



ANNUAL REPORT 2017

TIMBERS COMMUNITY CHURCH

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RICHARD BEAULIEU, BOARD CHAIR

Summary of 2017

I assumed role of Board Chair following the 2017 AGM. As many know, 2017 was a year that started with many challenges. The Board was tasked with a difficult decision concerning the leadership at Timbers. Working through this process with a team of committed Elders I can assure that all decisions made during this time were made with tireless prayer and one voice.

I'm extremely proud to have had an opportunity to work with the Elders who served during this time. The Board modeled discernment, faithfulness, and servanthood in working through these difficult decisions. I would like to also acknowledge support the Board and Timbers received from the District, both through prayer, face to face support/meetings and financial assistance.

Moving forward a decision was made to bring Daren Wride on as the Transitional Pastor to help build an administrative foundation for the Board to work from that will be ongoing. Daren has worked diligently to identify gaps and put processes in place to ensure Timbers is a healthy congregation in preparation for the new Pastor. Daren is a mentor to the staff and the Board and has been instrumental in restoring morale and equipping the leadership. Daren is a skilled leader and pleasure to work with. He is gifted in the area of transitioning churches and restoring stability and healthy growth. Additionally, Daren has been working with the Board to define the character traits and attributes of a lead Pastor and to assist with the search process.

I also want to acknowledge the Timbers staff who with much grace and diplomacy weathered a lot of storms in 2017. The staff willingly took on work and have played a key role to keep up with the day to day operation of the Hub and Sunday Services and much more.

Transition does not happen without change. Stephen Toon's announcement that he and his family were moving to pursue other opportunities was difficult to hear, but not surprising. Stephen is a gifted musician and is missed by his Timbers family.

In closing, I am very encouraged by the progress we have made as a church. We are blessed with a number of dedicated singles, couples and young families and the ever growing number of children. Please continue to pray for your Board, for discernment and wisdom in the months ahead.

Proverbs 3: 5,6

Trust in the Lord with all your heart, lean not on your own understanding. In all your ways submit to Him, and He will make your paths straight.

DAREN WRIDE, TRANSITIONAL PASTOR

“The first task of a leader is to define reality....”

Summary of 2017

2017 was a tough year for Timbers. Challenges in the church office which had started to surface the previous year reappeared in January. The elders invited both Alliance district officials and then a conflict resolution specialist into the mix. On March 26 when our board chair announced that Paul Berteig would no longer be the pastor, there was a major disruption in the service which included physical threats and obstruction directed towards elders, staff and spouses. These attacks continued online for quite some time.

The following week Kristin and I joined you for a service and then I began serving in the capacity of transitional pastor, initially commuting and then moving up to PG to be onsite more.

The first phase of transition is about stability, and thanks to the staff, elders and many committed servants at Timbers, this was achieved quite quickly.

The assessment, completed in November identified several core strengths and challenges and four Key Result Areas (KRA's) which would need to be addressed during transition. (See Addendum at end of this report.)

Progress has been made in all these areas, with ongoing work needed in all areas. One of the big tasks for the new elders' board will be to clarify the description of the unique call of Timbers. This will be the last piece of the Pastoral Profile document.

The second last piece of the document, the character traits and competencies we are looking for in a lead pastor, will be presented at the Annual Meeting. This incorporates the input from the congregation into the deliberations of the elders, and is the pinnacle in many ways of the profile. It will give you both a guideline for prayer for the future pastor and a tool for evaluation when we get to the candidating stage.

When will we actually go to search? This will be a decision of the new board of elders upon reviewing the profile and the current state of Timbers. We expect that there will be something to say about this within a month or two of the annual meeting.

Staff

The paid staff at Timbers are a joy to work with. They are all gifted in unique and powerful ways and all have a heart for the cause of Christ. In addition to Jessica, Kathleen, O'Ressa and Seth, Mia Robinson has been helping out in the office and Chris Beckley has been engaged in an intern role overseen by Seth.

FYI, the staffing roles and hours are as follows:

Seth: Associate Pastor for Youth, Young Adults and Young Marrieds is a full time role.

Jessica: Pastor of Children, and also oversight of Women's Ministry.

This is a 29 hour per week role, up from 25 hours per week in 2017.

Kathleen: Financial administrator, 10 hours per week.

O'Ressa: Worship Administrator - 30 hours per month. This is up from 15 hours per month in the fall of 2017.

