

# Grant Memorial Baptist Church

Semi-Annual Meeting of the Members

June 22, 2020



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# 1. Meeting Logistics

## 1.1 Meeting Agenda

The proposed agenda for the June 2020 semi-annual meeting of the members of Grant Memorial Church is as follows:

- Welcome & Prayer
- Approval of Agenda
- Approval of Minutes from the Members Meeting held October 20, 2019
- CEO Update
- Ministry Plan
- Budget and Budget Approval
- Deacon Candidate Presentation and Vote
- Elder Candidate Presentation for Affirmation
- Deacon Board Activity Update
- Proposed By-Law Amendment
- Elder Activity Update
- GMBC/LCS Governance Committee Update
- Adjournment

## 1.2 Meeting Participation

The Meeting will be held virtually, via video or audio, due to current Coronavirus pandemic.

### **Members**

Members are invited to attend and participate in the meeting via ZOOM video call or via audio call. Members are eligible to actively participate in all proceedings during the meeting including discussions, motions, resolutions and voting.

### **Non-Members**

Non-members may attend the meeting via a video livestream. According to our by-laws, Non-members shall not participate in any manner whatsoever including any discussions, motions and resolutions arising and are not entitled to any voting rights. Despite those stated restrictions, the Chairman of the meeting may authorize Non-members to participate in discussions, motions and resolutions arising at the meeting.

Further clarification regarding Member and Non-Member rights are found in Articles IV and V of the By-Laws of Grant Memorial Baptist Church Inc. By-Laws enacted on October 28, 2018.

## 2. CEO Update

I distinctly recall the day in mid October that I received an unexpected phone call from one of the Deacons, asking about my availability and interest in stepping into the senior role at Grant, on an interim basis, on very short notice. Almost without hesitation I replied yes, which I think surprised the Deacon, so he repeated his request just to ensure I had heard correctly and understood what was being asked. My prompt response came from the realization that the Lord had lead me to my current life situation at that time for a reason.

I had just begun embarking on plans to slow down, work wise, and had just finished up the last of some consulting work I had been doing. My plate was empty and my interest piqued. Having been at Grant for 48 years, I love my church, and I wanted to help.

### 2.1 Eight Month Review

So, it has now been almost eight months to the day since I came on board as Interim CEO, subsequent to the sudden departure of both Chopper and John. Despite having spent time, back in the early 2000's, in the senior financial management role for the church, school and senior's residences next door, there was a steep learning curve the first couple of months. That, together with a staff team dealing with various emotions, due to what had just occurred, made for an interesting first couple of months. I thank the Lord as well as the ministry directors and many other staff for their support through this time.

For our staff here at Grant, those first months leading up to Christmas were a major adjustment period, as they each worked through varying emotions in their own way, and as they adapted to resulting changes. For some, some days during this period likely felt like those of the Psalmist in 23:4, *"Even though I walk through the darkest valley, I will fear no evil, for you are with me; your rod and your staff, they comfort me."* By keeping our eyes upon Jesus, I was confident we would make it through this period as a staff and church and eventually move ahead to a new chapter in the life of our church.

As we began the new year things were beginning to return to normal, however as January turned to February, we began to hear more and more about a virus slowly spreading across the globe. By early March the Coronavirus had reached us and in mid March we were directed to close our doors and cease meetings of virtually any size. Thus began the past 14 weeks of being closed to gathering physically on-site for worship.

When we closed our doors in March, the staff team was forced to adjust methods of worship and ministry. Those new methods of ministry and worship involved doing it from a distance via technology. Fortunately, we already had much of the infrastructure in place and staff with the skill sets needed to move ministry on line.

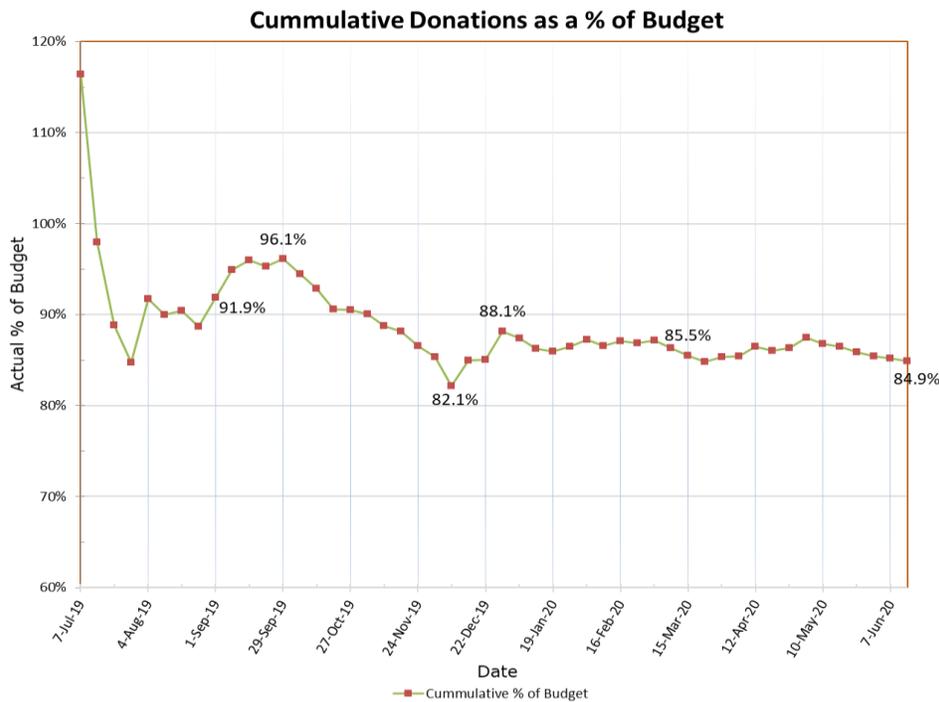
### 2.2 Our Staff

I am happy to report that we have been able to retain virtually our entire staff team over the past 14 weeks and keep them fully utilized and engaged. For many staff, their incumbent roles diminished or even disappeared when we closed our doors, however most, who's roles diminished or disappeared, bravely stepped up into other roles. After an initial adjustment period, we were unfortunately forced to layoff four part-time staff and two full time property staff. In each case, we assisted those laid off in seeking applicable government income supports. In early May we were able to create a full time summer student position in the technology area to support our existing technology team and fill that

position with a long time volunteer. We have been blessed with a staff team that loves the Lord and ministering to others. It has been a privilege to work this team during these trying times.

### 2.3 Our Finances

We are thankful that throughout the eight-month period, the Lord has continued to provide financially. While at no time during this past year did we reach our year to date budgeted donations, faithful and steady support at a reduced level has allowed us to stay on track financially. Below is a graphical depiction of our year to date cumulative donor support over the past eleven months versus our budget. Attached as Schedule A is our Year to Date Operating Statement to May 31, 2020.



As you can see, coming out of the 2019 summer months, donor support was at 91.9% of budget. This grew to 96.1% by the end of September but then steadily declined, subsequent to the departure of our senior pastor, to 82.1% by the beginning of December. By the end of December donor support had climbed back up to 88.1%. When the pandemic closure began in mid March we were at 85.5% and over the past 3 months we have fluctuated somewhat but continued to hover around 85%. While our current donation shortfall, at 84.9% of budget is approximately \$365,000, as of the end of May we have been able to tap into the Government of Canada wage subsidy in the amount of approximately \$145,000. While this still leaves us approximately \$220,000 under total budgeted revenue, we have realized substantial savings in expenses, both intentionally and due to the closure.

At the end of March, shortly after we closed, our expenses were under budget by approximately \$54,000 or at 97.5% of budget, however by the end of May, our expenses were under budget by \$171,000 or at 93.2% of budget. Based on the trend in monthly expense savings, we are targeting to finish the year under budget by approximately \$225,000 or 92% of budget. During the entire year we have continued to meet all our support commitments to our missionaries and made all debt service payments.

In summary, despite the reduction in revenue we began experiencing in October 2019 and has continued throughout the closure period, through careful expense management and expense savings resulting from the required closure, we are targeting to run only a small operating deficit for the year ending June 30, 2020.

## **2.4 Looking Forward**

As I reflect back over what I have gleaned over the last eight months, it has become more and more evident that the departure of our two pastors last fall, as difficult as they were with resulting pain and disruption, were steps in the right direction. Their departures have not only allowed other staff to step forward and grow, but also provided us with time and opportunity to re-examine our organizational structure, identify the roles required, the skills and talents needed in those roles, and to begin anew, unencumbered by past positions, roles or incumbents.

Looking forward, as restrictions due to the Coronavirus pandemic have slowly begun to be lifted, as a staff team we are researching and planning on how and when we might re-introduce and accommodate, on some reasonable scale, onsite gathering to worship in a meaningful way. Over the past week, there has been much in the media about continuing restrictions on places of worship such as percentages of capacity limits, maximum meeting limits, etc. Unfortunately, all the attention has been focussed on gathering size limits, when limits are only one factor in the equation.

Over the past week, Linden Christian School hosted seven mini-convocations in the building. These seven mini-convocation sessions were spread over three days to accommodate all their graduates. To accomplish this feat while abiding by the rules, LCS spent significant effort researching and planning these events. As a church we are fortunate to be able to leverage their research and experience in our own planning.

## 3. Ministry Plan

### 3.1 Planning Process

Typically, in the spring of each year the ministry leadership team would meet to begin development of a ministry plan for the upcoming year. That planning process would include:

- Revisiting our values
- Reviewing past ministry objectives and either reconfirming those objectives or establishing new objectives
- Reviewing, discussing and evaluating the current year's ministry initiatives
- Examining what other similar churches and organizations may be doing
- Researching ministry literature seeking potential new approaches or methods
- Spending time in prayer seeking God's guidance and direction

From this planning exercise, a plan would be developed overall and also for each specific ministry area. That plan would ultimately inform the budget process as both human and financial resources were allocated based on priorities and projected availability.

### 3.2 Planning Horizon

However, as the first word in the first sentence of this section indicates, the process described is typical. These past months have been, and future months will be, as everyone recognizes, anything but typical.

First, the Coronavirus arrived when this process would typically begin to take place. Resulting required closure due to the pandemic resulted in all ministry leadership attention being diverted to the development of the on-line ministry resources and initiatives.

Secondly, initial required closure and its related restrictions severely limited any onsite or in-person activities. Since the beginning of the pandemic there has been complete uncertainty as to what further restrictions might be introduced, what existing restrictions might be loosened or what a timetable for either of these might look like.

Consequently, when there are so many uncertainties, it becomes difficult to plan anything long term. While there has been some recent loosening of restrictions, we have no idea at what pace loosening might continue, what future loosening might look like, if it continues, or whether the widely predicted "second wave" will slow loosening or perhaps reverse it.

So in planning for future ministry, there are so many unknowns when it comes to the ability of actually delivering programming or holding an event. What we remain certain about is the ability to continue to utilize technology for worship and ministry in general. We do not know how long we will be largely restricted to relying on technology, so for planning purposes we currently adopted a three to four-month horizon and have assumed some limited lifting of gathering and other restrictions. We have also adopted a four-month horizon for budget purposes.

### 3.3 Ministry Plan

Our ministry plan for the next four months varies little from the ministry we have been conducting over the last month or two. We will continue to rely heavily on electronic means such as live stream and virtual meetings for gatherings of any significant size. Communication

will continue electronically via email, telephone, teleconference, etc. We will continue to monitor restrictions and consider in-person and or on-site events as they will allow and as individuals are interested in.

Consistent with our long standing commitment spiritual growth and connection through small groups, we will continue to emphasize small groups and small group ministry. This is one area in which gathering restrictions are easier to accommodate, so we will continue to encourage small group activities, whether physically, abiding by restrictions, or virtually. We have favourable response to creating recent virtual small groups and we will continue that focus in September.

We will continue with our existing Sunday Service livestream, however have begun researching and planning how we might return to some form of Sunday on-site larger gathering. Even when we do re-commence some scale of on-site Sunday gathering, we will maintain the livestream as research is indicating that many people are reluctant to return to gatherings of any size at this point in time. That is particularly true for elderly or anyone living with any type of immune deficiency.

We have recently applied for a low power FM radio license, which will allow us to broadcast our services and programs to our surrounding community.

We will also continue our commitment to caring for not only our congregants, but also our community. Over past months, when restrictions were most stringent, we provided a limited meal program to some of our neighbours, some of our seniors without meal support and some local ministry partners. As some shopping restrictions are being lifted, we decided to discontinue the meals program at the end of June for all but the local ministry partner organizations. We will revisit this in September.

In the near future we will again be reaching out via telephone to most of our congregants, just to check in.

We will continue to focus on mentorship, particularly in the youth program area. Much of this may still be on-line, however with loosening restrictions there will be greater opportunities to meet in person. With one of our existing youth leaders Nic Neustaedter taking some time away, we have been fortunate to have Madison Scott join us on a term basis, to fill in and assist Nathan with youth.

In the short term, our Kids Ministry team will continue to prepare and provide resources to kids and will continue to encourage family viewing of Sunday Service via livestream. The Kids Ministry team will be further exploring how we can integrate kid's resources with the Sunday service topics. At what point, we will commence any onsite Kids programming is unknown. In the interim, when onsite larger scale worship restarts, we would encourage kids to participate with their parents.

