



February 28, 2018

Hello Elevation!

This year's Annual Meeting will take place in the Gym following our morning service on March 4, and will run from approximately 10:30 – 11:30. Our Steering Committee wanted to have this report available in advance so you could take some time during the week to read reflectively on how things are going around Elevation. We've asked leaders of many of our ministries to submit brief updates for us to read, and while not every ministry in the church is included, we think this sampling gives an idea of the vitality that isn't always visible when we gather on Sunday mornings.

There are also financial reports included, in hopes that giving time to reflect on the numbers in advance would create an opportunity for members to form good questions and comments, which we will be happy to receive at the tail end of the meeting on March 4.

As we gather together in a slightly more formal setting to talk about things we don't usually talk about, it is my hope that you will be encouraged by what is happening around Elevation and will be inspired to be part of this important next stage of our community's life together.

My prayer is that God will continue to lead Elevation in the days and months ahead, shaping and forming us to be the church He longs for us to be.

Serving alongside you all,

Brandon Malo

THE STEERING COMMITTEE

Members of our Steering Committee serve in the capacity of a Church Board. Current members are Trevor Shantz (Treasurer), Melissa Malo, Karl Gingerich (President/Secretary), Christy Hipel, Chad Lebold, Phil Thompson, and Susan Fish, with Brandon Malo serving as Chair.



The primary roles of the Steering Committee are as follows:

- Serving “The Big Picture”
- Guarding the vision and values of the church
- Empowering and facilitating others in ministry
- Supporting the Senior Pastor
- Being the final decision making body
- Being ultimately accountable and responsible

Some responsibilities that are specific to the Steering Committee include: ratification and upholding of policies, financial management, and staffing decisions. To learn more about how this leadership team operates, please feel free to request a copy of the Steering Committee Structure and Governance, or look for it online at elevationwaterloo.org/nomination

Contact Karl Gingerich at kgingeri@gmail.com

OUR STAFF TEAM

We like to emphasize the fact that our Elevation community is really led by a large number of gifted people who generously give of their time and abilities to serve the church and the broader community. But we also hear questions about who is actually on “Staff” around here, so the following is a bit of an introduction to those who are privileged to be able to serve vocationally:



Helen Kroeker is affectionately referred to as our ‘office guru’ where she is the primary contact person in our office and a source of practical assistance encouragement for people in our community. She also prepares the program each week, but isn’t keen on having minor typos pointed out...just so you know.

Brandon Malo provides spiritual leadership and visionary direction for the church. He is the primary teacher on Sunday mornings and also connects pastorally with members of our congregation, guides the Staff and chairs the Steering Committee. And since he wrote these staff bios, he doesn't get a witty comment.



Sharon Leage's passion for helping our youngest members grow in faith is expressed in her leadership of our Kids' Quest program, where she works with parents and teachers to create an inspiring environment on Sunday mornings. She is also British, so if you like accents, just ask her a question.

Graham Watson is the fearless leader of our growing Youth group. Every week, he works with a fabulous team of leaders to create a positive environment where our Youth can gather, build friendships, and grow in faith. Graham is still a student himself, doing a Masters of Theological Studies at Conrad Grebel. Some people think he looks tired, but don't worry, he's not.



George Werner has joined our Staff team to invest in ministry leaders and help develop the teams they lead. He will help those who are new to our community find their place, and will be a catalyst in helping the vision of our church come to fruition. George enjoys long-distance cycling, but has a bit of a reputation for crashing from time to time.

The second half of 2017 saw our Staff team go through some significant changes, with Steve's retirement and Ainslie's resignation from the role of Worship Leader to give more time to her work at Grand River Hospital. At present, we are working with a rotation of worship leaders from within our community and are feeling quite positive about how that's going. Starting in April, Graham will be moving from half-time to a full-time role, expanding his focus to include spiritual formation and other areas of growth for Elevation.