Ministries

As mentioned in the August congregational meeting, one of my goals is to make sure there are "no unled leaders" and "clear ministry mandates."

Part of the implementation of No Unled Leaders is ensuring that every ministry area has a staff connection. As a result, the annual reports for the various ministries are contained and summarized in the staff reports. Below are some notes on the areas for which I am the staff connection.

Prayer: Brenda Landry

For the Prayer team, 2017 was a year of pressing into, and declaring the promises of God over Timbers. We focused prayer on rebuilding broken foundations, by going back to the simplicity of our First Love, Jesus. We fervently prayed for every believer's relationship with Jesus to grow and flourish, and that the fruits of the Spirit would be the evidence of it. We began to have discussions at the beginning of each prayer meeting on such topics as healing, authority in Christ, and discerning God's voice. We look forward to continue seeking God for His direction for the Timbers community and how He will weave us into the broader community of Prince George.

Griefwalk: Christine Rickards

In 2017 Griefwalk provided support to 15 people, some of those in the form of 1:1 Companioning, some in support groups and some received both types of support. Griefwalk Introductory Training was offered through Timbers in January, where three people were trained. A separate delivery of the same training was done for MOMSS (Making Ourselves Matter Social Services), a non-profit organization dedicated to delivery of life skills training to young women aging out of the foster system. Ten people at MOMSS were trained. Two support groups were offered in 2017.

Currently, we have just completed annual training where Terra Laflamme had an opportunity to deliver training for the first time (she did a marvellous job!). We are also preparing for our first support group of the year.

Missions

This past year the missions committee was shifted from being about local and global missions, since either one of those is a big bite, and it is actually the church staff who are point on local missions. The missions committee is currently an ad hoc committee which may be activated by me for projects as needed but I am not planning any major new initiatives during transition. We will continue to support the Ghana project and communicate from the Enns.

The Ford fundraiser last year raised close to \$2000 for the Ghana Project. We anticipate a trip happening before summer. We also discovered that the Seamless Link agreement with the Enns had expired a couple years ago, and this will not be renewed until a new lead pastor is in place.

Communion: Kay Brookes

Whenever we plan the Lord's Supper, if Kay is available she does the preparation. It is very helpful to be able to hand this off to someone so capable and not worry about the details.

Coffee: Angie Fretter, Neil Van Caesele

Many Sundays you will notice there is coffee and tea and juice available in the lobby at the Playhouse. This is thanks to the efforts of Angie and Neil. It's one of those "little" things that can really add to the family atmosphere when we gather for worship.

Conclusion

As we approach the one year mark of what has popularly become known as "the split" I want to commend you who have stuck around and continued to serve, pray, give and expect things to move ahead.

Kristin and I have enjoyed the hospitality and encouragement of many. Thank you for making it easier for us to be away from home and our children and grandchildren. Being task-oriented, a part of me wants to get the job done and see what's next in our lives. But at the same time, we kinda like some of you and do not look forward to having to say goodbye. It's a tension we live in, made bearable by the reality of eternity where we hope to have a lot of time to visit.

Let's seek God together for what he has next for Timbers.

Press On!

Daren Wride
Transitional Lead Pastor

Addendum to Transitional Pastor Report: Summary of Assessment

Strengths:

Committed ministry teams
Many long term members/attendees
Sense of forward motion, with hope
History of and passion for outreach
Wide spectrum of ages
Lots of children and people in the 20's and 30's age group
Desire for training and biblical teaching

Challenges:

Need for healing and moving forward from the conflict of spring 2017
Lack of clarity re: the unique mission and vision of Timbers, resulting in...
Lack of clarity in strategy and structure
Differing views of current facilities, related to differing views of Sunday morning, evangelistic methods and overall strategy
Timbers has struggled with "growing people up" post-conversion

Key Result Areas:

#1: Clarify the unique calling of Timbers. Articulate mission and vision to the required level of detail prior to search
#2: Governance/Eldership. Strengthen the leadership and organizational culture
#3: Staffing. Staffing plan for 2018 and move toward excellence in HR.
#4: Closure and Healing. Continue to walk this

SETH SHELLEY, ASSOCIATE PASTOR REPORT FOR YOUTH, YOUNG ADULTS AND CONNECTIONS

Men's Ministry

Men's ministry this year has seen a continuation of our Wednesday mornings group and our Saturday morning guys group. In addition to this we joined NLBC for another mens camp and saw many new men join us for a fantastic weekend with Randy Carter.

