their homes and to reach our community. Those who don't yet know Him. I am excited for the upcoming year and for the opportunities to build and strengthen relationships with families in our church and in our communities. My prayer is that we would continue to grow in our relationships with God and to always see people the way that He sees them. With love.



Team Members:
Duane Guenther - Chair
Dawn Grunau - Staff
Aimie Peters
Joanne Thomas - Staff
Noah Wilson



Dawn and I continue to work together, and I cannot tell you enough how much of a blessing it is. We have spent 11 years together and I deeply believe that God brought us together to serve His Kingdom as a unified team. She is the strength to my weakness. She loves Cornerstone Church and the call of God on her life is unquestionable!



**CHILDREN
& STUDENT
PROGRAM
REGISTRATION**

Head to our website or use the QR code:

<https://bit.ly/3EY3E8I>





Facility & Finance - Jeremy Patkau

This year was either the first or the last in our team member's terms with Facility & Finance. We said hello to Shirley Klause and Joel Sawatsky who started with us and welcomed back Julie, starting her second term. We will miss Dale Meginbir next year who has faithfully served and contributed for the last 6 years on our committee as well as Salaries and Benefits.

We started the year also welcoming Becca McKee as Church Administrator who fortunately/unfortunately had her dream job open up for her and moved on. God then provided Wendy Bolton to our congregation and now as Church Administrator. She is doing wonderfully, and I encourage you to make her feel welcome and get to know her. I also want to thank Dave Katz who has been volunteering with accounts receivable's so long that no one can remember when he started.

Our purpose (as Cornerstone) is to **build** and **equip** disciples. Disciples who passionately seek, obey, and reflect Jesus. As F&F we focus on *the building* and on **equipment**, but it is to produce disciples. That over arching purpose goes into all of our decisions. Thank you for entrusting us with your resources. We strive to take care of them in a way that eliminates distractions and promotes a community to both nurture and create disciples.

Thank you all for your generous giving this year! By the end of 2023 we exceed our budget by almost \$20,000! As usual we were heading into December with donations behind our budget, but with the Rental Income policy in place, it allowed the designation of rental income towards church projects and maintenance and we have been able to accomplish quite a bit.

This year it is awesome to see our building being used more then ever by both church programs and the community. We want the building to represent a loving and safe environment.

Another new policy instituted this year caps our Chequing Account (there is already a policy for our reserve fund) in accordance with our budget. This meant with a smaller budget this year, there was excess that needed to be designated for something specific. With that we were able to reimburse the pastoral staff for the pay cut they voluntarily took for 2023, and also add some funds towards renovating our bathrooms. Currently we have a committee working towards the bathroom renovations in the summer of 2024.

2023 Small projects completed;

- Central Vacuum upgrades
- New bibles in the sanctuary
- Fire inspector approved Door magnets (top of stairs, balcony, back entrance, kitchen)
- Handrail up to the stage
- Purchase a Snow blower
- Foyer speakers
- Painting and recarpeting the offices

Team Members:

Wendy Bolton - Staff
Dave Katz - Receivables
Shirley Klause
Dale Meginbir
Jeremy Patkau - Chair
Joel Sawatsky
Julie Tsui

Donation Information

General Giving - \$609,293.51

The amounts below are above our donations to General Giving

Lent Project - \$8295.50

Advent Project - \$9,130.00

Benevolent Fund - \$16,760

Mission's Trip Fundraising - \$36,697.61



2024 Proposed Budget

Cornerstone Church Mennonite Year to Year Budget Comparison Years 2022, 2023 & 2024

	Budget 2024	Budget 2023	Budget 2022
Church Operating Expenditures	\$ 132,393.00	\$ 130,056.00	\$ 138,324.20
Assets	\$ 2,800.00	\$ 2,000.00	\$ 3,600.00
Family Ministries	\$ 15,000.00	\$ 15,000.00	\$ 15,500.00
Missions & Service Ministries	\$ 91,229.45	\$ 89,429.45	\$ 75,050.00
Worship Arts	\$ 12,200.00	\$ 10,600.00	\$ 12,600.00
Student Ministries	\$ 11,700.00	\$ 11,700.00	\$ 12,050.00
Management Team	\$ 13,000.00	\$ 11,650.00	\$ 11,016.67
Spiritual Care	\$ 1,600.00	\$ 1,600.00	\$ 1,825.00
Connections	\$ 1,600.00	\$ 2,000.00	\$ 2,500.00
Staff Costs	\$ 315,525.00	\$ 316,762.89	\$ 411,442.37
Total	\$ 597,047.45	\$ 590,798.34	\$ 683,908.24