Our Steering Committee is presently considering how we can round out our Staff team by adding support in a number of areas. We will keep everyone informed of the process once we have a better idea of what our next steps will be.

MISSION

In 2017, the **Elevation Mission Team** was able to continue support of our partners Gord and Sharon Skopnik, Melissa Melick, Terry and Brenda Martin, Nikki Horne and TK Azalgo, Trevor and Becky Gingerich, Craig and Leilani Bauman, Jeremy Horne and Life Change Adventures, International Teams, Crane Lake Discovery Camp, Bolivian Children Foundation, Sanctuary Health Clinic, Mennonite Coalition of Refugee Support, Welcome Home, and Supportive Housing of Waterloo.

We began a partnership with Faith Tech.

Gord and Sharon Skopnik left in January for an extended time at a refugee camp in Uganda but had to return unexpectedly as their daughter Ashlyn was in a life-threatening accident. Ashlyn experienced a miraculous recovery!

Craig and Leilani Bauman and their family moved to Saskatchewan to establish their ministry there.

A group of Elevation's Senior Youth were able to take a trip to Bolivia to support and learn about the work of Ninos Con Valor.

Contact Melanie Martin at mission@elevationwaterloo.org

JOURNEY

In May, the Journey team led Discussion time after a Sunday service to bring awareness to the severity of refugee issues globally.

In July, two refugee families arrived beginning one year of sponsorship that two 'Elevation attendees + friends' teams have been preparing for and fundraising towards for a couple of years. Both families have children attending school and adults enrolled in ESL programs. While the transition can be difficult at times (especially in winter) their resiliency is astounding!

Journey awarded financial assistance to students for a second year. In 2017 we were happy to award four scholarships totalling \$3,500 to four students who were refugees to Canada. They are studying:

- Sustainable Business Management @ Conestoga College
- Life Sciences @ University of Waterloo
- PhD in Education @ York University
- Biomedical Sciences @ Ryerson University

In late November, two members of Journey were able to attend the very educational Canadian Council for Refugees Annual Convention. We were also able to participate in a workshop with other Christian refugee organizations put on by the Refugee Highway partnership.

Contact Courtney Grieve at journey@elevationwaterloo.org

PRAYER MINISTRY

In Ephesians 6:18, we read, “And pray in the spirit on all occasions with all kinds of prayers and requests. With this in mind, be alert and always keep on praying for all the saints.” At Elevation, our desire is to provide ongoing opportunities for people to ask for prayer, as well as join together in prayer for others.

Prayer in the Upper Room: Our twice monthly prayer time, offered during the discussion time following our Sunday morning worship service, has moved down the hall to The Study. This has allowed a quieter, more inviting setting in which to pray. The prayer time that follows our monthly Communion service, offers an opportunity for people to seek personal prayer for whatever the Lord is stirring within them. The mid-month prayer times focuses on specific ministry areas within Elevation.

Email Prayer Team: Prayer throughout the month is always available. Everyone within our Elevation community is encouraged to email prayer requests to pray@elevationwaterloo.org as well as send in a request to become part of the team receiving these occasional requests for prayer. All prayer requests, whether in person or through email, are treated with respect, sensitivity, and confidentiality.

Contact Patricia Layng at layng.patricia@gmail.com

YOUNG ADULTS AND STUDENTS

Elevation continues to welcome a number of university/college students and young adults. We hold a monthly soup lunch, which is well attended and provides an opportunity to share a meal together over some good conversation. During 2017 we began to see a greater community developing in this group, and we are looking forward to the launch of a small group in 2018. While we do not have a formal presence on the university campuses at the present time, we are dreaming about the future of a re-engagement with campus life. Stay tuned!

Contact Helen Kroeker at helen.kroeker@elevationwaterloo.org

WELCOME AND RESOURCE TEAM

Every Sunday morning, the members of our Welcome and Resource Team welcome you to church, hand you a program, collect the offering, staff the Welcome Table and pass on information and resources from our church office. If you are interested in being involved, please let us know. We would love to have you as part of the team!