In each of these ministry areas, we have made assumptions regarding what activities might be possible, however as stated earlier, what the near future will look like is largely an unknown. What we do know is that merely returning to pre-pandemic "normal" is unlikely to occur for some time, if it ever does. There may just be a "new normal".

## 4. Budget and Budget Approval

### 4.1 Budget Background

Typically, a budget is prepared on an annual basis in the late spring for the entire next year beginning July 1. There would be a process we would go through starting with planning and ultimately ending in the preparation of a budget to support that plan. As mentioned earlier however in the ministry planning section, given the current uncertainty about the future due to the pandemic, there is little certainty as to what the next month holds, forget about a year. Consequently, we have limited our budget at this point to four months, July through October. Come October we will revisit the year and hope to have greater certainty to present a budget at the Annual General Meeting in the fall for the remaining eight months of the year.

### 4.2 Key Assumptions

Given the significant level of uncertainty about the future due to the pandemic, we have made a number of significant assumptions about factors beyond our control in preparing the budget. Key assumptions incorporated in the four-month budget are:

- Gathering limit restrictions will continue through out the four-month period albeit limits will be increased gradually periodically. Unrestricted gathering will not occur.
- Current social distancing, enhanced hand hygiene and additional area sanitation requirements will continue.
- Linden Christian School will be required to resume on-site classes in some form in September (this has implications for property costs and café operations in September and October)

### 4.3 Budgeted Operations

Since the pandemic began we have been preparing rolling monthly projections for two to three months ahead, in order to stay on top of our finances. This was due to uncertainties surrounding donation revenues, changing expense patterns due to changes in ministry methods and the potential for financial support opportunities provided by governments.

The four-month budget being presented essentially represents an extension of those rolling monthly projections, with adjustments for anticipated changes in ministry programs due to slightly loosening restrictions and changing property costs due to LCS opening in September.

Attached as Schedule B is a copy of the proposed four-month budget.

#### **Revenue**

Over the past number of months our donor support has been running at approximately 85% of our current year's budget. Looking forward into the new year, we have been conservative. We have done this based on economic factors such as high levels of current unemployment and the resulting financial hardship for many due to negative economic factors.

- Over the four-month period donation revenue is budgeted to be \$603,000 which represents 90% of last year actual for the same period and just over 81% of last year's budget.

- The \$8,000 in grants and subsidies represents financial support from the Province of Manitoba for summer student position funding.
- Net auxiliary fund revenue of approximately \$55,000 is largely rent revenue from LCS for utilizing church building space.

In total, budgeted revenue is just under \$668,000, which 91% of last years actual for the same period.

### **Expenses**

Total cash operating expenses are budgeted to be \$634,000 for the four-month period. Adding in non-cash amortization expense of approximately \$58,000 results in total expenses of \$692,000, which is about 78% of last years actual of \$891,000.

#### *Ministry*

Ministry expenses are our largest operating expense at about 61% of total cash operating expenses. Current year budget of \$388,000 is approximately 70% of last year actual.

Ministry Staff – Ministry staff compensation is our largest single expense and is budgeted at approximately 80% of last year. The reduction largely represents vacant Senior Pastor and Director of Family Ministry positions.

Programming – Programming expenses are budgeted at approximately 42% of last year. The significant reduction is due to the reduction in on-site and in-person programming due to pandemic restrictions.

Missions – Missions expenses are budgeted at approximately 59% of last year. The budget includes all existing missionary, mission and conference commitments. The significant reduction is due to delaying certain discretionary missions' initiatives and support into later in the year when we have greater certainty regarding revenues.

#### *Property*

Budgeted net property expense is budgeted at 86% of last year. While we expect some savings in utility costs due to reduced building use, particularly in July and August, the largest reductions are in staffing and out of pocket maintenance costs, due to recent pandemic related layoffs and the elimination of a management position in the property area.

#### *Administration*

Administration expense is budgeted at 92% of last year. Administrative staffing costs are budgeted at 92% of the prior year. One position in this area has been eliminated since last year. Budgeted credit card processing fees are now reflected in fundraising costs, consequently they were reclassified in the prior year to ensure comparability. These costs were previously classified as financing costs in the prior year.

#### *Finance*

Finance expense is budgeted at 91% of last year. The reduction is due to declining mortgage interest costs due to the natural retirement of debt.

### **Operating Surplus (Deficit)**

Overall, we are budgeting a cash operating surplus of \$34,000 over the four-months vs last year's actual cash operating deficit of \$98,000. Historically, we operate at a deficit for about 9 or 10 months of the year, consequently operating at a surplus over this four-month period, with minimal discretionary cost saving is unusual and encouraging.

**Net Cash flow**

Over the four-month period we have budgeted positive cash from operations \$34,000. During the four-month period we have mortgage principal obligations of \$49,000, which will result in negative cash flow of \$15,000.

*Capital Expenditures*

Due to revenue constraints and economic uncertainty we have not budgeted any capital expenditures during the four-month period.

## 5. Deacon Candidate Presentation and Election

Each year at the June Members Meeting, new Deacon candidates are introduced and an election takes place. If there are not enough candidates to make it a competitive election, a yes or not vote is still taken for each candidate.

Each Deacon’s term of office is three years, beginning in September of the year elected and ending three years later in August. Deacons can be re-elected for an unlimited number of successive terms.

### 5.1 Current Deacons

The current list of Deacons is as follows:

|                 | <b>Term Ending<br/>August 2020</b> | <b>Term Ending<br/>August 2021</b> | <b>Term Ending<br/>August 2022</b> |
|-----------------|------------------------------------|------------------------------------|------------------------------------|
| Gerry Bettig    |                                    | 1 <sup>st</sup> Term               |                                    |
| Stefan Dirks    |                                    |                                    | 2 <sup>nd</sup> Term               |
| Justin Fast     |                                    | 1 <sup>st</sup> Term               |                                    |
| Ted Hull        | 1 <sup>st</sup> Term               |                                    |                                    |
| Charlie Lucking |                                    | 1 <sup>st</sup> Term               |                                    |
| Ron Meisner     | 1 <sup>st</sup> Term               |                                    |                                    |
| Rod Neustaedter | 2 <sup>nd</sup> Term               |                                    |                                    |
| Harold Penner   | 1 <sup>st</sup> Term               |                                    |                                    |
| Danny Serhal    |                                    |                                    | 2 <sup>nd</sup> Term               |
| Dino Silvestri  | 2 <sup>nd</sup> Term               |                                    |                                    |

### 5.2 Deacon Candidates

The following three individuals have agreed to allow their name to stand for election or re-election for a three-year term. Profiles of each individual are provided in Appendix 2.

- Ron Meisner – seeking re-election for a 2<sup>nd</sup> Term
- Dino Silvestri – seeking re-election for a 3<sup>rd</sup> Term
- Jason Waldner – seeking an inaugural Term

As there are only 3 candidates and 5 spots have become available, the election will consist of a yes or no vote for each candidate

## 6. Elder Candidate Presentation for Affirmation

Elders are a group of individuals responsible for the spiritual oversight of the church. Elders do not form a recognized committee or board nor do they hold any formal legal status within the corporate entity GMBC Inc. Their terms of service are unlimited. To become an Elder, the potential candidate must be affirmed by the members at a membership meeting.

### 6.1 Current Elders

The current list of Elders is as follows:

- Bruce Day
- Allan Dyck
- Paul Meisner
- Richard Quiring
- Dick Stephens
- Kevin Zink

### 6.2 Elder Candidates

There are currently no new Elder candidates no affirmation is required.

# Schedules and Appendices

## Schedule A – Year to Date Operating Statement – 11 Months Ending May 31, 2020

### Grant Memorial Baptist Church Operating Statement

|                                     | May 31, 2020 YTD |                  |                  |        |
|-------------------------------------|------------------|------------------|------------------|--------|
|                                     | Actual           | Budget           | Variance         |        |
| <b>Revenue</b>                      |                  |                  |                  |        |
| Donations                           | 1,994,160        | 2,328,489        | (334,329)        | 85.6%  |
| Government Subsidies                | 148,873          | -                | 148,873          |        |
| GST & Misc.                         | 18,652           | 9,000            | 9,652            |        |
| Interest                            | 6,825            | 10,083           | (3,259)          |        |
| <b>Sub Total</b>                    | <b>2,168,510</b> | <b>2,347,572</b> | <b>(179,062)</b> | 92.4%  |
| Net Auxiliary Fund                  | 146,917          | 157,044          | (10,127)         |        |
| <b>Total Revenue</b>                | <b>2,315,427</b> | <b>2,504,616</b> | <b>(189,189)</b> | 92.4%  |
| <b>General Fund Expenses</b>        |                  |                  |                  |        |
| <b>Ministries</b>                   |                  |                  |                  |        |
| Ministry Staff                      | 1,006,375        | 1,003,893        | 2,482            |        |
| Programming                         | 145,365          | 231,602          | (86,237)         |        |
| Missions                            | 170,960          | 200,013          | (29,053)         |        |
| <b>Total Ministries</b>             | <b>1,322,700</b> | <b>1,435,509</b> | <b>(112,809)</b> | 92.1%  |
| <b>Property</b>                     |                  |                  |                  |        |
| Utilities                           | 286,882          | 285,936          | 947              |        |
| Maintenance                         | 638,351          | 727,011          | (88,660)         |        |
| Insurance                           | 17,414           | 19,250           | (1,836)          |        |
| Property Tax                        | 13,331           | 18,333           | (5,003)          |        |
| <b>Gross Property Costs</b>         | <b>955,978</b>   | <b>1,050,530</b> | <b>(94,552)</b>  |        |
| Recoveries from LCS                 | (594,668)        | (654,135)        | 59,467           |        |
| <b>Net Property Costs</b>           | <b>361,310</b>   | <b>396,395</b>   | <b>(35,085)</b>  | 91.1%  |
| <b>General Administration</b>       |                  |                  |                  |        |
| Admin Staff                         | 321,427          | 297,458          | 23,969           |        |
| Info Technology                     | 19,350           | 19,250           | 100              |        |
| Office                              | 31,845           | 41,663           | (9,817)          |        |
| Advertising                         | 8,714            | 7,333            | 1,380            |        |
| Fund Raising                        | 20,988           | 22,733           | (1,745)          |        |
| Legal & Professional                | 23,931           | 50,417           | (26,485)         |        |
| <b>Total General Administration</b> | <b>426,256</b>   | <b>438,854</b>   | <b>(12,598)</b>  | 97.1%  |
| <b>Finance Expenses</b>             |                  |                  |                  |        |
| Interest                            | 68,131           | 64,244           | 3,887            |        |
| Bank Fees                           | 2,546            | 2,750            | (204)            |        |
| <b>Finance Expenses</b>             | <b>70,677</b>    | <b>66,994</b>    | <b>3,683</b>     | 105.5% |
| <b>Cash Operating Expenses</b>      | <b>2,180,942</b> | <b>2,337,752</b> | <b>(156,810)</b> | 93.3%  |
| <b>Cash Operating Sur/(Def)</b>     | <b>134,485</b>   | <b>166,865</b>   | <b>(32,379)</b>  | 80.6%  |
| Amortization                        | 163,031          | 161,581          | 1,450            |        |
| <b>Operating Surplus (Deficit)</b>  | <b>(28,545)</b>  | <b>5,284</b>     | <b>(33,829)</b>  |        |