Budget Details

	Budget 2024	Budget 2023	Budget 2022
Church Operating Expenditures			
Audit Fees	\$ 7,500.00	\$ 6,600.00	\$ 6,200.00
Bank Charges	\$ 980.00	\$ 950.00	\$ 850.00
Building Maintenance	\$ 14,360.00	\$ 16,550.00	\$ 23,000.00
Equipment - Lease/Rent	\$ 10,590.00	\$ 9,828.00	\$ 9,796.00
Insurance	\$ 11,060.00	\$ 10,000.00	\$ 9,500.00
Office Supplies	\$ 6,000.00	\$ 7,000.00	\$ 7,000.00
Telephone	\$ 2,200.00	\$ 2,040.00	\$ 4,980.00
Utilities - FWP	\$ 36,500.00	\$ 35,000.00	\$ 35,000.00
Yard Maintenance	\$ 8,280.00	\$ 8,000.00	\$ 8,000.00
Custodian	\$ 21,773.00	\$ 21,120.00	\$ 21,120.00
City Storm Sewer Annual Charge	\$ 2,655.00	\$ 2,565.00	\$ 2,563.20
Sports Equipment	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Kitchen Supplies	\$ 1,700.00	\$ 1,700.00	\$ 1,700.00
Software	\$ 6,630.00	\$ 6,213.00	\$ 6,145.00
Memberships	\$ 665.00	\$ 665.00	\$ 645.00
Servant Care & Development	\$ 500.00	\$ 825.00	\$ 825.00
Total Church Operating Expenditures	\$ 132,393.00	\$ 130,056.00	\$ 138,324.20
Assets			
Computer	\$ 2,800.00	\$ 2,000.00	\$ 3,600.00
Projector			\$ 10,500.00
Total Assets	\$ 2,800.00	\$ 2,000.00	\$ 3,600.00


Church Programs
Family Ministries

	Budget 2024	Budget 2023	Budget 2022
Plan to Protect	\$ 500.00	\$ 500.00	\$ 500.00
Family Formation	\$ 5,500.00	\$ 5,500.00	\$ 5,500.00
Child Sponsorship	\$ 700.00	\$ 700.00	\$ 700.00
Child Sponsorship Recovery	-\$ 700.00	-\$ 700.00	-\$ 700.00
Equipment	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Libraries	\$ 1,000.00	\$ 1,000.00	\$ 1,200.00
Ministry Material	\$ 5,500.00	\$ 5,500.00	\$ 5,500.00
Servant Care & Development	\$ 1,500.00	\$ 1,500.00	\$ 1,800.00
Total Family Ministries	\$ 15,000.00	\$ 15,000.00	\$ 15,500.00

