

Annual Report 2024



west london
ALLIANCE CHURCH

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REPORT OF THE LEAD PASTOR

Psalm 93 ESV

¹The Lord reigns; he is robed in majesty;
the Lord is robed; he has put on strength as his belt.
Yes, the world is established; it shall never be moved.

Psalm 103:1 ESV

¹ Bless the Lord, O my soul,
and all that is within me,
bless his holy name!

The two themes from our summer in the Psalms continue to resonate with me as I consider 2024. “The Lord reigns” and “Bless the Lord” are two phrases that—in a short, concise, yet powerful way—describe God’s work at West London Alliance Church. To begin, the Lord reigns in salvation through his Son, Jesus Christ. As we consider our redemption and all Christ accomplished in his death and resurrection we say, “Bless the Lord!” The Lord has reigned sovereignly in all that has transpired which causes us again to say, “Bless the Lord!” The providential rule of God over our church and in our people is yet more evidence that “the Lord reigns” and gives us good cause to “bless the Lord.”

The Lord reigned over West London Alliance Church through his Word as many different men preached to our congregation. While Barry Usher—our resident apprentice pastor—and I carried the bulk of the burden of preaching, many others contributed including other staff members as well as guest preachers. Lyall Mix, Dave DeSmit, and Rick Walton all preached as staff from WLAC. Congregants who preached include Nathan Dunmore and Ron Standish. Jason Kovacs, a Biblical Counsellor and Executive Director of Gospel Care Collective, was the only preacher from outside of our congregation who preached a topical sermon on biblical counselling. Other topical addresses included 2 sermons that were Union School of Theology Preaching Assignments, a sermon on giving, as well as a sermon on obedience from Exodus 3 and 4. As is our practice, we also had thematic series at Easter and Christmas, “A Trinitarian Easter” and an Advent series from Isaiah. The remainder of the sermons saw us finishing the Book of 1 Samuel, preaching Psalms 88-106 in the summer months, preaching through the minor prophets Habakkuk and Joel, and an overview sermon on Acts which initiated our preaching through Luke’s account of the early church.

The year began with Dave Dunmore, Steve Gaunt, Ray Majoran (Chair), Chris Postma, Tim Seabrook (Secretary), Ron Standish (Treasurer), Barry Usher, and Brian Worrad (Vice-Chair) serving on the Board of Elders. Steve, Chris, and Tim all completed 2-year terms and opted not to let their name stand for the elder vote that occurs at our Annual General Meeting. These men have served as elders many years, and they have done so faithfully and fruitfully. We are grateful for such men; I am grateful for such men. Dave stepped off the Board so he could focus his service and leadership at our church plant. He is also to be commended for faithfulness at WLAC and a willingness to serve in the difficult arena of church planting. In March at our AGM, these 4 men were replaced by Rob Bell, Aaron Haig, Ron Hesman, and Kent McVittie who served on the Board the remainder of 2024. Tim and Steve were appointed by the Board to serve as non-Board elders, and they joined Graham Buchanan, Daniel Kwong, Rand Luka, Lyall Mix, Dwain Murphy, and Rhys Plant who were also serving in that capacity. All these men served and shepherded well, particularly in their leading, teaching, and praying. I am indebted to these men for their ministry. We “Bless the Lord!” for God’s reign over us through godly leaders.

We also “Bless the Lord” for his gift of a faithful and productive staff. Kim Seabrook, Judith Gaunt, Nancy Blackwell, Karyn Koopman, Susan Mitchell, Megan Felker, Lyall Mix, Daniel Kwong, Graham Buchanan, Dave DeSmit, Jon Magwood, Rick Walton, Rhys Plant, and Nathan Dunmore all served dutifully in various capacities in 2024. Rand Luka, though not technically on staff, has also served our congregation faithfully in the Arabic fellowship and I mention him with our staff because he has functioned as such for many years. Two significant departures in the staff came in 2024, one in the summer and one towards the end of the year. Rhys Plant resigned his position as church plant pastor midway through 2024. We are thankful for his work in that capacity and are thankful that he continues in the pastorate at Brant Community Church in Brantford. Rhys is a good friend, and we wish him, Natalie, and their family all God’s best at their new church in Brantford. After 5 years of service, Jon Magwood also decided to resign his position as WLAC’s Director of Student Ministries. Jon, Amy and Charlotte were joined in December by Kallen, who was born at the end of December. We have been blessed many times over by Jon and his family and we pray for God’s blessing on them as they move to Illinois where Jon will take up a position on the staff of New Covenant Bible Church. The Magwoods will be dearly missed.

As we considered the reign of the Lord in 2024, one thing that we readily acknowledged at WLAC is that his reign is over all the earth. That truth was made clear to us before we started our summer in the Psalms through the teaching at our Corporis Conference. The theme of Corporis was Mission In Action, and Vice-President of Global Training for the International Mission Board Zane Pratt was the key note speaker. His teaching and the conference propelled WLAC’s missions-mindedness to new heights. Our determination to plant a church globally was reinvigorated, and our commitment to our missionaries and missions in general was strengthened. We “Bless the Lord” for his sanctifying work in the area of mission.

There are few things that elicit from me a “Bless the Lord!” more than my family. I am continually amazed at the blessing these people are in my life. I am thankful for Nicole as we approach our 29th anniversary. She is an amazing woman, wife, and mother. We both are grateful for our 3 married daughters—Ena, Adele, Mara—and their 3 husbands—Brett, Mac, Josh. They are such a joy to us. Our son Judah got engaged in the summer of 2024, and we look forward to Annalene Bird becoming our favourite daughter-in-law in the summer of 2025. We will relish the few months we have left with Judah in our home; we are proud of the man he has become. Fortunately for us, we still have Arwen at home for a while longer as she attends Western and brightens our home with her wit and wise-beyond-her-years faith in Jesus. We were also ever so excited to learn that Mara and Josh are expecting, and we anticipate with glee becoming grandparents in 2025. “The Lord reigns” and “Bless the Lord!” indeed.

Finally, as we at WLAC endeavour to make known the greatness of God the Father in the gospel of God the Son by the power of God the Spirit, it becomes very apparent to me how blessed I am to serve a congregation such as ours. A church full of faithful disciples who wholeheartedly submit to God’s reign and who enthusiastically bless him for his goodness to us make my work rewarding in ways that continue to surprise me. What a gift it is for me to pastor you. It is not a hard thing for me to say, and so I will say it again, “The Lord reigns ... bless the Lord!”

In Him,

Jude St. John
Lead Pastor

REPORT OF THE APPRENTICE PASTOR

*Only fear the Lord and serve him faithfully with all your heart.
For consider what great things he has done for you. (1 Samuel 12:24)*

It has been my privilege to minister in the role as part-time Apprentice Pastor at WLA since March 2024, and I am grateful for the opportunity to serve the Lord in this capacity. With a thankful heart, I offer this report, celebrating the great things God has done among us and expressing my gratitude to the congregation for the encouragement and support I have received in my pastoral journey.

This year, I took on regular preaching duties and am thankful to Pastor Jude and the elders for trusting me in the pulpit. Studying, preparing, and proclaiming God's Word has been a tremendous joy. I deeply appreciate our church's commitment to studying and applying Scripture and am grateful for all those who labor so faithfully to preach God's Word to our congregation.

Notably, we completed our series in 1 Samuel before turning to reflect on Easter from a trinitarian perspective. Throughout the summer, we covered Book IV of the Psalms, which reassured us of the Lord's sovereignty. We saw that His reign is praiseworthy, perfect in justice, holiness, and power, fully revealed in Christ, and that we are called to proclaim it in both our songs of praise and our moments of sorrow.

"The Lord reigns! Bless the Lord, O my soul. Amen and amen!"

In the fall, our time in Habakkuk and Joel, two of the Minor Prophets, proved fitting as we considered God's grace and continued mercy to us. We concluded the year with an Advent series, rejoicing that God alone is our hope, our peace, and our joy, as His steadfast love has been revealed to us in Christ.

Additionally, it has been a delight to work with Graham on leadership development initiatives within our church. In 2024, we launched two ministries aimed at *"equipping the saints for the work of ministry"* (Eph. 4:12): Learning Labs and Potential Elder Training. I have also been grateful to work closely with Dave DeSmit, offering support for various Worship Arts initiatives. Notably, our Summer Praise Nights provided refreshing opportunities for our congregation to seek God in prayer and lift joyful praises to Him.

One of the first tasks of my apprenticeship was to become a licensed worker with *The Alliance Canada*. I earned this credential in May and, at the recommendation of the district, have begun working toward ordination. The time of study and reflection that this process allows has been a blessing as I pursue this next step in ministry.

Looking ahead to 2025, I am most excited about the continued ministry of teaching and preaching God's Word. As we gather as Christ's body each week for worship, we are reminded:

"How firm a foundation, ye saints of the Lord, is laid for your faith in His excellent Word!"

I extend my sincere gratitude to the wonderful staff and elders of WLA for their gracious support and encouragement as I apply myself to the work of ministry, striving to learn and grow while discerning what is right and wise regarding my aspirations for pastoral ministry. I also want to thank my incredible family, who are an indescribable gift of God's grace to me. In particular, my wife, Alicia, whose support is beyond words as she continues to care for our family, love the people of our church, and work tirelessly as a teacher.

Finally, to the members and associates of West London Alliance, thank you for your continued love, encouragement, and trust. It is an honor to labour with you in making known the glory of God through the gospel of His Son, by the power of the Holy Spirit.

Respectfully submitted,

In Christ,

Barry Usher

REPORT OF THE CHURCH PLANT

Romans 8:28 "And we know that for those who love
God all things work together for good,
for those who are called according to his purpose."

Twenty twenty-four presented challenges and opportunities in the life of Jacqueline Street Alliance Church. Rhys and his family's departure in late August presented the local leadership team with opportunities to continue to shepherd God's sheep at JSAC. God's faithfulness has been on display in more ways than we could conceive as we continued to offer adult Sunday School, nursery and regular Sunday morning and evening prayer services. These activities have been faithfully supported by the local leadership team.

We concluded our sermon series in Mark, a series which provided us with a wonderful opportunity to consider our great King. We began a series in Acts, which has been preached by a combination of Josh Thorne, Ryan Adams, Dave Dunmore, Roger Garnaitis and Conor Culverhouse. WLA have supplemented the pulpit with Jude St. John, Barry Usher, Jon Magwood, Rob Bell, Aaron Haig and Ron Standish preaching, for which we have been grateful.

By God's grace, four believers were baptized. It was a joy to hear the testimony of God's goodness to them and to see them step out in faith and be baptized. We trust that in God's time, more people will be baptized into the covenant community for his glory.

It is no exaggeration to say that we could not operate without our volunteers. But for the following people, various ministries would not exist, and we would not be able to meet as we currently do:

- Lynda Rolleman and Barb Garnaitis – Children's Ministry
- Haley Culverhouse and Julia Yacoub – Music Ministry
- Ryan Adams, Julia Yacoub, Larry Banman, Esther Thorne and Nicole Carew – Community Outreach
- Ilse Webb, Roger and Barb Garnaitis – Cleaning
- Dave Dunmore, Ryan Adams and Roger Garnaitis – Evening Service Leading

In October we started life groups. We have three groups all of whom studied Dane Ortlund's small book: How Does God Change Us?. It was an edifying study. The three groups have been led by: Ryan Adams, Roger Garnaitis, Dave Dunmore, Josh Thorne, Brett Worrada and Conor Culverhouse. Life groups have been a great way to stay connected throughout the week and for us to get to know one another on a more personal level.

We are also grateful for the help offered by various members of West London Alliance Church to lead us in musical worship: Dave De Smit, Barry Usher, Jonathan Wake, Doug Blackwell, Steve Gaunt, Ron Hesman and Ryan Johnston. It is a great help to Julia and Haley to have you shoulder the service of leading music ministry.

We look forward to seeing what God has in store for us in 2025.

Respectfully Submitted,

Conor Culverhouse and Roger Garnaitis

REPORT OF THE ASSOCIATE PASTOR

"Therefore, my beloved brothers, be steadfast, immovable, always abounding in the work of the Lord, knowing that in the Lord your labour is not in vain." I Cor. 15:58

A year, 365 days (or as in 2024, 366 days) can pass by very quickly. Within the days and weeks and months of that year, many events, situations and circumstances fill that time. Over the years I am always astounded at all that takes place within the halls, rooms and offices at West London Alliance Church on any given week. And in those weeks, there are seasons of great joy and seasons of hardship and trials. Through it all we continue to strive to honour God, encourage those around us to grow in their walk with the Lord and speak boldly to those who need to hear of His saving love. As I report on some of the Adult Ministries at WLA that I oversee, I am thankful to God that He continues to surround me with people who are so dedicated to MAKING KNOWN HIS GREATNESS. I thank you all for your hard work, enthusiasm and diligence that each of you give to your respective ministries.

FOREVERGREEN (Seniors Ministry)

COMMUNITY DROP IN - The Drop In continued its regular schedule each Tuesday morning from 9:30-11:30 a.m. Inside the Fireside Room enthusiastic and appreciative seniors enjoy Euchre, Scrabble, puzzles and other card games. But it is the fellowship and the camaraderie that are the key for these folks, and it continues to meet the social needs of so many seniors. I have heard time and time again how this group and ministry is the highlight of their week.

As well on Mondays and Tuesdays the V.O.N. holds an exercise class in the gym. And then every week they come on Tuesdays to hold a blood pressure clinic. These programs are well attended and received by our seniors both within the church and the community.

My thanks goes to Everett Zwiers who sets up the room each week and then has a gang of willing people to put it all away. My thanks also extend to the kitchen help of Pauline Zwiers, Hanna VanderSchaaf and Megan Felker who get the coffee, tea and snacks ready every Tuesday.

THURSDAYS - Almost every Thursday, something is planned for the seniors to attend. We meet in the Fireside Room and each week has a bit of a flavour of its own. Here is what those Thursdays looked like on any given week in the past year:

- Hymn Sings
- Video Series – That the World May Know
- Special Guests. We were happy to welcome The London Pregnancy Centre in June. Jon Magwood came in April to inform us of the Youth Missions Trip to Peru and then returned in November with Hanna Vanderschaaf and Victoria Postma to provide us with highlights about their time there. We also had Pat McCormack come to speak about her trip to China and Marcel and Kelly Boers from Angola.
- Bible Study – We are still working our way through 1 John and are growing together in the grace and knowledge of the Lord.

I am grateful to Paula Van Brenk and Lois Usher who so willingly give of their time to come and play the piano for us at our meetings.

MEALS - One of the great events the seniors love are the meals. We all enjoyed a regular variety of potlucks, BBQ's and The Mandarin, as well as our Christmas lunch on December 12th. I am thankful to those who were able to assist over the past year organizing and serving at these meals. They include: Megan Felker, Rayma MacNeill, Mary Stanley, Pauline Zwiers, Hanna VanderSchaaf and a whole host of helpers who assisted in putting everything back into place.

BUS TRIPS – We enjoyed three trips this year which included: The Belmore Maple Syrup Festival (April), The St. Thomas Train (July) and The Sight and Sound Theatre in Lancaster, Pennsylvania (October). We had such a great time on each of these trips.

THANK YOU - On a weekly basis, there are many people who work so hard behind the scenes with our group that without their help we would not be able to provide such an effective and essential ministry to our seniors. From helping in the kitchen to playing the piano and to offering rides for our Seniors, it is all appreciated.

I am once again indebted to Megan Felker and all the work she does to help me in this ministry. Megan's official title with the church is Assistant to the Associate Pastor for Congregational Care and Visitation. She has gone above and beyond in providing her time, care, compassion and the love of Jesus to those she has visited or come alongside. But besides all of that, she helps in the kitchen with meals and the Drop In, she plays euchre when needed, she assists me on the bus trips and so many other areas of which I really appreciate her help. But her main focus and area where she is really ministering in, is her visitation to those in their home or in the hospital. She is so incredibly valuable to so many of our Seniors and the people of our congregation.

FUNERALS

2024 gave me the opportunity of assisting a few families in our church and within the community as they grieved the passing of a loved one. I had the privilege of being involved in these funerals listed below and am grateful to the families for including me.

February – Shirley Hotham – Wayne Hotham's mother

February – Steve Reibling

September – Jasmine Kauldhar – daughter of Simmy Kauldhar

December – Sheryl Shantz

MISSIONS

Missions continues to be brought to the forefront of our minds each Sunday as the Elders pray for the "missionary of the week." It has been exciting for me to see how this has become a regular part of the Sunday services, and I have enjoyed putting the prayer requests together on a weekly basis. Those whom we have prayed for in 2024 included:

- Danny & Vera Kuranji – Serbia (Alliance International Workers)
- Mike & Nikki Howell – Senegal (Alliance International Workers)
- Matt & Connie Russell – Southeast Asia (Alliance International Workers)
- Marcel & Kelly Boers – Angola (with Mission Aviation Fellowship)
- Ian & Rebecca Frankish – North Africa (Alliance International Workers)
- Steve & Pam Wise – Central & West Asia (Teach Beyond, headquarters in England)
- Jacqueline Street Alliance Church – church plant, London

PROPERTY/MAINTENANCE

Deacons of Property/Maintenance

I have had the privilege of working with a group of men who have assisted me in giving oversight and direction to the church building. They include Doug Blackwell, Dave Stranks and Seamus Wharry. The projects that were completed included:

- New lighting in the South Foyer Washrooms
- New cupboards in the Core Kitchen
- New Core Furnishings
- Repainting of the bottom half of the gym walls
- New lighting in the Balcony Staircases
- Painting the Sanctuary
- New planters and re-laying the brick at the front entrance

As 2025 is upon us we have a continual list of projects that will keep our building and the property functioning well. We look forward to working on them as the year progresses.

THANK YOU

I want to thank each of the staff and elders with whom I have had the privilege of working and ministering alongside in 2024.