# Schedule B – Proposed Budget for the Four Months Ending October 31, 2020

DRAFT

**Grant Memorial Baptist Church  
Proposed Operating Budget  
Four Months Ending Oct 31, 2020**

|   | <b>Proposed<br/>Budget<br/>Jul-Oct</b> | <b>Prior Year<br/>Actual<br/>Jul-Oct</b> | <b>Bud to Act<br/>Yr to Yr<br/>Change</b> |       | <b>Prior Year<br/>Budget<br/>Jul-Oct</b> | <b>Bud to Bud<br/>Yr to Yr<br/>Change</b> |        |
|---|--|--|---|-------|--|---|--------|
| <b>Revenue</b>                          |  |  |   |       |  |   |        |
| Donations                               | 603,000                                | 670,312                                  | (67,312)                                  | 90.0% | 740,965                                  | (137,965)                                 | 81.4%  |
| Grants & Subsidies                      | 8,000                                  | 3,187                                    | 4,813                                     |       | -  | 8,000                                     |        |
| GST & Misc.                             | -                                      | 7,037                                    | (7,037)                                   |       | -  | -   |        |
| Interest                                | 1,200                                  | 3,865                                    | (2,665)                                   |       | 3,667                                    | (2,467)                                   |        |
| <b>Sub Total</b>                        | <b>612,200</b>                         | <b>684,401</b>                           | <b>(72,201)</b>                           | 89.5% | <b>744,632</b>                           | <b>(132,432)</b>                          | 82.2%  |
| Net Auxiliary Fund                      | 55,473                                 | 48,968                                   | 6,504                                     |       | 59,016                                   | (3,543)                                   |        |
| <b>Total Revenue</b>                    | <b>\$ 667,673</b>                      | <b>\$ 733,369</b>                        | <b>\$ (65,697)</b>                        | 91.0% | <b>\$ 803,648</b>                        | <b>\$ (135,975)</b>                       | 83.1%  |
| <b>Expenses</b>                         |  |  |   |       |  |   |        |
| <b>Ministry</b>                         |  |  |   |       |  |   |        |
| Ministry Staff                          | 287,924                                | 361,414                                  | (73,490)                                  | 79.7% | 365,135                                  | (77,211)                                  | 78.9%  |
| Programming                             | 38,133                                 | 91,063                                   | (52,930)                                  | 41.9% | 86,719                                   | (48,585)                                  | 44.0%  |
| Missions                                | 61,560                                 | 104,553                                  | (42,993)                                  | 58.9% | 99,507                                   | (37,947)                                  | 61.9%  |
| <b>Ministry Total</b>                   | <b>387,617</b>                         | <b>557,031</b>                           | <b>(169,413)</b>                          | 69.6% | <b>551,361</b>                           | <b>(163,744)</b>                          | 70.3%  |
| <b>Property</b>                         |  |  |   |       |  |   |        |
| Utilities                               | 87,800                                 | 95,861                                   | (8,061)                                   |       | 103,977                                  | (16,177)                                  |        |
| Property Staff                          | 102,749                                | 146,482                                  | (43,733)                                  |       | 173,471                                  | (70,722)                                  |        |
| Maintenance                             | 59,307                                 | 89,068                                   | (29,761)                                  |       | 90,896                                   | (31,590)                                  |        |
| Insurance                               | 6,511                                  | 6,118                                    | 392                                       |       | 7,000                                    | (489)                                     |        |
| Property Tax                            | 4,228                                  | 5,364                                    | (1,136)                                   |       | 6,667                                    | (2,439)                                   |        |
| <b>Gross Property Expenses</b>          | <b>260,594</b>                         | <b>342,893</b>                           | <b>(82,298)</b>                           | 76.0% | <b>382,011</b>                           | <b>(121,416)</b>                          | 68.2%  |
| Recoveries from LCS                     | (170,470)                              | (237,867)                                | 67,397                                    |       | (237,867)                                | 67,397                                    |        |
| <b>Net Property</b>                     | <b>90,124</b>                          | <b>105,025</b>                           | <b>(14,902)</b>                           | 85.8% | <b>144,143</b>                           | <b>(54,020)</b>                           | 62.5%  |
| <b>General Administration</b>           |  |  |   |       |  |   |        |
| Administrative Staff                    | 110,493                                | 119,890                                  | (9,397)                                   | 92.2% | 108,250                                  | 2,243                                     | 102.1% |
| Information Technology                  | 8,800                                  | 11,097                                   | (2,297)                                   |       | 7,000                                    | 1,800                                     |        |
| Office                                  | 5,000                                  | (1,104)                                  | 6,104                                     |       | 15,150                                   | (10,150)                                  |        |
| Fund Raising                            | 6,252                                  | 6,675                                    | (423)                                     |       | 267                                      | 5,985                                     |        |
| Legal & Professional                    | 1,000                                  | 5,913                                    | (4,913)                                   |       | 18,333                                   | (17,333)                                  |        |
| <b>Administrative Total</b>             | <b>131,545</b>                         | <b>142,471</b>                           | <b>(10,926)</b>                           | 92.3% | <b>149,000</b>                           | <b>(17,455)</b>                           | 88.3%  |
| <b>Finance</b>                          |  |  |   |       |  |   |        |
| Mortgage Interest                       | 23,200                                 | 25,644                                   | (2,444)                                   |       | 25,510                                   | (2,310)                                   |        |
| Bank Fees                               | 1,200                                  | 1,189                                    | 11  |       | 9,000                                    | (7,800)                                   |        |
| <b>Finance Expense</b>                  | <b>24,400</b>                          | <b>26,833</b>                            | <b>(2,433)</b>                            | 90.9% | <b>34,510</b>                            | <b>(10,110)</b>                           | 70.7%  |
| <b>Total Operating Expenses</b>         | <b>\$ 633,686</b>                      | <b>\$ 831,360</b>                        | <b>\$ (197,674)</b>                       | 76.2% | <b>\$ 879,014</b>                        | <b>\$ (245,328)</b>                       | 72.1%  |
| <b>Cash Operating Surplus/(Deficit)</b> | <b>33,987</b>                          | <b>(97,991)</b>                          | <b>131,977</b>                            |       | <b>(75,367)</b>                          | <b>109,353</b>                            |        |
| Amortization                            | 58,667                                 | 59,237                                   | (571)                                     |       | 58,757                                   | (90)                                      |        |
| <b>Operating Surplus (Deficit)</b>      | <b>\$ (24,680)</b>                     | <b>\$ (157,228)</b>                      | <b>\$ 132,548</b>                         |       | <b>\$ (134,123)</b>                      | <b>\$ 109,443</b>                         |        |
| <b>Reconciliation to Cash</b>           |  |  |   |       |  |   |        |
| Operating Surplus (Deficit)             | \$ (24,680)                            | \$ (157,228)                             | \$ 132,548                                |       | \$ (134,123)                             | \$ 109,443                                |        |
| Amortization                            | 58,667                                 | 59,237                                   | (571)                                     |       | 58,757                                   | (90)                                      |        |
| <b>Cash from Operations</b>             | <b>33,987</b>                          | <b>(97,991)</b>                          | <b>131,977</b>                            |       | <b>(75,367)</b>                          | <b>109,353</b>                            |        |
| <b>Capital</b>                          |  |  |   |       |  |   |        |
| Mortgage Principal Payment              | (49,000)                               | (46,004)                                 | (2,996)                                   |       | (46,000)                                 | (3,000)                                   |        |
| Capital Expenditures                    | -                                      | (332,731)                                | 332,731                                   |       | (320,000)                                | 320,000                                   |        |
| <b>Cash from/(used) for Capital</b>     | <b>(49,000)</b>                        | <b>(378,735)</b>                         | <b>329,735</b>                            |       | <b>(366,000)</b>                         | <b>317,000</b>                            |        |
| <b>Net Cashflow</b>                     | <b>\$ (15,013)</b>                     | <b>\$ (476,726)</b>                      | <b>\$ 461,712</b>                         |       | <b>\$ (441,367)</b>                      | <b>\$ 426,353</b>                         |        |

**Appendix 1** – Draft Minutes from Members Meeting held October 20, 2019

## Annual Meeting | 19.10.20

Present: 241 members, 205 constituents/guests

Danny Serhal (deacon): Welcome

Paul Meisner (elder): Opening prayer

Danny Serhal (deacon): Meeting rules, announcements, etc.

Annual Meeting Agenda Approval: Justin Fast, Keith Robinson. Carried.

June General Meeting Minutes Approval: Gerry Bettig, Charlie Lucking.

Danny Serhal (deacon): Question/comment procedure.

| Name         | Member | Question/Issue Raised                      | Response  |
|--------------|--------|--|---|
| Emily Becker | Yes    | Provision of June General Meeting Minutes. | Danny: Minutes are available at reception - more copies needed. |

June General Meeting Minutes Approval: Carried.

Justin Fast (deacon), Ademilola Olafusi (Finance Manager): Presentation of Audited Statements (walk through powerpoint/handout).

| Name            | Member | Question/Issue Raised  | Response   |
|-----------------|--------|--|--|
| Milly Drewlo    | Yes    | What is purchased with General Offering?   | Justin: Non-designated operational support.  |
| Brian Jones     | No     | Debt concern.  | Justin/Rod: Debt repayment discussions have begun. Presentation a reflection of previous year. Monies designated to debt reduction always accepted. Debt reduction plan will be made, but members/constituents will have to execute. |
| Lowell Jones    | Yes    | Verbal motion to address debt.   | Danny: Motions need to be made 30 days in advance and will be heard once on agenda.  |
| Brian Warkentin | Yes    | Comments re: by-laws, incorporation acts, compliance, etc.                                   |  |
| Darrell Rempel  | No     | Comments re: rules of meetings, agendas, motions, etc. in defense of motion to address debt. | Justin: Plan for debt reduction will be made in concert with usual budgetary process.  |

2018/2019 Audited Statements Approval: Justin Fast, Colton Magyar. Carried.

2019/2020 Auditors Appointment: Justin Fast, Ron Meisner. Carried.

Elder Report (Paul Meisner): Report on how Elders function, decision to request and accept John's resignation, statements being reviewed (sanctity of life, women in leadership).

Deacon Board Report (Danny Serhal): Report on how church is governed, deacons role, duties required of senior pastor, decision to request and accept John's resignation. Advisement of house rules.

| Name           | Member | Question/Issue Raised   | Response  |
|----------------|--------|---|---|
| Doug Kayler    | Yes    | Confusion re: agenda item.  | Danny: Deacon update.   |
| Ian Smith      | Yes    | What supports were offered to John? Was there a formal written plan?  | Rod: John had personal meetings with deacon board members and elders, external counsel. Expectations laid out in the policy governance manual.  |
| Gerald Becker  | Yes    | Did John initiate the resignation? Has it been signed? Is the decision reversible?  | Danny: No. Not yet, but he's indicated he would sign. No.   |
| Darrell Rempel | No     | Where, when and how was John informed of decision? Was he provided with reasons?  | Danny: John asked to meet with the deacon board Thursday at 3pm at HR consultant office. Advisement of termination options. Best option for John and the church was requesting his resignation. Not in that moment, but many previous conversation had been held. |
| Jared Esser    | Yes    | Specific biblical basis used when dismissing John? What doctrine was used?  | Paul: John did nothing theologically wrong. However, stating specific reasons would be inappropriate and unbiblical in terms of protecting John and his family.   |
| Del Duffield   | Yes    | Comments re: previous situations, John/Chopper issue, potential losses (offering, attendance) and length of time to get another pastor. |   |
| Jason Palmer   | No     | How was this handled with love? And, comments about how Chopper and John were handled differently.                                      | Mark: Spoke of his own situation and how he was with John to ensure it was handled with love.   |
| Roger Montes   | No     | What is going to happen in the future as it seems the current model is set up to fail?  | Danny: It needs to change, not sure how yet.  |

|                 |     |  |   |
|-----------------|-----|--|---|
| Emily Becker    | Yes | Was a 3rd part Christian mediator sought so that this was less corporate?  | Danny/Rod: A mediator was not sought. Situation was handled with prayer, not corporately.   |
| Brian Warkentin | Yes | Comments re: by-laws, incorporation acts, compliance, etc. Would John come back if this board was removed.   | Rod: Proposals can be writted to the board. John would not want this church split up.   |
| Al Bernier      | No  | Comments about previous situations and request for truthful communication.   | Rod: Email was difficult to compose. Wanted to be brief/factual due opportunity for discussion at meeting.                            |
| Ria Seitler     | No  | Have you acted in a dignified manner? Not participated in double speech? Comments about struggling with trust, releasing hope of John returning, being in unity with God and giving Him glory. | Deacons/elders: Yes.  |
| Cameron Kerney  | Yes | What amount of fasting and prayer happened prior to the decision?  | Rod: Deacons and elders spent many meetings on their knees in prayer prior to the decision.   |
| Colton Magyar   | Yes | What steps will be taken to move forward?  | Rod: Will review what have learned and make a plan. Interim leadership has been put in place to help the directors manage the church. |
| Jason Daase     | Yes | Has a proposal. Comments on his response to decision and discussion with John. Called on staff to share reasons for inability to work with John.   | Debra: Comments on her experience.  |
| Matt Penner     | Yes | Thanked the deacon board and elders for all their work and for protecting John.  |   |
| Loralee Dyck    | Yes | What date was the vote taken to remove John?   | Danny: Thursday, October 10.  |
| Cynthia Davies  | Yes | Comments about not being perfect, leaning on God and standing together as the body of Christ.  |   |
| Adam Long       | Yes | Comments about the expectations of the senior pastor position being too vast.  |   |

|                    |     |   |   |
|--------------------|-----|---|---|
| Brenda Charach     | Yes | What practical steps will be taken to address the structural issues and the pattern of behaviour? | Danny/Justin: Structural issue answered earlier. Deacon board conduct determined by policies in place. Objectively reviewed John's performance. And, to the extent possible, reviewed deacon conduct as well. |
| Doug Cook          | Yes | Is there a plan to cover this interim situation?  | Danny: Steve Martens has placed in the CEO role to assist administratively.   |
| Jennifer Rempel    | No  | Comments about the deacons needing to represent the people.                                       |   |
| Ron Anderson       | No  | Can the decision be reversed?   | Danny: No.  |
| Florence Warkentin | Yes | Comments about John being willing to come back and not know why he was fired.                     |   |
| Ken Dulmage        | Yes | Is there a chance for John to say good bye?   | Danny: Yes, possible, but unsure how to schedule.   |

Motion to adjourn: Lori Bettig, ???. Carried.

Danny Serhal (deacon): We're going to relocate ourselves, the deacons and elders, and be available to answer questions.