Missions & Service Ministries

Mission Trips	\$ 2,500.00	\$ 6,000.00	\$ 2,500.00
Reimbursement Mission Trips		-\$ 3,500.00	\$ -
Local Missions	\$ 30,000.00	\$ 30,000.00	\$ 31,500.00
<i>City Centre BBQ</i>	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00
<i>The Bridge</i>	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
<i>St. Francis Choir</i>	\$ 3,000.00	\$ 3,000.00	\$ 4,500.00
<i>Ranger Lake</i>	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
<i>Teen Challenge</i>	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
<i>Parkland Restorative Justice</i>	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
Reimbursement Local Missions	-\$ 1,000.00	-\$ 1,000.00	-\$ 2,500.00
Honorariums	\$ -	\$ -	\$ 1,000.00
Refugee Sponsorship	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Missionaries	\$ 27,369.45	\$ 26,169.45	\$ 9,000.00
<i>Felix Chan</i>	\$ 7,200.00	\$ 6,000.00	\$ 6,000.00
<i>Veiths</i>	\$ -	\$ -	\$ 500.00
<i>Future</i>	\$ -	\$ -	\$ 2,500.00
<i>Lisa Hrycan</i>	\$ 17,169.45	\$ 17,169.45	
<i>China Mission</i>	\$ 3,000.00	\$ 3,000.00	
Global Missions	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00
<i>Haiti Arise</i>	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
<i>La Jornada</i>	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
<i>Mennonite Central Committee</i>	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
Projects	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00
Hospitality	\$ 1,500.00	\$ 1,500.00	\$ 2,000.00
<i>Servant Care & Development</i>	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
<i>Radio bible (Daily Bread)</i>	\$ 500.00	\$ 500.00	\$ 1,000.00
CAP	\$ 8,860.00	\$ 8,260.00	\$ 9,550.00
Total Missions & Service Ministries	\$ 91,229.45	\$ 89,429.45	\$ 75,050.00

Worship Arts

Copyright Protection Plan	\$ 700.00	\$ 700.00	\$ 700.00
Decorating	\$ 500.00	\$ 900.00	\$ 900.00
Equipment	\$ 9,000.00	\$ 7,500.00	\$ 8,400.00
Resources	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Servant Care & Development (Hospital)	\$ 1,000.00	\$ 500.00	\$ 1,000.00
Honorariums	\$ -	\$ -	\$ 600.00
Total Worship Arts	\$ 12,200.00	\$ 10,600.00	\$ 12,600.00



Church Programs		Budget 2024	Budget 2023	Budget 2022
Student Ministries				
	Travel	\$ 600.00	\$ 600.00	\$ 1,250.00
	Servant Care & Development	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
	Ministry Material	\$ 3,000.00	\$ 3,000.00	\$ 3,300.00
	CSM Programs	\$ 3,300.00	\$ 3,300.00	\$ 3,000.00
	Events/Retreats	\$ 3,300.00	\$ 3,300.00	\$ 3,000.00
	Total Youth Ministries	\$ 11,700.00	\$ 11,700.00	\$ 12,050.00
Management Team				
	Pastor Hospitality	\$ 250.00	\$ 250.00	\$ 250.00
	Servant Care & Development	\$ 2,450.00	\$ 2,200.00	\$ 2,200.00
	Professional Development	\$ 3,400.00	\$ 3,500.00	\$ 4,566.67
	Staff Engagement	\$ 1,300.00	\$ 1,300.00	\$ 1,000.00
	Board Vision & Development	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
	Pastoral Missions	\$ 1,000.00	\$ 1,000.00	\$ 2,000.00
	Honorariums	\$ 3,600.00	\$ 2,400.00	
Connections ** Management Absorbs Connections' Budget **	Resources	\$ -	\$ 200.00	\$ 300.00
	Men's	\$ 400.00	\$ 400.00	\$ 500.00
	Women's	\$ 300.00	\$ 300.00	\$ 500.00
	55+	\$ 900.00	\$ 900.00	\$ 900.00
	Small Groups	\$ 300.00	\$ 300.00	\$ 500.00
	Young Adults	\$ -	\$ -	\$ 500.00
	Servant Care & Development	\$ -	\$ 200.00	\$ 300.00
	Reimbursement - Women's	-\$ 300.00	-\$ 300.00	-\$ 500.00
	Reimbursement - Men's	-\$ 400.00	-\$ 400.00	-\$ 500.00
	Community Events	\$ 400.00	\$ 400.00	\$ -
	Total Management Team	\$ 14,600.00	\$ 13,650.00	\$ 13,516.67
Spiritual Care				
	Communion Supplies	\$ 300.00	\$ 500.00	\$ 700.00
	Speakers	\$ -	\$ -	\$ 200.00
	Bereavement Support	\$ 700.00	\$ 700.00	\$ 700.00
	Adult Sunday School Resources	\$ 200.00	\$ 200.00	\$ 225.00
	General Support	\$ 400.00	\$ 200.00	
	Total Spiritual Care	\$ 1,600.00	\$ 1,600.00	\$ 1,825.00
Total Church Programs		\$ 281,522.45	\$ 274,035.45	\$ 272,465.87
Staff Costs				
	Salaries, CPP, EI & Pensions	\$ 315,525.00	\$ 316,762.89	\$ 411,442.37
	Total Staff Costs	\$ 315,525.00	\$ 316,762.89	\$ 411,442.37
Total Budget		\$ 597,047.45	\$ 590,798.34	\$ 683,908.24