Contact Annette Rossel at [**rosselannette@gmail.com**](mailto:rosselannette@gmail.com)

STAFF PARTNERSHIP COMMITTEE

If you're not familiar with this team, it's because the SPC is responsible for a lot of behind-the-scenes work in our church – think of it as our mini 'Human Resources' department. The mandate of the SPC includes providing support for the Senior Pastor and Staff team, supporting hiring processes, making recommendations for Staff remuneration, helping with research and development of staff related policies, and other occasional responsibilities. In 2017 we were pleased to add 2 new members to our team with strong HR background and experience. We look forward to continuing to support our Staff team and our church as a workplace in the coming year.

Contact Katie Mak-Fan at [**kmakfan@gmail.com**](mailto:kmakfan@gmail.com)

HOSPITALITY

The Hospitality Team works each Sunday to help create an environment for discussion groups that is inviting and positive. We arrive a bit early to get the coffee brewing, the tea water boiling, the juice prepared and the delicious baked-goods plated. We then stay a bit late to clean up. We are thankful for the words of gratitude, encouragement and the help that happens so often.

Some things we are working on include exploring sources for Fair-Trade coffee and tea. We have a good time in the kitchen and appreciate hearing feedback about how we can improve the refreshments during discussion time. As a Hospitality Team we try to make sure everyone who ventures into the gym for discussion time feels welcomed, cared for and comfortable by thoughtfully providing refreshments on Sunday morning.

Contact Beth Payson at [**payson.beth@gmail.com**](mailto:payson.beth@gmail.com)

BAKING TEAM

Sitting down to a plate of fresh home baking and a cup of something hot is one of the ways that Elevation makes Elevation's discussion tables so much more welcoming. Cookies really do help to break the ice! Ever wonder where all those tasty treats come from each week? They are prepared and donated by the hardworking Elevation Baking Team – a group of about 18 dedicated volunteers who take on the task to keep Elevation well fed with homebaking and fruit trays each week. We are so very appreciative of the many people who share the gift of their baking with us!

Many hands make light work and we would be happy to have you join our team. This is approximately a once a month commitment to bring 4 dozen baked goods or a fruit tray to share on a Sunday morning. This commitment is great for people who need flexibility, as you can bake at home whenever works well with your schedule and can even prepare baking ahead of time to put in the Elevation freezer.

Contact Robin Grace at [**robin.anne.baker@gmail.com**](mailto:robin.anne.baker@gmail.com)

FACILITIES AT 22 WILLOW

The Joint Property Committee is a group that features three members each from Elevation and St. John's. This team is responsible for overseeing all aspects of the building and property and making recommendations to each congregation's senior leadership team. Steve Errey, Dale Horst, and Sam Bauman are Elevation's delegates on this team.

Numerous improvements and upgrades to the building and property have been made during our five years here, including – installation of new windows and renovation of the fellowship hall, design and installation of the "22 Willow" sign on the front lawn, repair to the limestone around a number of doorways, renovation of washrooms on the main floor, upgrades to LED lighting to reduce energy costs, and installation of new water fountain and bottle filling station.

Other responsibilities of the Joint Property Committee include overseeing security, coordinating regular maintenance for this beautiful old building, and making arrangements for care of the outdoor property as a whole.

Our committee is currently exploring options to increase the accessibility of the building. We are continually looking for ways to reduce the costs of maintenance, and volunteers for projects are much appreciated and help to reduce costs. Thank-you!

Contact Steve Errey at [**steve.errey@gmail.com**](mailto:steve.errey@gmail.com)

FACILITY SHARING PARTNERSHIP WITH ST. JOHN'S

After some lengthy conversations, we are now settling in to a five-year renewal of our partnership here at 22 Willow.

We continue to work hard at having open and honest communication with our friends from St. John's, and we are also talking about how we can grow in our support of, and interaction with, one another as we move forward together.