Dick Stephens (elder): Closing prayer

## **Appendix 2 – Deacon Candidate Profiles**

## CURRENT DEACON BOARD

Gerry Bettig  
Stefan Dirks  
Justin Fast  
Ted Hull\*  
Charlie Lucking  
Ron Meisner\*  
Rod Neustaedter\*  
Harold Penner\*  
Danny Serhal (Chairman)  
Dino Silvestri\*

\*Term is complete August 2020.

The Deacon Board Nominating Committee is pleased to present the following candidates for election at the 2020 General Meeting.



Jason Waldner



Ron Meisner



Dino Silvestri

## DEACON CANDIDATES 2020-2021

## PRESENTING JASON WALDNER

Hi, my name is Jason Waldner and my wife's name is Suzanne. We recently got married on March 21st this year. I was born on a Hutterite Colony and spent the early years of my childhood there. When I was seven, my family left the colony and moved to Rosenort where I grew up. I moved to the city in 2014 and started working for a local electrical company, and continue to work with the same company to this day.

Before coming to Grant, I attended a small church plant in St. Boniface called Renaissance. There, I was a part of leading worship on Sunday mornings, helping set up, and helping out at their soccer drop in the community. Being a part of this small church challenged me to serve in areas that were beyond my comfort zone. In the few years I attended, I learned the importance of serving, being involved, building relationships, growing my heart to know God more, and helping others know him deeper. I started coming to Grant in 2017, and began serving on the worship team, and helping serve in the young adult community. There were times when I was overwhelmed by serving in such a large church, sometimes I asked myself, "How can I make a difference?" but I was continually challenged and encouraged by the leaders of Grant and their example.

What most excites me about the present ministries at Grant is the small groups ministry, and the CarePortal. Small groups give such a wonderful opportunity for us to be involved deeply, and be known in a smaller church context; a place where we learn to serve and grow deeper in our relationship with the Lord. The

CarePortal is an exciting opportunity where we can meet the needs of our city, and be the hands and feet of Jesus to our surrounding communities. I'm excited to be a part of Grant as we move forward. God has blessed us with wonderful leaders who are prayerfully guiding us through this time of transition.

The gifts I see that God has given me, and is growing my capacity in, are service, encouragement, and showing mercy. God has been growing my desire to disciple those who are new or growing in their faith. Lately God has been bringing people to mind in times of prayer, and challenging me



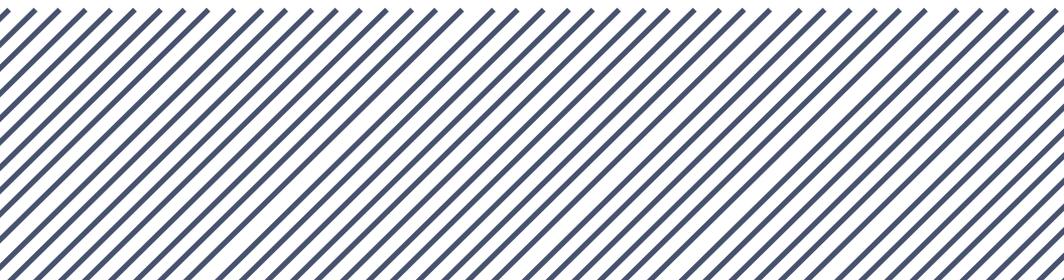
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to encourage them and find ways to serve them in their areas of need.

Two books I read this year that impacted me are "Anxious for Nothing," by John MacArthur and "A Praying Life" by Paul E. Miller. They have played a part in my growing relationship with God by teaching me more about the importance of prayer in our daily life and keeping our eyes, minds, and hearts on Jesus. In "Anxious for Nothing", MacArthur shares on the passage of 1 Peter 5:6-7, about how God instructs us that as we worship Him in prayer, bring our needs and anxieties to Him, and learn to come with a thankful heart, He grows our realization of how much we need Him. We realize we have nothing to give Him and nothing to bring from ourselves, but He is sufficient for us, and through this we learn that He loves us more than we know. "A Praying Life" overlaps on this theme

and adds on more by saying that there may be many hard seasons in our life, or joy filled ones, as well as just ordinary ones—but the same God sustains us through them all. As we look to God, and go to Him in prayer, by the power of His Spirit, He helps us take our eyes off the circumstances around us, and see the world with a new perspective, a heavenly one. One where we put our trust in God and walk with Him in faith.

God has been helping me apply what I've been learning in these two books in my life of prayer and devotion. I've been challenged to grow in my intentionality in prayer, in praying with others, and in a growing dependence on God in everyday life. Through this He has been bringing people to mind and encouraged me to serve those in my life in little ways, and putting others before myself.



## PRESENTING RON MEISNER

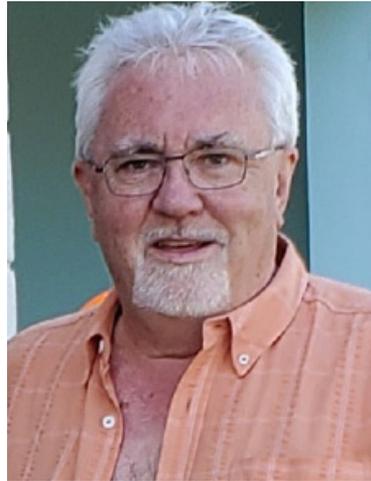
Judy & I have been married for 52 years. We have 3 adult children, 2 son-in-laws and 5 grandchildren. I operate a small business which God has blessed.

I have had the privilege of being involved in many ministry areas over the years at GMBC. I have had a number of terms serving on the Deacon Board and this is an area that I really enjoy and feel suits my gift set. I am blessed to serve along side of men who are committed to serving God and the people of the Grant Memorial Church community. I have had many mentors in this area, to whom I am very grateful.

I believe that I have the gifts of discernment, helps/serving, encouragement, leading and giving.

I have read a number of books this past year but the 2 that I am currently reading are written by Ravi Zacharias - Why Jesus and Jesus Among Secular Gods. The author has an incredible ability to explain the more complex issues facing Christianity today and at the same time he challenges me to think through the complexity of things.

I am currently going through the book of Romans in my personal devotions. I am learning to appreciate the unfathomable truths about who we are in Christ. There is so much to digest in this book and God is teaching me anew about His love for me and the freedom that we have in Him. The Bible never gets old.



## PRESENTING DINO SILVESTRI

My wife, Shannon, and I have been married for over 25 years. We have 4 children aged 19 to 12 - and our 19-year-old is engaged. I have been running Mr. Rooter Plumbing of Winnipeg for over 17 years, and prior to that taught for over 8 years, primarily in a Christian school.

We have been attending Grant for 18 years, and through that time I have been involved in Children's Ministry, Men's Ministry, the LCS Board, the LMI Board, and the Deacon Board. I love being a part of great teams, and in doing so, my commitment and involvement in Grant only continues to increase.

Since as far back as I can remember, I have had a passion for leadership, administration and helping. These gifts are clearly what God has placed in me, and I love having the opportunity to use them for His glory whenever able.

Recently I read the book "Seeking Allah, Finding Jesus" by Nabeel Qureshi. This book was fascinating, and answered many questions I had about the Muslim faith, but also the cost for some people to say "Yes" to Jesus' call on their lives. This book has really encouraged me to count the cost of following Jesus, and to be thankful and grateful for all Jesus has provided to me.

God continues to challenge me in the basics of my walk with Him - regular quiet time with Him, regular reading of His Word, and sharing His good news with those around me. During this special time during the Covid Pandemic, I have taken the opportunity to do more of those things that connect me with God, and for that I am thankful.



## **Appendix 3** – GMBC By-Laws Revised DRAFT V1

GRANT MEMORIAL BAPTIST CHURCH INC.

BY-LAWS

Grant Memorial Baptist Church Inc.  
877 Wilkes Avenue Winnipeg, MB, R3P 1B8

Passed and enacted on October 28<sup>th</sup>, 2018

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# BY – LAWS

## ARTICLE I - DEFINITIONS

### **1.01 Definitions**

The following words and terms shall have the following meanings.

- (a) “Act” shall mean *The Corporations Act*, as amended from time to time, being Chapter C225 in the Continuing Consolidation of the Statutes of Manitoba, or any act that may be substituted therefore.
- (b) “Articles” shall mean the Articles of Continuance of Grant Memorial Baptist Church Inc. issued by the Manitoba Companies Office dated June 3, 2009, and any amendments thereto from time to time.
- (c) “Church” shall mean Grant Memorial Baptist Church Inc.
- (d) “Consensus” shall mean, with regard to Meetings of the Board of Deacons, a decision arrived at as a result of a fair and open discussion where no Deacon who is entitled to vote at the Meeting objects to the matter at issue.
- (e) “Elders” shall mean the spiritual leaders of the Church as affirmed by the Membership, serving as the theological guardians and creating doctrinal position statements.
- (f) “Majority” shall mean more than fifty percent (50%).
- (g) “Special Resolution” shall mean a Resolution passed by a majority of not less than two-thirds (2/3) of the votes cast on that Resolution.

### **1.02 Interpretation**

Words and expressions not defined in these By-Laws shall have the same meaning as ascribed by the Act, unless required otherwise by the context. Words importing the singular number shall include the plural and vice versa and words importing gender shall include the masculine, feminine and neuter genders.

# BY – LAWS

## ARTICLE II - STATEMENT OF FAITH

### **2.01 The Word of God**

We believe that the Bible is the revealed Word of God, fully and verbally inspired, written under the direction of the Holy Spirit. We believe it is without error in the original manuscripts and is true and trustworthy in all that it asserts. It has supreme authority in all matters of faith and conduct.

Deut 29:29; 2 Tim 3:16-17; 2 Pet 1:20-21; 1 Sam 15:29; Ps 19:7-11, 119:130; Rom 15:4; Josh 1:8; Deut 6:6-7; John 8:31-32, 19:35, 20:31; Heb 4:12

### **2.02 The Trinity**

We believe that there is one living and true God, eternally existing in three persons—Father, Son, and Holy Spirit—that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence, and redemption.

Deut 6:4; Isa 44:6; Gen 1:1-2; Rom 1:20; John 1:1-3, 10:30; 1 Cor 8:6; 2 Cor 13:14; Col 1:15, 2:9; Luke 1:35; Matt 3:16-17, 28:19; 1 Pet 1:2; John 14:16-17, 16:13-15; Eph 4:4-6

### **2.03 God the Father**

We believe in God, the Father, an infinite, personal spirit, perfect in holiness, wisdom, power, and love. We believe that He concerns Himself mercifully in the affairs of each person, that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ.

Rom 11:33-36; 1 Tim 6:15-16; Isa 6:3; Dan 7:9-10; Matt 23:9; Eph 1:3,17-19; John 1:18, 4:24; 1 Pet 1:3; Rom 1:7; 1 Tim 1:1-2, 2:1-6; Jer 33:3; Phil 4:6-7; Luke 10:21-22; John 3:16, 6:40; Eph 2:4-6

### **2.04 God the Son**

We believe in Jesus Christ, existing eternally as God's Son. In His incarnation, He was conceived by the Holy Spirit, born of a virgin, led a sinless life, performed miracles, and taught with authority. We believe in his substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal visible return to earth. We believe that he was fully God and fully human.

John 1:1, 14, 18, 8:58; Rev 1:4, 17-18, 22:13; Dan 7:13-14; Matt 1:18-25; Luke 1:26-38; Heb 4:25; 1 Pet 2:21-23; Acts 2:22; John 3:2, 20:30-31; Mark 1:27; Matt 7:28-29; Isa 53:5; 2 Cor 5:21; Matt 20:28; Rom 5:6-8; Mark 16:6; Matt 28:5-6; Rom 6:9-10; 1 Tim 3:16; Acts 1:9; Heb 1:3; Eph 1:20-21; 1 John 2:1; Rom 8:34; Heb 7:25, 9:28; Acts 1:11; Rev 1:5-7, 20:20; Rom 9:5; John 20:28; Phil 2:6-11; Heb 2:14-18

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## **2.05 God the Holy Spirit**

We believe in the Holy Spirit, who was sent by the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify, and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ and that He is an abiding helper, teacher, and guide.

John 14:16-17, 26, 15:26, 16:7-16; Matt 3:11; John 3:5, 6:63; Rom 8:2; Tit 3:5-6; 1 Cor 6:11; 1 Pet 1:2; 2 Thess 2:13; Rom 8:11-14, 26-27; Acts 1:8; Gal 5:22-25; 1 John 4:13; Rom 8:9; 1 Cor 2:10-16, 3:16, 6:19; John 14:26

## **2.06 Angels**

We believe that angels are a distinct order of created spiritual beings; that they can appear in human form; that good angels minister to human beings and serve God as special messengers; that Satan, a fallen angel, and his evil angels (i.e. demons) whom he leads, exercise great but limited evil power in the world, and will suffer final defeat at the hands of the Lord Jesus Christ.

Ps 148:2; Isa 6:2-3; 2 Kings 6:15-17; Neh 9:6; Luke 1:11-13, 2:8-15; Dan 10:5-6, 12-14; Heb 1:14, 13:2; Gen 3:1-6, 15; Luke 10:18; 2 Pet 2:4; Jude 1:6; Eph 6:12; 1 John 4:4, 5:18-19; Rev 20:1-10; Matt 25:41

## **2.07 Creation**

We believe the Triune God created everything—both physical and spiritual—out of nothing. We believe God created human beings, male and female, in His own image and likeness and therefore with unique, intrinsic worth from conception to natural death.