I am thankful to the Lord for how He continues to watch over my family. I am blessed with a loving and supportive wife, and I thank the Lord for you and our ministry together. We were also very blessed to be able to attend the wedding of our son Evan to Stephanie Ros in Vancouver this summer and enjoyed the celebrations out west.

Respectfully submitted,

Lyll Mix

REPORT OF WLA WOMEN'S MINISTRIES

Women's Early Morning Prayer, Annual Retreat, Breakfast Events

In the kindness of God, the women of WLA had many opportunities to gather for fellowship and instruction at Early Morning Prayer on Tuesday mornings, at three Saturday morning Breakfast Events, and at our annual weekend retreat!

Every Tuesday morning of the school year, a group of faithful women make their way to the WLA sanctuary at 6:15 a.m. to pray for our international workers, to discuss the sermon from the previous Sunday, and to pray for one another's individual needs. It is so encouraging to see the wide range of women from various ages and stages of life. What a great opportunity for Titus 2-type love and discipleship with one another. The mutual edification of these mornings and of these relationships is such a gift! Facilitation of Early Morning Prayer is shared by Deb Wilkins, Cheryl McVittie, and me.

In June of 2024, some 65 women attended our annual WLA Women's Retreat at the Five Oaks Education and Retreat Centre in Paris, Ontario. Liliana Lapierre taught from Revelation under the title of "THE REVEALED KING". We heard the call to Patient Endurance in light of our relationship with the King. Not only did we receive excellent biblical teaching, we also were encouraged by God's faithfulness as heard in the testimonies of Sarah Hesman, Haley Culverhouse, and MaryAnne Capstick.

Our first breakfast of 2024 was in March and was entitled Threads of Steadfast Love. This finished up the theme from the 2023 retreat. It was an extra-special event as the WLA Men's Ministry team cooked and served the women a hot, sit-down meal. It was a beautiful picture of servant-hearted, steadfast love, and we were grateful. Shelley Ripley-Bulckaert taught us what the Steadfast Love of God looks like towards us, what it looks like when we pour his love out to others. We heard testimonies of what that can look like in our lives from Pat McCormack, Nancy Blackwell and Judith Gaunt, and Susan Phillipson.

The fall and winter breakfasts were shaped by the application of the 2024 retreat. As such September's breakfast was Patient Endurance in the Storm and Liliana Lapierre taught on the passage of Jesus calming the storm and we heard testimony from Helen Heinrichs. The December breakfast was entitled Patient Endurance in the Desert where the teaching brought us to Isaiah 58:11, and we heard testimony from Alyssa Nielsen. Breathtakingly, our women's breakfasts are consistently attended by 120-140 women! We rejoice that the ladies are feeling comfortable to use these breakfasts as outreach events for their unchurched friends and neighbours. What a joy! We pray that the Lord uses these mornings as a gospel opportunity. This is not something we take lightly! How humbling and glorious to see the Lord at work!

While the breakfast events are organized by a committee of Deb Wilkins, Nancy Whynot, Katie Brown, Liliana Lapierre, and myself, and while the retreat is organized by a committee of Liliana Lapierre, Joanna Vanderlaan, Lauren Vanderploeg, and myself, it would be impossible to execute any of these events without the multitude of volunteers who consistently show up to love the Growing in Grace Women. To name some of those volunteers, we thank: Susan Phillipson and her help with coffee; Katie Brown and her creative visual art pieces; Mary Jamieson and Maddy De Smit who run projection; Ena MacDonald who ensures the sound system works; Stephanie Vanderschaaf who ran a hilarious game at the retreat; Joanna Vanderlaan, Chris Ng, Karyn Koopman, Haley Culverhouse, Rachel Varriano, Kathleen Magwood, Catherine Bond-Mills, Christina Vander Veen, and Nicole St John who have led the music for us; ladies like Allie Mills, Sarah Hesman, Meaghan St. John, and

Molly St. John who made themselves available to set up, tear down, facilitate registration, and make countless beds at the retreat; the senior high students who clear out the Core and set up all the chairs for the breakfast events; countless women who bake, set up, tear down, greet, facilitate small group discussion, jump for door prizes, read Scripture, say grace, pray, and give testimonies; and the countless men who take time on a Saturday morning to move couches and reset the Core for Sunday morning. A great big thank you also to Kim Seabrook and Nancy Blackwell who help with our administrative needs in the office on top of their very full plates.

It is a constant JOY to see the WLA women gather to worship the Lord, to study his Word, to grow in grace, to encourage one another, to rejoice with those who rejoice and to weep with those who weep, to comfort others with the comfort the Lord has given them, to give generously from their lack, to disciple each other, to laugh with one another, to speak truth over one another, and to reflect the image of Christ within our walls and also to the watching world. What a rich treasure you sisters are! Praise the Lord!

With great thanks to our glorious Lord,

Barbara Postma

(on behalf of Deb Wilkins, Nancy Whynot, Katie Brown, Joanna Vanderlaan, Liliana Lapierre, and Lauren VanderPloeg)

REPORT OF THE LADIES CONNECTION (TLC)

TLC is a group of women who meet weekly from September through May for Bible Study, prayer, fellowship and encouragement. Our meeting options are Monday evenings from 7:00-9:00 p.m. or Wednesday mornings from 9:15-11:30 a.m.

Monday evenings are popular among students, working moms, and those who are unavailable Wednesday morning. This group is organised by Julie Mix, who also arranges for the ladies to get together for dinner once a month before study time, to promote bonding within the group. During 2024, this group numbered approximately 20, and Julie was ably assisted by Cheryl Hargraves and Jeanette Nywening.

Wednesday mornings begin with snack time, followed by worship, a testimony or video, and then we break into small groups for discussion and prayer. Although our numbers were smaller throughout 2024, we experienced great blessing from God as we got to know each other more intimately. Approximately 25-35 ladies were regularly in attendance.

Our year began by winding up the study Abide by Jen Wilkin, from 1st, 2nd and 3rd John, which was much enjoyed by all the ladies. In February, we took a new slant, with the book When You Pray, a study of 6 different prayers in the Bible, each lesson led by a different Bible teacher. This proved most enjoyable and challenging as we were able to hear from teachers we had not heard before.

September started with yet another foray into the unknown, with a study in Ephesians, authored and led by 3 Bible teachers in a conversational setting. This study was well received, although the video format of discussion did not seem to provide the same level of teaching.

Special events included our traditional brunch in May and December, when the ladies enjoyed getting together for worship, some fun, a speaker, and of course food.

A new event was held in July when both Monday and Wednesday groups gathered together for dessert in the parking lot (the grass was too wet!!). This was a fun evening of getting to know each other and will likely become another annual tradition.

My deepest appreciation goes to our hard-working committee and group leaders, who are a blessing to the ladies they work with: Pat McClelland (treasurer), Helen Heinrichs, Lorraine Turkstra (secretary), Colleen DeJager (worship), Julie Mix (Monday co-ordinator), Iris Zawada; Lis Logie, Elsebeth Rush, Karen Suderman, Sonya Van der Velde, Lois Usher, Lois Wood, Cheryl Hargraves, and Jeanette Nywening.

We have seen God blessing our group in countless ways this past year, as we have weathered life's storms together and rejoiced together in happy times.

Respectfully submitted,

Louise Somerville.
TLC Chair

REPORT OF THE LIBRARY COMMITTEE

The library provides our church family with access to biblical resources that deepen our faith and knowledge of our Lord and Saviour. During 2024 the library was open weekly between Sunday morning services. This gave the library committee opportunities to introduce our services to those new to WLA as well as to connect with many familiar faces.

This past year, we have continued to make new, existing and donated material available on our shelves. Resources in the form of fiction and non-fiction books, Bible studies and DVDs, are available for a variety of ages. If you have not visited the library recently, we encourage you to find us in the South Foyer, chat with a volunteer and see what material might interest you. We are thankful for the biblical resources that are being used by our church family, and we welcome any requests and suggestions you have.

I would like to offer my sincere thanks to our faithful and hard-working volunteers: Rebecca Brown, Jeff Carter, Jared Carter, Nancy Colbert, Jesleana Jacob, Brynn Koopman, Agnes McCaffery, Patricia McClelland, Evelyn Postma, Ingrid Standish, Elizabeth Teasell and Giovanna Zuanazzi.

We praise God for his blessing on the library ministry over the past year.

Respectfully submitted,

Amanda Hesman

REPORT OF THE ARABIC FELLOWSHIP

We are blessed at the Arabic Fellowship to have had another year to serve the Lord and His people. Over the past year, we have consistently held weekly Sunday worship, fellowship, and teaching of God's Word. We also participated in the English service for communion on the first Sunday of each month.

Last year, I preached every other Sunday, and we welcomed preachers from the English congregation once a month. We were able to complete the study of the book of Nehemiah, in addition to several topical series.

Toward the end of last year, we formed a leadership team of three men—Yass Sabiri, Fadi Issa, and Bassem Guirguis—and entrusted them with the responsibility of assisting in leading the congregation. Several brothers and sisters are also helping to lead worship each Sunday.

We hold a weekly Bible study in the form of life groups every Saturday evening in homes. We have also recently started a new weekly prayer meeting at the church every Monday evening.

Please pray that the Lord may open doors for us to connect with other Arabic-speaking residents of London to share the Gospel.

Respectfully Submitted,

Rand Luka

REPORT OF THE CHINESE FELLOWSHIP

(Simplified Chinese)

诗篇 127:1-2

1. 若不是耶和華建造房屋，建造的人就枉然勞力；若不是耶和華看守城池，看守的人就枉然警醒。
2. 你們清晨早起，夜晚安歇，吃勞碌得來的飯，本是枉然；惟有耶和華所親愛的，必叫他安然睡覺。

感謝看顧及保守中文團契，謝謝教牧同工及教會長老們不斷為中文團契禱告並參與和支持各樣的活動和事工，感謝神激勵弟兄姐妹同心事主及傳揚福音，神把一些未信主及信徒帶到中文團契，國語崇拜的人數稍微增加，而粵語仍保持不變。

2024年上半年採用撒母耳記上為講台信息，暑期從詩篇里學習，到下半年就開始用小先知書撒迦利亞書作為講台的信息。感謝神為中文團契預備了不同的講員作教導，謝謝Pastor Jon Magwood, Nathan Dunmore, Pastor Lyall Mix, Pastor Philip Huynh, Elder Ron Standish, 宣教士分享有 Matthew and Connie, 和 Cudie Au (Compassion), 籍他們的教導和分享，弟兄姐妹得到更多的屬靈的祝福。

今年仍有門徒訓練，盼望弟兄姐妹被建立並同心合意興旺福音，所以邀請Pastor Philip Huynh從美國到來給我們有一個周末的【個人佈道】訓練。為了弟兄姐妹靈命成長，所以在國語和粵語崇拜之間的時間有成人主日學，由趙海峰弟兄負責從舊約背景及會幕的真理中，引導大家更進一步認識真神。

外展方面，今年有兩次戶外活動，其中一個活動是在Gibbons Park 野餐，另外一次是巴士旅行到多倫多之中心島一日遊，這兩次活動都吸引了一些從未到過教堂去的新朋友，弟兄姐妹都把握機會認識這些新朋友，並嘗試與他們分享拯救人的福音。在十二月二十一日有【救主降生特別晚會】，感謝神除了經常參加聚會的會眾參加，也有不少未信主的家庭和朋友參加。還有教牧同工及長老出席這個活動，而Pastor Jude也分享一個福音信息。感謝神，透過這些活動，今年有十二人決志信主，並有八位弟兄姐妹接受浸禮。

神的恩典實在豐富，願榮耀歸主。雖然中文團契經濟狀況都有赤字，但神是一位富有的神，祂有預備和供應，祂感動各肢體忠心獻給神，結果到年底中文團契的財政狀況還是有盈餘。謝謝各肢體忠心事奉並獻上時間、才干、力量和金錢，願神祝福大家與教會。

Respectfully submitted,

Daniel Kwong

REPORT OF THE CHINESE FELLOWSHIP

(Traditional Chinese)

詩篇 127: 1 - 2

1. 若不是耶和華建造房屋，建造的人就枉然勞力；若不是耶和華看守城池，看守的人就枉然警醒。
2. 你們清晨早起，夜晚安歇，吃勞碌得來的飯，本是枉然；惟有耶和華所親愛的，必叫他安然睡覺。

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神的恩典實在豐富，願榮耀歸主。雖然中文團契經濟狀況都有赤字，但神是一位富有的神，祂有預備和供應，祂感動各肢體忠心獻給神，結果到年底中文團契的財政狀況還是有盈餘。謝謝各肢體忠心事奉並獻上時間、才幹、力量和金錢，願神祝福大家與教會。

Respectfully submitted,

Daniel Kwong

REPORT OF THE CHINESE FELLOWSHIP

Psalm 127: 1 - 2

¹Unless the Lord builds the house, the builders labor in vain. Unless the Lord watches over the city, the guards stand watch in vain.

²In vain you rise early and stay up late, toiling for food to eat—for he grants sleep to those he loves.

We are thankful for the care for, and protection of the Chinese Fellowship. Thank you to the pastoral staff and church elders for constantly praying for the Chinese Fellowship and participating in and supporting various activities and ministries. Thank you to God for inspiring brothers and sisters to serve the Lord together and spread the gospel. God has brought some non-believers and believers to the Chinese Fellowship. The number of people worshipping in Mandarin has slightly increased, while Cantonese has remained unchanged.

In the first half of 2024, 1 Samuel was used as the message from the pulpit. During the summer, we studied from the book of Psalms. In the second half of the year, we started using the Minor Prophet Zechariah as the sermon message. I thank God for preparing different speakers for the Chinese fellowship. Thank you to Pastor Jon Magwood, Nathan Dunmore, Pastor Lyall Mix, Pastor Philip Huynh, and Elder Ron Standish. The missionaries that shared were Matthew and Connie Russell, and Cudie Au (Compassion). Through their teaching and sharing, the brothers and sisters received more spiritual blessings.

Discipleship training continued this year. Our goal is that the brothers and sisters would be built up and work together to promote the gospel. To aid this we invited Pastor Philip Huynh to come from the United States to give us a weekend of personal evangelism training. For the spiritual growth of brothers and sisters, there is an adult Sunday school between the Mandarin and Cantonese worship services. Brother Zhao Haifeng is responsible for guiding everyone to further understand the true God from the background of the Old Testament and the truth of the tabernacle.

In terms of outreach, there were two outdoor activities this year, one of which was a picnic at Gibbons Park, and the other was a one-day bus trip to Toronto's Center Island. Both activities attracted some new friends who had never been to church. The brothers and sisters seized the opportunity to get to know these new friends and try to share the gospel of saving people with them. On December 21, there was a Special Celebration for the Birth of the Saviour. I thank God that, in addition to the regular attendees, many family members and friends who have not yet believed in the Lord also participated. Pastoral staff and elders also attended the event, and Pastor Jude shared a gospel message. I thank God that, through these activities, twelve people decided to believe in Christ this year, and eight brothers and sisters were baptized.

God's grace is truly abundant. May the glory be to the Lord! Although the financial situation of the Chinese Fellowship was in deficit, God is a wealthy God. He provides and supplies. He inspires members to devote themselves to God faithfully. As a result, by the end of the year, the financial situation of the Chinese Fellowship was in a surplus. Thank you to all members for their faithful service and dedication of time, talent, strength, and money. May God bless everyone and the church!

Respectfully submitted,

Daniel Kwong

REPORT OF THE DIRECTOR OF WORSHIP ARTS

In Psalm 89 the writer declares: "I will sing of the steadfast love of the LORD forever; with my mouth I will make known your faithfulness to all generations." The Worship Arts community exists to aid our congregation to do just that – to sing of the faithfulness of the LORD in our corporate gatherings and beyond. Twenty twenty-four was another year of proving God's faithfulness in providing the opportunity, the means, and the reasons to sing his praise.

A highlight of the year was our Fall Worship Arts Kick-off Event held in September. Barry Usher and Dave De Smit spoke on various topics related to worship at our church, before enjoying lunch together. It was a great way to start the ministry year together as a team.

Our worship leader team for 2024 consisted of Barbara Postma, Catherine Bond-Mills, Barry Usher, Andre VanderLaan, and Dave De Smit. We would also have other leaders step in on occasion, such as Mark & Karyn Koopman, Milan Mihalj, Doug Blackwell, and Steve Gaunt. These brothers and sisters once again faithfully led our congregation in musical worship through the year, carefully crafting song sets that fit the tenor and truth behind the passages that were preached on. The worship leader team was also able to meet at various points throughout the year to discuss how we might better serve the congregation.

Sunday mornings and special events could not be held without the expertise of our audio/visual team that works so faithfully behind the scenes. Rick Curley, Lucas Jamieson, Derek McLachlin, Ken Gates, Isaiah Bergsma, Isaiah Hiebert, and Matt Brown, all capably filled the projection role that is vital for our congregation to follow along in the singing. Special mention needs to be made of Lucas & Mary Jamieson and Ray Majoran who selected the background images of all our Sunday morning slides each week with real artistic touch. Our sound engineering team consisted of Charles Nicol, Warren Wright, Milan Mihalj, David Zuanazzi, Bryan Kowal, Brett MacDonald, and Ted Martin. Again, this is a role that often goes without proper recognition, but they were instrumental in making Sunday mornings auditorily pleasing.

Our team that facilitates the on-line streaming ministry of WLA consisted again of Matthew Usher, Dave Hiebert, Leah St. Clair, Luke Kowal, Caleb Stanley, Nathan Haig, and Ena MacDonald. They have been indispensable in our ability to minister remotely to our church family, as well as providing the opportunity for us to archive our services and sermons to better serve our community.

Gratitude needs to be extended to the numerous other talented musicians who contributed their skills to the edifying of the congregation on Sunday mornings. The variety and quality of musicians and musicianship is remarkable at West London Alliance Church and their vocal and instrumental skills brought glory to God. Once again, it was a privilege to serve with them.