As you may be aware, over the past few months, St. John's has been engaged in conversations beyond the boundaries of 22 Willow, considering an amalgamation with two other Lutheran churches in the area. There will likely be new faces around the building in the months to come, so let's be sure to give them a warm welcome.

We will also continue to work together from time to time by sharing services, such as Good Friday and Christmas Eve, and by finding other opportunities to connect, such as the Pancake Supper and Spring Picnic. We are grateful to God for the opportunity to be here at 22 Willow.

Contact Susan Fish at susanfish@rogers.com

KIDS' QUEST

Kids' Quest Children's Ministry serves about 100 of Elevation's youngest members. This past year serving as the Children's Ministry Director has been such a privilege for me as I have now been in this position for almost 4 years. I have enjoyed getting to know each of the kids as they grow and change over the years.

We continue to use Orange curriculum, which has been working great for the older age groups. Our Parent Cue is still available on the website but would appreciate feedback as to whether this is a helpful tool. The JK-Gr.1s have been working their way through stories in the bible, which they have been enjoying. This past March break, we ran a mini soccer camp thanks to Levi and Jindi for giving their time and energy to teaching the kids some new skills. A fun time was had by all. We also had a couple of open gym times and a Friday evening movie. We will look to do something similar this year as well.

This past July, together with St. John's, Elevation hosted a week of Day Camp (VBS): "Maker Fun Factory." It was an amazing week where children connected with each other, learned new songs, Bible stories, played games and made some awesome crafts. Approximately 100 Elevation and neighbourhood children took part, making for a fabulous week!

As the Children's Ministry continues to grow, I am always looking for new ways to engage kids and parents in how we can partner together in this journey of faith and appreciate all your

support and help. If you are interested in becoming more involved at Elevation, consider serving in Kids' Quest. Teachers and helpers are always in demand, and even volunteering once every 6 weeks or whenever you are able would be much appreciated.

Contact Sharon Leage at sharon.leage@elevationwaterloo.org

STICKY FINGERS

We are just over half way through year two of Sticky Fingers and we couldn't be more pleased with what this Playgroup has grown into. Our year started strong back in September with a growth in numbers averaging around 60 people in attendance consistently, with a few weeks peaking around 70 people. We are continuing to see new faces and make new connections with people from our community but, we have also grown a significant group of 'regulars.' As with last year, it continues to be such an encouragement to see a group of people connect and begin to build new friendships based on the common factor of raising young kids. It is equally encouraging, if not more, to witness such sweet friendships forming amongst the kids.

This year, our main focus for promotion of Sticky Fingers to the community has been through Facebook. Each week something new is posted to let people know or remind people of the where and when of playgroup. We've had great results growing our page following to over 300 people throughout the last two years. As a result of this our weekly posts are reaching between 300-500 people and even more so when we do our paid advertising. Facebook has also become an easy way for people to connect with us if they have any questions.

A major highlight for us this year was our Christmas Party. We advertised through Facebook, reaching over 2000 people for the event – Cookie Decorating, Crafts, a visit with Santa (Thanks Brandon!) and a little take home tree ornament for all the kids. It was BUSY – so tricky to keep track, but there must have been close to a hundred people there! The kids loved it and the parents were very thankful to us for hosting such an event! It was great!

We have a few more similar events planned throughout the rest of the year to help mix things up and keep kids and parents engaged. These events are also a simple, yet fun way to reach new people.

Lastly, we left off last year with a goal of growing our team to have more consistent help with planning, preparing, set-up and tear-down. We are pleased that we have been able to meet this goal and we now have a team of 10 people that work together to keep Sticky Fingers running week to week!