Budget vs. Expenses to December 31, 2023

**** December 2023 Expenses will be finalized as soon as possible. Once available, they will be at the Connect Table in the lobby and digitally on our website.**

	Expenses to November 30, 2023	** Expenses to December 30, 2023	Budget to December 31, 2023
Church Operating Expenditures			
Audit Fees	\$ 6,672.75	\$ 6,672.75	\$ 6,600.00
Bank Charges	\$ 1,442.86	\$ 1,517.36	\$ 950.00
Building Maintenance	\$ 7,719.32	\$ 11,846.64	\$ 16,550.00
Equipment - Lease/Rent	\$ 9,846.02	\$ 10,514.69	\$ 9,828.00
Insurance	\$ 10,684.80	\$ 10,684.80	\$ 10,000.00
Office Supplies	\$ 4,542.12	\$ 6,466.98	\$ 7,000.00
Telephone	\$ 1,691.42	\$ 1,869.30	\$ 2,040.00
Utilities - FWP	\$ 34,900.77	\$ 38,975.80	\$ 35,000.00
Yard Maintenance	\$ 6,510.75	\$ 6,510.75	\$ 8,000.00
Custodian	\$ 19,360.00	\$ 21,120.00	\$ 21,120.00
City Storm Sewer Annual Charge	\$ 2,563.20	\$ 2,563.20	\$ 2,565.00
Sports Equipment	\$ 70.52	\$ 70.52	\$ 1,000.00
Kitchen Supplies	\$ 1,786.89	\$ 1,886.50	\$ 1,700.00
Software	\$ 4,873.10	\$ 5,429.34	\$ 6,213.00
Memberships	\$ 15.00	\$ 15.00	\$ 665.00
Servant Care & Development	\$ 17.63	\$ 17.63	\$ 825.00
Total Church Operating Expenditures	\$ 112,697.15	\$ 126,161.26	\$ 130,056.00

Assets

Computer	\$ 2,767.41	\$ 2,767.41	\$ 2,000.00
Projector			
Total Assets	\$ 2,767.41	\$ 2,767.41	\$ 2,000.00

Church Programs

Family Ministries

Plan to Protect	\$ 46.99	\$ 458.33	\$ 500.00
Family Formation	\$ 2,418.88	\$ 3,328.19	\$ 5,500.00
Child Sponsorship	\$ 156.00	\$ 156.00	\$ 700.00
Child Sponsorship Recovery	-\$ 104.45	-\$ 104.45	-\$ 700.00
Equipment	\$ 805.78	\$ 880.06	\$ 1,000.00
Libraries	\$ 1,059.39	\$ 1,059.39	\$ 1,000.00
Ministry Material	\$ 3,761.85	\$ 3,792.80	\$ 5,500.00
Servant Care & Development	\$ 144.21	\$ 144.21	\$ 1,500.00
Total Christian Education Ministries	\$ 8,288.65	\$ 9,714.53	\$ 15,000.00