The musicians from WLA have also used their gifts to minister to those outside of our congregation over the past year and served at Jacqueline Street Alliance Church. As well, a special thanks to Doug Blackwell and Dave Mills for their participation each month at a chapel at Parkwood Hospital. A very special thank-you to Barry Usher who organized and arranged strings for our Christmas Eve and Easter services this year.

In April of 2024, around 30 men from WLA gathered at the church to construct and install numerous sound baffles in the Sanctuary that will be very helpful in controlling the sound reflections in the Sanctuary, allowing for more clarity and consistency in the sound during our services.

Our Sunday morning services have also included a variety of congregants serving in various roles. While announcements can be notoriously tedious to deliver, many WLA members have stepped up to

deliver them. In addition to this, we have numerous members read the appropriate scripture passage preceding the sermon. The continued inclusion of these elements has added a wonderful aspect to the service.

In addition to our Sunday morning services, we have been continuing to meet as a congregation on some Sunday afternoons or evenings as well. These have consisted of Member's Meetings and Congregational Prayer Nights and have been a wonderful time together with a specific emphasis on teaching the congregation about church membership and other polity, updates on ministry happenings, as well as praying for one another. In the spring, the Sunday School curriculum focused on "Crises in the Early Church," and the fall focus was "Difficult Questions of the Faith." These times of learning also included lunch together as a church family. Thank you to Rob Bell, Aaron Haig, and Nathan Dunmore for being part of the teaching team for those series.

The information technology needs of WLA have grown over the years. While the Director of Worship Arts oversees the IT needs of WLA, it was the numerous volunteers who stepped forward that have helped to ensure that the network at WLA runs smoothly. A very special thank-you to Kevin Hamm who has contributed in real meaningful ways in ensuring that our IT needs are taken care of.

Some interesting facts about 2024 in Worship Arts at WLAC: The top five songs that were played were "The Lord Almighty Reigns (Psalm 93)" by Sovereign Grace Music, "Bless God" by Brooke Ligertwood, "God is For Us" by CityAlight, the Getty Arrangement of "All Hail the Power of Jesus' Name", and "Only A Holy God" by CityAlight. Fourteen new songs were introduced, and approximately 1 hour and 8.5 minutes was spent singing the doxology! In terms of volunteers, a total of 66 WLAC congregants shared their gifts and skills in serving in this ministry. Praise God!

I would also like to express my profound appreciation for my wife, Madeleine. The blessing of her ongoing love, care and support has been a real source of strength and encouragement through the challenges of life and ministry. Ellie, Noah, and I are so grateful for you!

Twenty twenty-four was yet another year of experiencing God's faithfulness in our midst. We look ahead to 2025 with real anticipation, joy, and excitement as to what God will do in and through our church, in our city and beyond!

Respectfully submitted,

Dave De Smit

REPORT OF THE DIRECTOR OF STUDENT MINISTRIES

*"I will recount the steadfast love of the Lord, the praises of the Lord,
according to all that the Lord has granted us..." (Isaiah 63:7).*

My name is Jon Magwood, and I served as the Director of Student Ministries (including Junior High, Senior High, and Young Adults) this year. Eight months of this year, I enjoyed having Nathan Dunmore work alongside me as a ministry apprentice. His love for God and His word, proficiency in administration, and desire to grow in preaching made our ministry partnership a delight and success. I am also thankful for Karyn Koopman to have started in the fall as the Student Ministries administrative assistant. We served alongside three dedicated volunteer teams across three spheres of student ministries (Junior High, Senior High, and Young Adults) under the common vision described in Ephesians 4:11-16:

Our mission is to help our students grow into men and women who are ready to serve (4:12), know God (4:13), can tell right from wrong (4:14), and know their place in the body of Christ (4:15-16).

This year in Junior High (Grades 6-8), our team included Molly St. John, April Postma, Curtis Rimkey, Caleb Postma, and Chris Blackwell. We excitedly welcome Arwen St. John, Huilan Ye, and Oliver Nikkel to our team and will miss Noah St. John, Ellie Caskanette, and Sarah Handler. Thank you, Micah, for continuing to serve in Senior High!

On Sunday mornings and Tuesday evenings, we spent time in the Sermon on the Mount, the Psalms, James, Job, Philippians, and the Gospel of Mark. Dads, we have enjoyed your involvement in the preaching roster! Thank you for sharing what God is teaching you during your time in His word. Thank you also, team, for helping make musical worship nights happen once every month. What a joy it is to see students serving with their talents and sharing what God is impressing on their hearts from His word!

Our annual Junior High camp called Wired focused on the legacy of a Christ-follower, based on Jeremiah 9:23-24. We are thankful for Ryerson Camp hosting us for three years running! This week-long camp blossomed with the enthusiastic and creative service of the Junior High ministry team, our program team (Nathan Dunmore, Luke Kowal, Matthew Luka, Adora Kasmi, Brynn Koopman), kitchen team (Hannah Vanderschaaf in her kitchen coordinating debut, Stephanie Vanderschaaf, Allie Mills, Mariana Botero, Salome Garito, Giselle Alkhoury), Laura Stanley, Jordan Stanley, Sophia Collazos, Jake Buchanan, and camp directors from past Wireds (Graham Buchanan, Lauren Vanderploeg, Dave De Smit, and Joel Knapp).

In the fall, we brought a group of students to our district-wide event called Bedlam, joining other regional youth groups. The weekend theme was how the Bible describes the way Jesus sees people. Thank you to Arwen St. John, Oliver Nikkel, and Christopher Blackwell for chaperoning this event. I am also proud of Adora Kasmi's role in planning the event with other youth from our district of churches.

This year in Senior High (Grades 9-12), we welcome Micah Marquis (moving up to Senior High with his boys) along with Drew and Elizabeth Worrada to join Tess and Jordan Teeple, Judah St. John, Ryan Johnston, Doug Blackwell, Barry Usher, Mac and Adele Stanley, Adam and Kaleigh Gaunt, Jaz Hesman, Tim Magwood, and Nathan Dunmore. We will miss Jewel Jamieson, Emily Stranks, Abby McPherson, and Nathan Hesman. Thank you for the role you have played in our students' walk with Christ.

We spent our time on Wednesdays looking at the Gospel of John in the spring and the Exodus in the fall. It has been a delight to see our students engage personally with God's word in the contexts of their life challenges, share with each other across the table at Tim Hortons, ask questions about what they are learning, and make decisions to follow Jesus.

The district-wide Deeper Life Summit took place at Muskoka Bible Centre. I was delighted to have eleven of our volunteers accompany our students to the event and also enjoyed having Graham Buchanan as the keynote speaker for the weekend (a blast from the past for me, since Graham was my youth pastor)! I was

impressed not just with our students' willingness to learn but their growing discernment to tell right from wrong.

Our summer ministry included two major events. In June, we sent off a team of eleven (eight students and three leaders) to serve in Trujillo, Peru. Thank you, Nathan Hesman, Emily Stranks, and Kaleigh Gaunt, for your leadership and ownership of this mission! May God use it in an ongoing way to bless those in Peru and continue His work in our students. West London Alliance Church family, this mission would not have been possible without your generous financial support! Later in July, several high school students participated in our annual canoe trip to Temagami. Thanks to Adele Stanley and Jonathan Blackwell, we had a fun, safe, engaging trip. Our group studied the book of James together, which left behind a prevailing theme of counting trials as opportunity for joy.

This year in Young Adults (ages 18-25ish...) our leadership team included Tony Johnston, Kevin and Chris Ng, Allie Mills, Molly St. John, and Hannah Vanderschaaf. This group facilitated our biblical learning sessions about relationships, evangelism, workplace, fellowship, career planning, competition, each accompanied by guest speakers from our congregation. They oversaw small group Bible studies in Colossians, service projects to encourage our church family, and networked host homes for times of fellowship. Thank you, Tony and Ryan Johnston, Kevin and Chris Ng, Doug and Stephanie Vanderschaaf, and Chris and Barb Postma for hosting our group!

Our other community events included a mid-summer camping trip at the Pinery Provincial Park. Molly St. John displayed creative and thoughtful leadership in creating a context for relationship-building and studying the Bible together away from the busyness of our young adults' regular routines. We focused our attention on 2 Timothy 2, enjoying time of personal reflection and sharing together. In the fall, David Manukian began a life group for young professionals. He also coordinated a city-wide young adult musical worship night at the church, bringing like-minded young adults together in a Christ-exalting event.

In review, this ministry year is full of reasons to be thankful. Our church family is more close-knit intergenerationally, students are involved in serving each other and others, and people are choosing to follow Jesus. It was our delight to celebrate the public confession of Victoria Botero, Jacob Buchanan, Carter Egleton, Matthew Luka, Stephen Selvon, and Andrew Usher at their baptisms this year. "As you received Christ Jesus the Lord, so walk in him," (Colossians 2:6).

Thank you, parents, for your prayers for me and these teams; your support through investment, driving, and teaching; and your trust in the Lord and this ministry in His name. It is a tremendous privilege to walk alongside you and your children as they grow into men and women of God. Thank you, teams, for your service in each one of these three important spheres. I appreciate your service and your personal encouragement through our partnership in the good news. Thank you, Nathan and Karyn, for your partnership in developing and upholding the infrastructure of this disciple-making ministry. Thank you, staff, for the day-to-day fellowship, prayer, help, and service we share.

Thank you, Amy, for your personal support, prayers, and involvement in this disciple-making work. Our teams, students, and parents love you, and I am glad for every moment we share in serving together.

Father in heaven, thank you for your work this past calendar year. It is a privilege to serve you. You deserve all worship, including this work that You have given us. Continue Your good work in this critical ministry, that these sheep would grow for Your glory, the good of Your people, and the good of Your world.

Respectfully submitted in Jesus' name,

Jonathan Magwood

"And now I commend you to God and to the word of his grace, which is able to build you up and to give you the inheritance among all those who are sanctified." Acts 20:32

REPORT OF THE PASTOR OF COMMUNITY LIFE

ESL

I am super thankful for the leadership of Kathleen Magwood and her team, who continue with such a valuable ministry. The heart of the volunteers to love the participants and share Jesus with them makes this community such a blessing to many. Please continue to pray for this ministry. They are always looking for great volunteers. If helping with ESL is of interest to you, please contact Kathleen at esl.wla@gmail.com.

Community Garden

West London has a Community Garden with the aim to build relationships with our neighbours and to share Jesus through the love of gardening. This is also an excellent benefit to families needing help with food support in this climate where food prices are so high.

Thank you to all the volunteers who served under the leadership of Karyn Koopman. Gardeners did a great job tending to their gardens, as well as working together to care for and harvest a bunch of food that went to the Emergency Food Cupboard located at the Northwest London Resource Centre. Building relationships while working together gives great opportunities to share the message of the gospel.

If you are interested in getting your hands dirty and building relationships with our neighbours, this is a great ministry to get involved in. Thank you to Karyn and her team for all their hard work this season. If you would like to jump in, please contact karyn@wlachurch.org.

Hospitality Team

We want to be very intentional about welcoming newcomers and making our church a friendly environment. Thank you to all the ushers, connection desk, and coffee volunteers who made that happen.

Included in the Connection Pathway are the lovely men and women that put on our Connection Lunches twice a year. This starts the pathway for people to learn more about our church through WLA 101, Membership Class, and Baptism Class.

On the first Sunday of the colder months, we host Soup Sunday. This is designed so that people who are new and feel disconnected can meet some new people in the church. There is a great team, led by Susan Mitchell, who make yummy soup for people to enjoy. It takes a lot of work to make soup for 100 people! We often have a member's meeting or congregational prayer afterward, so it is a great way to join in those church events on a regular basis.

I am very thankful for all the men and women who have come in early to prepare soup for all of us to enjoy. Thank you to all of you for welcoming people to church.

If you would like to help in these ministries, please contact grahamb@wlachurch.org.

M68 Men's Ministry

This was a great year with the men.

We had our Men's Retreat return in the fall, which was a great weekend with the men of the church. Barry Usher spoke and did an excellent job leading the men through parables in Mark 4. It was a great weekend together in fellowship, and we enjoyed our time at Forest Cliff Camp.

We had a Men's Breakfast and a couple of Chill & Grills throughout the year. It has been a full schedule and a great joy to see the men together. We have a Men's Lunch and a day of serving together coming in the new year! I am thankful to see men discipling others and growing in their faith!

M68 Monday Nights is on the first three Mondays of the month. Men gather and look at the Word of God, often discussing how sermons or life events impact their day-to-day walk. It is an iron-sharpening-iron environment that different generations of men are enjoying. I love hearing about the authentic conversations and Bible encouragement that comes from this group. If you are looking to join a group of men who desire to grow in faithfulness, contact grahamb@wlachurch.org to find out more.

I am thankful to the team of men who serve alongside me (Brian Worrad, Ray Majoran, Andrew Gaunt, Ron Hesman, and Seamus Wharry), for their commitment to building into the men of the church.

Life Groups

Life Groups is a 'small group' ministry at West London Alliance. We firmly believe that getting into small communities, where you are in circles rather than rows, allows for deeper spiritual growth. We have groups scattered across the city, and fantastic leaders that faithfully lead their groups in connecting, growing, and going together in mission.

The Life Group leaders love their sheep tremendously. They are the front line of much of the pastoral care to the congregation of West London, including emergency meals, prayer support, showers of celebration, funeral help, coordination of serve projects, planning teaching material, and discipleship. These leaders do a ton!! If you are in a group and have not loved-up your leaders, please do not let their work go unnoticed.

Thank you to all the leaders and those who participated in the groups. We are looking to add more groups next year. If you are interested in being involved, please contact grahamb@wlachurch.org.

WLA Kids Camp

A highlight of our summer with kids is definitely Kid's Camp. We are so excited to see kids having a great time learning about Jesus and being loved-up by some fantastic counsellors, staff, and volunteers.

It has been a long-time tradition to have our youth disciple through the opportunity to lead and share the gospel to younger children at camp. It is a beautiful scene when you see young people take sharing their faith seriously. I am super thankful to Lauren VanderPloeg and Maddy DeSmit for teaching sessions and doing such a great job!

Thank you to Nathan Dunmore for all of his leadership in directing camp, along with his team, Arwen St. John and Isabella Batchasingh. They had a great group of counsellors and volunteers to work with this summer, and they led them very well.

We are excited about camp this upcoming year during the week of July 21st-25th. We will also be adding a LIT program the week prior.

Thursday Morning Playgroup

This is a program for parents and their babies and preschool children on Thursday mornings to come and build community with their kids. They have Bible stories, time to play in the gym and nursery, and good conversation over coffee or tea. Thank you to Karyn for leading this, and for all the parents who have already started to be a part of the community.

The Playgroup runs on Thursday mornings from 9:30 a.m.-11:30 a.m.

Contact Karyn at karyn@wlachurch.org for any questions.

Soccer Academy

Our Soccer Academy was launched a couple of summers ago and has continued to grow, and be enjoyed, by many families. It is an opportunity for families to join together to teach soccer to their kids and invite their friends to join. They shared devotional times together, learning about God and how to play sports together, too. They had 60-80 kids involved that met at the church on Saturday mornings. Thank you to Lauren VanderPloeg for her suggestion and leadership, and to the other parents who supported this program through coaching and supporting the vision. It is exciting to see these parents lead this great opportunity for their kids and friends. For more information contact wlasocceracademy@gmail.com.

Christmas Initiatives "...Love your neighbour as yourself" Mark 12:30-31

This Christmas, the church family was able to bless families and organizations in the city. **Over \$9000 was donated to the WLA Cares fund this year! Well over \$10,000 of new supplies were donated and given to those in need.** I am super thankful for those of you who participated this year.

- We participated in several ways:
 - o Along with West Park and Gateway churches, we helped sponsor 44 families with toys for their children (75 kids).
 - o The homeless community received donated coats, socks, toques, gloves, and boots.

- The London Pregnancy & Family Support Centre received 36 gift baskets from families in the church for moms and children in their care.
- Seniors in our community received gift baskets (16 baskets).
- A truckload of non-perishable foods was donated for those in our community who are struggling with food supply (through the Northwest Resource Centre).
- We sponsored a Bible study for the homeless population that runs every Tuesday night.
- 40 families were supported with Christmas food hampers.
- This year we raised money for a global partnership. We raised over \$4,700 towards helping church planting and pastor development in the Arabian Peninsula, in a region that is hostile to the work of the gospel. *On a side note: Pastor Jude and I are visiting Cairo and the training center in April. We are excited to learn, and better understand, all that is involved in this ministry.*
- I am super thankful to the over 30 volunteers who shopped, packed, wrapped, and delivered all of those items!

Let us be thankful to God for the opportunity to donate financially but let us keep praying for the work of the gospel to multiply. Thank you for all your generosity!

Community Impact Team: Thursday Nights

We are in a society with great need, and the homeless population has increased dramatically.

Every week, a group of people come together downtown with the desire to pray and share the gospel with those in need. We meet outside of Ark Aid, spending time talking, listening, and praying with individuals and groups, as well as looking for opportunities to share the gospel. In the colder months we serve hot chocolate, and in warm months we serve water & freezies. We see those with significant physical, relational, and mental health needs, and we hope to bring them hope in the reconciling love of God through how we serve and speak to them weekly. We work hard to bring dignity into their relationship with us. We trust God's Spirit in leading conversation and for gospel opportunity. We seek to live out a 'Matthew 25' mindset, where we see loving those less fortunate as loving Jesus himself.

Twice a month we also make and serve meals at the Ark Aid program, which feeds up to 200 people each day. We are pulling back to once a month going forward.

I am so thankful for the team of people who have stepped into this ministry; it takes time to pray and engage week after week, and our consistency is key to developing those regular relationships. I love seeing the team show up and sit with, cry with, pray with, and share faith with those in need. I think the team would all agree that we have been blessed by showing up and trusting God to do the work.

