

Annual Report 2025



west london
ALLIANCE CHURCH

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REPORT OF THE LEAD PASTOR

Psalm 118 ESV

¹ Oh give thanks to the Lord, for he is good;
for his steadfast love endures forever!

² Let Israel say,
"His steadfast love endures forever."

³ Let the house of Aaron say,
"His steadfast love endures forever."

⁴ Let those who fear the Lord say,
"His steadfast love endures forever."

²⁸ You are my God, and I will give thanks
to you;

you are my God; I will extol you.

²⁹ Oh give thanks to the Lord, for he is
good;

for his steadfast love endures forever!

For 10 years we have been preaching through the Psalms, tackling a dozen or so psalms each year. At the end of each of those years I remember fondly the time spent in the Bible's hymnbook. Things weren't any different in 2025; the summer in the Psalms was a wonderful time at West London Alliance Church. After 10 years as our church's lead pastor, I am able to glory in the main theme from our time in the Psalms which considered the steadfast love of the Lord. He has shown his love to be steadfast to us in many, many ways. The most powerful, profound, and pervasive way in which we affirm the steadfast love of the Lord is in the gospel of his Son. Jesus remains our Saviour steadfastly in 2025 and he will remain thus forever. Indeed, we *"give thanks to the Lord, for he is good; for his steadfast love endures forever!"*

The Lord's steadfast love was evident through the Word preached in 2025. As in 2024, this past year saw Barry Usher and I carrying most of the preaching load at West London Alliance Church. Joining us behind the pulpit in the English services were Rand Luka, Rob Bell, Rick Walton, and Aaron Hesman. We started the year off in the book of Acts which we preached on 31 Sundays. The mission of the triune God that would have the Father's children come together in churches and testify to the Son in the power of the Spirit to the ends of the earth as recorded in Acts has left an impact on West London Alliance Church. The incorporation of congregants' testimonies of evangelism in our services has also been used by God powerfully to cultivate our culture of evangelism. Along with our sermons from Acts, Barry and I also preached three topical series. At Easter we preached on the Seven Sayings of Jesus from the cross, and in September we preached a commemorative series on the 1700th anniversary of the Council of Nicaea called "Confessing Christ and the Council of Nicaea". Our third and final topical series was at Christmas where a three-part series considered how the coming of Jesus was the coming of a conqueror. Acts and topical series aside, the only other sermons came from the Psalms as already mentioned. We spent another summer in the Psalter reaching Psalm 118 before returning to Acts. One of the ways God's steadfast love is apparent is the blessings and benefits that come to us through his Word. We *"give thanks to the Lord, for he is good."*

At the beginning of 2025, the Board of Elders at West London Alliance Church was comprised of Rob Bell, Aaron Haig, Ron Hesman, Ray Majoran (Chair), Kent McVittie, Ron Standish (Treasurer), Barry Usher (Secretary), and Brian Worrad (Vice-Chair). The Annual General Meeting saw the congregation re-elect Ray Majoran and Brian Worrad and elect (for the first time) Dave Hiebert to replace Rob Bell. Godly, faithful leaders who serve the church well are another way God's steadfast love is perceivable to the church in general, and to our church in particular. We honour these men. We also honour those who serve our church as non-Board elders which include Graham Buchanan, Steve Gaunt, Daniel Kwong, Rand Luka, Lyall Mix, Dwain Murphy, and Tim Seabrook. For these men who lead us well, we give thanks to the Lord!

We also thank God for our congregants who serve as deacons. These include Doug Blackwell (facility), Andrew Gaunt (men's ministry), Barb Postma (women's ministry), and Seamus Wharry (facility and men's ministry). The steadfast love of the Lord is experienced by his people through steadfast service and our deacons represent many congregants who serve faithfully throughout the year.