	Expenses to November 30, 2023	** Expenses to December 30, 2023	Budget to December 31, 2023
Missions & Service Ministries			
Mission Trips	\$ 36,697.61	\$ 36,697.61	\$ 6,000.00
Reimbursement Missions Trip	-\$ 36,697.61	-\$ 36,697.61	-\$ 3,500.00
Local Missions	\$ 26,910.96	\$ 28,140.53	\$ 30,000.00
<i>City Centre BBQ</i>			\$ 3,000.00
<i>The Bridge</i>			\$ 6,000.00
<i>St. Francis Choir</i>			\$ 3,000.00
<i>Ranger Lake</i>			\$ 6,000.00
<i>Teen Challenge</i>			\$ 6,000.00
<i>Parkland Restorative Justice</i>			\$ 6,000.00
Reimbursement Local Missions			-\$ 1,000.00
Refugee Sponsorship	\$ -	\$ -	\$ 1,000.00
Missionaries	\$ 25,669.44	\$ 25,669.44	\$ 26,169.45
<i>Felix Chan</i>			\$ 6,000.00
<i>China Mission</i>			\$ 3,000.00
<i>Lisa Hrycan</i>			\$ 17,169.45
Global Missions	\$ 17,500.00	\$ 19,000.00	\$ 18,000.00
<i>Haiti Arise</i>			\$ 6,000.00
<i>Mennonite Central Committee</i>			\$ 6,000.00
<i>La Jornada</i>			\$ 6,000.00
Projects		-	\$ 3,000.00
Hospitality	\$ 583.80	\$ 648.93	\$ 1,500.00
<i>Servant Care & Development</i>			\$ 1,000.00
<i>Radio bible (Daily Bread)</i>			\$ 500.00
CAP	\$ 7,477.39	\$ 8,097.93	\$ 8,260.00
		\$ -	
Total Missions & Service Ministries	\$ 78,141.59	\$ 81,556.83	\$ 89,429.45
Worship Arts			
Copyright Protection Plan	\$ -	\$ -	\$ 700.00
Decorating	\$ 187.09	\$ 1,034.20	\$ 900.00
Equipment	\$ 2,323.32	\$ 7,321.92	\$ 7,500.00
Resources	\$ 514.08	\$ 568.39	\$ 1,000.00
Servant Care & Development	\$ 52.07	\$ 455.71	\$ 500.00
Total Worship Arts	\$ 3,076.56	\$ 9,380.22	\$ 10,600.00
Student Ministries			
Travel	\$ 120.70	\$ 120.70	\$ 600.00
Servant Care & Development	\$ 1,433.44	\$ 1,451.29	\$ 1,500.00
Ministry Material	\$ 2,330.66	\$ 2,564.67	\$ 3,000.00
CSM Programs	\$ 1,326.12	\$ 2,067.76	\$ 3,300.00
Events/Retreats	\$ 1,557.57	\$ 2,219.24	\$ 3,300.00
Total Youth Ministries	\$ 6,768.49	\$ 8,423.66	\$ 11,700.00



	Expenses to November 30, 2023	** Expenses to December 30, 2023	Budget to December 31, 2023
Management Team			
Lead Pastor Hospitality	\$ 136.95	\$ 136.95	\$ 250.00
Servant Care & Development	\$ 2,232.40	\$ 2,232.40	\$ 2,200.00
Professional Development	\$ 2,634.29	\$ 3,238.72	\$ 3,500.00
Staff Engagement	\$ 961.07	\$ 999.58	\$ 1,300.00
Board Vision & Development	\$ 893.37	\$ 893.37	\$ 1,000.00
Pastoral Missions	\$ 564.06	\$ 564.06	\$ 1,000.00
Honorariums	\$ 3,000.00	\$ 3,150.00	\$ 2,400.00
Total Management Team	\$ 10,422.14	\$ 11,215.08	\$ 11,650.00
Spiritual Care			
Communion Supplies	\$ 182.82	\$ 202.80	\$ 500.00
Bereavement Support	\$ 666.61	\$ 851.42	\$ 700.00
Adult Sunday School Resources	\$ 400.00	\$ 400.00	\$ 225.00
General Support	\$ 22.51	\$ 22.51	\$ 200.00
Total Spiritual Care	\$ 1,271.94	\$ 1,476.73	\$ 1,625.00
Connections			
Resources	\$ -	\$ -	\$ 200.00
Men's	\$ 3,337.94	\$ 3,337.94	\$ 400.00
Women's	\$ 2,902.89	\$ 2,902.89	\$ 300.00
55+	\$ -	\$ 131.92	\$ 900.00
Small Groups	\$ 57.15	\$ 57.15	\$ 300.00
Community Events		\$ 867.21	\$ 400.00
Servant Care & Development	\$ 114.89	\$ 114.89	\$ 200.00
Reimbursement - Women's	-\$ 2,317.78	-\$ 2,252.78	-\$ 300.00
Reimbursement - Men's	-\$ 3,629.28	-\$ 3,629.28	-\$ 400.00
Reimbursement - Community Events	-\$ 621.68	\$ -	
Total Connections	-\$ 155.87	\$ 1,529.94	\$ 2,000.00
Totals	\$ 223,278.06	\$ 252,225.66	\$ 274,060.45
Staff Costs			
Salaries, CPP, EI & Pensions	\$ 260,488.25	\$ 284,196.73	\$ 316,762.89
Total Staff Costs	\$ 260,488.25	\$ 284,196.73	\$ 316,762.89
Total Expenses/Budget	\$ 483,766.31	\$ 536,422.39	\$ 590,823.34