If you have questions or would like to get involved, please contact grahamb@wflachurch.org.

New This Year...

We were excited to start two intentional programs towards the training and equipping of leaders at WLA: **Learning Labs** and **Potential Elder Training**. I have been thankful to work with Barry Usher, who has added his qualities to the leadership of both initiatives.

Learning Labs

These labs were introduced to give leaders in our church ministries practical coaching and support on current and relevant parts of their ministry. We have had two labs so far this year, our first one on 'Preaching and Teaching the Bible' and our second, hosted by True North Counselling, on 'Thinking Biblically About the Topic of Suicide' by understanding how to identify and provide support to people struggling with thoughts of suicide.

Our last lab in April will be 'A Practical Guide to Evangelism'.

We are thankful for all that have signed up, and we look forward to making this a staple of how we encourage and develop all of those who lead.

Potential Elder Training

One of the areas we have recognized as important for development is training and equipping men who aspire to qualify to the office of elder to understand what that entails. This year we selected six men who have served in leadership to commit to a two-year training course that provides them with a better understanding of the function and leadership of an elder, as well as the Biblical calling for us as a church. Throughout this training, they will hear from elders on selected topics, read books, sit in on an elders' meeting, and be matched up one-on-one with a current elder at the church for regular mentorship.

I am thankful for these men who are taking on this endeavor, and for those teaching and mentoring in order to make this experience as fruitful as possible.

Thank You

Thank you to the staff and board for your leadership and partnership in the gospel. This has been a very unique year with changes and challenges. I am thankful that the Lord sustains and encourages us throughout.

I am thankful to Susan and Karyn for all their help and leadership to make things run well.

Most importantly, thank you to my wife, Anne, and to Jacob and Ashley- love you guys; God blessed me through having you in my corner throughout this year and more.

Respectfully submitted,

Graham Buchanan

REPORT OF ENGLISH AS A SECOND LANGUAGE (ESL) PROGRAMS

It continues to be a joy to reach into our community through English as a Second Language (ESL) Conversation Circles at the church on Friday mornings. Our ministry team consisted of more than a dozen dedicated volunteers who shared Christ's love beautifully through friendship, encouragement, and testimony. I am so thankful for the team that God assembled in 2024!

On a typical Friday morning we welcomed around 30 women who came for coffee time followed by themed English conversation practice in small groups. From time to time, we enjoyed introducing the ladies to fun activities such as crafts and games as well. A highlight again this year was planting vegetables in WLA's Community Garden. The women were pleased that the things they were planting in the church plot would eventually be donated to the local emergency food cupboard.

It was encouraging to see faithful participants stay for Bible class after Conversation Circles week by week. What a joy to explore the life of Jesus as well as the character of God together through the two sessions in 2024. We continue to pray that God will draw each unbeliever to Himself and that He will build the faith of those who have begun to trust in Him!

We praise God for His gracious blessings over the past year, including:

1. Growing friendship with so many newcomer friends in our community. Our participants this year represented 18 different countries!
2. Ministry team members in 2024: Alyssa Nielsen, Carolyn Majoran, Cheryl McVittie, Gloria Hayes, Jane Wellstood, Kathleen Magwood, Katrina Nixon, Kristen Garrett, Liz Russell, Lois Usher, Mariana Qumseya, Mary Jamieson, Mary Wright, Nancy Curley, Ruth Williams, Seunghye Dueck.
3. The opportunity to talk about the Lord – through personal testimony, prayer for/with group members, and a regular Bible study group. We are also thankful that we could give several accessible-English Bibles again this year as well as one Japanese Bible!

Respectfully submitted,

Kathleen Magwood

REPORT OF THE DIRECTOR OF SUNDAY MORNING CHILDREN'S MINISTRIES

The end of 2024 marked my 12th year serving in the Director of Sunday Morning Children's Ministries role. It is a privilege to serve my WLA family in this way. Thank you to all the teachers who faithfully plan their lessons and speak God's truth to our WLA kids each week, both in Growzone and in the nursery, and to the helpers that serve alongside to help create an environment where kids can learn from God's Word. I know I have said it before, but you are all so appreciated and there simply would be no children's ministry without you. You are a blessing to me and to the families you serve each week. Thank you for striving to make known the Greatness of God to our WLA kids!

Growzone for the 2024/25 School Year

Programming for kids JK to Grade 5 is offered during both the 9:00 a.m. and 11:00 a.m. services.

Grasshoppers (JK/SK 9:00 a.m.)

Once again this year, we are very blessed to have Kristen Garrett and Nancy Curley teaching our 4-and 5-year-old kids. These two ladies have been a consistent pair in this classroom for many, many years teaching God's truths through the use of the *Gospel Light* curriculum that spans over two years.

Thank you too, to Stephanie Dearing, Christine Gaunt, Kim Gingerich, Sarah Hesman, Kathleen Magwood, Allison Mills, Charissa Newson, Evelyn Postma, Svitlana Reuta, Ingrid Standish, Jordan and Tess Teeple, and Svenja Webster who help in this room on a rotating basis.

Each September we recognize our N3 graduates and celebrate them as they become Grasshoppers. This year they received their certificate along with an amazing cookie beautifully decorated by Angela Hamilton with the words "I'm a WLA kids Grasshopper" along with a cute cartoon grasshopper in the middle. Not only did they look amazing, but they also tasted amazing! Thanks Angela!!

Grasshoppers (JK/SK 11:00 a.m.)

Grasshopper aged kids that attend this service join our Grades 1-3 class in the Explorer room.

Explorers (Grades 1-3 9:00 a.m.)

We continue to teach from *The Gospel Project* curriculum from LifeWay Ministries. This curriculum is a 3-year walk through the Bible from Genesis to Revelation. This fall we began back in the book of Genesis with Creation and are working our way through the Old Testament.

The kids are taught by: Kyle Cameron, Ana Castillo, Brad and Lindsay McElroy, Chris Standish, and Lauren VanderPloeg and are helped by: Jason Bakker, Claire Haig, Katelyn Hesman, Aliyah Hiebert, Caleb Jacob, Aslie Ilunga Kengela, Brynn Koopman, Adalaj Majoran, Dina Salim, and Merel Wharry.

Explorers (JK-Grade 3 11:00 a.m.)

Last year, because of the higher number of younger kids attending this class, we taught the Grasshopper curriculum from *Gospel Light* instead of *The Gospel Project* curriculum. This fall we went back to teaching *The Gospel Project* for the 11:00 a.m. service. It is taught by: Mara Boorsma, Luciana Nogueira, Joel Knapp, and April Postma.

Their helpers are Isabella Batchasingh, Matthew Batchasingh, Josh Boorsma, Sylvie Cheung, Caleb Gaunt, Rodrigo Nogueira, Victoria Postma, Jordan Stanley, and Casella Yiu.

Turbos (Grades 4-5 9:00 a.m. and 11:00 a.m.)

The 2-year *Gospel Light* curriculum, that helps this age group to apply godly principles to their lives, is taught by: Nathan Dunmore, Craig Garrett, Adam Gaunt, Aaron and Sara Haig, Joel Hamilton, Steve Hargraves, Rachel Heslinga, Michelle Sutton-Luminoso, and Jakob Nielsen.

They are helped by: Dayna Carter, Diana Chong, Andrew Gaunt, Aaron Hesman, Cole Koopman, Mason Koopman, Luke Kowal, Oliver Nikkel, Mac Stanley, and Jesse Wong.

Music

This past year, the kids sang "Hosanna" by Steve Green on Palm Sunday and in December, "Love Came Down at Christmas" by Ruth Morris Gray under the direction of Kristen Garrett. Kristen, you are amazing with the kids and always have them singing their best on performance day!

We were privileged to have Paula Van Brenk and Barry Usher bless us with their gifts as they accompanied the children's choir on piano for our Palm Sunday and Christmas performances.

Under the direction of Ingrid Standish, the Turbo bell choir performed "Angels We Have Heard on High" for our church family. Thank you!

Seedlings

One of the busiest and most fun places to be on a Sunday morning is down in our nursery where you will find our 6 months to pre-JK kids who are loved and cared for each week by our team of 65 volunteers who serve on a rotating basis. Thank you all so much for your commitment to this ministry! You are truly a blessing to me and to all those you serve.

Each Sunday morning you will be greeted by one of our amazing nursery coordinators who help parents and coordinate volunteers at both our 9:00 a.m. and 11:00 a.m. services. Thanks to Nancy Blackwell, MaryAnne Capstick, Karyn Koopman, Lorraine Turkstra, and our new addition to the team this year, Jesleana Jacob, for helping Sunday mornings run smoothly!

Three rooms operate on a Sunday morning:

N1: This is a quiet room for parents with infants to come if they are unsettled in the sanctuary. A live stream of the service is available during both the 9:00 a.m. and 11:00 a.m. services.

N2: 6 months-2 years. This is our crawlers and early walkers' room.

N3: 2 years-pre JK. This is our toddler room where they are taught, using the *Gospel Light* curriculum, by Rosanne Bakker, Cheryl Hargraves, Lili Lapierre, Heidi Martin, and Erica Watkin.

During the 11:00 a.m. service our toddlers join with the 6 months to 2-year-old kids in N2.

In 2024 we welcomed 16 new babies to our church family - Praise God! We stand in awe of His goodness and favour toward us.

Congratulations to the parents of: Naomi Connors, Luca Prada Aristides, Noelle Wake, Shemul Davidson, Callum Cameron, Jack Jamieson, Grace Hamilton, Sophie Branov, Noah De Smit, Altheya Vera Joshua, Noah Fachin, Louelle Seeley, Judah Hesman, Jackson Dhanoa, Kallen Magwood, and Margaret Sullivan.

Baby Dedication

Baby dedications are offered to our church members in the spring and fall of each year. This is an opportunity for parents to publicly declare their intentions to raise their children in the discipline and instruction of the Lord. This year we had 10 children dedicated.

A special thank you goes out to Maddy De Smit who puts together the video of all the kids being dedicated. Thank you for blessing the dedicating families in this way! I so appreciate all you do!

Nancy Blackwell

Nancy has served as my administrator now for 8 years and 2025 marks the beginning of her 9th year with me. I am so grateful, not only for her friendship, but for the faithful service and expertise she gives while serving alongside me in children's ministry. Love that we can do this together!

To my husband, Steve—thank you for your love and support as I serve our church family in this way.

Trusting God to guide and direct me as I, along with my faithful volunteers, seek to make known the Greatness of God to our WLA kids.

Respectfully submitted,

Judith Gaunt

REPORT OF THE DIRECTOR OF BIBLICAL COUNSELLING

True North Soul Care (TNSC) is the biblical counselling ministry of WLA Church. We desire to walk alongside men & women for a season of life: seeking to compassionately understand their life context, considering their physical & spiritual indications, and discerning counsel from God's revelation in the Bible.

We are relying on God's Spirit to bring transforming heart change and supporting them to live out God's revealed wisdom in shaping new life habits. Jeremiah helps affirm our approach to soul care in 6:16 saying, "Thus says the LORD: 'Stand by the roads, and look, and ask for the ancient paths, where the good way is; and walk in it, and find rest for your souls.'"

Therefore, the goal of our biblical counselling ministry has been to engage from God's revelation a model and method to wisely help people in their problems. The counsel is shaped by a biblical view of human life, which takes seriously the physical, social, and developmental nature of our difficulties.

God has continued to develop the 10-year vision for biblical counselling, which Jude and the Elders desire to be established at WLA.

In 2024, we have seen God working through the biblical counselling ministry:

- 1) **Counselling-** We have a counselling team in place, where each member has completed their Association of Biblical Counsellors certification. Our team is made up of: Rick Walton, Colleen Shoemaker, Deb Wilkins, and Tony Johnston. There have been a diversity of individual, couple, and family needs being supported. We have fielded wisdom issues for decision making, experiences of anxiety, depression, anger, relationship conflicts, suicidal ideation, and grief and loss to just name a few. This gives you some perspective into the opportunities God has given our counselling ministry to bring care and support alongside our people.
- 2) **Supporting-** We had the privilege of supporting various staff and church leaders, who reached out to triage situations and process them together. This helped to complement their leadership in taking caring steps forward with those hurting.
- 3) **Equipping-** We have provided training tracks to help people develop their quality of care and counsel. In targeting informal and formal counselling, our Level 1 Foundations course provides a biblical and practical foundation. Our Level 2 Practicum course provides a full year to experience observing counselling, to be supervised, and to be mentored. In addition, we have launched our Essentials to Biblical Care training to help gain framework for care and skills to engage with others practically. This new training is designed to help with informal care and support from our church leaders and members for one another.
- 4) **Developing-** We have worked with our church and C&MA New Ventures to launch our counselling centre to support needs in our local area and across Canada. We now have True North (WLA's ministry) and Gospel Care Canada (Non-profit) to support biblical counselling needs. The Lord has truly blessed us to work through all the operational and counselling aspects to get Gospel Care Canada in place for January 2025.

We are ongoingly thankful for your prayers, encouragement, and participation in training. May the Lord be honoured and receive all the glory in bringing care alongside those suffering.

Grace & Peace,

Richard Walton

REPORT OF THE TREASURER

"I can do all things through Him who strengthens me" and "And my God will supply all your needs according to His riches in glory in Christ Jesus." Philippians 4:13 & 19

Thank you to all who gave faithfully this year. Thank you to all who gave sacrificially this year. For those who are still working out your obedience to God's command, may you step out in faith and so "test God" [Malachi 3:10] and find Him more than sufficient. I am sure that some of you have had significant challenges this year and could not give as you may have planned. I trust that you have seen God 'supply all your needs'.

We press on with 'Making known the greatness of our God'. As a Board we give praise to our God that He moved in your lives to continue to give faithfully to His work here at WLA. We unexpectedly received \$109.5k in General Offerings from December 22 to 31st. By December 31st, you gave a total of \$1.3525M in General Offerings, an increase of \$36.5k (2.8%) over our \$1.316M General Offering Budget. We finished the year with a General Fund Balance (GFB) of \$168.3k. This balance was significantly higher than anticipated which gave the Board the blessed responsibility to seek God's face as to what He would have us do with the resources that He has given into His hands. The Board has prayed over how best to use this GFB and this is addressed later in the report under the section "General and Capital Fund Budget for 2025".

The following pages provide the details of the revenues and expenditures by which we are enabled to financially support our ministries. They include our General Operating and Capital Fund Budget, Missions and Designated Giving Fund, 2024 Facility Upkeep and Special Projects and our Auditor's Report.

Many of you gave via e-transfers which may have limited your ability to designate some of your giving towards our designated funds such as our Global Advance and District Ministries Funds. As such the Board authorized the giving of an additional \$22.7k to the Global Advance Fund and \$10.7k to the District Ministries Fund through our Missions / Community Outreach ministry to match your traditional giving to our Global Missions and District Ministries Funds.

Missions and Other Designated Giving in 2024, excluding the Church Planting Fund, totalled \$158,984. Giving to the District Ministries Fund and Global Missions was down, but the largest increase was the giving to Other Designated, primarily to support our ministry at Jacqueline Street. As noted above the Board directed that \$33.4k be given from the General Fund to Global Advance and District Ministries to match prior year's giving towards these two funds. The combined total is \$192,384. In comparison the 2023 Missions and Other Designated total of \$145.8k plus \$22.7k from our 2023 General Fund totalled \$168,547.

Special, Facility Upkeep and JSAC Special Projects

The final cost for the Special Projects was \$30k. The list of the completed works is shown on the following pages. One project that was added by the Board after the budget was approved, was the new planters which included relaying a portion of the walkway.

Facility Upkeep Program: The largest Facility Upkeep Project that we have undertaken since this program began in 2016 was the replacement this year of the flat roof, including the gas lines, at a cost of \$202k. The rest of the projects that were completed brought the total to \$223.7k. Total funding from the General Fund for the Facility Upkeep Program in 2024 was \$47k. This, along with the \$167.7k that the Facility Upkeep Program had generated in anticipation of projects such as these, plus borrowing \$9k from our internal reserve, enabled us to pay for all these works without needing to appeal to you to give over and above your

regular giving. There were a few Facility Upkeep projects that were deferred or not required this year, and they will be carried forward into future years.

The 2024 JSAC Special Project was the repointing of the brickwork at 76 Jacqueline Street. This cost was covered by one of our congregants, which we are very grateful for.

Contingency Fund

In 2024 we used \$201.7k from the Contingency fund to pay for the flat roof replacement and support our Leadership Development ministry. We added \$52.2k to our Contingency Fund, from the 2023 General Fund Balance. This has resulted in a yearend total of \$595,035. The Contingency Fund has four purposes: to provide working capital, to be an emergency reserve fund, support the facility upkeep program, and provide for ministry / special project opportunities. We, your Elders, continue to seek God's wisdom to ensure we have the right balance between the amount we spend in ministry and the amount we hold in reserve. More details for the use of the Contingency Fund are presented in the 2025 Budget Report.

2024 Budget "as amended"

You will see that I have reported the approved 2024 Budget "as amended". I made some minor changes to the Budget after it was approved leading to a change in the projected General Fund Balance from \$422 to \$2,123.

Let us give thanks to our Lord...

Please join me in giving praise to our God for the faithful people who help in managing the day-to-day financial elements of our church. I am thankful to our Lord for all the ministry leaders and for their hard work to "make ministry happen" on time and within budget. I am very grateful for Kim Seabrook for her joyful service as our Office Manager. I am thankful as well for the work of our tellers. Thea Close oversees this ministry. Thea served with Matt and Rebecca Brown, Colleen DeJager, Marilyn Lemon, and Tabitha Pye.

Finally, it is an honour for me to serve with the godly men of the Board whom our Lord has raised up to provide leadership for this church.

Once again, our God has proved Himself faithful by giving us "everything we need and some of what we want" in order to make known His greatness in London and in various places around the world. To Him be all the glory and praise.