Godly leadership and serving is certainly not limited to the elders and deacons. The church staff also works ably and faithfully to glorify God. We saw one staff member depart in 2025; Nancy Blackwell left her position as Office Assistant. Nancy is a beloved West London family member, and she will be missed in the capacity she served in the office and as one of the first voices people would hear or faces people would see when they called or came into the church. We filled three staff positions in 2025. Nancy's role was filled by Tony Johnston and our vacant Director of Student Ministries position was filled by Joshua Birley. Tony has stepped in with care and competence while Joshua and his wife Megan have been a godsend to West London Alliance Church. A third staff replacement, from the departure of our church plant pastor in 2024, was accomplished when Robin Ho was hired to lead our church plant (Jacqueline Street Alliance Church). We are also grateful that Robin and his wife Nai-Yuen have come to London to aid our church planting efforts. Joining our three new staff members is a group of faithful, experienced servants who love our congregation. The enduring, steadfast love of the Lord is evident in an enduring staff who love God's people. I'm thankful for Graham Buchanan, Dave De Smit, Megan Felker, Judith Gaunt, Rick Walton, Barry Usher, Karyn Koopman, Daniel Kwong, Susan Mitchell, Lyall Mix, and Kim Seabrook who continue to bless our church with their work and their lives. Rand Luka, though not technically on staff, continues to go above and beyond in his leadership of the Arabic Fellowship.

There really is nothing in my life outside of my own salvation that reflects the steadfast love of the Lord more than my family. Nicole and I will be married for 30 years this May and her capacity to love her family, work as a nurse, and serve the Lord continues to amaze and inspire. What a woman! The last half of 2025 was almost too much to take in. In the span of less than half a year we celebrated the birth of our first grandchild Zoey, the marriage of our son Judah, the engagement of our daughter Arwen, and the birth of our first grandson Knox. As new grandparents, all I can say is ... if you know, you know. Nicole and I are beautifully bewildered by these two grandchildren ... who would have known that this is what being a grandparent feels like! Zoey's parents—our daughter Mara and son-in-law Josh—are gifts from God. Knox's parents—our daughter Adele and her husband Mac—fill our lives with joy. Judah and my favourite daughter-in-law Annalene are a continual blessing. Our youngest daughter Arwen and her fiancé Oliver keep us excited as their wedding approaches. And our eldest daughter Ena and her husband Brett keep us laughing and learning with their ingenuity and initiative in so many facets of life. After the changes to our family in 2025, and the ongoing faithfulness of our children and their spouses and soon-to-be-spouse, and the glorious gift of grandchildren, I can say with the psalmist: "Oh give thanks to the Lord, for he is good; for his steadfast love endures forever!"

The steadfast love of the Lord has been apparent in so many ways in 2025. It goes without saying yet must be said, the steadfast love of the Lord is apparent to me in you, the congregation of West London Alliance Church. I give thanks to the Lord for a congregation of Christ-followers who seek to faithfully follow Jesus in the power of the Spirit and to the glory of the Father. Thank you, saints of West London Alliance Church. To you I repeat the words of the psalmist,

Let those who fear the Lord say, "His steadfast love endures forever."

In Him,
Jude St. John – Lead Pastor

REPORT OF THE APPRENTICE PASTOR

"Praise the LORD, all nations! Extol him, all peoples! For great is his steadfast love toward us, and the faithfulness of the LORD endures forever. Praise the LORD!"

Psalm 117

It has been my privilege to continue this past year in the role of part-time Apprentice Pastor, and I remain grateful for the opportunity to serve the people of West London Alliance in this capacity. I offer this report to celebrate the great things God has done among us over the past year and to express my sincere gratitude to the congregation, staff, and elders for their continued encouragement and support.

My regular preaching responsibilities continued throughout the year, and I am again thankful to Pastor Jude and the elders for their trust in the pulpit. It has been a joy to give myself to the study, preparation, and proclamation of Scripture, trusting the Lord to accomplish his purposes through his Word.