Gen 1; John 1:1-3; Col 1:16-17; Heb 1:2; Job 38-41; Ps 104; Acts 17:24-26; Heb 11:3; Rev 4:11; Rom 11:36; Gen 1:26-27, 5:1-2; Ps 139:13-16; Gen 9:6

## **2.08 Humanity**

We believe Adam and Eve experienced perfect relationship with their Creator and were appointed stewards of God's good creation. We believe they sinned by choosing to disobey God. Adam's rebellion rendered all people sinful in every respect, incapable of achieving God's standard of good, and thereby brought death to the human race.

Gen 1:28-31, 2:8-9, 15-25, 3:1-24, 6:5; Rom 3:9-12, 5:12; 1 Cor 15:21-22; Rom 6:16; 2 Chron 6:36a; 1 John 1:8, 10; Mark 7:21-23; John 3:19; Ecc 9:3; Jer 13:23; Rom 8:7; Ps 51:5, 58:3; Gen 8:21; Col 1:21; Gal 6:7-8; Rom 6:23; James 1:15; Ezek 18:4; Rev 21:8

## **2.09 Regeneration**

We believe that all people are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust Jesus Christ as Saviour are regenerated by the Holy Spirit, who enters each believer's life at the time of their salvation, makes them a new creation—although the old nature is not eradicated before death—and secures them until they arrive in Heaven.

Ps 14:1-3; James 1:14; Jer 17:9; Ecc 2:11; Rom 3:19, 23, 9:22; 2 Thess 1:9; Rev 20:10, 14-15; John 3:14, 5:24, 8:12, 10:26; Prov 28:13; Acts 2:38, 3:19, 11:18; 17:30-31; 20:21; Ps 51:7; Rom 3:23-24, 5:19; 1 John 1:9; Rom 8:1-2; 2 Cor 5:17; John 1:13, 3:16, 6:39; 1 Peter 1:4-5; Eph 1:13-14

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## **2.10 The Church**

We believe in the universal church, the living spiritual body of which Christ is the Head and all regenerated persons are members. We believe in the local church, consisting of a community of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, ministry, and fellowship. We believe that the mission of the church is to edify believers in order to bring the good news of Jesus Christ into our lost world.

1 Cor 12:12, 27; Eph 1:22-23, 2:19-22, 4:11-16, 5:19-21, 23, 25-27, 29-32; Acts 2:41-47; Heb 10:23-25; Acts 1:8; Matt 28:18-20

## **2.11 Ordinances**

We believe that the Lord Jesus Christ has committed two ordinances to the local church: baptism and the Lord's Supper. We believe in Christian baptism as the immersion of a believer in water in the name of the triune God. Baptism is a public witness to the believer's spiritual baptism by which the Holy Spirit places him or her in union with Christ in His death, burial and resurrection. We believe that the Lord's Supper was instituted by Christ in order to remember His death. We believe that these two ordinances should be observed and celebrated until the return of the Lord Jesus Christ.

Matt 28:19; Acts 2:38, 8:12; 10:48; Gal 3:26-27; Rom 6:3-5; Matt 28:26-28; Mark 14:22-24; Luke 22:19-20; Jer 31:31; John 6:51, 53-54; 1 Cor 11:23-26

## **2.12 Christian Conduct**

We believe that Christians should live for the glory of God and the well-being of others; that their conduct should be a good testimony before the world; that they should be faithful stewards of their possessions; and that they should seek to realize for themselves and others the full stature of maturity in Christ.

1 Cor 10:31; 1 Pet 2:11-17, 3:8, 4:1-11; Rom 12:1-3; John 14:15, 23-24; 1 John 2:3-6; 2 Cor 9:6-9; 1 Cor 4:2; Col 1:9-11, 3:15-17; Heb 12:1-2; Rom 14:19; 1 Thess 5:11; Eph 4:15-16, 29

## **2.13 Marriage & Family**

We believe the Bible teaches that marriage refers to the covenant relationship between one biological man and one biological woman, as instituted by God in the beginning, to the exclusion of all others. We affirm the family as the basic unit of society and seek to preserve the integrity of the family and its stability.

Gen 2:23-24; Matt 19:4-6; Mark 10:6-9; 1 Cor 7:2-6, 10-11; 1 Tim 3:2, 12; Tit 1:6; Rom 1:26-32; Lev 18:22; 1 Cor 6:9-10; Ps 127:3, 128:1-4; Prov 22:6; Deut 6:6-7; Col 3:18-21; Eph 5:33-6:4; Deut 5:16

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## **2.14 Religious Freedom**

We believe that every person is directly responsible to God. Believers should be free to covenant together in autonomous congregations without undue interference from any ecclesiastical or government authority. While respecting the authority of government, we affirm the responsibility of the church to speak into the public forum. In matters of disagreement between Scripture and government, we believe we must obey God.

Rom 3:19, 14:7-9, 12; 2 Cor 5:10; Matt 16:24-27; Rom 13:1-7; 1 Tim 2:1-3; Tit 3:1-2; 1 Pet 2:13-17; Jer 29:7; Phil 2:9-11, 3:20; Acts 4:19-20, 5:29, 17:11; 24:10-26; Ex 1:17; Dan 2:20-21, 3:1-30, 6:1-28; Rev 2:10

## **2.15 Church Cooperation**

We believe that local churches can best promote the cause of Jesus Christ by cooperating with one another in an association of likeminded congregations. They may likewise cooperate with inter- denominational fellowships on a voluntary, independent basis, provided that the Gospel is not compromised.

Ps 133:1; Phil 1:5, 7, 27, 2:1-2; Rom 16:1-16; Acts 15:36, 41, 16:5; Rom 1:11-12, 12:13; 1 Cor 16:1; 2 Cor 8:1-4; Rev 1:4, 10-11; Gal 1:1-3; 1 Pet 1:1-2; Rom 14:1, 4, 10; 2 Cor 6:14-16

## **2.16 Last Things**

We believe in the rapture of the Church, the personal and visible return of the Lord Jesus Christ to earth and the establishment of His kingdom. We believe in the resurrection of the body, the final judgment, the endless suffering of the unbeliever in Hell and the eternal joy of the believer in the presence of God.

Acts 1:11; Matt 16:27; Mark 14:62; Dan 7:13-14; Rev 1:7; Tit 2:13; Phil 3:20; Luke 1:33; Isa 9:6-7, 11:3-9, 52:13-15; 1 Thess 4:14-17; 2 Tim 4:1; 1 Cor 4:5, 15:23-28, 35-57; 2 Pet 3:7; Isa 66:15-16, 22-24; 2 Thess 1:7-10; Rev 20:4-6, 11-15; Matt 25:46; Dan 7:9-10; 2 Pet 3:7; Heb 12:22-28; Rom 8:21; 2 Pet 3:10-13; John 14:3; Rev 21:1-22:5

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## ARTICLE III - PURPOSES AND PHILOSOPHY

### **3.01 Purposes**

The Church's purposes are as follows:

- (a) The worship of Almighty God as revealed through the Bible;
- (b) The fellowship of Christian believers;
- (c) The preaching of the Gospel of Jesus Christ unto salvation of the lost at home and abroad;
- (d) The teaching and training of Christian believers in the development of a consistent Christian character and personal ministry;
- (e) The equipping and supplying of Christian believers to assist them in their personal and joint ministries; and,
- (f) To do all such things as are incidental or conducive to the attainment of the above as the Church may deem necessary from time to time.

### **3.02 Philosophy**

The Church's philosophy of ministry is to equip and edify believers to the end that they multiply, unite and mature in their Christian faith (*Ephesians 4:11-13*).

## ARTICLE IV - MEMBERSHIP

### **4.01 Membership**

In order to qualify for Membership in the Church, a person shall:

- (a) Express faith in Jesus Christ as their personal Saviour and Lord;
- (b) Have been baptized by immersion upon the public confession of their faith in Jesus Christ as their personal Saviour and Lord;
- (c) Express full acceptance of the Statement of Faith as set forth in these By-Laws;
- (d) Express agreement to abide by these By-Laws; and,
- (e) Attend an orientation class designed to ensure their understanding of the Statement of Faith, these By-Laws and their responsibilities and privileges upon becoming a Member.

### **4.02 Non-immersion Baptism**

Notwithstanding Section 4.01(b), a person who has been previously baptized as a professing believer in another recognized evangelical church by sprinkling or pouring may qualify for Membership in the Church upon the recommendation of the Board of Deacons provided that the person agrees to:

- (a) Endorse the practice of immersion as the Biblical model of believers' baptism; and,
- (b) Teach immersion as the Biblical model of believers' baptism.

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## **4.03 Interview**

A person that meets the qualifications for Membership in the Church shall be interviewed by at least one (1) Elder, at least one (1) Deacon and at least one (1) Member to confirm that the person meets the Membership qualifications.

## **4.04 Board of Deacons Approval**

Upon recommendation to the Board of Deacons by those who conducted the interview, and upon Majority affirmative vote of the Board of Deacons, a person shall be admitted into the Membership of the Church

## **4.05 Introduction**

As soon as reasonably practical after being granted Membership, new Members shall be introduced and welcomed into the membership of the Church at a worship service that includes the Lord's Supper or a baptism as part of the order of service.

## **4.06 Not Transferable**

Membership in the Church shall not be transferrable, neither from one person to another, nor to or from the Church to another church.

## **4.07 Privileges and Responsibilities**

- (a) Voting and Holding Office: Subject to the provisions of Section 6.01(a), all active Members who have reached their eighteenth (18th) birthday are eligible to vote and to hold elected or appointed offices of the Church.
- (b)
  - (i) Acknowledgement of the Headship of Jesus Christ: All Members, being members also of the universal Church, whose Head is Christ, shall recognize Jesus as Lord in all manner of life and conduct.
  - (ii) Acknowledgement of Church Authorities: All Members shall recognize the authority of the various officers of the Church as given by Scripture and/or these By-Laws.
  - (iii) Exercise of Spiritual Gifts: All Members shall seek to discover and use their spiritual gifts to further the work of the local and universal Church. They shall seek to avail themselves of the training and equipping ministries of the Church to that end.
  - (iv) Support of the Local Church: All Members shall seek to understand and support the ministry of the Church in accordance with the direction of the Holy Spirit in their personal life.

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## **4.08 Voluntary Withdrawal**

- (a) A Member who changes their belief so as to become opposed to the Statement of Faith as set forth in these By-Laws and of the Purposes and Philosophy of the Church is encouraged to voluntarily withdraw from Membership to minimize disruption to the Church.
- (b) A Member may also voluntarily withdraw from Membership for any other reason.
- (c) Notice of voluntary withdrawal should be given in writing to the Secretary of the Board of Deacons.

## **4.09 Termination of Membership**

- (a) A Member may voluntarily terminate their Membership by providing their resignation in writing to the Secretary of the Board of Deacons.
- (b) A Member will be deemed to have terminated their Membership upon the Board of Deacons receiving satisfactory verification that the Member has joined another church.
- (c) The Board of Deacons shall have authority to remove persons from Membership in instances where it has determined, in its sole and absolute discretion, that such persons have failed to adhere to the responsibilities of Membership.

## **4.10 Restoration of Membership**

A person, who has had their Membership terminated, may have their Membership restored in accordance with the provisions of Section 4.01 through 4.04 inclusive herein.

## **4.11 Transitional Provision**

A person that is a Member of the Church as at the date these By-Laws come into force and effect shall be a Member of the Church.

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## ARTICLE V - MEMBERSHIP MEETINGS

### **5.01 Annual Meetings**

- (b) The Membership of the Church shall meet at least twice annually:
  - (i) Once prior to the end of each fiscal year to:
    - (1) elect Deacons;
    - (2) vote to affirm the Church ministry plan for the upcoming year; and,
    - (3) vote to affirm the Church budget for the upcoming year.
  - (ii) Once subsequent to the end of each fiscal year and on or before December 31<sup>st</sup> to:
    - (1) receive and approve the annual financial statement for the most recently completed fiscal year; and,
    - (2) appoint an independent auditor or auditing firm.
- (c) Other Membership Meetings may be held as required from time to time to conduct the affairs of the Membership.

### **5.02 Notice**

- (a) The Moderator shall be required to give notice of Membership Meetings.
- (b) Notice of Membership Meetings shall be given to the Membership at least twenty-one (21) days before the date appointed for the holding of the Meeting, with such notice being given by verbal notice provided during all regular Church services during that period, and also given by written notice in all regular Church written communications during that period.
- (c) The Agenda for a Membership Meeting, together with the Minutes of the immediately preceding Membership Meeting, shall be provided before the Membership Meeting to any Member upon their request.

### **5.03 Omission of Notice**

The accidental omission to give notice as required by Section 5.02 shall not invalidate any business transacted at any Membership Meeting, unless otherwise provided by the Members in attendance at the Membership Meeting.

### **5.04 Deemed Meeting of Full Membership**

All Membership Meetings shall be deemed to be Meetings of the full Membership.