We also saw the addition of our Men's Connect group, a group designed to offer a social evening event for men who are apart of either group, or no group at all, to connect and get to know one another. All in all it was a great year for our Men's ministry. Thanks to Darius Low, Chris Beckley, and Don Vigue as well as all the other men who volunteer their time to make sure our Ministries are continuing to grow and see men in our church and community reached.

Youth and Young Adults

Our Youth and Young Adults programs saw wonderful development and some changes this year. This past year we ran a program that saw that ages 10-30 reached in all of our differing programs. From our evenings pre-teen sports program we saw some nights attendance of up to 30 students, mostly unchurched community kids. Our youth program has seen a diverse number of events and partnerships with other youth groups in town, and other special events like all nighters.

Our Young Adults program has steadily seen a committed group of young college and careers joining for study nights and special events like rafting and camping. Thank you to all of our volunteers who have made our next generation ministry possible amidst a year of constant changes. Your support and time has not gone unseen!

Connect Groups

This past fall we launched a new connect group program with a simple goal, to create a sense of community and bonding within Timbers. At its launch we saw 19 new groups venture off into the past months with excitement and determination to see people connected. Our groups have a wide variety and reach a vast number of people. Groups based on finances, families, social events, renovations, hiking, bible studies and more.

The connect group model has achieved in its infancy the desire it was created for. We have seen many people form friendships and connect in each other's lives in these opportunities that they have not had before. We are thankful to the many many, many people that make

we have had the pleasure of walking with him through his honing and crafting of new skills. Chris has been a large part of our youth and young adults visionary team, has lead the young married group alongside his wife Cassandra and has taken leadership over our Ushering and greeting ministry. We have been blessed and thrilled to work alongside Chris as he is learning and discovering who God has called and gifted him to be.

Timbers Loves PG (TLPG)

Timbers Loves PG was started with the desire to address the diverse needs of our community in a unique way. One of the ways we accomplished this in 2017 was by partnering with Guru Nanaks kitchen. Our time there is spent praying and ministering to the people who come for food, often times we spend up to 20 minutes with a family learning about their struggles, offering prayer, and forming a unique bond.

TLPG also had a busy year this year with the bulk of our ministry efforts being focused on the fire evacuees. This summer, as many of you know, the city of Prince George was home to thousands of displaced people from the wildfires, many of them being families with young children. Our Timbers Loves PG ministry had been working on our ministry efforts in the VLA and saw a great need come to our community. While continuing to offer sports programs, prayer, and one on one ministry time, we were motivated to assist with the wildfire relief efforts. We donated thousands of items to the evacuation centre ranging from kid's toys to adult hygienic items, as well as offering sports and snacks to many of the kids at the evacuation centre.

We are thankful for the time and effort that is put into this new ministry by so many of our Timbers people, we are excited and anticipating wonderful works ahead for 2018.

JESSICA LOW, PASTOR OF CHILDREN AND FAMILY MINISTRY AND OVERSEER OF WOMEN'S MINISTRIES

SuperKIDS

Greetings from SuperKIDS! It has been an active and eventful year in the children's ministry. Here are the highlights from 2017.

This year began with the kids once again joining the main service to participate in the beginning of worship with the congregation. Best decision ever! The energy, excitement, and at times powerful leading of the children when dancing, flagging, or simply participating in the family of God has breathed fresh life into the church.

This welcoming of the children back into the service has led to the forming of a new ministry, personal growth for the kids and a larger sense of family. As the children were invited up to join the dance team an idea was born to invite the kids to a night once a month to learn about worship dance and form a children's dance team who would join the dance team for special songs. For some of the older kids, being a part of the service has given them opportunity to build relationship with volunteers and has led to the kids beginning to serve in a couple areas of the church like media, nursery and recently some greeting. This is so important! As these older children begin to age out of the Sunday school programs they will have a space that they can fit into within the service and the church as a whole. It won't be a foreign experience and the transition into the service, as a growing teen, will be smoother. We know from statistics that this is a critical time for our young people and so we want to be intentional in our support. 2017 has been a year of transition for Timbers and that has, of course, affected SuperKIDS. The SuperKIDS team lost 17 volunteers and the 9 classes we were running was reduced to 4. As a leader I have learned much from this experience. While so many did choose to move on, I was able to part on good terms with the majority, finding a mutual respect in the foundations of relationship we had built. Parts of this year have challenged and grieved me repeatedly, but God, he is good through it all.