A central emphasis in our teaching has been the sovereignty of God in the mission of God to proclaim the gospel of his Son by the power of his Spirit. Throughout the year, our focus has consistently returned to the glory and power of Christ: his reign, his suffering, his faithfulness, and his promise to sustain his people.

We began the year in the Book of Acts, considering God's mission and our call to participate as Spirit-filled witnesses. The inclusion of personal testimonies within our services has provided powerful illustrations of God's ongoing work among us and strengthened our desire to continue cultivating a growing culture of evangelism at WLA.

Our Easter series focused on The Seven Sayings of Jesus on the Cross, directing our attention to the sufficiency of Christ's finished work and the depth of his love for sinners. During the summer months, we turned to Book V of the Psalms, where we were repeatedly anchored in the steadfast love of the Lord, a love that endures through suffering and calls forth worship from his redeemed people.

In the fall, we considered the Nicene Creed, focusing particularly on the historic, biblical confession of God the Son. We then returned to the Book of Acts, continuing to trace the advance of the gospel and God's power to sustain and build his church.

Throughout the year, I have been encouraged by the evident hunger for God's Word within our congregation and by the way the Spirit has used the ordinary means of preaching and teaching to strengthen faith, produce repentance, and cultivate hope. My prayer remains that the Lord would continue to establish us as a people shaped by his Word, dependent on his Spirit, and committed to making Christ known for his glory.

In addition, it has been a joy to continue supporting Pastor Graham's leadership development ministry. We completed the Learning Labs in the early spring, and later recognized the need to provide further training opportunities for those actively serving in the church. Out of this desire, the Fuel the Serve conference was born. This November gathering proved to be a fruitful morning of instruction and encouragement, and we look forward to seeing how this initiative may continue to grow.

I have also continued to work closely with Dave De Smit in support of the Worship Arts Ministry. Our Summer Worship Gatherings were once again a highlight, providing meaningful

opportunities for our congregation to gather, pray, and lift their voices together in praise. I have been particularly thankful to see our students increasingly involved musically in Sunday worship, using their gifts to serve the church and glorify God.

An unexpected delight this year has been the development of the Refried Sunday podcast. Over the course of the year, we produced 25 episodes aimed at extending and deepening reflection on our Sunday gatherings. I am grateful for the thoughtful conversations captured and for the contributors both in front of and behind the microphone and camera who make this ministry possible. And, of course, all of the faithful "Refriers" who listen to each episode.

An ongoing part of my apprenticeship has been working toward ordination with The Alliance. This year, I completed all required submissions by late summer and am currently awaiting next steps from the district. I am thankful for the time provided for study, reflection, and discernment as I continue to seek the Lord's leading in pastoral ministry.

Looking ahead to 2026, I am excited for the continued ministry of preaching and teaching God's Word, and for the ways the Lord will use our time in Ecclesiastes, Psalm 119, and the Book of Romans to continue his good work in us and through us.

I again extend my sincere thanks to the staff and elders of West London Alliance for their gracious support and encouragement. It's a privilege to work with you all! I am deeply thankful for my sons, Matthew and Andrew, gifts of God's rich grace to me, and for his continued work in their lives. Above all, words cannot express the depth of my gratitude for my wife, Alicia, whose faithful love, dependence on God's strength, and care for our family and church are a daily gift of grace.

Finally, to the members and associates of West London Alliance, thank you for your continued love, trust, and support. May we continue to make 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 PASTOR

Nai-Yuen and I began our journey with Jaqueline Street Alliance Church (JSAC) on October 5th, 2025, marking my first Sunday as Church Plant Pastor. From the outset, it has been a privilege to join the existing leadership team—Dave Dunmore, Conor Culverhouse, Ray Majoran, Dave De Smit, Ryan Adams, and Josh Thorne—and to labour alongside them in God's mission in and through the church.

As I reflect on these opening months, my heart is full of gratitude. We serve a God who faithfully sustains and equips us for his work, a reality that has been deeply evident as we shepherd the saints of JSAC together. It is a privilege to labour alongside such a committed team and congregation.