Respectfully submitted,

Ron Standish,

Treasurer

Contingency Fund = \$595,035
Church Plant Fund = \$62,809

APPROVED 2024 GENERAL & CAPITAL FUND ACTUAL TO BUDGET to Dec 31.24

	2022 Actual	2023 Actual	2024 Actual	2024 Approved Budget (as amended)
General offerings	\$1,195,714	\$1,292,179	\$1,352,460	\$1,316,000
Children's programs	\$613	\$928	\$998	\$1,200
Youth programs	\$5,965	\$4,780	\$9,268	\$12,500
Chinese Fellowship	\$295	\$4,050	\$4,225	\$4,800
Church Plant Income	\$22,500	\$17,250	\$10,500	\$12,200
Adult programs	\$31,758	\$22,508	\$16,978	\$31,100
WLA's Biblical Counselling	\$21,070	\$15,579	\$9,133	\$11,100
Biblical Counselling Centre (new 2024)			\$1,230	\$15,800
Counsel. Centre - District Funding			\$10,500	\$9,750
Community Life Income	\$2,282	\$13,228	\$13,805	\$12,200
Camp, Retreat & Mission Trip Income	\$30,327	\$55,884	\$94,705	\$100,500
Rental, Other Income, Miscellaneous	\$9,764	\$46,087	\$46,814	\$35,000
Total Income	\$1,320,288	\$1,472,473	\$1,570,616	\$1,562,150
Balance from previous year	\$184,028	\$146,130	\$128,392	\$128,392
Transfer In/(Out) - Designated Funds	(\$27,134)	(\$90,030)	\$149,500	\$165,250
Debt reduction gifts applied to principle	\$10,915	\$0	\$0	\$0
Grand Total - Income	\$1,488,097	\$1,528,573	\$1,848,508	\$1,855,792
GENERAL FUND EXPENSES				
Salaries, Ministries				
Salaries-Allowances-Benefits	\$733,482	\$792,348	\$825,935	\$861,157
Travel - Conference - Training	\$13,198	\$12,878	\$12,619	\$29,300
Children's Programs	\$5,506	\$5,012	\$7,337	\$11,300
Youth Programs	\$11,762	\$10,834	\$15,092	\$22,500
Chinese Fellowship	\$1,936	\$4,422	\$2,569	\$12,200
Adult Programs	\$46,997	\$45,707	\$34,348	\$74,300
WLA's Biblical Counselling	\$21,998	\$23,012	\$14,694	\$21,300
Biblical Counselling Centre (new 2024)			\$11,084	\$31,900
Community Life	\$19,568	\$30,191	\$30,233	\$31,800
Camp, Retreat & Mission Trip Expenses	\$43,310	\$61,823	\$110,563	\$112,700
Missions /Community Outreach Support	\$46,700	\$42,700	\$53,420	\$20,000
Leadership Development	\$17,268	\$28,399	\$45,855	\$50,000
	\$961,725	\$1,057,326	\$1,163,749	\$1,278,457
Administrative expenses	\$37,876	\$39,139	\$40,288	\$42,700
Mortgage Interest	\$1,284	\$0	\$0	\$0
Property				
Property Maintenance & Insurance	\$101,478	\$112,064	\$111,877	\$116,500
Facility Upkeep	\$2,795	\$2,811	\$17,449	\$30,500
Special Projects Fund	\$5,876	\$38,402	\$29,977	\$20,400
Utilities	\$26,914	\$35,016	\$27,469	\$31,000
	\$137,063	\$188,293	\$186,772	\$198,400
Church Plant Ministry Expenses	\$73,792	\$72,927	\$66,688	\$91,312
76 Jacqueline St Building	\$18,218	\$20,461	\$16,523	\$23,800
76 Jacqueline - Special Projects	\$45,482	\$0	\$0	\$0
	\$137,492	\$93,388	\$83,211	\$115,112
Total Expenses	\$1,275,440	\$1,378,146	\$1,474,020	\$1,634,669
Payment on Principle	\$66,527	\$0	\$0	\$0
Capitalized Projects	\$0	\$22,035	\$206,220	\$219,000
Grand Total - Expenses	\$1,341,967	\$1,400,181	\$1,680,240	\$1,853,669
General Fund Balance	\$146,130	\$128,392	\$168,268	\$2,123

West London Alliance
Miss/Other Desig - Actual vs. Prior Period
For Report Group Monthly Report Missions/Other

		1/1/24- 12/31/24 ACTUAL	1/1/23- 12/31/23 ACTUAL	DOLLAR CHANGE
INCOME				
District Ministries Fund				
Income				
1851	District Ministrie Income	\$ 7,309.00	\$ 8,599.00	\$ (1,290.00)
	Total Income	\$ 7,309.00	\$ 8,599.00	\$ (1,290.00)
	Total District Ministries Fund	\$ 7,309.00	\$ 8,599.00	\$ (1,290.00)
Global Missions				
Income				
2102	Frankish GAF Income	\$ 4,380.00	\$ 3,450.00	\$ 930.00
2104	Frankish MPF Income	1,950.00	1,400.00	550.00
1710	Global Advance Income	46,333.00	58,577.75	(12,244.75)
951	Kuranji GAF Income	1,200.00	750.00	450.00
2205	M/N Howell GAF Income	5,486.00	6,125.00	(639.00)
2225	M/N Howell MPF Income	1,480.00	3,330.00	(1,850.00)
2031	R. Wilson GAF Income	1,300.00	1,025.00	275.00
2021	R. Wilson MPF Income	450.00	125.00	325.00
1801	Russell GAF Income	6,210.00	3,575.00	2,635.00
2005	Russell Ministry PF Inc	1,450.00	640.00	810.00
1705	Serbia Ministries Income	13,080.00	13,705.00	(625.00)
	Total Income	\$ 83,319.00	\$ 92,702.75	\$ (9,383.75)
	Total Global Missions	\$ 83,319.00	\$ 92,702.75	\$ (9,383.75)
Missions Funds Accounts				
Income				
525	Biblical Coun Fund Income	\$ 2,190.00	\$ 0.00	\$ 2,190.00
805	Church Plant Income	680.00	2,530.00	(1,850.00)
	Total Income	\$ 2,870.00	\$ 2,530.00	\$ 340.00
	Total Missions Funds Accounts	\$ 2,870.00	\$ 2,530.00	\$ 340.00
Other Designated Funds Acco...				
Income				
1910	Other Designated Amts Inc	\$ 41,710.20	\$ 23,195.00	\$ 18,515.20
1915	Pastors' Gift Income	2,015.00	720.00	1,295.00
1356	Womens Retreat Bursary In	777.00	485.00	292.00
	Total Income	\$ 44,502.20	\$ 24,400.00	\$ 20,102.20
	Total Other Designated Funds ...	\$ 44,502.20	\$ 24,400.00	\$ 20,102.20
WLA Cares				
Income				
305	WLA Cares Income	\$ 21,663.50	\$ 20,145.00	\$ 1,518.50
	Total Income	\$ 21,663.50	\$ 20,145.00	\$ 1,518.50
	Total WLA Cares	\$ 21,663.50	\$ 20,145.00	\$ 1,518.50
	TOTAL INCOME	\$ 159,663.70	\$ 148,376.75	\$ 11,286.95

EXPENSE

District Ministries Fund				
Expense				
1852	District Ministries Pymts	\$ 7,309.00	\$ 8,599.00	\$ 1,290.00
	Total Expense	\$ 7,309.00	\$ 8,599.00	\$ 1,290.00
	Total District Ministries Fund	\$ 7,309.00	\$ 8,599.00	\$ 1,290.00

West London Alliance
Miss/Other Desig - Actual vs. Prior Period
For Report Group Monthly Report Missions/Other

		1/1/24- 12/31/24 ACTUAL	1/1/23- 12/31/23 ACTUAL	DOLLAR CHANGE
Global Missions				
Expense				
2103	Frankish GAF Payment	\$ 4,380.00	\$ 3,450.00	\$ (930.00)
2106	Frankish MPF Payment	1,950.00	1,400.00	(550.00)
1720	Global Advance Payments	46,333.00	58,577.75	12,244.75
952	Kuranji GAF Payments	1,200.00	750.00	(450.00)
2210	M/N Howell GAF Payments	5,486.00	6,125.00	639.00
2230	M/N Howell MPF Payments	1,480.00	3,330.00	1,850.00
2032	R. Wilson GAF Payments	1,300.00	1,025.00	(275.00)
2022	R. Wilson MPF Payments	450.00	125.00	(325.00)
1802	Russell GAF Payments	6,210.00	3,575.00	(2,635.00)
2010	Russell MPF Payments	1,450.00	640.00	(810.00)
1706	Serbia Ministries Payment	13,080.00	13,705.00	625.00
Total Expense		\$ 83,319.00	\$ 92,702.75	\$ 9,383.75
Total Global Missions		\$ 83,319.00	\$ 92,702.75	\$ 9,383.75
Missions Funds Accounts				
Expense				
810	Church Plant Payments	\$ 0.00	\$ 9,245.33	\$ 9,245.33
Total Expense		\$ 0.00	\$ 9,245.33	\$ 9,245.33
Total Missions Funds Accounts		\$ 0.00	\$ 9,245.33	\$ 9,245.33
Other Designated Funds Acco...				
Expense				
1930	Other Designated Amts Exp	\$ 8,212.06	\$ 12,810.75	\$ 4,598.69
1935	Pastors' Gift Payments	2,015.00	720.00	(1,295.00)
1551	Womens Rtrt Bursary Pymt	900.00	175.00	(725.00)
Total Expense		\$ 11,127.06	\$ 13,705.75	\$ 2,578.69
Total Other Designated Funds ...		\$ 11,127.06	\$ 13,705.75	\$ 2,578.69
WLA Cares				
Expense				
310	WLA Cares Payments	\$ 10,463.50	\$ 17,369.00	\$ 6,905.50
Total Expense		\$ 10,463.50	\$ 17,369.00	\$ 6,905.50
Total WLA Cares		\$ 10,463.50	\$ 17,369.00	\$ 6,905.50
TOTAL EXPENSE		\$ 112,218.56	\$ 141,621.83	\$ 29,403.27
NET INCOME (LOSS)		\$ 47,445.14	\$ 6,754.92	\$ 40,690.22

APPROVED 2024 SPECIAL PROJECTS	Budget	Actual
SANCTUARY AUDIO UPGRADE - final phase	\$9,000	\$8,050
UPGRADE LIGHTING IN VARIOUS LOCATIONS	\$3,000	\$2,950
REPLACE LIGHT SWITCHES IN THE CORE	\$3,000	cancelled
PAINT THE COUNSELLING OFFICE	\$1,400	\$1,330
NEW FURNITURE AND DECORE FOR THE COUNSELLING OFFICE	\$4,000	\$2,913
added project: New Planters & relay portion of the front Walkway	\$0	\$14,734
	\$20,400	\$29,977

APPROVED 2024 JSAC SPECIAL PROJECT
REPOINT THE BRICK WORK

\$6,000 completed by donation

APPROVED 2024 FACILITY UPKEEP PROJECTS

LIFT GAS LINES PRIOR TO REPLACING FLAT ROOFS	\$16,000	\$9,251
REPLACE FLAT ROOFS	\$198,000	\$192,608
REPLACE CABINETS IN CORE KITCHEN	\$5,000	\$4,360
capitalized projects	\$219,000	\$206,219
ASPHALT REPAIRS	\$4,500	not required
SHINGLE REPAIRS	\$1,200	not required
REPLACE 1/2 OF CORE FURNISHINGS	\$6,900	\$5,704
REPAINT ALL SANCTUARY WALLS	\$10,000	\$9,666
REPAINT 1ST 10 FEET OF GYM WALLS	\$3,800	\$2,079
FREEZER REPLACEMENT	\$1,100	deferred
REPLACE MAIN BBQ	\$3,000	cancelled
subtotal - non capitalized projects	\$30,500	\$17,449
TOTAL	\$249,500	\$223,668

The General and Capital Operating Budget for 2025

“... Whoever sows bountifully will also reap bountifully. Each one must give as he has decided in his heart ... for God loves a cheerful giver. ... He ... will supply and multiply your seed for sowing and increase the harvest of your righteousness. You will be enriched in every way to be generous in every way, which through us will produce thanksgiving to God.” 2 Corinthians 9:6-11

Our Lord puts before us His commandments, exhorts and empowers us to be faithful, and promises us the blessing of making known the greatness of His holy Name as He meets our needs.

Our intention is to continue with the ministries that our God has given us to do, both here in London and out into the world as we continue to make known the greatness of God by the lives we live, the love we show and the work we share. The ministry reports contained in The Annual Report give you a good indication of what we have done and where we are going. Our staff and we as a church continue to adapt as we seek to follow the leading of our Lord. How good is the grace of our God that we continue to make disciples across all ages and we are blessed to be able to support our Chinese and Arabic Fellowship, our daughter church, several international workers and look forward to global church planting and planting a second daughter church as God enables us.

2025 Budget Highlights

Financially 2025 is very similar to 2024 excepting that there is no need to replace the flat roof. We have budgeted for the salaries of our JSAC and youth pastors, though at the time of writing this report we do not know when these positions will be filled. We praise God that Rev. Nelson Annan is willing to serve as the interim pastor for JSAC until June 30, 2025.

As noted earlier in this report we had a December 31st, 2024 General Fund Balance of \$168.3k. The Board has determined that these funds be used as follows and this has been incorporated into the 2025 Budget:

- \$31k to fund our Special Projects
- \$25k to fund our Missions & Community Outreach ministry
- \$22k to send our pastors to support our international workers
- \$22k to support our JSAC ministry
- \$15k to rent space for five years in support of our Biblical Counselling ministry
- \$1.5k added to Lead Pastor Initiatives
- \$1k to increase the Working Capital and Contingency Reserve

You will see that we are supporting our JSAC ministry in 2025 through the use of a portion of the 2024 GFB, notwithstanding that we have funds available in our Church Planting Fund and in Other Designated. We have made this decision based on the generous giving that led to a significant GFB in 2024 and in recognition that our daughter church is likely to need support for the next few years. The funds in Other Designated and our Church Planting Fund will help to provide that support.

The amount allocated totals \$117.5k leaving \$50.8k of the GFB which will be transferred to the Contingency Fund and allocated for future works, noting that these funds may also be used for emerging ministry opportunities that may arise in 2025.

The 2025 Special Project budget is \$31k, of which the purchase of the trailer has already been approved by the Board, with the hope that it will be ready for use in support of our Street Ministry later this winter. The Special Projects identified for JSAC total \$4k. The 2025 Facility Upkeep Budget is \$24.3k.

The Facility Upkeep Plan is adjusted every year in keeping with the rate of inflation and as project costs are updated. The Facility Upkeep Plan will ensure that our facility will be well maintained and thus enable us to effectively support our many ministries. The Facility Upkeep projects are funded through the General Budget. In the years where we need more funding than what we have budgeted and set aside we will either borrow from our Contingency Fund or from our Line of Credit with our financial institution. In the years where we need less than what we have budgeted we will transfer the difference to the Contingency Fund and hold it until needed to cover future Facility Upkeep project expenses.

The Board of Elders has approved the 2025 Proposed Budget for submission to our members for your approval at our Annual Meeting in March 2025. The total Income, including the previous year's balance and this year's transfers is \$1.643M of which the largest component of this income is our General Offerings of \$1.384M. Total budgeted Expenses are \$1.642M. You will see that the General Offering Budget of \$1.384M is an increase of 2.33% in comparison to the \$1.3525M received in General Offering in 2024.

Regarding the Contingency Fund

As noted earlier, the balance in the Contingency Fund as of December 31, 2024 is \$595k. The projected balance as of December 31st, 2025 will be \$672k. This increase in 2025 is comprised of adding \$1k to our Working Capital, \$17.7k for Facility Upkeep and a net of \$58.5k to the Ministries / Special Project Opportunities component of the Contingency Fund. The balance in each of the components of the Contingency Fund by December 31st, 2025 is projected to be: working capital and to be an emergency reserve fund (\$277k), facility upkeep program (\$17.7k), ministry / special project opportunities (\$377.5k).

We, your Elders, have sought God's wisdom regarding the use of the ministry / special project opportunities (\$377.5k) and we have developed a plan to make good use of these gifts that God has given to us over the next few years. We have set aside \$100k to be used as an "internal loan" in support of Facility Upkeep as this will minimize the cost of borrowing from our financial institution. The balance of the funds are currently 'earmarked' to support Leadership Development until this becomes fully funded operationally, help fund our future Global Church Plant / second Church Plant, education, training and support of staff, as well as support ministries that we have identified that may need support. New in 2025 are the funds earmarked to cover the cost of the rental space in support of the biblical counselling ministry for 2026 to 2029 and potential funding for those who may seek financial assistance for adoption. At this time \$43k in the Contingency Fund has not be allocated. The Board will continue to seek the Lord's wisdom as to how we ought best to use these funds to bring glory to God, whether in 2025 or in years to come.

We recognize that this Budget will continue to stretch us as we continue with our vision. We, the Staff and the Elders, continue to pray that our Saviour will move in the hearts of each West Londoner to "bring in the whole tithe" that we might be able to "test our Lord" and see Him "open up the windows of heaven" for the sake of making known His greatness in London and around the world. We are confident that with the sacrificial giving of the Lord's people, in concert with our heart to see God at work in this place, we will see more and more people impacted for Jesus. We firmly believe that God is able to supply all our needs, both as individuals and as a church, according to His riches in Christ Jesus.

We, your Elders, continue to be committed to good stewardship of the resources that you give to the Lord. We serve our Lord Jesus Christ, who calls us to be wise, to be faithful, to give to His work and to trust Him to direct our steps. May we, the body of Christ here at West London, delight to make known His greatness as we pour ourselves out in service to Him.