So I had four classes and some amazing, amazing people who have partnered with me in ministry to make SuperKIDS happen every week. We spent some time looking at the classes and the needs of the families attending and adapted the classes to best fit those needs. The team stepped up and a fresh sense of community began to surface as teachers worked together to figure out new systems and ways to accommodate the still full classes.

At SuperKIDS we have worked through many of the major bible stories and biblical principles this year, looking at ways to apply them to the kids' lives in age-appropriate ways. They have also began to seal God's word in their heart through the act of scripture memorization.

McDonalds donated a huge stack of free ice creams and cheeseburgers that we use as prizes as the kids accomplish their memorization challenges.

Each week Sunday school is filled with games, stories, snacks, crafts, object lessons, and skits to help the children learn about the principles and person of God. The kids have learned about prayer, sharing their faith, the life of Jesus, Jesus miracles, friendship, integrity, God's help and presence in our lives and Advent to name a few!

across Canada to help kids living in refugee camps around the world. For the latter part of the year the kids have been saving their offering money to build compassion kits to support Prince George's vulnerable persons who are living on the streets.

We had an amazing Christmas season with the SuperKIDS celebrating the baptism of one of our senior students and in sharing the advent messages with the church. We ended the year the way we began; as a whole congregation, a family of believers including all ages, gathered to worship Jesus, and growing as his disciple.

Thinking about this year I come back to the amazing people! I am full of gratitude for each person connected to this ministry. Each member of the team is making a lasting impact in the lives of Timbers awesome kids and I feel totally privileged to be a part of it. And to the families and over 100 kids that attend SuperKIDS, you guys rock!

Ladies Ministry

The Ladies Ministry at Timbers has continued faithfully this year. The ministry to women in 2017 took place in the form of small groups. With both established groups continuing and the forming of new groups through the connect group model Seth mentioned; there are a number of ways for women to get connected with other women at Timbers.

Wanda and Kay's Thursday Ladies Bible Study and the Wednesday Moms Group meet weekly and are regular places of gathering for women. The Dance Team also meets weekly and is a place of beautiful community as they gather around their common heart of worship and dance. The connect group model has provided some new opportunities with walking groups, a book club, and ladies connect which organizes events in the evening for women to gather around.

In September we held a ladies' ministry meeting with women involved in leadership with voices that could represent the various generations at Timbers. We reviewed Timbers history as a church and our history in relation to women's ministry. From there we could look for trends, strengths and gaps that we could improve in. There was a time of reflection on each ministry relating to women and finally we ended with a time of sharing and prayer about the needs of each ladies' ministry here at Timbers.

All of the time spent together in the various ways center around Jesus and what he is doing in the lives of each woman. Recognizing that each woman is on a personal journey of discipleship with Jesus, we travel together, celebrating life's victories and supporting each other through the hard points. Through the relationships that are formed and by providing places to learn or be vulnerable, women are growing. Growing in personal identity and as disciples of Christ. For details around each group please visit the Timbers website at www.timbers.org. The website is updated as events or groups change and there is contact information for the leaders there. Or you can check out the connections board in the foyer on Sundays. There are leaflets with all the info on the wall you can take home with you.

I am looking forward to seeing what will be coming in 2018 for ladies' ministry at Timbers. May God bless each gathering of women and be glorified in the lives of women.

O'RESSA ROMBOUGH, WORSHIP ADMINISTRATOR

Worship and Arts

The Worship & Arts Department has been extremely blessed during this transition with a dedicated and diligent group of amazing volunteers that must be acknowledge:

- The Sound Team: Dan Brown, Jesse Bennett, Logan Trask Secondly and our junior tech apprentices Isaac Norton Woolgar, Jacob and Isaac Bennett.
- The Set-up/Tear-down team: Bob Sjolie, Liz Mullen, Colin Turcotte, Justin Herle, along with the worship team and church members!
- The Media Team: Dorian Low, Jeannie Spencer and our juniors A'Lexy Rombough, and Caleb Low.
- As well as Kay Brookes and those that have joined her to serve our church family communion.
- The Worship Leaders: Cliff Raphael, Darius Low, Seth Shelley and Valerie Rakoczy
- The Dance Team: Chantell Lodge, Kristy Low, Savannah Boreland and Sierra Sai-Appiah.