The following is a snapshot of our life and ministry together at JSAC:

Preaching

Coming to JSAC brought the challenge of taking on a greater preaching load than I have ever done before. I am grateful for Pastor Jude's early mentorship; he encouraged me to view each sermon not as a "home run" attempt, but as "scoring a single." Embracing this mindset has turned every message into a learning-growth experience for me as a communicator of the Word.

After launching my ministry here with a series of topical messages, we dove into an enriching study of Philippians, pausing in December to focus our hearts on the Advent season. While I carry the primary preaching responsibility, JSAC is immensely blessed by a rich "diversity of voices."

On behalf of the saints of JSAC, I extend our sincere thanks to:

- JSAC Lay-Preachers: Ryan Adams, Dave Dunmore, Rob ("Mags") Magwood, and Josh Thorne.
- WLA Guest Speakers: Ray Majoran, Ron Standish, and Aaron Hesman.

One congregant recently shared that this breadth of teaching voices edifies their spiritual walk.

By the time you read this update we will be well into our series on the book of James, which will then be followed by Micah. Please do pray that the consistent exposition of scripture will continue to grow us in our intimacy with the Lord and strengthen us in being Jesus to those we interact with in our day to day lives.

Being Salt and Light

As a body of believers, we are called to be ambassadors for Christ within our immediate neighbourhood of Chelsea Green, across the city of London, and to the ends of the earth. Our first step is to truly connect with and get to know the people in our community and those the Lord places in our path.

I believe that both evangelism and discipleship are based in relationships. For this reason, I am deeply encouraged by how the Lord has prompted various JSAC congregants to pioneer new avenues for community engagement such as Community Coffee, a conversation group for women learning English, and a street ministry. These initiatives are more than just programs; they are vital spaces where we can:

- Be Salt and Light: Serving our community with the tangible love of Jesus.

- **Be Transformed:** Allowing the Holy Spirit to refine us and make us more like Christ as we serve others.

We celebrate these opportunities to connect and look forward to how the Lord will continue to expand our reach through faithful, relational ministry.

Life group

We launched a mid-week life group at JSAC. We meet biweekly to have a meal together and study the gospel of John. We finish off our meetings by breaking up into smaller groups to pray for one another. The life group has a dual purpose of supporting and strengthening believers while also providing opportunities to invite non-believers and introduce them to the Lord. One person from the neighbourhood even started joining us regularly after having met us through Community Coffee.

Home life

We are so grateful for God's provision in bringing Nai-Yuen and me to JSAC. Before arriving in London, we faced two immediate hurdles: finding a home and securing work for Nai-Yuen. In an incredible display of timing, God provided a place through one of our congregants, Larry Banman, while Nai-Yuen's company miraculously created a new role for her on their London team.

However, life is often unpredictable. My sister recently became ill, leaving her and her husband unable to care for my elderly father. This meant that shortly after arriving, we needed to find a larger home to accommodate him. Once again, our "Good Good Father" provided; we found a space that fit our budget, is close to the church, and perfectly suits the three of us.

We are grateful for the warm welcome by the saints of JSAC who assisted us in both our moves. It's a privilege to lead JSAC and journey together in becoming more like Jesus and being his ambassador in Chelsea Green, London, and beyond.

Respectfully submitted,

Robin Ho

REPORT OF THE ASSOCIATE PASTOR

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 the hard work, enthusiasm, and diligence each of you give to your respective ministries.

FOREVERGREEN (Seniors Ministry)

COMMUNITY DROP IN

The Drop In continued to grow this past year. We saw many new seniors join us on Tuesday mornings, and the Fireside Room continues to be a very active place within these church walls.

As well, we have continued our relationship with V.O.N. They use our gym on Monday and Tuesday mornings for exercise classes, and then every week they come on Tuesdays to hold a blood pressure clinic. These programs are well attended and well received by our seniors both within the church and the community. As well, V.O.N. is very appreciative of the relationship we have with them and the space we provide for their community programs.