Respectfully submitted,

Ron Standish,

Treasurer

Appendix A: Setting the budget

Our Pastoral Staff start the budgeting process each year in the Fall as they develop their ministry plans and associated funding needs for the coming year in keeping with our vision to ‘make known the greatness of God’ both here in London and throughout the world. Detailed budget sheets are prepared by each ministry and submitted to the Treasurer. The Treasurer receives this information from the Staff and puts it together with the projected salaries and other revenues and expenses to form a draft Budget for submission to the Board of Elders. The draft Budget is set in the context of a multi-year budget projection in order to enable the Elders to understand the potential implications of the coming year’s decisions on future Annual Budgets.

Each Elder spends time in prayer, looking to the Lord for guidance and confirmation of the overall direction of our ministries, the amount of funding that is required to support these ministries, and what we believe is appropriate to recommend to the Membership. The outcome of this first round is a Target Budget.

Our year-end position can vary widely from year to year. That said, through your generous giving we have exceeded our General Offering Budget each year for the period 2020 to 2024. We give great praise to our God who works through us to accomplish His purposes.

The 2025 budget is anticipated to be a normal ministry year for many of our ministries. Minor changes have been incorporated into this year’s budget as per our staff recommendations. That said, we have learned to hold lightly our plans in the confidence that our God will direct our steps.

The Audit is conducted early in January once we have closed our books for the fiscal year ending December 31st. In January the Elders continued to seek the direction of the Lord and to work within the opportunities and constraints before us to finalize the Budget for recommendation to the congregation at the Annual Meeting. At this point I am able to complete my Annual Report and prepare a Budget presentation for our Annual General Meeting.

The Elders, through the Treasurer, prayerfully presents the Budget to the Membership at the Annual Meeting, trusting that God will lead His people to make wise decisions respecting the Budget and then to give generously as the Lord enables each one of us.

Throughout the year, the Elders take on the role of ‘Comptroller’, committed as we are to living within our means. If our Lord should choose to give us less than what was approved, the Budget and expenditures will be reduced accordingly. Similarly, if the Lord provides more, we seek His guidance as to how best to apply His resources to bring blessing and honour and glory to His Name.

Contingency Fund = \$595,035

Church Plant Fund = \$62,809

PROPOSED 2025 GENERAL & CAPITAL FUND ACTUAL TO BUDGET

	2022 Actual	2023 Actual	2024 Actual	2025 Proposed Budget
General offerings	\$1,195,714	\$1,292,179	\$1,352,460	\$1,384,000
Children's programs	\$613	\$928	\$998	\$1,000
Youth programs	\$5,965	\$4,780	\$9,268	\$13,000
Chinese Fellowship	\$295	\$4,050	\$4,225	\$4,900
Church Plant Income	\$22,500	\$17,250	\$10,500	\$2,250
Adult programs	\$31,758	\$22,508	\$16,978	\$29,500
WLA's Biblical Counselling	\$21,070	\$15,579	\$9,133	\$9,600
Biblical Counselling Centre (new 2024)			\$1,230	\$0
Counsel. Centre - District Funding			\$10,500	\$0
Community Life Income	\$2,282	\$13,228	\$13,805	\$12,900
Camp, Retreat & Mission Trip Income	\$30,327	\$55,884	\$94,705	\$73,800
Rental, Other Income, Miscellaneous	\$9,764	\$46,087	\$46,814	\$29,500
Total Income	\$1,320,288	\$1,472,473	\$1,570,616	\$1,560,450
Balance from previous year	\$184,028	\$146,130	\$128,392	\$168,268
Transfer In/(Out) - Designated Funds	(\$27,134)	(\$90,030)	\$149,500	(\$86,200)
Debt reduction gifts applied to principle	\$10,915	\$0	\$0	\$0
Grand Total - Income	\$1,488,097	\$1,528,573	\$1,848,508	\$1,642,518
GENERAL FUND EXPENSES				
Salaries, Ministries				
Salaries-Allowances-Benefits	\$733,482	\$792,348	\$825,935	\$875,818
Travel - Conference - Training	\$13,198	\$12,878	\$12,619	\$25,000
Children's Programs	\$5,506	\$5,012	\$7,337	\$11,700
Youth Programs	\$11,762	\$10,834	\$15,092	\$21,800
Chinese Fellowship	\$1,936	\$4,422	\$2,569	\$10,300
Adult Programs	\$46,997	\$45,707	\$34,348	\$73,500
WLA's Biblical Counselling	\$21,998	\$23,012	\$14,694	\$22,300
Biblical Counselling Centre (new 2024)			\$11,084	\$0
Community Life	\$19,568	\$30,191	\$30,233	\$41,700
Camp, Retreat & Mission Trip Expenses	\$43,310	\$61,823	\$110,563	\$113,100
Missions /Community Outreach Support	\$46,700	\$42,700	\$53,420	\$25,000
Leadership Development	\$17,268	\$28,399	\$45,855	\$50,000
	\$961,725	\$1,057,326	\$1,163,749	\$1,270,218
Administrative expenses	\$37,876	\$39,139	\$40,288	\$44,000
Mortgage Interest	\$1,284	\$0	\$0	\$0
Property				
Property Maintenance & Insurance	\$101,478	\$112,064	\$111,877	\$121,200
Facility Upkeep	\$2,795	\$2,811	\$17,449	\$24,300
Special Projects Fund	\$5,876	\$38,402	\$29,977	\$31,000
Utilities	\$26,914	\$35,016	\$27,469	\$32,000
	\$137,063	\$188,293	\$186,772	\$208,500
Church Plant Ministry Expenses	\$73,792	\$72,927	\$66,688	\$90,726
76 Jacqueline St Building	\$18,218	\$20,461	\$16,523	\$24,487
76 Jacqueline - Special Projects	\$45,482	\$0	\$0	\$4,000
	\$137,492	\$93,388	\$83,211	\$119,213
Total Expenses	\$1,275,440	\$1,378,146	\$1,474,020	\$1,641,931
Payment on Principle	\$66,527	\$0	\$0	\$0
Capitalized Projects	\$0	\$22,035	\$206,220	\$0
Grand Total - Expenses	\$1,341,967	\$1,400,181	\$1,680,240	\$1,641,931
General Fund Balance	\$146,130	\$128,392	\$168,268	\$587

PROPOSED 2025 SPECIAL PROJECTS	Budget
TRAILER FOR COMMUNITY OUTREACH TEAM	\$15,000
REMOVE THE STAGE FOR THE GRAND PIANO & INSTALL CARPET	\$1,000
HIRING OF A CONSULTANT - TO HELP EXPLORE THE FEASIBILITY OF MOVING TO ONE SERVICE	\$15,000
TOTAL	\$31,000

PROPOSED 2025 JSAC SPECIAL PROJECTS

SIDING, SOFFIT AND FACIA FOR THE SHED	\$1,000
BOARD FENCE BETWEEN JSAC AND WHEABLE	\$3,000
TOTAL	\$4,000

PROPOSED 2025 FACILITY UPKEEP PROJECTS

	Budget
ASPHALT REPAIRS	\$5,000
REPLACE 2nd 1/2 OF CORE FURNISHINGS	\$7,100
REPLACE FLOORING IN COMMUNITY OUTREACH OFFICE	\$2,700
APPLIANCES servery & core servery fridges, two freezers, washer and dryer	\$9,500
TOTAL	\$24,300

INDEPENDENT AUDITOR'S REPORT

To the Board of Elders of West London Alliance Church of the Christian and Missionary Alliance of Canada

Qualified Opinion

We have audited the financial statements of West London Alliance Church of the Christian and Missionary Alliance of Canada (the "Organization"), which comprise the statement of financial position as at December 31, 2024, and the statements of operations, changes in fund balances and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the *Basis for Qualified Opinion* section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at December 31, 2024, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Qualified Opinion

In common with many not-for-profit organizations, the Organization derives revenue from donations, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of this revenue was limited to the amounts recorded in the Organization's records and we were unable to determine whether any adjustments might be necessary to revenue or the accumulated fund balances and assets for the year ended December 31, 2024. Our audit opinion on the financial statements for the year ended December 31, 2023 was modified accordingly because of the possible effects of this limitation of scope.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

(continues)

Jeremy A. Giles CPA, CA Lissa Savage CPA, CA, CPA (Illinois)

Mark Snyders CPA, CA Dillon O'Henly CPA, CA

James B. MacNeill FCPA, FCA, CFP (Counsel) Robert F. Edmundson CPA, CA (Retired)

MACNEILL EDMUNDSON

PROFESSIONAL CORPORATION
CHARTERED PROFESSIONAL ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT (continued)

Auditor's Responsibilities of Management for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

London, Ontario
January 29, 2025

MacNeill Edmundson

PROFESSIONAL CORPORATION
CHARTERED PROFESSIONAL ACCOUNTANTS
Authorized to practice public accounting by
Chartered Professional Accountants of Ontario

Jeremy A. Giles CPA, CA Lissa Savage CPA, CA, CPA (Illinois)

Mark Snyders CPA, CA Dillon O'Henly CPA, CA

James B. MacNeill FCPA, FCA, CFP (Counsel) Robert F. Edmundson CPA, CA (Retired)

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**West London Alliance Church of the Christian and Missionary
Alliance of Canada**

Statement of Financial Position

December 31	(\$) 2024	(\$) 2023
Assets		
Current Assets		
Cash (note 2)	269,315	310,648
Short term investments (note 3)	600,290	652,980
Other receivables (note 3)	9,534	7,296
Harmonized sales tax receivable	15,373	18,704
Prepaid expenses and deposits	30,756	10,937
	925,268	1,000,565
Capital Assets (note 4)	1,328,022	1,176,490
Long Term Investment	3,507	3,334
	2,256,797	2,180,389


Liabilities


Current Liabilities		
Accounts payable and accrued expenses	17,784	31,814
Deferred revenue	1,085	
	18,869	31,814

Fund Balances

Unrestricted net assets:		
General Fund	168,268	128,392
Internally restricted net assets:		
Capital Fund	1,328,022	1,176,490
Church Planting Fund	62,809	62,129
Contingency Fund	595,035	744,535
Externally restricted net assets:		
Designated Fund (note 2)	83,794	37,029
	2,237,928	2,148,575
	2,256,797	2,180,389

Approved on behalf of the board:


 _____, Director


 _____, Director

**West London Alliance Church of the Christian and Missionary
Alliance of Canada**

**Statement of Operations And Changes in Fund Balance
General Fund**

Year ended December 31	(\$) 2024	(\$) 2023
Revenues		
Offerings - receipted	1,242,358	1,185,268
Program income	122,381	114,304
Offerings - non-receipted	110,102	106,911
Program donations - receipted	38,461	2,654
Interest income	31,721	31,587
Government grants	14,686	13,015
Jacqueline Street	10,500	17,250
Rental income	400	1,275
Other income	7	209
	1,570,616	1,472,473
Expenditures		
Wages and benefits	825,935	792,347
Ministry programs	214,633	190,278
Property (<i>Schedule 1</i>)	156,794	149,891
Camps, mission trips and retreats	110,563	61,823
Jacqueline Street (<i>Schedule 1</i>)	83,212	93,388
Administration (<i>Schedule 1</i>)	40,288	39,139
Special projects	29,977	38,402
Conference and travel	12,619	12,878
	1,474,021	1,378,146
Excess of revenues over expenditures	96,595	94,327
Fund Balance, beginning of year	128,392	146,130
	224,987	240,457
Fund Transfers (note 5)	(56,719)	(112,065)
Fund Balance, end of year	168,268	128,392

**West London Alliance Church of the Christian and Missionary
Alliance of Canada**

**Statement of Operations And Changes in Fund Balance
Capital Fund**

Year ended December 31	(\$) 2024	(\$) 2023
Expenditures		
Amortization	54,687	48,767
	54,687	48,767
Deficiency of revenues over expenditures		
	54,687	48,767
Transfers From:		
General Fund (note 5)		
Capital asset additions and deposits	206,219	22,035
	151,532	(26,732)
Fund Balance, beginning of year	1,176,490	1,203,222
Fund Balance, end of year	1,328,022	1,176,490

**Statement of Operations And Changes in Fund Balance
Contingency Fund**

Year ended December 31	(\$) 2024	(\$) 2023
Revenues		
Offerings - receipted		20,246
		20,246
Excess of revenues over expenditures	-	20,246
Transfers From (To):		
General Fund (note 5)	(149,500)	90,030
Fund Balance, beginning of year	744,535	634,259
Fund Balance, end of year	595,035	744,535

**West London Alliance Church of the Christian and Missionary
Alliance of Canada**

**Statement of Operations And Changes in Fund Balance
Church Planting Fund**

Year ended December 31	(\$) 2024	(\$) 2023
Revenues		
Offerings - receipted	680	2,530
	<u>680</u>	<u>2,530</u>
Expenditures		9,246
		<u>9,246</u>
Excess of revenues over expenditures	<u>680</u>	<u>(6,716)</u>
Transfers To:		
General Fund (note 5)		
	<u>680</u>	<u>(6,716)</u>
Fund Balance, beginning of year	<u>62,129</u>	<u>68,845</u>
Fund Balance, end of year	<u>62,809</u>	<u>62,129</u>

**West London Alliance Church of the Christian and Missionary
Alliance of Canada**

**Statement of Operations And Changes in Fund Balance
Designated Funds**

Year ended December 31	(\$) 2024	(\$) 2023
Revenues		
OFFERINGS		
Global Advance	46,333	55,876
Other Designated	26,710	23,175
Serbia	12,280	12,455
WLA Cares	9,744	15,035
Russell	7,660	4,215
District Ministries	7,309	8,599
M & N Howell	6,966	9,435
Frankish	6,330	4,850
Biblical Counselling	2,190	
R. Wilson	1,750	1,150
Women's Retreat Bursary	777	225
	128,049	135,015
OTHER		
Offerings - non-receipted	30,935	10,832
	158,984	145,847
Expenditures		
Global Advance	46,333	58,576
Serbia	14,280	14,455
WLA Cares	10,464	17,369
Other Designated	10,227	13,531
Russell	7,660	4,215
District Ministries	7,309	8,599
M & N Howell	6,966	9,455
Frankish	6,330	4,850
R. Wilson	1,750	1,150
Women's Retreat Bursary	900	175
	112,219	132,375
Excess of revenues over expenditures	46,765	13,472
Fund Balance, beginning of year	37,029	23,557
Fund Balance, end of year	83,794	37,029

**West London Alliance Church of the Christian and Missionary
Alliance of Canada**

Statement of Cash Flows

Year ended December 31	(\$) 2024	(\$) 2023
Cash Flows from Operating Activities		
Cash provided by operations		
Excess revenues over expenditures		
General Fund	96,595	94,327
Capital Fund	(54,687)	(48,767)
Contingency Fund		20,246
Church Planting Fund	680	(6,716)
Designated Fund	46,765	13,472
Adjustments for non-cash items		
Amortization of capital assets	54,687	48,767
	144,040	121,329
Changes in non-cash working capital		
Other receivables	(2,238)	(3,953)
Harmonized sales tax receivable	3,331	8,595
Prepaid expenses and deposits	(19,819)	(8,503)
Accounts payable and accrued expenses	(14,030)	(2,857)
Deferred revenue	1,085	
	(31,671)	(6,718)
Cash Flows from Operating Activities	112,369	114,611
Cash Flows from Investing Activities		
Long term investment (additions) reductions	(173)	62
Capital asset additions (net)	(206,219)	(22,035)
	(206,392)	(21,973)
Net increase (decrease) in Cash during Year	(94,023)	92,638
Cash and cash equivalents, beginning of year	963,628	870,990
Cash and cash equivalents, end of year	869,605	963,628
Cash Represented by:		
Cash	269,315	310,648
Short term investments	600,290	652,980
	869,605	963,628

West London Alliance Church of the Christian and Missionary Alliance of Canada

Notes to the Financial Statements

December 31, 2024

Purpose of the Organization

West London Alliance Church Of The Christian Missionary Alliance of Canada ("the Organization") is a Christian Church organized to preach and teach the word of God with additional emphasis to discipling and caring.

The Church is registered as a Charitable Organization with the Canada Revenue Agency, and is exempt from taxation under the Canadian Income Tax Act.

1. Accounting Policies

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations and include the following accounting policies:

(a) Contributions

The Organization follows the restricted fund method when recognizing donations for support of the ministry. Donations are recorded as revenue when the funds are received or when ownership of donated assets are transferred to the Organization. Other revenue and expenses are recorded in accordance with Canadian accounting standards for not-for-profit organizations.

(b) Fund Accounting

The Organization maintains the following funds:

General

The general fund is an unrestricted fund that reflects all activity of the Church other than those associated with the building fund and designated fund.

Capital

The capital fund is an internally restricted fund that reflects the direct allocation of funds to this area and the change in the indebtedness as related to the capital assets.

Church Planting

The Church Planting Fund is an internally restricted fund that has been established to provide funding for local and global church planting endeavours and ministries.

Contingency

The contingency fund is an internally restricted fund that has been established to provide for unique ministry opportunities, facility upkeep, special projects, and unexpected emergencies.

Designated

The designated fund is an externally restricted fund that reflects the activities of the Church related to giving's that were specifically designated for certain programs, events or causes.

continues . . .

West London Alliance Church of the Christian and Missionary Alliance of Canada

Notes to the Financial Statements

December 31, 2024

1. Accounting Policies (continued)

(c) Contributed Services

Volunteers contribute an undeterminable number of hours per year to West London Alliance Church and the fair value of the contributed services are not recognized in the financial statements.

(d) Capital assets

Capital assets are valued at cost. Amortization is provided annually at rates calculated to utilize the assets over their estimated useful lives as follows:

Building	- 5, 20 and 40 years straight line
Furniture & equipment	- 5 and 15 years straight line
Parking lot	- 20 years straight line

(e) Investments

Investments are recorded at fair market value.