Contact Kristyn Young at kristynyoung@hotmail.com

PRAYER SHAWL MINISTRY

The prayer shawl ministry began in September 2014 at 22 Willow, as a joint initiative between St. John's Lutheran and Elevation. The ministry provides the opportunity to offer comfort or celebration to members of our community. Each shawl is prayerfully created with love and blessings and is offered a final blessing by a pastor before presentation to the recipient. These handmade shawls are a way of showing people they are not alone but are also embraced by our community and God's love. Tiny 'pocket prayer quilts' are also available for people to slip in their pocket or purse.

At present we are 12 crafters from both St John's and Elevation. Prayer shawls are particularly targeted to those persons needing comfort, negotiating difficult life transitions such as serious illness; giving up home or a death. Also recognized are persons experiencing positive life transitions or celebrating joyous occasions such as a significant anniversary, retirement, ordination, confirmation, baptism, graduation, marriage or birth. Members may notify the ministry coordinator or staff of a person in need. We donated a total of 36 shawls this past year.

All knitters and crocheters are welcome to join the prayer shawl meetings held in the parlor the fourth Monday of the month from 1:30 -2:30pm. At our meetings we pray for those who have received shawls. We share our work hints and stories, visualizing the shawl being given, seeing Jesus wrap the person with the shawl.

We also accept donations of yarn from those wishing to support the ministry. The yarn cupboard is located to the right between the doors leading to the parking lot. A shawl requires roughly 600 grams of yarn in the 5-12 ply range (aka worsted, or bulky or No 4-6).

We give heartfelt thanks for all those who gave so generously of themselves in the past year.

Contact Susan Fish at susanfish@rogers.com

JUNIOR AND SENIOR YOUTH

2017 saw a lot of excitement and change for our Elevation Youth! Our Youth and a growing team of incredibly dedicated youth leaders continued to build community and explore practically what our faith means to us today.

We had our second Sr. Youth retreat at Hidden Acres, and had a blast attending Pitch and Praise (some of us even canoed!)

Our Youth service and learning trip took place in Bolivia, where a group of high school youth got to learn and support the work of Ninos Con Valor, our church partners in Cochabamba.

Over the summer we gathered in homes and had a blast camping at Valens conservation area. In September we changed our youth structure and broke into Sr. and Jr. High for different nights of programming. Sr. Youth (Gr. 9-12) now meets on Friday nights. Jr. Youth (Gr. 6-8) now meets on Wednesday nights. Both groups are committed to building community, worship, prayer, serving the community, discussing and exploring topics of faith and the Bible, and having lots of fun through it all!

Another big step in 2017 was for our Sr. Youth to take on more leadership of programming. The group divided into planning groups based on interests, and under the supervision of a leader now take a much more active role in planning what our different monthly youth nights look like. Overall, if 2017 could be summed up in three words, they would be bears, beets, and battlestar galactica.

Contact Graham Watson at graham.watson@elevationwaterloo.org

BENEVOLENCE TEAM

In a spirit of shared responsibility, the Benevolence Committee is about providing an opportunity for our community of faith to demonstrate Jesus' love by meeting unique financial challenges being faced by others. This economic sharing is a reflection of the faith of the early believers, as found in Acts 4:32-35: "All the believers were one in heart and mind...there were no needy persons among them." Money for the Benevolence Fund comes from donations made by individuals in our community on the monthly Sunday when this opportunity is available.

The Benevolence Committee appreciates your ongoing financial support. We would also ask for your help in identifying situations of need in our community. We exist to help, so if you or someone you know has a need, please ask! We can only be effective through the financial support and honest expressions of need from members of the Elevation community.

Contact Christa and Caleb Horst at benevolence@elevationwaterloo.org

WOMEN'S MINISTRY

In the past year, Women's Ministry took the form of two breakfast events - an autumn breakfast at Basmattie Mamujee's home, and one at Christmas that included a craft market. Based on the positive response to these events, Basmattie will be focusing on women's events in the coming year. There will more and different opportunities for ladies to connect in 2018.