### **5.05 Quorum**

- (a) A quorum for the transaction of business at all Membership Meetings shall be constituted by the attendance in person of not less than twenty percent (20%) of the total number of Members as at date of that Membership Meeting.

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- (b) In the event a quorum does not exist, the Membership Meeting shall be adjourned for one (1) week, at which time the Members present in person shall constitute a quorum.

## **5.06 Chairman**

- (a) The Moderator shall act as Chairman of all Membership Meetings.
- (b) In the Moderator's absence, the Vice-Moderator or authorized delegate of the Board of Deacons shall act as Chairman of a Membership Meeting.

## **5.07 Rules of Order**

The Moderator shall specify the Rules of Order by which Membership Meetings are to be conducted.

## **5.08 Voting Rights**

At all Membership Meetings, each Member shall be entitled to one (1) vote on each motion or resolution.

## **5.09 Voting**

- (a) Voting may be by show of hands, or, upon the request of any Member, shall be by way of secret ballot.
- (b) Unless otherwise required by the Act or these By-Laws, all motions and resolutions arising at any Membership Meeting shall be decided by a Majority of votes of the Members in attendance at the Membership Meeting.
- (c) In the event of a tie vote, the Moderator shall be entitled to a second or casting vote.

## **5.10 Proxy Voting**

Voting by proxy shall be permitted at Membership Meetings by means of written proxy (in the form as approved from time to time by the Board of Deacons in their sole and absolute discretion) given to one (1) other Member, provided however there shall be no advance or absentee voting at Membership Meetings.

## **5.11 Binding upon Membership**

The motions and resolutions adopted and approved by the Members in attendance at all Membership Meetings shall be binding upon the full Membership.

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## 5.12 Non-Members

- (a) Non-Members may attend Membership Meetings, but shall not participate in Membership Meetings in any manner whatsoever including, without limitation, non-Members may not participate in any discussions, motions and resolutions arising at any Membership Meeting and are not entitled to any voting rights.
- (b) Notwithstanding Section 5.12(a), the Chairman of the Membership Meeting may authorize non-Members to participate in any discussions, motions and resolutions arising at the Membership Meeting and may call upon non-Members to express their opinion on any motions and resolutions arising at the Membership Meeting by means of a vote of the non- Members, which vote however shall be non-binding and have no force or effect whatsoever upon the motions and resolutions being considered by the Membership.

## 5.13 Records and Minutes

A record of all Membership Meetings as to notice, dates announced, purpose, Chairman of the Membership Meeting, transpired business, resolutions and motions and voting results shall be maintained in permanent form by the Secretary of the Board of Deacons.

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## ARTICLE VI - BOARD OF DEACONS

### **6.01 Composition**

- (a) The Board of Deacons shall consist of a minimum of seven (7) and a maximum of fifteen (15) men elected from the Membership to represent them in accordance with these By-Laws.
- (b) Subject to Section 6.01(a), the specific number of Deacons comprising the Board of Deacons from time to time shall be determined in the sole and absolute discretion of the Board of Deacons.
- (c) The Board of Deacons shall be composed such that more than fifty percent (50%) of the Deacons are at “arm’s length” with each other as defined in Section 251 of the *Income Tax Act* (Canada).

### **6.02 Responsibilities**

With the exception of those matters stated in the Act and in these By-Laws to remain within the authority of the Members, the Board of Deacons shall be responsible to govern on behalf of the Membership from whom it has received its legal authority to govern. The Board of Deacons shall be responsible to call and hire all those who report to the Board of Deacons, who in turn require affirmation by the Members.

### **6.03 Qualifications**

The Deacons shall meet the following qualifications:

- (a) Member of the Church in good standing for a minimum of one (1) year;
- (b) At least eighteen (18) years of age;
- (c) Resident of Canada;
- (d) Not be an “ineligible individual” as defined in Section 149.1(1) of the *Income Tax Act* (Canada);
- (e) Not of unsound mind and/or not having been so found by a Court in Canada or elsewhere;
- (f) Not bankrupt; and
- (g) Meet the Biblical qualifications for a Deacon (*1 Timothy 3:8-13; Acts 6:1-6*).

### **6.04 Nomination**

- (a) The Board of Deacons shall select three (3) Deacons and three (3) Members to form a committee to nominate (the “Deacon Nominating Committee”) from the Membership persons to stand for election as Deacons as required from time to time.
- (b) A Deacon shall chair the Deacon Nominating Committee.

### **6.05 Transitional Provision**

Those persons that are Deacons as at the date these By-Laws come into force and effect shall continue to serve as Deacons for the remainder of the respective terms for which they were each elected.

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## **6.06 Appointment and Terms**

- (a) A Deacon shall be elected by the Membership for a term of three (3) years.
- (b) As far as practicable, one-third (1/3) of the Board of Deacons shall be elected each year.
- (c) There shall be no limitation on the number of terms, consecutive or otherwise, that a Deacon may serve on the Board of Deacons.

## **6.07 Chairman**

- (a) The Board of Deacons shall annually appoint one of the Deacons to serve as the Chairman of the Board of Deacons.
- (b) The Chairman of the Board of Deacons shall be the Moderator of the Church.

## **6.08 Vice-Chairman**

The Board of Deacons shall annually appoint one of the Deacons to serve as the Vice-Chairman of the Board of Deacons.

## **6.09 Secretary**

- (a) The Board of Deacons shall annually appoint one of the Deacons to serve as the Secretary of the Board of Deacons.
- (b) The Secretary of the Board of Deacons shall maintain a record of the proceedings and minutes of the Meetings of the Board of Deacons.

## **6.10 Meetings**

- (a) The Board of Deacons shall meet at a minimum of six (6) times annually.
- (b) Additional Meetings of the Board of Deacons may be held when determined, in the sole and absolute discretion of the Chairman of the Board of Deacons, that any such additional Meetings are necessary, advisable, beneficial, or in the best interests of the Church.
- (c) All Meetings of the Board of Deacons shall occur at such times and places as determined in the sole and absolute discretion of the Chairman of the Board of Deacons.

## **6.11 Notice**

- (a) Notice of all Meetings of the Board of Deacons, specifying the time and place thereof, shall be delivered, faxed or emailed to each Deacon not less than seven (7) days before the Meeting is to take place, or shall be mailed to each Deacon not less than fourteen (14) days before the Board Meeting is to take place.
- (b) In the computation of time for the giving of notices of all Meetings of the Board of Deacons, the day on which the notice of the specific Meeting is given is excluded from such computation, and the day on which the notice indicates the specific Meeting is to be held is included in such computation.
- (c) No notice of any Meeting of the Board of Deacons shall be necessary if all the Deacons are present, or if those absent have signified their consent to the Meeting being held in their absence.

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- (d) A Meeting of the Board of Deacons may be held at the close of every Membership Meeting without notice.

## **6.12 Accidental Omission of Notice**

- (a) The accidental omission to give notice as required by Section 6.11 and/or non-receipt of such notice by any Deacon shall not invalidate any business transacted at any Meeting of the Board of Deacons, unless otherwise provided by the Deacons in attendance at the Meeting of the Board of Deacons.
- (b) Any Deacon may at any time waive notice of a Meeting of the Board of Deacons and may ratify and approve any or all proceedings taken.

## **6.13 Deemed Meeting of Full Board of Deacons**

All Meetings of the Board of Deacons shall be deemed to be Meetings of the full Board of Deacons.

## **6.14 Quorum**

- (a) At all Meetings of the Board of Deacons, a quorum for the transaction of business at any such Meeting shall be constituted by the attendance in person of not less than a Majority of the total number of the Deacons as at date of that Meeting.
- (b) In the absence of a quorum, the Meeting shall be adjourned to a date thereafter fixed at the Meeting, of which adjourned Meeting notice shall be given in the form and manner prescribed by Section 6.11, and at such adjourned Meeting the Deacons present in person shall constitute a quorum.

## **6.15 Meetings by Electronic Means**

Meetings of the Board of Deacons may be held entirely by means of a telephonic, an electronic or other communication facility that permits all participants to communicate adequately with each other during the Meeting, and a Deacon so participating in such a Meeting is deemed to be present at the Meeting and is thus entitled to vote at that Meeting as if such Deacon was present in person.

## **6.16 Voting**

- (a) The Board of Deacons shall endeavor to reach decisions by Consensus, however in the event that no Consensus is reached with regard to a particular motion or resolution then any Deacon may require that the motion or resolution be voted upon by the Board of Deacons.
- (b) Unless otherwise required by the Act or these By-Laws, each motion or resolution arising at any Meeting of the Board of Deacons shall be decided by a Majority of votes.
- (c) Each Deacon shall be entitled to one (1) vote on each motion or resolution
- (d) There shall be no proxy voting at Meetings of the Board of Deacons.

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## **6.17 Manner of Voting**

- (a) Votes on motions or resolutions may be taken by the Board of Deacons by:
  - (i) a show of hands;
  - (ii) a ballot, which may be requested by any Deacon and which ballot shall occur as determined in the sole and absolute discretion of the Chairman of the Board of Deacons; or,
  - (iii) a telephonic, an electronic or other communication facility, if the Board of Deacons makes available such a communication facility, and any Deacon participating in a Meeting of the Board of Deacons by electronic means as set forth in Section 6.15 and entitled to vote at that Meeting may vote by such means.
- (b) The result of the vote on the motion or resolution shall be entered in the minutes of the Meeting of the Board of Deacons and such entry shall be conclusive evidence of the fact without recording the number or proportion of the votes recorded in favour of or against any motion or resolution, unless otherwise requested by a Deacon.

## **6.18 Conflict of Interest Disclosure**

- (a) A Deacon shall disclose to the Board of Deacons any matter which is or might reasonably be seen to be a conflict of his personal interests with the interests of the Church.
- (b) On all matters of conflicting personal interest, a Deacon shall refrain from the discussion and voting on such matters at both Meetings of the Board of Deacons and Membership Meetings.

## **6.19 Binding upon Full Board of Deacons**

The motions or resolutions adopted and approved by the Deacons actually in attendance at all Meetings of the Board of Deacons shall be binding upon the full Board of Deacons.

## **6.20 Disqualification**

A Deacon that fails to continue meeting the qualifications as required by Section 6.03 shall be disqualified from continuing to serve as a Deacon, and immediately ceases to be a Deacon.

## **6.21 Removal**

Upon approval of two-thirds (2/3) of the Deacons in attendance at a Meeting of the Board of Deacons, a Deacon may be removed as a Deacon where, in the opinion of the Board of Deacons:

- (a) The Deacon fails to attend regular meetings of the Board of Deacons without reasonable cause; or,
- (b) the Deacon has conduct which impairs his service as a member of the Board of Deacons.

## **6.22 Resignation**

- (a) A Deacon may resign by written notice to the Chairman of the Board of Deacons.
- (b) The Chairman of the Board of Deacons may resign by written notice to the Secretary of the Board of Deacons.

# BY – LAWS

## **6.23 Vacancy**

- (a) A vacancy in the office of a Deacon shall occur where any of the following occurs:
  - (i) the Deacon is disqualified pursuant to Section 6.20.
  - (ii) the Deacon is removed pursuant to Section 6.21.
  - (iii) the Deacon resigns pursuant to Section 6.22.
  - (iv) the Deacon dies.
- (b) In the event of a vacancy for any of the foregoing reasons, the Board of Deacons may appoint a replacement Deacon to serve the remaining term of the vacating Deacon, provided however such appointment shall be confirmed at the next Membership Meeting by a confirming vote of the Members.

# BY – LAWS

## ARTICLE VII - LEAD PASTOR(S)

### **7.01 Lead Pastor(s)**

The Board of Deacons shall call the Lead Pastor(s), who shall be affirmed at a Membership Meeting by an affirming vote of the Members, with the number and/or percentage that constitutes an affirming vote of the Members being established in advance by mutual agreement of the Board of Deacons and the candidate for Lead Pastor(s).

### **7.02 Responsibilities**

The Lead Pastor(s) shall:

- (a) Serve and minister to the Church of Jesus Christ through the Church.
- (b) Lead and administer the affairs of the Church in accordance with the Bible and these By-Laws.
- (c) Serve as an Elder(s).
- (d) Subject to motions or resolutions adopted and approved by the Board of Deacons placing limitations thereon, have the exclusive authority to administer, direct and govern the operations of the Church including, without limitation, the exclusive authority to manage pastoral staff and non-pastoral staff of the Church as defined in the organizational structure, including:
  - (i) hiring pastoral staff and non-pastoral staff;
  - (ii) determining the salary, benefits and other terms of employment of pastoral and non-pastoral staff (with the exception of determining the Lead Pastor's salary, benefits and other terms of employment); and
  - (iii) terminating the employment of pastoral staff and non-pastoral staff.

### **7.03 Accountability**

The Lead Pastor(s) shall be accountable to the Board of Deacons, and shall report to the Board of Deacons concerning his ministry and administration.

### **7.04 Ex-officio Attendance at Board of Deacons Meetings**

The Lead Pastor(s) or his designate from the staff shall attend all Meetings of the Board of Deacons, may participate in all discussions at such Meetings, but shall not be entitled to any vote at such Meetings.