(f) Measurement uncertainty

The preparation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. In the opinion of management, these financial statements reflect, within reasonable limits of materiality, all adjustments necessary to present fairly the results for the years presented. Actual results could differ from these estimates.

(g) Cash and Cash Equivalents

Cash and cash equivalents consist of cash on hand and bank balances.

**West London Alliance Church of the Christian and Missionary
Alliance of Canada**

Notes to the Financial Statements

December 31, 2024

2. Externally restricted cash

The following is a summary of externally restricted cash on hand.

	(\$)
Other designated funds	58,503
WLA Cares	22,759
Biblical Counselling	2,190
Women's retreat bursary	342
Subtotal (Designated fund)	83,794
Restricted to the Church Planting Fund	62,809
Grand total	146,603

3. Short Term Investments

	2024 Total (\$)	2023 Total (\$)
Term Deposits	600,290	652,980

Short term investments are comprised of guaranteed investment certificates maturing from January 30, 2025 to November 23, 2025 and earn interest at rates between 2.90% and 5.15%. Included in other receivables is accrued interest of \$9,534 (2023 - \$7,296).

4. Capital assets

	Cost	Accumulated Amortization	2024 Net	2023 Net
Land	160,000	-	160,000	160,000
Building	2,983,884	1,860,294	1,123,590	962,642
Equipment, fixtures, furniture	260,996	236,026	24,970	31,139
Parking lot	64,925	45,463	19,462	22,709
	3,469,805	2,141,783	1,328,022	1,176,490

**West London Alliance Church of the Christian and Missionary
Alliance of Canada**

Notes to the Financial Statements

December 31, 2024

5. Fund Transfers

Summary of transfers to and from the General Fund:

	<u>2024</u>	<u>2023</u>
From Contingency to General	149,500	
From General to Capital - capital additions	(206,219)	(22,035)
From General to Contingency		(90,030)
	<u>(56,719)</u>	<u>(112,065)</u>

6. Line of Credit

The Organization has a \$40,000 line of credit which bears interest at 1% plus prime. As of December 31, 2024, \$0 has been used.

West London Alliance Church of the Christian and Missionary Alliance of Canada

Notes to the Financial Statements

December 31, 2024

7. Financial Instruments

All assets and liabilities, with the exception of prepaid expenses, are financial instruments, and are initially recorded at fair market value and are subsequently recorded at amortized cost. Unless otherwise noted, it is the Board's opinion that the Organization is not exposed to significant risks arising from its financial instruments.

Interest Rate Risk

Interest rate risk is the risk of potential financial loss caused by fluctuation in fair value of future cash flow of financial instruments due to changes in market interest rates. The Organization is exposed to this risk through its interest bearing investments and its mortgage. The Organization manages this risk through investing in fixed-rate securities of short to medium term maturity and plans to hold the securities to maturity as well as entering into fixed-rate mortgages.

Credit Risk

Credit risk is the potential for financial loss should a counter-party in a transaction fail to meet its obligations. The Organization places its cash and investments with high quality institutions and believes its exposure is not significant.

Liquidity Risk

Liquidity risk is the risk that the Organization will not be able to meet its obligations as they become due. The Organization manages this risk by establishing budgets, operating within the budget to meet its expenses and debt payments.

8. London Chinese Alliance Church

On January 1, 2020, the London Chinese Alliance Church amalgamated its operations with the West London Alliance Church.

The West London Alliance Church is now responsible for the maintenance and rental operation of the property previously held by the London Chinese Alliance Church located at 76 Jacqueline Street. Since the District holds title to the property, it has not been presented as an asset of the Organization.

**West London Alliance Church of the Christian and Missionary
Alliance of Canada**

Schedule 1

December 31, 2024	(\$) 2024	(\$) 2023
ADMINISTRATION		
Office supplies	14,405	12,077
Audio/Visual and IT	8,951	5,632
Telephone	8,534	5,632
Audit	5,460	5,805
Bank charges	2,938	1,729
Office equipment		8,264
	40,288	39,139
PROPERTY		
Property maintenance	90,696	85,876
Facility upkeep	17,449	2,811
Insurance	15,652	13,916
Utilities - hydro	11,323	12,650
Utilities - water	8,842	7,293
Utilities - heat	7,304	15,073
HVAC Maintenance	5,528	12,272
	156,794	149,891
JACQUELINE STREET		
Wages and benefits	61,761	68,331
Insurance	8,205	8,054
Utilities - heat	3,840	5,757
Conference and travel	3,122	1,980
Utilities - hydro & water	2,287	2,286
Utilities - telephone	1,415	1,649
Ministry programs	1,225	2,548
Property maintenance	776	2,715
Office supplies	581	68
	83,212	93,388

REPORT OF THE NOMINATING COMMITTEE

February 25, 2025

The Nominating Committee is pleased to present to the West London Alliance Church membership this "written outline of biblical qualifications" in accordance with our bylaws, and to make nominations to the Board of Elders.

The following **three** church members are nominated to serve as elders of West London Alliance Church for a two-year term beginning immediately following the Annual General Meeting (March 23, 2025). Two candidates (*) are currently serving as elders and have agreed to allow their names to stand for re-election. One candidate has not served as an elder at West London Alliance Church.

Dave Hiebert
Ray Majoran*
Brian Worrada*

The CONSTITUTION OF THE CHRISTIAN AND MISSIONARY ALLIANCE IN CANADA requires that, to become elders, candidates must be elected by the Membership at the Annual Meeting.
(Sunday, March 23, 2025)

CONSTITUTION, Article 14

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 a majority of the ballots cast.

Respectfully submitted,

The members of the Nominating Committee:

(Members)	Kevin Ng	Barb Postma	Stephanie VanderSchaaff
(Elders)	Aaron Haig	Ron Hesman	Barry Usher
(Chairman)	Jude St. John		

Biblical Qualifications and Responsibilities for Eldership

The following document is produced in order to abide by and faithfully accomplish the task that Bylaws 20 and 21 (of the local church constitution of West London Alliance Church) set out for the Nominating Committee.

This document is an adaptation from two internet articles: **Biblical Qualifications of a Pastor**¹ and **Looking for A Few Good Men**².

The Bylaws in question are as follows:

- **WLA Bylaw 20**: The Nominating Committee shall provide each prospective nominee with a written outline of the Biblical qualifications and responsibilities.
- **WLA Bylaw 21**: The Nominating Committee shall post, along with their nominations, the written outline of Biblical qualifications and responsibilities used in their selection of candidates.

Thus, with the aforementioned goals in mind:

Biblical Qualifications and Responsibilities for Eldership

Here is a list of 17 things—primarily from 1 Timothy 3:1-7 and Titus 1:5-9—that do qualify one to be an elder in a local church according to the Bible.

1 Timothy 3:1-7 ESV

¹ The saying is trustworthy: If anyone aspires to the office of overseer, he desires a noble task. ² Therefore an overseer must be above reproach, the husband of one wife, sober-minded, self-controlled, respectable, hospitable, able to teach, ³ not a drunkard, not violent but gentle, not quarrelsome, not a lover of money. ⁴ He must manage his own household well, with all dignity keeping his children submissive,⁵ for if someone does not know how to manage his own household, how will he care for God's church? ⁶ He must not be a recent convert, or he may become puffed up with conceit and fall into the condemnation of the devil. ⁷ Moreover, he must be well thought of by outsiders, so that he may not fall into disgrace, into a snare of the devil.

Titus 1:5-9 ESV

⁵ This is why I left you in Crete, so that you might put what remained into order, and appoint elders in every town as I directed you— ⁶ if anyone is above reproach, the husband of one wife, and his children are believers and not open to the charge of debauchery or insubordination.⁷ For an overseer, as God's steward, must be above reproach. He must not be arrogant or quick-tempered or a drunkard or violent or greedy for gain, ⁸ but hospitable, a lover of good, self-controlled, upright, holy, and disciplined. ⁹ He must hold firm to the trustworthy word as taught, so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it.

Being above reproach is the overarching, summarizing characteristic. Living a life above reproach is the first requirement in both lists and Titus repeats it. The other items on the list explain what "above reproach"

¹ ("Biblical Qualifications of a Pastor." *Acts 29*, Acts 29, 26 Jan. 2015, www.acts29.com/biblical-qualifications-of-a-pastor/

² "Looking For A Few Good Men." *9Marks*, 9Marks, 26 Feb. 2010, www.9marks.org/article/looking-few-good-men/

means. If we peruse the two lists, as well as First Peter, we find 17 qualifications of an elder who is above reproach.

1. An elder, if married, must be devoted to his wife; a one-woman man (Titus 1:6; 1 Tim 3:2). The elder's marriage illustrates Christ's love for His church—His bride (Eph. 5:22 ff.). An elder must love his wife exclusively with his mind, will, and emotions and not just his body.
2. An elder's children must be in submission, though not perfect (Titus 1:6; 1 Tim 3:4-5). If a man does not know how to manage his own family, he will not know how to take care of God's church. The first flock for an elder is his own family. An elder's qualification for the church starts in his home management as he leads them up in the discipline and admonition of the Lord (Eph. 6:4).
3. An elder is a faithful steward (Titus 1:7). Here the term used is overseer (Greek episkopos). It is not another office, but a functional title of the elder. It is what he does. He is a steward, a manager of God's resources and Jesus' flock. He takes responsibility, but not ownership.
4. An elder must be humble — not arrogant (Titus 1:7). An elder must constantly demonstrate the gospel by admitting when he is wrong and assuming responsibility and restoring relationships.
5. An elder must be gentle — not quick-tempered (Titus 1:7; 1 Tim 3:3). No man will be of any use in the kingdom that is quick-tempered.
6. An elder must be sober — not a drunkard (Titus 1:7; 1 Tim 3:3). This is not just overindulgence in alcohol but is idiomatic for any behavior that fuels addictive responses.
7. An elder must be peaceful — not violent (Titus 1:7; 1 Tim 3:3). An elder is not prone to inflict violence through his words. He is to be a peacemaker.
8. An elder must have financial integrity — not greedy for gain (Titus 1:7; 1 Tim 3:3; 1 Peter 5:3). An elder is to be upright in his financial dealings and not accused of pursuing money over the kingdom of God.
9. An elder must be hospitable (Titus 1:8; 1 Tim 3:2). An elder's home is to be open for others to enjoy. An elder's home is not a heaven on earth, but rather a place of ministry.
10. An elder must be a lover of good (Titus 1:8). An elder genuinely loves what is good. He does not just think he should love it.
11. An elder must be self-controlled (Titus 1:8; 1 Tim 3:2). Self-control is a characterization of every area of an elder's life: diet, time, mouth, exercise, relationships, sex, and money.
12. An elder must be upright (Titus 1:8). He has integrity in his relationships and in how he treats others.
13. An elder must be holy (Titus 1:8). His life is devoted wholeheartedly to Jesus externally and internally.
14. An elder must be able to teach (Titus 1:9; 1 Tim 3:2). All of the other qualifications are character qualities. This is the only ability-based requirement. He is to be able to teach sound doctrine, not just be able to communicate in an excellent manner. His teaching can be to one or two, to twenty, to a hundred or to a thousand. But he must be able to teach.
15. An elder must be spiritually mature (1 Tim 3:6). Positions of authority without spiritual maturity lead to the trap of pride. When pride grows in a man, sin abounds.
16. An elder must be respectable (1 Tim 3:7). That does not mean that everyone must like him or even appreciate him. It means that there is no credible witness to an ongoing sinful behavior.

17. An elder must be an example to the flock (1 Peter 5:3). Elders are to be biblical examples in their sexual conduct, time management, marriage, parenting, worship, relationships and in many other ways. Elders ought to conduct themselves in a manner worthy of the gospel and thus worthy of emulation.

Additional Considerations

The Bible specifically speaks about the qualifications for those who will lead a congregation of people. These qualifications have been the same for almost 2,000 years. Nevertheless, it may be helpful to clarify what qualifies one to be an elder by also mentioning some often assumed qualifications which, in fact, do not qualify one to be an elder.

Being male does not, in and of itself, qualify one for eldership.

We believe the biblical teaching about the role of eldership, and it being reserved for men, is clear (1 Tim 2:12) and that the criteria laid out in 1Tim 3:1-7 and Titus 1:5-9 assume male leadership in the church (Titus 1:6; 1 Tim 3:2). Though both men and women are equally created in the image of God and are equal in value, dignity, and worth, God has given them different yet complementary roles to fill both in the home and in the church. Nevertheless, being a man does not, in and of itself, qualify one for eldership.

Being an elderly male does not, in and of itself, qualify one for eldership.

Bare chronological advancement, even when married to upstanding church membership, is not sufficient to satisfy the requirements outlined in 1Tim 3 and Titus 1. Life experience alone does not qualify a man as an elder.

Success in business or vocational proficiency do not, in and of themselves, qualify one for eldership.

Leadership in the church is fundamentally different than leadership in the business world. The church is not simply a non-profit business. It is the body of Christ, and as such is the most unique corporate institution in the world. It operates on principles of distinctively Christian doctrine, servant-hood, holiness, faith, hope, and love. Success and leadership in the business world do not necessarily qualify one for eldership in the local church.

Community involvement or leadership do not, in and of themselves, qualify one for eldership.

Being elected to sit on a city or neighborhood council is a wonderful privilege and a unique evangelistic opportunity but it is neither necessary nor sufficient for meeting the qualifications of elder. A man can be the president of a parent-teacher association, coach amateur sports, be an alderman, or lead a Boy Scout troop and still not be qualified as an elder.

Being popular or well-known do not, in and of themselves, qualify one for eldership.

Living in the same location and having the same friends or even being a member of the same church for 30+ years doesn't make a man an elder. Serving in the capacity of elder in a local church should not be dependent on whether a man is a part of the right social network, or whether he's from a particular area of the city.

Political acumen or involvement do not, in and of themselves, qualify one for eldership.

The biblical office of elder is an elected office. But the man who fills it should not be one who subtly or overtly campaigns for it, or one who is noticeably vocal about promoting political positions in the context of the local church.

Statistical Comparisons

	2024	2023	2022
A.M. Average	388 (9:00) <u>273 (11:00)</u> 661	391 (9:00) <u>263 (11:00)</u> 654	353 (9:00) <u>276 (11:00)</u> 629
Members	269	265	250
Associates	31	30	23
Honorary Members	6	6	6
Inactive Members	0	3	7
Baptisms	16	17	10
Infant Dedications	10	9	8

2021		Jan - Feb 21 Locked Down	Feb 21 - April	April 28 - June 12 Locked Down	June - Dec
A.M. Average Attendance	8:00 9:30 (Main) 9:30 (Core) 11:00 Arabic Cantonese Mandarin TOTAL AV.	N/A	105 132 23 140 31 12 9 452	N/A	114 157 26 152 32 16 16 513
Average On-Line Viewership (Households)		491	75	415	42
Members	268				
Associates	19				
Honorary Members	6				
Baptisms	11				
Infant Dedications	6				

Statistical Comparisons

2020		Jan/Feb Pre-Covid	June 21 - Aug 9	Aug 16 - Dec 20
A.M. Average Attendance	8:00	--	--	114
	9:00	482	117	--
	9:30 (Main)	--	--	128
	9:30 (Core)	--	--	34
	11:00	346	92	128
	Arabic	Incl. Above	32	28
	Cantonese	Incl. Above	15	13
	Mandarin	Incl. Above	0	12
	TOTAL AV.	828	256	457
Average On-Line Viewership	139 (Households)			
Members	252			
Associates	23			
Honorary Members	4			
Baptisms	7			
Infant Dedications	3			

	2019
A.M. Average	464 (9:00) <u>272 (11:00)</u> 736
Members	241
Associates	19
Honorary Members	
Baptisms	18
Infant Dedications	7

NEW CHURCH MEMBERS AND ASSOCIATES IN 2024

The following men and women made their association with us official in the year 2024. We welcome each of them into membership and trust the Lord to make their "official" involvement a blessed and joyful experience.