Contact Basmattie Mamujee at liketherice@gmail.com

EVENTS TEAM

In 2017, the Events Team consisted of Basmattie Mamujee, Katrina Oakey, Eileen Werner, Maggie Rowbotham, and Natasha Young. The Events Team hosts events for the Elevation community that provide opportunities other than Sunday mornings to connect and grow alongside one another. The team hosted the Easter Sunday Pancake Breakfast, and a Hot Date Night entitled "Fight Night," a video seminar by Les and Leslie Parrott. Each year, in June the team collaborates with St. John's Lutheran to provide a tasty BBQ lunch and fun activities for children and families.

Contact George Werner at george.werner@elevationwaterloo.org

CARE TEAM

The Care Team is all about caring well for people within our community. It is about helping people to feel valued. We do this by celebrating with people through good seasons. For example, the Care Team is responsible for throwing baby showers for first time parents...and we have a lot of those! We also provide five meals for families who have just had a new baby and celebrate engaged couples at the church picnic every summer.

We also care for people who are going through difficult times. We do this by sending flowers or fruit baskets to express our love and concern. We also provide meals for people who need a helping hand. The care team has been involved with helping people in need throughout the year by providing practical help such as gift cards, and canned goods.

It is our desire that everyone in our Elevation church family would feel loved and valued. If you are celebrating something, or struggling, we would love to help. Please let one of us know! And if you'd like to be a part of this team, we'd love to have you join us. It is not a huge time commitment, but makes a big difference in the life of our church.

Contact Melissa Malo at themalos@hotmail.com or email info@elevationwaterloo.org

MARRIAGE MENTORING

Elevation's Marriage Mentoring program is available to help couples enhance their relationship by meeting with trained mentoring couple for friendship, prayer and meaningful dialogue. We have eleven trained Marriage Mentoring couples with an abundance of life and marriage experience who commit to walk alongside of other couples who are seeking input to their lives.

We are deeply grateful to Don and Judy Prince for their work to launch this vital ministry and make the connections between couples. The Princes have stepped back from this role in 2017 to focus on other ministry priorities, so we are actively seeking to recruit another mature couple take up the coordination role.

Connect with the Marriage Mentoring program through the Elevation website, or contact the church office.

Contact George Werner at george.werner@elevationwaterloo.org

PASTORAL CARE TEAM

The newly birthed Pastoral Care Team was created in 2017 and will expand Elevation's capacity to care well for its members by tapping into the various helping gifts already present in our congregation. It is comprised of about a dozen members of the community who have a desire to walk alongside and extend God's comfort and direction to others (2 Cor. 1:3-4). We're acting as a non-professional source of practical help and support for members of our community undergoing life transitions, health challenges, grief, job stress, post partum challenges, etc. Visit www.elevationwaterloo.org/care for a list of the members of this team.

Contact Brandon Malo at brandon.malo@elevationwaterloo.org

MIDWEEK GROUPS

Elevation's MidWeek Groups help members of our church community connect with one another in meaningful ways. Elevation is about journeying together, and midweek groups can provide greater opportunities for forming meaningful, supportive relationships and authentic community as people join together for friendship, mutual care and spiritual conversation and prayer. In 2017, there were several Midweek groups with a variety of focuses that were organically formed. We are seeking a coordinator(s) who can work with staff to create a strategy that is intentional so that there are more opportunities for people to enjoy the benefits of belonging. We would love to hear from any people interested in leading a group or joining a group according to their interest.

Special thanks go to Sarah and Skylar Van Kruistum for their care for Midweek Groups up until September of 2017.

Contact George Werner at midweekgroups@elevationwaterloo.org

ELEVATION EATS

Elevation Eats is in its third year at Elevation. On the last Sunday of each month, families open their homes up to their church family to share a meal and some good conversation. Since September 2017, we have gone from two host families on a Sunday to currently needing three or four families to accommodate interest. Each host elects how many guests they would like to host, and groups have ranged from 6 to 15 guests in a home (or more in the early fall or spring when families have hosted an outdoor bbq). The premise is that hosts aren't compelled to cook a typical "Sunday dinner" - soup, casseroles, and slow cooker meals are meant to take the pressure off. The goal of eating together is to deepen the bonds of friendship in our congregation and to be more intentional in our congregation's social and spiritual growth.