Saskatoon Mennonite Care Services Inc.

Another year in the life of Bethany Manor has enriched our lives!

Numerous activities, from trips to interesting places, the healing waters of Manitou Springs, outings to restaurants, shopping trips, indeed, fun times. For some of these trips when a bus was needed, we could use the "New Horizons Grant" to cover some of the bus rental expense. Typically, an organization receives the grant once, but we have been fortunate to have received this grant money two years in a row! We will continue to apply for future years. The residents enjoy the live entertainment provided by guest performers in our Fellowship Centre. Sunday morning worship is very well planned and well attended. These are just a few of the many activities going on at Bethany.

Though Covid is still a real virus that does affect some of us at Bethany, we are happy to say that we have not been affected to the point of a "lock down" like in the past. We thank residents for being vigilant in the few cases of Covid we have had this year.

Financially, we have managed to stay within a positive budget. Inflation has risen significantly. We are cognizant of the fact that we need to keep our wages competitive to attract good professional people. Our 2024 proposed budget will

once again be a positive balanced budget. We hope to keep up with refreshing areas of our buildings that have years of use and need a facelift.

Fundraising happens. Many of us are fortunate to be able to give to projects that assist people with the affordability of living in a safe, comfortable environment. We have 21 rental units that are designated as Social (subsidized) or Affordable Housing at Bethany that we wish we could keep as status quo; however, we are informed that changes to Government housing initiatives will happen, and our Social (subsidized) and Affordable Housing agreements will not be renewed in April 2024. We continue to ask for your monetary gifts to our Housing Assistance Fund (HAF) to assist those that would not be able to afford the rent to live a humble life at Bethany once these agreements end. We also have other needs that our Fund Development Coordinator would be happy to speak to you about. Keep Bethany in your prayers and in your giving.

The Mennonite Historical Society of Saskatchewan (MHSS) is located in the basement of Phase 1 (110 La Ronge Road). They have many publications, books, and artifacts for anyone to see and enjoy. Please check the times that MHSS

is open.

Our staff is our backbone! We as a Board are proud of each and every one of them! Thanks to our staff for the work and care they provide! The jobs vary - the results of those jobs affect all our residents greatly. Once again, I encourage individuals who have an operational question or concern to call the applicable department Manager or our Executive Director. If your question relates to board governance, as in strategic planning, sustainability, financial and policy oversight, or other big picture items, feel free to call me, or any of the Board Members.

Thank you to all of our participating church organizations for your support in so many ways. We have two of the ten remaining churches that need to fill seats at our Board of Directors table. We would appreciate that being done as soon as possible.

We wish everyone a very blessed Christmas and healthy, happy New Year!

Ben Buhler, Board Chair



Notes for AGM & Prayer Requests



Notes for AGM & Prayer Requests



My Cornerstone Home

Join our Church community in a safe group environment. We share our hurts, our celebrations and prayer requests with only the people in our congregation

JOIN US FOR CHURCH WHEREVER YOU ARE.

Join us every Sunday @ 9:30am or online.
Visit cornerstoneye.ca or search for us
on Facebook and YouTube.



facebook.com/cornerstoneye



[youtube.com/channel/UCXlvzkv5
VjtNOEXKtivrIjw/videos](https://youtube.com/channel/UCXlvzkv5VjtNOEXKtivrIjw/videos)

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