### **7.05 Resignation**

The Lead Pastor(s) may resign by written notice to the Chairman of the Board of Deacons.

# BY – LAWS

## 7.06 Termination

The employment of the Lead Pastor(s) may be terminated by Consensus of the Board of Deacons, however in the event that no Consensus is reached, the employment of the Lead Pastor(s) may be terminated upon approval of a Majority of the Deacons in attendance at a Meeting of the Board of Deacons.

## 7.07 Vacancy

If at any time there is a vacancy in a position of Lead Pastor(s), an Interim Lead Pastor(s) shall be appointed by Consensus of the Board of Deacons, however in the event that no Consensus is reached, an Interim Lead Pastor(s) shall be appointed upon approval of a Majority of the Deacons in attendance at a Meeting of the Board of Deacons.

# BY – LAWS

## ARTICLE VIII - LEGAL MATTERS

### **8.01 Organization and Charitable Registration**

The Church was organized in 1894, registered on September 8, 1924 as a religious society under the laws of the Province of Manitoba, and continued on June 3, 2009 as a non-profit Manitoba corporation.

The Church is registered as a charity under the Income Tax Act (Canada) and maintains charitable registration no. 118946318 RR0001.

### **8.02 Affiliation**

The church is a member of the Baptist General Conference – Central Canada Inc. and the Baptist General Conference of Canada. The Church desires to co-operate with all other groups of believers who are in basic agreement with the Church's Statement of Faith.

### **8.03 Directors**

For all legal purposes, the Directors of the Church shall be the Board of Deacons, but excluding the Lead Pastor(s).

### **8.04 Officers**

For all legal purposes, the Officers of the Church shall be the following:

- (a) Moderator (being the Chairman of the Board of Deacons).
- (b) Vice-Moderator (being the Vice-Chairman of the Board of Deacons).
- (c) Secretary (being the Secretary of the Board of Deacons).
- (d) Treasurer (being the Chief Financial Officer of the Church).

### **8.05 Limitation of Liability**

No Director or Officer shall be liable for the acts, receipts, omissions, failures, neglects or defaults of any other Director, Officer or employee, or for joining in any receipt or act for conformity or for any loss, damage or misfortune whatever occasioned by any error of judgment or oversight on the part of such Director or Officer, or for any other loss, damage or misfortune which shall happen in the execution of the duties of office or in relation thereto, including any loss, damage or expense suffered or incurred by or happening to the Church through the insufficiency or deficiency of title to any property acquired for or on behalf of the Church, or for the insufficiency or deficiency of any security in or upon which any of the moneys of the Church shall be placed out or invested, or for any loss or damage arising from the bankruptcy, insolvency or tortuous acts of any person with whom any of the moneys, securities or effects of the Church shall be lodged or deposited.

# BY – LAWS

Nothing herein shall relieve any Director or Officer from the duty to act in accordance with the Act or from liability for any breach thereof. The Directors shall not be under any duty or responsibility in respect of any contract, act or transaction, made, done or entered into on behalf of the Church, except such as shall have been submitted to and authorized or approved by the Board of Deacons. If any Director or Officer of the Church shall be employed by or shall perform services for the Church otherwise than as a Director or Officer or shall be a member of a firm or a shareholder, director or officer of a body corporate which is employed by or performs services for the Church, the fact of such Director or Officer being a shareholder, director or officer of the corporation shall not disentitle such Director or Officer or such firm or body corporate, as the case may be, from receiving proper remuneration for such services.

## **8.06 Indemnification**

Subject to the limitations contained in the Act, the Church shall indemnify a Director or Officer, a former Director or Officer, or a person who undertakes or has undertaken any liability on behalf of the Church, and his or her heirs and legal representatives, against all costs, charges and expenses, including an amount paid to settle an action or satisfy a judgment, reasonably incurred by that person in respect of any civil, criminal or administrative action or proceeding to which such person is made a party by reason of being or having been a Director or Officer of the Church if:

- (a) such person acted honestly and in good faith with a view to the best interests of the Church; and
- (b) in the case of a criminal or administrative action or proceeding that is enforced by a monetary penalty, such person had reasonable grounds for believing that his or her conduct was lawful.

The Church shall indemnify any person referred to above who fulfills the conditions contained in (a) and (b) above and who has been substantially successful on the merits in the defence of any civil, criminal or administrative action or proceeding to which such person is made a party by reason of his or her being or having been a Director or Officer of the Church, against all costs, charges and expenses reasonably incurred by such person in connection with the defence of such action or proceeding.

The Church may also indemnify such persons in such other circumstances as the Act or other applicable law permits or requires. Nothing in these By-Laws shall limit the right of any person entitled to indemnity to claim indemnity apart from the provisions of these By-Laws. The Church is hereby authorized to execute agreements evidencing its indemnity in favour of the foregoing persons to the full extent permitted by law.

## **8.07 Insurance**

To the extent permitted by the Act and other applicable law, the Church may purchase and maintain insurance for the benefit of any person referred to in Section 8.06 against such liability as the Board of Deacons may determine from time to time.

## **8.08 Signing of Instruments other than Cheques**

- (a) The Board of Deacons may, on behalf of the Church, sign contracts, documents and instruments in writing generally or sign specific contracts, documents or instruments in writing, which when so signed, shall be binding upon the Church without any further authorization or formality.

# BY – LAWS

- (b) The Board of Deacons may also designate Officer(s) and/or administrative staff, on behalf of the Church, to sign contracts, documents and instruments in writing generally or to sign specific contracts, documents or instruments in writing, which when so signed, shall be binding upon the Church without any further authorization or formality.

## **8.09 Corporate Seal**

The seal, an impression whereof is stamped in the margin hereof, shall be the seal of the Church.

## **8.10 Use of Corporate Seal**

The corporate seal of the Church may, when required, be affixed to contracts, documents or instruments in writing signed by any such Officer(s) or person(s) so authorized by the Board of Deacons.

## **8.11 Validity not affected**

It shall not be a prerequisite to the validity of any contract, document or instrument in writing that it be impressed with the corporate seal of the Church, and all contracts, documents or instruments in writing signed by the Board of Deacons or by authorized Officer(s) or person(s) of the Church shall be as effectual as if signed under the corporate seal and shall bind the Church to the same extent.

## **8.12 Facsimile or Electronic Seal**

The Board of Deacons may authorize the use of a facsimile or electronic seal and may designate the Officer(s) or person(s) authorized to affix the same on behalf of the Church.

## **8.13 Real and Personal Property**

The Church shall have the power to receive, either by gift or purchase, and to hold such real and personal property in the name of the Church as is authorized by the laws of Manitoba and as is deemed necessary for the activities and operations of the Church, and shall have the further power to dispose of such property by mortgage, deed, or otherwise.

## **8.14 Registered Office**

The registered office of the Church shall be at such place in Manitoba as the Board of Deacons may from time to time by Special Resolution determine.

# BY – LAWS

## ARTICLE IX - FINANCIAL MATTERS

### **9.01 Bank Accounts**

One or more bank accounts shall be kept in the name of the Church in such banks or financial institutions as the Board of Deacons may determine from time to time.

### **9.02 Cheque Signing Authority**

- (a) The Board of Deacons shall appoint those persons who shall have authority to sign cheques, notes, drafts, and other instruments related to the Church's banking business (collectively "Banking Instruments").
- (b) All Banking Instruments shall be signed by at least two (2) of the persons appointed by the Board of Deacons.

### **9.03 Fiscal Year**

The fiscal year of the Church shall terminate on June 30<sup>th</sup> in each year.

### **9.04 Audited Financial Statements**

The Members shall annually appoint an independent auditor or auditing firm to express an opinion on the annual financial statements of the Church which shall be subsequently placed before the Members for approval.

## ARTICLE X - BORROWING

### **10.01 Borrowing Powers**

The Board of Deacons may and they are hereby authorized from time to time to:

- (a) Borrow money upon the credit of the Church;
- (b) Limit or increase the amount to be borrowed; and,
- (c) Mortgage, hypothecate, charge or pledge all or any of the real and personal property, undertaking and rights of the Church, to secure any money borrowed or any other liability of the Church;

provided however that the Board of Deacons shall not enter into new long term borrowing arrangements without the prior approval of the Membership (including, without limitation, new guarantees of the indebtedness of another borrower), but with the renewal of existing borrowing arrangements not requiring prior approval of the Membership (including, without limitation, the renewal of existing guarantees of the indebtedness of another borrower).

# BY – LAWS

## **10.02 Supplemental Powers**

The powers hereby conferred shall be deemed to be in supplement of and not in substitution for any powers to borrow money for the purpose of the Church possessed by the Board of Deacons independently of these By-Laws.

## **ARTICLE XI - DISSOLUTION**

### **11.01 Dissolution**

Upon dissolution, the Church shall utilize its remaining property, firstly, for payment of all debts and liabilities owing by the Church, and secondly, for distribution or disposal to Baptist General Conference – Central Canada Inc. (which maintains charitable registration no. 106885767 RR0001), provided however that if such distribution or disposal is not possible for whatever reason(s), to Baptist General Conference of Canada (which maintains charitable registration no. 129987970 RR0001).

## **ARTICLE XII - GENERAL MATTERS**

### **12.01 Amendments**

- (a) Upon the recommendation of the Board of Deacons, these By-Laws may be amended by a motion or resolution placed before the Membership at a Membership Meeting with the motion or resolution for the amendment being adopted and approved by two-thirds (2/3) of the Members in attendance at a subsequent Membership Meeting held a minimum of twenty-one (21) days thereafter.
- (b) Upon the written request of one (1) Member, and following the prior adoption and approval of a motion or resolution by the Board of Deacons in its sole and absolute discretion at a Meeting of the Board of Deacons, these By-Laws may be amended by a motion or resolution placed before the Membership at a Membership Meeting with the motion or resolution for the amendment being adopted and approved by two-thirds (2/3) of the Members in attendance at a subsequent Membership Meeting held a minimum of twenty-one (21) days thereafter.
- (c) Notwithstanding Sections 12.01(a) and 12.01(b), and following the prior adoption and approval of a motion or resolution by the Elders in their sole and absolute discretion at a Meeting of the Elders, Article II of these By-Laws may be amended by a motion or resolution placed before the Membership at a Membership Meeting with the motion or resolution for the amendment being adopted and approved by three-quarters (3/4) of the Members in attendance at a subsequent Membership Meeting held a minimum of twenty-one (21) days thereafter.

### **12.02 Effective Date**

These By-Laws shall come into force and effect when adopted, approved and confirmed by the Members.

# BY – LAWS

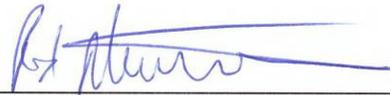
## 12.03 Repeal

The Constitution and the By-Laws dated effective July 1, 1984, as amended on June 12, 2016, shall both be repealed, and of no further force and effect, immediately upon the coming into force and effect of these By-laws.

## CERTIFICATE

I, Rod Neustaedter, Moderator and Chairman of the Board of Deacons of **GRANT MEMORIAL BAPTIST CHURCH INC.**, certify that the foregoing BY-LAWS were passed and enacted by the Members of **GRANT MEMORIAL BAPTIST CHURCH INC.** on October 28<sup>th</sup>, 2018.

Certified: October 30<sup>th</sup>, 2018.



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ROD NEUSTAEDTER

## **Appendix 4 – LCS Linden Letter**



# Linden

LETTER

A Publication of Linden Christian School

## Vision

A biblically-based learning community where students grow to be devoted followers of Christ, insightful thinkers, discerning decision-makers and compassionate community members.

## Core Values

- A Christ-centred education based on a biblical worldview;
- A commitment to excellence and the development of Godly character;
- A safe, caring learning environment that focuses on the whole person;
- Equipping students to serve in the local and global community.

JUNE 2020

As this school year draws to a close, it gives me cause to reflect on how blessed Linden Christian School has been through the many ways God has provided during this challenging time. The foundation of our school is built on relationships that are anchored by the truth of God's word and the call to support each other in the spirit of Christ's love.



Linden Christian School's Administration Team  
MY VP Jeff Thiessen | Principal and CEO Robert Charach  
EY VP Lorraine Kehler | SY VP Andrew Fast

I am thankful for the ongoing provision of outstanding staff who embrace this calling. As several long term staff retire - EY Vice Principal Lorraine Kehler and Kindergarten teachers Barb McLeod and Heather Bredin - we wish them God's blessing as they move into a new phase of life. Their work has been significant in shaping the lives of hundreds of children. We are thankful that longtime staff member Heather Karr was the successful candidate for EY Vice Principal -- what a wonderful provision.

In spite of the economic uncertainty created by Covid-19 I am deeply thankful for your financial support to our Bursary Funds and the Field Restoration and Redesign Project. We are close to reaching our goals for both of these critical endeavours. Work on the field has begun and because of the collective support of the school community, Tiers 1, 2 and a portion of Tier 3 will be completed this summer.

We are thankful for the work of all the staff that contributed to the move to the remote learning environment and the many extra hours they invested in this transition.

Parents, thank you for your support in this process. I have appreciated your encouragement, affirmation and feedback over these past months.