We have received some wonderful feedback from both hosts and guests. Families and individuals have celebrated the great opportunity to meet new people and to get to know casual acquaintances on a deeper level. New families in Elevation have taken the opportunity to be guests at an Elevation Eats lunch and have been able to make personal connections within our church. This ministry has also allowed members from every generation to come together in a unique way.

Contact Heidi Wei at hmpauls@yahoo.com

2017 SURVEY TEAM

In response to a conversation about the long-term facility needs of our congregation, a task force was struck to develop a comprehensive survey that would help paint a clear picture of the people who make up our Elevation community. While the initial idea was to ask facility-related questions, the project was expanded to include a much broader inquiry, including areas such as demographics, theological beliefs, and reflections on Elevation's strengths and growth areas.

A number of people jumped on board during various stages of the survey's development, so huge thanks to everyone who contributed to this project. A lot of thought and intentionality went into this project in hopes that the responses we received would help us plan for our future.

Over the past couple of months, a "survey analysis team" has been poring over the data collected by 190 respondents (a huge thank you to everyone who participated!) and they will be sharing their findings with several groups within the church in the months to come. It is expected that follow up mini-surveys and focus groups will be formed in order to dive deeper into areas where we would like to learn more. The survey responses (with comments removed) will be available on our website soon - stay tuned for details.

Contact Justin Breg at justinbreg@hotmail.com

WORSHIP TEAM

This past year was a year of significant change for Elevation's worship ministry. In February, Eric Dettweiler wrapped up his time on Staff to pursue teaching full-time, and while we were sad to see him go, it was encouraging to know that he would be continue to be a part of our community and would be involved musically as much as he was able. At that time, Ainslie Martin stepped into the role and we were blessed by her strong leadership for six months, after which time her job at Grand River Hospital expanded, requiring her to step down as well. Fortunately, Ainslie also stuck around, and we launched into an experimental phase of what we've called "rotational leadership."

At present, six individuals provide leadership to Elevation's incredibly talented pool of musicians on a rotating basis. These leaders are: Eric Dettweiler, Dale Horst, Jesse Maranger, Ainslie Martin, Elsa Ruck, and George Werner. Another key leader in this new model is Brennan Connolly, who has provided brilliant leadership as the hub of communication for these leaders and the rest of the team. Please be sure to extend your thanks to all of these individuals who have really stepped up to the plate!

Recently, after debriefing as a team of leaders and after hearing feedback from worship team members, we committed to continuing with this model at least through the spring of 2018 and hopefully beyond. We are also considering how our Staff team can offer support that would enable us to utilize this rotational system over the longer term. More details will follow, but if you have any questions or feedback in the meantime, you can get in touch with Brandon.

Contact Brandon at brandon.malo@elevationwaterloo.org

PREACHING TEAM

In the fall of 2017, Brandon gathered a small group of people together to form a preaching team that has started to share responsibilities for planning sermon series as well as crafting and delivering sermons that connect the Biblical story to the lives of our Elevation community. Team members are Rebecca Sadhra-Corks, Graham Watson, and Christin Taylor. While Brandon will continue to be the primary communicator in his role as Senior Pastor, the other team members will be speaking 3-4 times each over the course of 2018 and will also be sharing responsibilities for leading times of Communion.

This is a practical way for our Elevation community to hear from a broader variety of voices while also developing and utilizing the giftings of team members. Other individuals will also be invited to speak from time to time and there are also plans in the works to be creative in how we learn from one another as a congregation.