In August we said farewell to Stephen Toon and his beloved family, even thou they are greatly missed we celebrate with them as they chase their dream as musicians and raise their family in Oliver. A handful of our key musicians and technical volunteers had also chosen to move on, so we took this as an opportunity to call out to our sister churches for support. It has been a great blessing to have guest worshipers and leaders such as Steven Perison from Westside Family Fellowship, and Ken, Lenora, and Luke Winnig from Lakewood Alliance Church join our congregation in worship.

Throughout this year the worship department has continued to pursue intimacy with Jesus by the leading of the Holy Spirit, and humbly seeking the Fathers Heart as individuals and as a congregation. Timbers children are joyously apart of the first half of our worship set on Sunday mornings, and once a month they are invited to join the Dance Team. This year we have been very fortunate to have the Dance Team grace us with many forms of worship and outreach from interruptive dance with movement, scarves and flags, to choreographed pieces that minister to us and inspire healing. Kristy Low, thank you for encouraging us to engage freely in worship.

Celebrate Recovery (CR)

Celebrate Recovery is a 12 step, Christ centered, anonymous program. Even though this program ended in the first quarter of the year, I would like to take a moment to honor our CR Ministry Leader, Mia Robinson. Her dedication, perseverance and leadership, are truly defined by Mia's enthusiasm to become more Christ like and to make healed disciples for The Lords good works. Many lives, including my own, have been forever changed! Celebrate Recovery was intended to speak to more than the stereotypical addictions in our lives... a partnering of scripture and the 12 steps allowed us to take a deeper look at our hurts, habits and hang ups. This was a safe place for anyone walking through life's trials, and if there was a desire to delve deeper we had an opportunity to actively participate in step groups with the support of our sponsors and accountability partners.

For now, Celebrate Recovery is still on-hold, as we take time to reflect upon the happenings within our church this past year. A heartfelt thank-you to our Timbers family for supporting the ministry of helping the hurting! We are eternally grateful for the many contributions from homecooked meals, set-up/tear-down volunteers, hosting our Monday night meetings, guest worshippers, prayer coverage, and support from Lakewood Alliance Church.

Timbers Dance Team

Timbers Dance Team

This is a ministry with the purpose of helping others engage in worship. For some, this is a new element of worship using their bodies, for others it could be a fond childhood memory, and for many this expression can be completely foreign. We are so blessed to have the dance team ministry leader, Kristy Low, continue to lead our congregation and this ministry into a deeper intimacy with Jesus.

Their Thursday night meetings incorporate structured/technical dance training, freedom of movement through worship, and intercession through both dance and the practice of being still in His presence. We have gratitude and great joy to see the positive partnership in teaching from our beloved sisters, Savannah Boreland and Sierra Sai-Appiah.

Timbers children are invited to join the Dance ministry evenings once a month, as well as for one congregational song of worship. These evenings open and close with simple prayer, breakout with joyous dance, and include a few structured moves to encourage confidence and a teachable spirit. It is exciting to bring up the next generation with such boldness in their personal relationship with Jesus and our hope is for this to follow them into their adulthood.

REPORT OF THE 2017-18 NOMINATING COMMITTEE

This year's Nominating Committee consisted Darius Low, Pam Wallin, Rob Desmarais, Wanda Turski, and was chaired by Daren Wride.

In our two meetings, we reviewed all relevant documentation related to elders, including the key Bible passages, Alliance documents and board best practices that have been developed during transition. We also had a season of prayer.

Our bylaws stipulate that an elder can serve for two consecutive two-year terms before being required to step off for one year.

Elders stepping off due to fulfillment of two 2-year terms:

- Pam Wallin
- Rob Desmarais

Continuing Elders (one year into a 2-year term):

- Dave Dyer
- Greg Woolgar

The elders have set the number of elders for the year ahead at seven, and so we are looking for five people to be elected. Those nominated by the Nominating Committee are:

- Don Vigue (has completed one 2-year term)
- Kristy Low
- Richard Beaulieu (had completed one 2-year term)
- Stephen Neudorf
- Wanda Turski

From the Alliance Manual re Elections:

"In preparation for elections at the annual meeting, the nominating committee shall present and post, at least three weekends prior to the annual meeting, one name for each office to be filled. Any procedures for receiving additional nominations from the membership shall be specified in the bylaws. Elections shall be by ballot and, in order to be elected to the Board, a nominee must receive at least a majority of the ballots cast."

Note that the Timbers bylaws do not allow for further nominations.

The next Nominating Committees will be selected at the Annual Meeting on February 25.

Respectfully submitted,

Daren Wride,
Chair