In spite of a number of unknowns, I am looking forward to welcoming everyone back to school in the fall. Planning is well underway to ensure a safe return to school for learning with staff and students.

May you be blessed by a peaceful and safe summer with family and friends.

In His Service,

Robert Charach  
Principal and CEO

# RETIREMENT CONGRATULATIONS

**Lorraine Kehler** has served as the Linden Christian School Vice Principal of Early Years for the past six years. Lorraine joined the LCS community in 2014, following an illustrious career spanning more than 20 years as a senior administrator in the Hanover School Division.

She brought her commitment to relationships with students, parents and members of the local community to Linden Christian. She has been a highly valued and outstanding contributor to our Administration Team, Early Years Division and school community.

Lorraine Kehler values lifelong learning and was committed to ongoing education throughout her career. She studied for and gained her Level 1 School Administrator's Certificate and

Level 2 School Principal's Certificate during her teaching years. Kehler also completed her Masters of Educational Administration at the University of Manitoba in 2009, with thesis work on Building Professional Learning Communities.

We are thankful for Lorraine's outstanding leadership at Linden Christian School. Her passion for Christian education, engaging personality, and wealth of experience has been a blessing to our school community.



Vice Principal Lorraine Kehler is retiring after 38 years in the field of education



**Barb McLeod (left)** is retiring after 24 years as a Kindergarten teacher at LCS. **Heather Bredin (right)** is retiring after 23 years in our school. Heather was Linden's first music teacher in 1989, taught Grades 3, 4 and 5, and for the last 19 years taught Kindergarten.

We are so grateful for their contributions to the Early Years Program throughout the years and for the time spent with our youngest students. Barb and Heather have blessed hundreds of families over their careers. We wish them God's blessing in the next phase of their lives.

Barb McLeod has taught Kindergarten at Linden Christian School for 24 years



Heather Bredin is retiring after 23 years at Linden Christian School

## WELCOME TO NEW EY VICE PRINCIPAL

Heather Karr has a passion for Christian education, learning, and leadership. She has been a faculty member at Linden Christian School for the past 18 years. Initially, Heather was a Grade 4 classroom teacher and during the past 13 years she has held the position of K-12 Resource Coordinator. She has been the Team Leader for the EY Division and for the Student Services Department.

Heather completed her Post Baccalaureate in Special Education in 2013 and continues to be actively engaged in learning for both personal and professional growth.

Linden Christian School is pleased to announce Heather Karr as our Vice Principal of the Early Years Division. We look forward to Heather's continued contribution to advancing the Mission, Vision and Core Values at Linden as a member of the Administration Team.



**Welcome Heather Karr as Vice Principal of the EY Division**

Thank you to the following staff members who will be concluding their time at Linden Christian School at the end of the 2019-2020 school year: Betty Buhler, James Doerksen, James Dykstra, Tara Herbert, Jeanette Schmidt, Mitchell Wiebe and Ryan Wiebe. We thank them for their service and wish them blessings on their future endeavours.

## SIRANT FAMILY PROFILE

Mike and Gail Sirant have three sons that attended LCS for most of their schooling. During their time at Linden, the family left for two years to live in Europe while Mike, who is the longtime men's hockey coach at the University of Manitoba, had the opportunity to coach in Denmark.

While all three boys had great experiences at the international school they attended in Europe, they were happy when they returned to Canada and LCS.

When they returned Luke was in Grade 10, Brett was in Grade 8, and Alex was in Grade 6.

It was like they'd never left, says Brett.

"We just seemed to pick up right where we left off. After living in Europe, we came back with a different perspective. We felt fortunate to be able to live in Canada, and to be able to go to LCS."

In short, the boys had come home.

"There was a real sense of continuity and steadiness," says Luke. "That familiarity with teachers and students made our return very comfortable." For Luke, the teachers stood out in two ways. "They not only challenged us academically, but the amount of care they showed for students was incredible."

Brett says his experience was much the same.

*Continued on page 4...*

“The teachers held us accountable. They wanted us to develop not only academically, but as people and followers of Christ. They were role models and really helped us grow.”

Alex says the strong community feel at LCS made a huge impression on him.

“There was a real sense of community,” he says. “The teachers were more like mentors – you could talk to them about anything. With the students, everyone was friendly, so you got to know each other well. You were able to share in your struggles and your walk with Christ.”

Gail, who is an Early Years Physical Education teacher at Linden, says LCS’ Christ-centred education makes a huge difference in the development of students.

“Teachers have the power to pray with kids - it makes a big difference.”

That’s true, adds Alex. “Everyone is comfortable and tight – you’re not afraid to share. Students can get the help they need. An atmosphere like that really helps you thrive.”

Today, all three boys have graduated and are in different phases of their lives.

Luke, 27, who earned his Kinesiology degree at the U of M, is now completing his Masters with a focus on concussion research at the University of Regina. He is also working with undergraduate students as a lab instructor. His plans are to start medical school this Fall.

Brett, 24, is an Engineering graduate currently working as a consultant for the government of Nunavut, while Alex, 23, is in recreation management, looking to develop a career in sports management.

All three – based on the foundation that was laid at LCS – are trusting God to guide them in their careers and life, content in the knowledge that He has a plan for them.

They’re also using what they learned at LCS in their different work settings, doing their best to shine for Christ.

“I hope that people can see Christ in me,” says Brett. “I’m on a bit of an unexpected adventure and am using my teachers’ influences in how I interact with others.”

Luke says he’s doing the same.

“I’m modeling the teaching style I use with my students from the teachers at LCS – their kindness, and emphasis on developing a strong work ethic. LCS was really a foundation to build from.”

Mike says the decision to enroll Luke, Brett and Alex at LCS was one of the best decisions he and Gail have made.

“We’re very proud of our sons. They’re good employees and students, positive contributors to society, and will be good husbands and fathers. We’re grateful for LCS’ Christ-centred foundation. It reinforced the values they were taught at home and has been instrumental in helping them achieve success in their chosen careers, and to be humble, honest, and caring people.



The Sirant family: Mike, Brett, Alex, Luke and Gail

Todd Lewys - Freelance Writer

**LCS Mission**  
With a commitment to excellence, Linden Christian School provides a Christ-centred education that equips students to love and serve God.

Eli (Elizabeth) Quiring graduated from Linden Christian School in 2014. She was born and raised in Peru where her parents were serving as missionaries at the time. Eli moved to Winnipeg when she was 13 years old. Her parents wanted their children to adjust well to moving to Canada and they knew that Linden had a reputation for being a very welcoming community. They also wanted a Christ-centered education for their family and, with the help of the bursary program, the Quiring children enrolled at LCS.

## LCS Mission Trip influences Eli's decision to become a dentist

After graduating from LCS in 2014 Eli was unsure of her future career path. Recalling her positive experience serving as a translator and member of the Linden Christian School Mission Teams in 2012 and 2013, she reached out to Impact Ministries. This resulted in six months of service in Guatemala serving as a translator for Impact. She worked with church teams, school teams and medical and dental teams. Through this experience her interest in dentistry was sparked. She saw that the local residents of Tactic had a great need for dental work - through dentistry, she could continue to serve. When she returned from Guatemala she decided to pursue a science degree. She was then accepted into dentistry and recently completed her first year.

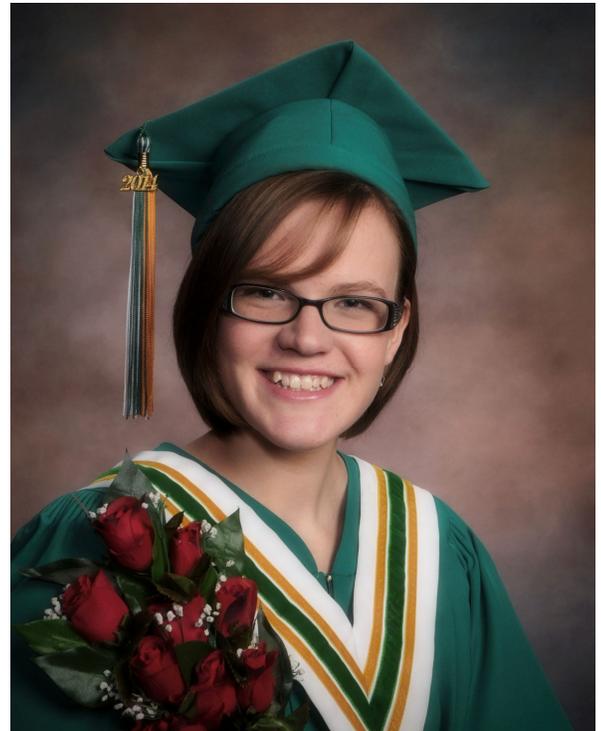
## Eli's experience at LCS guides her every day

LCS always encouraged her to step outside of her comfort zone. In fact, her first trip to Guatemala was a huge unknown, as she was unsure she was prepared to translate for the whole LCS mission team. But, for Eli, the support and encouragement of the teachers that were on the trip and the fact that she was always being prayed for by the team allowed her to successfully play a role. It was taking that step of faith in Guatemala that encouraged her to do things that she didn't think were possible without God. In Eli's words - *"I think that really inspired me to take other steps of faith and do things that I didn't think were possible and probably were impossible without God. Dentistry was a huge leap of faith for me to pursue and I think that experience really helped push me to be able to take steps like that."*

Eli is grateful for her Christian education and that she could learn about God while in school. Eli is also thankful for the amazing community of friends and teachers who continue to support, inspire and encourage her, even after graduating from high school. She also attributes LCS for the Christian community in her life today where they hold each other accountable, love each other, and pray for each other.

## Thankful for the bursary program

Eli is thankful for the financial support that enabled her to attend LCS. She received an excellent Christian education that has prepared her to serve God all while developing lifelong relationships.



Elizabeth Quiring graduated from LCS in 2014



Eli is currently enrolled in dentistry at the U of M

-Transcribed by Kristen Kroeker from Eli's interview with Sara Wolowich Brown

# THANK YOU LCS COMMUNITY | Field Project is Underway!

Thank you to the Linden Christian School Community for your support of the Field Restoration and Redesign project. With your generosity, we have raised over \$400,000 this year!

This means that Tier 1, Tier 2 and a portion of Tier 3 will be completed this summer.

Construction has now begun.

In this unusual time where gatherings are more limited, we marked the occasion with a physically distanced sod turning. Linden Christian School students Daniela H, Matthew J, Cate S, and Nash S. joined Principal Charach, Athletics Director Manfred Glor and EY Physical Education teacher Gail Sirant to put the first shovels in the ground.

We will provide updates throughout the summer via social media on this important enhancement to our school grounds, and we will look forward to seeing our students using the new field this fall.



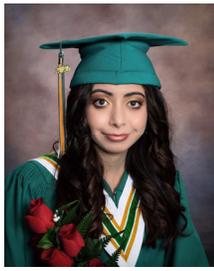
LCS students joined Physical Education staff & Principal Charach to place the first shovels in the ground



LCS FIELD RESTORATION & REDESIGN

## LINDEN CHRISTIAN SCHOOL

877 Wilkes Avenue, Winnipeg, MB R3P 1B8 | 204.989.6730 | [info@lindenchristian.org](mailto:info@lindenchristian.org)  
[www.lindenchristian.org](http://www.lindenchristian.org)



Christy A.



Bolu A.



Ife A.



Brock A.



Zoubaida A.



Brooke A.



Erik B.



James B.



Kayla B.



Noah B.



Jacob C.



Darren C.



Hazel C.



Maddison C.



Ben C.



Rayne C.



Karen D.



Nathan D.



Richelle D.



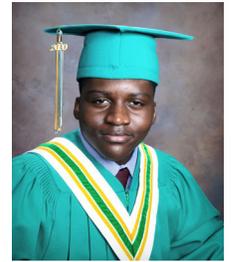
Natasha D.



Carol E.



Alea E.



George F.



Braden F.



Sara G.



Paul G.



Kylie G.



Stephen G.



Alex H.



Ethan H.



Josh H.



Logan H.



Abigail H.



Edna H.



Linden  
CHRISTIAN SCHOOL  
CLASS OF  
2020



Elly H.



Aidyn H.



Sophie J.



Elliot K.



Trinity L.



Lucy L.



Yea-Ji L.



Julia L.



Triny L.



Ian L.



Sawyer M.



Linden M.



Casselle N.



Peace O.



Anika O.



Van Tha Hlei P.



Joshua P.



Malea P.



Adam P.



Justin P.



Katty P.



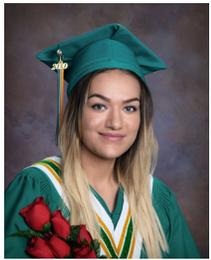
Cianna R.



Danielle S.



Alyssa S.



Leah S.



Sofi S.



Jacob S.



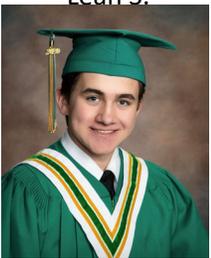
Sarah S.



Carter T.



Daniella T.



Liam U.



Anton U.



Lexi V.



Samantha V.



Eric W.



Emily W.



Paul Y.



Kate Y.



Tina Y.