My thanks go to Everett Zwiers who sets up the room each week and his gang of willing people who put it all away. My thanks also extend to Pauline Zwiers and Megan Felker who get the coffee, tea, and snacks ready every Tuesday. We are also very appreciative of Hannah VanderSchaaf's help over the first six months of the year. We were sad to see her leave us and go to nursing school but are thrilled in the direction she is taking. She was a delight to have around on Tuesday mornings and the seniors loved having her join them.

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 - In May we were happy to welcome retired Alliance International Workers from Japan, Doug and Carol Woon. We also heard from Josie Postma about her upcoming full time missions work in North Macedonia. And then, we welcomed our full time Director of Youth Ministries, Joshua Birley and his wife Megan as they shared about their lives and the direction of the youth ministries here at the church.
- Bible Study - This past year we came to the end of our study in 1 John. It took us two years to work our way through it, but we enjoyed the deep truths in each verse from that book.

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

MEALS

Some of the great events the seniors' love are the meals. We all enjoyed a regular variety of potlucks, BBQs, The Mandarin, and our Christmas Lunch on December 4th. 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, Hannah VanderSchaaf and a whole host of helpers who assisted in putting everything back into place.

BUS TRIPS

We enjoyed four trips this year which included: Casa Loma in Toronto (March), The Grand River Cruise near Brantford (July), St. Jacobs Farmers Market with dinner at Anna Mae's (October), and on December 11th we once again enjoyed The Star Bright Christmas Show at the Victoria Playhouse in Petrolia. 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. 2025 started out as a tough year for Megan with the loss of her husband Paul. Understandably she took some time off. Our prayers and our love went out to Megan as she adjusted to life without Paul. When she came back, we were all so very appreciative and happy. She once again gave of herself to provide time in caring and showing the love of Jesus to those she visited and interacted with. Her compassion and caring nature are such a delight to our seniors. 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 there are so many other areas where I really appreciate her help. But her focus and area she is ministering most 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

This past year (January) saw the passing of Paul Felker into his eternal glory with Jesus, and it was an honour to be able to officiate at his funeral. I also recognize that over the past 12 months many of you have lost a loved one and have grieved over their passing. May you continue to find in the Lord, the strength, comfort, and peace that only he can give.

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 continues to be 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 2025 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 (Mission Aviation Fellowship)
- Ian & Rebecca Frankish – North Africa (Alliance International Workers)
- Steve & Pam Wise – Central & West Asia (Teach Beyond)
- Josie Postma – North Macedonia (Send International)
- Jacqueline Street Alliance Church – London (Church Plant)

This year we welcomed home Steve and Pam Wise from their overseas missions' experience. Steve and Pam served for many years, in many different countries, with many different organizations and have laboured, tirelessly and effectively for Christ. It is a privilege to have them back in London and a part of our church. Welcome home!!

My wife Julie and I also had an amazing experience visiting a couple of Alliance International Workers in July. We started by flying to Southeast Asia to spend some time with Matt and Connie Russell. We saw first-hand their Love One Another Foundation work and met those they work with. Then we flew off to Serbia to visit Danny & Vera Kuranji and accompanied them on their ministries. We met many people whose lives have been transformed through their work and love, what an experience we had in those days with them.

However, I think the aspect of the trip I appreciated most was the one-on-one time we had with each of the couples. Many times, I have taken a team overseas and not had those sit down conversations with the missionaries because there is so much going on. But to be able to enjoy meals together, to laugh, to cry, to pray, and to encourage them was such a joy and an experience I will never forget.

A BIG thank you to the Russells and the Kuranjis for being such gracious hosts and allowing us to invade your life for a few days. May you continue to show the love of Christ to those you come in contact with, and may the Lord give you the strength to soldier on.