Contact Brandon at brandon.malo@elevationwaterloo.org



Elevation - General Fund
Statement of Operations
For the 12 Months Ended December 31

	2017	2016
Revenue		
Tithes & Offering	\$402,934	\$366,116
Global Ministry Support	21,083	0
Ride for Refuge	35,058	32,655
Miscellaneous	2,191	1,240
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	\$461,266	\$400,011
 Expenses		
Staffing	\$211,123	\$216,119
Global/Local Mission	90,601	55,884
Facility Rental	75,773	60,317
Administration	17,822	14,099
Ministry Program Spending	26,413	19,601
Other	713	1,229
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	\$422,445	\$367,249
 Surplus (Deficit)		
	\$38,820	\$32,762
Balance, Beginning of Year	87,554	59,857
Transfers	<u>(38,000)</u>	<u>(14,000)</u>
 Balance, End of Year	 <u>\$88,374</u>	 <u>\$78,619</u>

Building Fund
Statement of Operations
For the 12 Months Ended December 31

	2017	2016
Revenue		
Donations	\$410	\$725
Interest	7,713	9,320
	<u>\$8,123</u>	<u>\$10,045</u>
 Expenses	 <u>\$0</u>	 <u>\$8,006</u>
 Surplus (Deficit)	 \$8,123	 \$2,039
 Balance, Beginning of Year	 599,549	 597,510
 Transfer from General Fund	 <u>\$25,000</u>	 <u>\$0</u>
 Balance, End of Year	 <u><u>\$632,672</u></u>	 <u><u>\$599,549</u></u>

Benevolence Fund
Statement of Operations
For the 12 Months Ended December 31

	2017	2016
Revenue		
Donations	\$1,433	\$2,382
	<u>\$1,433</u>	<u>\$2,382</u>
Expenses	\$1,800	\$500
	<u>\$1,800</u>	<u>\$500</u>
Surplus (Deficit)	(\$367)	\$1,882
Balance, Beginning of Year	\$3,282	\$1,400
	<u>\$3,282</u>	<u>\$1,400</u>
Balance, End of Year	<u><u>\$2,915</u></u>	<u><u>\$3,282</u></u>

Refugee Sponsorship Fund
Statement of Operations
For the 12 Months Ended December 31

	2017	2016
Revenue		
Donations	\$12,548	\$48,919
	\$12,548	\$48,919
Expenses	\$21,966	\$17,160
Surplus (Deficit)	(\$9,418)	\$31,759
Balance, Beginning of Year	\$76,204	\$30,445
Transfer from General Fund	\$13,000	\$14,000
Balance, End of Year	\$79,786	\$76,204

Elevation

Statement of Financial Position As at December 31

	2017	2016
Assets		
Cash	\$506,687	\$465,109
Other Investments	314,280	315,422
Prepaid Expenses	7,299	27,555
Government Remittances Recoverable	1,509	5,627
Capital Assets	2,276	2,186
	<hr/>	<hr/>
	\$832,052	\$815,898
 Liabilities		
Accounts Payable & Accrued Liabilities	\$7,991	\$5,190
Deferred Contributions	20,314	44,119
	<hr/>	<hr/>
	\$28,305	\$49,309
 Fund Balances		
General	\$88,374	\$87,554
Building	632,672	599,549
Refugee Sponsorship Fund	79,786	76,204
Benevolence	2,915	3,282
	<hr/>	<hr/>
	\$803,747	\$766,589
	<hr/> <hr/>	<hr/> <hr/>
	\$832,052	\$815,898



Elevation
Projected Operating Budget
For the 12 Months Ended December 31, 2018

Revenue

Tithes & Offering	\$424,000
Ride for Refuge	24,080
	<hr/>
	\$448,080

Expenses

Staffing	\$238,859
Facility Rental	91,000
Global/Local Mission	65,080
Administration	18,300
Ministry Program Spending	34,955
Other	1,000
	<hr/>
	\$449,194

Transfer to Refugee Sponsorship Fund	(8,000)
Transfer to Building Fund	(25,000)

Surplus (Deficit)	<hr/> (\$34,114) <hr/>
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