Members:

Vanitha Arumugam
Jessica Balderston
Elizabeth Basiita
Rebecca Blackwell
Joshua Boorsma
Matthew Duni
Steve Isaac
Madalyn Morris
Ruth Neumann
Eduardo Qua Hiansen
Vivien M. Qua Hiansen
Timothy Scribe
Emily Shore
Michelle Sutton-Luminoso
Doug VanderSchaaf
Stephanie VanderSchaaf
Joshua Vincent
Erica Wake
Jonathan Wake
Drew Worrad
Elizabeth Worrad
Esther Yau Hau Yi
Joy Zhang

Associates:

Anthony Luminoso
Ashley Meinen
Daniel Meinen

Members and Associates, December 31, 2024
(Alphabetical)

Regular Active Members: 269

- | | |
|---------------------------|-----------------------|
| 1. Barbara Adams | 51. Nancy Curley |
| 2. Howard Adams | 52. Rick Curley |
| 3. Kehinde Adewale-Kareem | 53. Dave De Smit |
| 4. Heather Appleton | 54. Madeleine De Smit |
| 5. John Appleton | 55. Sheldon Dueck |
| 6. Vanitha Arumugam | 56. Matthew Duni |
| 7. Rosanne Bakker | 57. Cathy Dunmore |
| 8. Jessica Balderston | 58. Dave Dunmore |
| 9. Larry Banman | 59. Nathan Dunmore |
| 10. Morgan Barnhill | 60. Dina Emmanuel |
| 11. Elizabeth Basiita | 61. Lois Etherington |
| 12. Christine Bell | 62. Megan Felker |
| 13. David Bell | 63. Paul Felker |
| 14. Grace Bell | 64. Mackenzie Galajda |
| 15. Rob Bell | 65. Barbara Garnaitis |
| 16. Christopher Blackwell | 66. Roger Garnaitis |
| 17. Doug Blackwell | 67. Craig Garrett |
| 18. Jonathan Blackwell | 68. Kristen Garrett |
| 19. Nancy Blackwell | 69. Janet Garrod |
| 20. Rebecca Blackwell | 70. Lawrence Garrod |
| 21. Catherine Bond-Mills | 71. Ken Gates |
| 22. Joshua Boorsma | 72. Adam Gaunt |
| 23. Mara Boorsma | 73. Andrew Gaunt |
| 24. Jason Booy | 74. Judith Gaunt |
| 25. Shelly Booy | 75. Kaleigh Gaunt |
| 26. Deb Braniff | 76. Steve Gaunt |
| 27. Cathy Branov | 77. Maria Gil |
| 28. Stefan Branov | 78. Raquel Gonzalez |
| 29. Nancy Brock | 79. Aaron Haig |
| 30. Rebecca Brown | 80. Sara Haig |
| 31. Anne Buchanan | 81. Angela Hamilton |
| 32. Graham Buchanan | 82. Joel Hamilton |
| 33. Al Bulckaert | 83. Cheryl Hargraves |
| 34. Patricia Cabra | 84. Steve Hargraves |
| 35. Sarah Cameron | 85. Gerald Hayes |
| 36. Mary Anne Capstick | 86. Gloria Hayes |
| 37. Sarah Carandang | 87. Donald Heinrichs |
| 38. Ana Castillo | 88. Helen Heinrichs |
| 39. Patricio Castillo | 89. Rachel Heslinga |
| 40. Deborah Chamberlin | 90. Aaron Hesman |
| 41. Christine Clarke | 91. Amanda Hesman |
| 42. Keith Clarke | 92. Jasmine Hesman |
| 43. James Close | 93. Katelyn Hesman |
| 44. Thea Close | 94. Nathan Hesman |
| 45. Nancy Colbert | 95. Ron Hesman |
| 46. Nicki Coles | 96. Sarah Hesman |
| 47. Darren Connors | 97. Alicia Hiebert |
| 48. Erie Connors | 98. Carol Hiebert |
| 49. Conor Culverhouse | 99. Dave Hiebert |
| 50. Haley Culverhouse | 100. Monica Hyatt |
| | 101. Steve Isaac |

- | | | | |
|------|---------------------|------|--------------------------|
| 102. | Diana Issa | 155. | Julie Mix |
| 103. | Fadi Issa | 156. | Lyll Mix |
| 104. | Jesleana Jacob | 157. | Madalyn Morris |
| 105. | Raja Jacob | 158. | Dwain Murphy |
| 106. | Lucas Jamieson | 159. | Janis Murphy |
| 107. | Mary Jamieson | 160. | Danielle Myers |
| 108. | Anthony Johnston | 161. | Jacob Myers |
| 109. | Marie Johnston | 162. | Ruth Neumann |
| 110. | Ryan Johnston | 163. | Andrew Newson |
| 111. | Robin Joseph | 164. | Charissa Newson |
| 112. | Steve Kim | 165. | Luke Newson |
| 113. | Angela King | 166. | Christina Ng |
| 114. | Brian Klassen | 167. | Kevin Ng |
| 115. | Corinne Klassen | 168. | Alisha Nicol |
| 116. | Joel Knapp | 169. | Charles Nicol |
| 117. | Laura Knapp | 170. | Jakob Nielsen |
| 118. | Dave Koning | 171. | Katrina Nixon |
| 119. | Willie Koning | 172. | Mike Nixon |
| 120. | Karyn Koopman | 173. | Rory Patten |
| 121. | Mark Koopman | 174. | Susan Phillipson |
| 122. | Bryan Kowal | 175. | Dodie Phinnemore |
| 123. | Daniel Kwong | 176. | Alexis Portillo |
| 124. | Evelyn Kwong | 177. | April Postma |
| 125. | Gayle L'Heureux | 178. | Barbara Postma |
| 126. | Liliana Lapierre | 179. | Caleb Postma |
| 127. | Jannel Laquihon | 180. | Chris Postma |
| 128. | Marilyn Lemon | 181. | Eduardo Qua Hiansen |
| 129. | Jo Anne Lightbody | 182. | Vivien Qua Hiansen |
| 130. | Stuart Lightbody | 183. | Paula Reibling |
| 131. | Lis Logie | 184. | Robert Reid |
| 132. | Enas Luka | 185. | Curtis Rimkey |
| 133. | Rand Luka | 186. | Shelley Ripley-Bulckaert |
| 134. | Brett MacDonald | 187. | Lynda Rolleman |
| 135. | Ena MacDonald | 188. | Elizabeth Russell |
| 136. | Karen MacDonald | 189. | Jillian Rutledge |
| 137. | Amy Magwood | 190. | Judah St. John |
| 138. | Jewel Magwood | 191. | Jude St. John |
| 139. | Jonathan Magwood | 192. | Meaghan St. John |
| 140. | Timothy Magwood | 193. | Nicole St. John |
| 141. | Carolyn Majoran | 194. | Raymond St. John |
| 142. | Ray Majoran | 195. | Pauline Salisbury |
| 143. | Lesley Martynowski | 196. | Graham Sawyer |
| 144. | Angela Matches | 197. | Shirley Sawyer |
| 145. | Ryan Matches | 198. | Timothy Scribe |
| 146. | Agnes McCaffery | 199. | Kim Seabrook |
| 147. | Patricia McClelland | 200. | Tim Seabrook |
| 148. | Patricia McCormack | 201. | Henny Seager |
| 149. | Derek McLachlin | 202. | Colleen Shoemaker |
| 150. | Cheryl McVittie | 203. | Kevin Shoemaker |
| 151. | Kent McVittie | 204. | Benjamin Shore |
| 152. | Milan Mihalj | 205. | Emily Shore |
| 153. | Sara Mihalj | 206. | Hazel Sinclair |
| 154. | Jim Mitchell | 207. | Louise Somerville |

- 208. W. Lindsay Somerville
- 209. Chris Standish
- 210. Ingrid Standish
- 211. Kate Standish
- 212. Ron Standish
- 213. Adele Stanley
- 214. Mac Stanley
- 215. Mary Stanley
- 216. Michael Stanley
- 217. Dave Stranks
- 218. Deb Stranks
- 219. Emily Stranks
- 220. Karen Suderman
- 221. Tim Suderman
- 222. Michelle Sutton-Luminoso
- 223. Tess Teeple
- 224. Courtney Thiessen
- 225. Eldon Thiessen
- 226. Esther Thorne
- 227. Josh Thorne
- 228. Brian Trapp
- 229. Alicia Usher
- 230. Barry Usher
- 231. Lois Usher
- 232. Paula VanBrenk
- 233. Ron VanBrenk
- 234. Joanna Vanderlaan
- 235. Lauren VanderPloeg
- 236. Doug VanderSchaaf
- 237. Stephanie VanderSchaaf
- 238. Christina VanderVeen
- 239. Joshua Vincent
- 240. Brian Wade
- 241. Margaret Wade
- 242. Erica Wake
- 243. Jonathan Wake
- 244. Richard Walton
- 245. Teresa Walton
- 246. Dean Watson
- 247. Gary Webb
- 248. Ilse Webb
- 249. Jane Wellstood
- 250. Josh Wellstood
- 251. Seamus Wharry
- 252. Deb Wilkins
- 253. Harry Williams
- 254. Marie Wilson
- 255. Reg Wiltshire
- 256. Brett Worrad
- 257. Brian Worrad
- 258. Drew Worrad
- 259. Elizabeth Worrad
- 260. Jake Worrad

- 261. Katie Worrad
- 262. Leah Worrad
- 263. Mindy Worrad
- 264. Esther Yau Hau Yi
- 265. Dan Zawada
- 266. Iris Zawada
- 267. Joy Zhang
- 268. David Zuanazzi
- 269. Maura Zuanazzi

Associate Members: 31

- 1. Ayman Alkhouri
- 2. Jason Bakker
- 3. Eric Bos
- 4. Johanna Bos
- 5. Kyle Cameron
- 6. Seunghye Dueck
- 7. Peter Eeuwiyk
- 8. Rosemarie Eeuwiyk
- 9. Marian Kowal
- 10. Denis Lapierre
- 11. Anthony Luminoso
- 12. Heidi Martin
- 13. Ted Martin
- 14. Ashley Meinen
- 15. Daniel Meinen
- 16. Dave Mills
- 17. Jeanette Nywening
- 18. Melvin Nywening
- 19. Gerardo Prada
- 20. Judy Ramsay-Martin
- 21. Lorraine Turkstra
- 22. Timothy Turkstra
- 23. Andre Vanderlaan
- 24. Andrew VanderPloeg
- 25. David van der Velde
- 26. Sonya van der Velde
- 27. Merel Wharry
- 28. Andrew Whynot
- 29. Nancy Whynot
- 30. Everett Zwiers
- 31. Pauline Zwiers

Honourary Members: 6

- 1. Kelly Boers
- 2. Marcel Boers
- 3. Ian Frankish
- 4. Rebecca Frankish
- 5. Michael Howell
- 6. Nikki Howell

West London Alliance Church
Annual General Meeting
Sunday, March 3, 2024

1. Call to Order. Jude St. John welcomed everyone and called the meeting to order. Jude explained the procedures of the meeting and read aloud Article VII. Jude St John opened in prayer. A quorum was determined: 114 members and 6 associates.

Jude noted that Barry will be coming on as an apprentice pastor and will be collaborating in many ministries. His official start date was March 1.

2. Welcome to the new Members and Associates for 2023. Ray Majoran prayed. Jude also noted those who have left over the course of the year (including John and Faye who have been promoted to glory).

3. MOTION: To adopt the Report of the Nominating Committee (Page 53) made by Jim Mitchell, Seconded by Jake Worrad.

Discussion: There were no questions or comments from the congregation.

Vote: Motion Carried (Unanimous)

Appointment of Tellers: Seamus Wharry, Jewel Magwood, Conor Culverhouse.

Election of Elders by Ballot: The following Elders have agreed to let their names stand for re-election for another 2-year term: Ron Standish, Barry Usher. The following candidates are up for election for a 2-year term: Aaron Haig, Kent McVittie, Rob Bell, Ron Hesman.

4. Presentation of Other 2023 Ministry Reports (Pages 2-27) + Minutes of 2023 Annual General Meeting (Pages 63-65).

MOTION: To adopt the 2023 Ministry Reports and Minutes of the 2023 Annual General Meeting: Deb Chamberlin, Seconded by Tim Magwood.

Discussion: There were no questions or comments from the congregation.

Vote: Motion Carried (Unanimous)

5. Report of the Treasurer for 2024 (Pages 28-38) + Report of the Auditor for 2023 (Pages 39-52). Ron Standish

Presentation: Ron Standish shared his presentation entitled Treasurers Report 2024. Ron shared that the ministries have continued and that God has blessed WLA.

Highlights:

- Re-iterated our vision and how God did an amazing work over the past year. God truly blessed us.
- Reviewed general offering (including all ministries).
- On December 24, we were 44K behind budget, but in the last week 102K was given. This is God's work, and He provides what He determines we need. Finished with 1.292M (which was over budget).
- Recognized the money that the district was provided.
- Giving to Missions and Other Designated was \$148,377, Global Missions was \$106K.

- District Ministries: 18K, Church Planting 2.5K, Other Designated: 23.2K, WLA Cares 20.1K.
- Contingency Fund: 2023 increase was 110.2K, 2023 Balance is 744.5K.
- Ministry happened: 1.40M, 2023 balance of 128K.
- Christ was proclaimed! We participated in ministry for the purpose of growing in Christlikeness.
- Our God is faithful, delighting to work through us to make known His greatness.

MOTION: To adopt pages 28-33 of the Report of the Treasurer: Ron Standish, Seconded Jim Mitchell.

Discussion: Michael Stanley asked for an explanation be given with how we are being faithful with the Contingency Fund we have been given. Ron laid out a general outline of the funds will be used and noted that a more detailed response would be in Item #7 (Presentation of 2024 General Fund Budget).

Milan Mihalj asked for clarification on JSAC operation costs. Ron responded accordingly (referencing the Annual Report).

Vote: Motion Carried (Unanimous)

6. Pursuing Faithfulness.

Jude spoke on our Bylaws along with the explanations outlined.

From the Board of Elders meeting on January 17, 2024, the following Motion was carried:

Whereas the communication regarding the votes on Bylaws 11 and 11.1 on December 10, 2023 was inadequate, it is moved that a motion be presented to the congregation at the AGM on March 3, 2024 to re-vote on those bylaws.

MOTION: To revoke on Bylaws 11 and 11.1: Jude St. John, Seconded by Christine Bell.

Discussion: There were no questions or comments from the congregation.

Vote: Motion Carried (Unanimous)

MOTION: It is moved that Bylaw 11 which reads, "The maximum number of elected members shall be eight (8)." will be changed to, "The maximum number of elected members shall be fifteen (15).": Jude St. John, Seconded by Rhys Plant.

Discussion:

Liliana Lapiere voiced some thoughts for reflection regarding aspiring elders. She wants all men to aspire to be elders, even if they are never on the board; she noted that we have an abundance of qualified men – men who rise to be those kinds of qualified men (even if they don't ever become elders).

Kevin Shoemaker asked (1) "Why 15?", (2) Are we talking "deacons or elder board roles?" Jude and Ray provided answers to the questions. On #2, Jude noted that this is in regard to the Board of Elders and provided some details as to why.

Al Bulckaert asked if we campaigned other churches on how many elders they had. Jude noted that there was no campaigning.

Marilyn Lemon asked a question regarding the number of people that will be on the board this year. (8 + Jude)

Another congregant asked a question regarding Term Limits and what the plan was for going to 15. Jude noted that a motion for Term Limits has already been passed by the Board, which is for a maximum of 3 consecutive terms (2 years), so 6 years total. Jude also noted that there is no plan yet in place to get to 15 (but 11.1 will address that).

Vote: Motion Carried (Unanimous)

MOTION: It is moved that a new Bylaw (11.1) be added which reads, "Prior to the first nominating committee meeting each year the board of elders shall establish the total number of elders that will serve for the coming year between the minimum required (4) and the maximum established pursuant to Bylaw 11.1." Jude St. John, Seconded by Jim Mitchell.

Discussion:

David Zuanazzi asked if it would be possible to include the members in the decision each year regarding the total number of elders. Jude noted that this is not the motion, however, the Board of Elders can certainly discuss it.

Vote: Motion Carried (Unanimous)

Jude noted that both 11 and 11.1 are approved pursuant to the approval by the District (Dexcom).

7. Presentation of 2024 General Fund Budget (Pages 34-38): Ron Standish.

- Ron quoted 2 Corinthians 9:10.
- Because of faithful giving, we were able to make ministry happen.
- Our ministry + our daughter church (96K + 10.5K + 14K = 120.5K).
- Come April, JSAC will have completed two full years of ministry (and have proto elders).
- We will continue to support JSAC until they are able to support themselves. Note: They are coming to their end of support from the District.
- 128K: Special projects, community outreach, Biblical Counselling Centre, Chinese Fellowship.
- Contingency Fund: Working Capital / Emergency Reserve (20% of operating budget) – 264K, Facility Upkeep - \$168K, Future Ministry / Special Projects – 313K.
- The 128K will be expended.
- Expenses: Total = 1.854M. Breakdown = Ministry 1.192M (Staff = 804K, Direct ministry – 388K), Facilities 417K, Church Plant 115K, Admin 130K.
- Our God is faithful, delighting to work through us to make known His greatness.

Discussion:

Deb Chamberlin asked, "What is included in "Community Life?" Ron noted it's what we call "Graham's budget" --- outreach, Northwest Resource Centre, life group ministry, men's ministry, local training that we do, etc.

Al Bulckaert asked a question about our General Fund Balance Sheet and future budgets.

Liliana Lapierre asked a question regarding Eventbrite. Is there a mandate on using a certain system? Ron noted that it is the staff that makes those decisions and offered some suggestions.

A congregant asked a question regarding the Biblical Counseling Centre. Rick Walton responded and explained what the Biblical Counseling Centre is. Ron made a note as well.

Jude noted a couple of things about the Contingency Fund – wisdom regarding upcoming expenses

(i.e. roof) and agrees with not hoarding money. We also have a plan to do global church planting and referred to Zane Pratt's note that it takes about \$100K per unit (single / married) per year to do it.

Ron made a couple of further thoughts regarding the Contingency Fund.

Milan asked a question regarding JSAC. "Is it fair to say they are 85% self-sufficient?" Ron notes if they are able to hit this budget, yes, they would be 85% sufficient. Right now, they are at 79%.

Warren asked for a breakdown of the 2024 Missions Budget. Ron noted that we don't have a Missions Budget. He noted that Mission Peru has its own budget (which is \$29K). Jon Magwood spoke to the outline of fundraising.

MOTION: To approve the 2024 General and Capital Fund Budget as highlighted on pages 34 to 38 of the Report of the Treasurer.: Ron Standish, Seconded by Deb Chamberlin.

Discussion: There were no questions posed by the congregation.

Vote: Motion Carried

8. Election of 3 members to the 2023 Nominating Committee.

The following names were put forward: Dwain Murphy nominates Kevin Ng.

Shelley Bulckaert nominates Barb Postma.

Barb nominates Stephanie Vanderschaaf.

MOTION: To close the names for the Nominating Committee: Marilyn Lemon, Seconded by Jim Mitchell

Vote: Motion Carried (Unanimous)

MOTION: To accept the 3 names proposed: Rob Bell Seconded by Mac Galajda.

Vote: Motion Carried

9. Announcement of the election results. All 2 re-elected elders and 4 newly elected elders were voted in.

All 6 elders received over 95% approval. Lyall Mix

prayed for the elders.

Motion: To destroy the ballots: Chris Blackwell Seconded by Brian Worrada.

Vote: Motion Carried

10. Motion: To adjourn the meeting: Conor Culverhouse. Seconded by Nancy Blackwell.

Vote: Motion Carried

Jude closed in prayer.