PROPERTY/MAINTENANCE

This past year was a slower year for projects than in 2024, with many of the projects that were scheduled put on hold. But we did purchase a new trailer for the Community Impact Team, and a partial shelter has been built for it.

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 2025.

I am thankful to the Lord for how he continues to watch over my family. Julie continues to minister right alongside me; I am blessed with a loving and supportive wife. I thank the Lord for her and our ministry together.

Respectfully submitted,

Lyall Mix

REPORT OF WLA WOMEN'S MINISTRIES

"The Lord has done great things for us; we are glad."

Psalm 126:3

It is a great privilege to look back over the past 12 months and marvel at all the Lord has done in women's ministry at WLA. Time and again, the Lord surprises us with his kindness, comforts us with his compassion, encourages us by his Spirit, and fills us to overflowing with his steadfast love and faithfulness.

If we look back at what the Lord has done since the writing of last year's report, we remember that on March 1st, 2025, we had our final Growing in Grace (GIG) breakfast of that ministry year. Our topic was "Patient Endurance in an Unknown Future" which wrapped up the theme of our breakfasts that stemmed from the June 2024 retreat entitled "The Revealed King" which was a study on Revelation and the call to patient endurance. At that breakfast, Liliana Lapierre taught us from God's Word and Joanna Vanderlaan gave her testimony as an encouragement to us all.

Then, in June 2025, approximately 60 women gathered in Paris, Ontario for our annual ladies' retreat. The theme of that weekend was "Distinguished". Over the course of that weekend, Colleen Shoemaker, Mary Stanley, and I taught on what distinguishes believers as God's image bearers. Starting with God's original design in creation, working through the ways God distinguished a people for himself in the Old Testament, and then seeing how our identity in Christ now distinguishes us as his people and his image bearers in this world, the teaching encouraged us to trust in God's good design for mankind, to endeavour to not take his name in vain by how we live, to see the details of our lives as his providential means to draw us to himself, and then to live in our new identity in Christ for our good, for a testimony to others, and ultimately for the glory of God. Over the course of the weekend, we also heard testimonies from Catherine Bond-Mills and Ana Castillo. The retreat in 2025 was organized by Colleen Shoemaker, Mary Stanley, Katelyn Hesman, Katie Brown, Lili Lapierre, and me.

Meanwhile, throughout the school year, some 12-15 women regularly attend Early Morning Prayer (EMP) on Tuesday mornings. We meet from 6:15-7:30 a.m. to discuss the previous Sunday's sermon, to pray for our international workers, and to pray for one another. It is a rich and wonderful time with women from various stages of life. Leadership of this group is headed up by Deb Wilkins with Cheryl McVittie and me coming alongside.

Because EMP has been such a blessing to the women, Deb and Cheryl continued on through the summer with a gathering called "Doctrine on the Deck" where many of the EMP faithfuls, as well as several other women, got together to discuss a book on theology, or a biography which covers the theological teachings of that person.

As the summer concluded and the fall ramped up, the GIG Breakfast committee (Deb Wilkins, Nancy Whynot, Katie Brown, Lili Lapierre, and myself) began to plan the three breakfast events for this ministry year. Again, it was decided to carry on the theme from the June retreat throughout the breakfasts in order to go deeper into some of the themes and topics from the retreat teaching. As such, Lili Lapierre taught us from the book of John and Jesus' words to his disciples at the Last Supper. She highlighted three distinguishing marks of those who follow Jesus. In September, the breakfast was entitled "Distinguished: Unity" (John 17), in December, "Distinguished: Love" (John 13), and in February, "Distinguished: Obedience" (John 14). We rejoice that the Lord is stirring the hearts of our women to use these breakfasts as outreach opportunities. We saw 180 women at the

December breakfast – many unchurched, unbelieving, or seeking. What a gift to us to see the Lord drawing women to himself! At that December breakfast, we also had the blessing of an army of men from Men's Ministry come and serve us the breakfast buffet, and then, in a blink of an eye, move all the tables and reset all the chairs in the sanctuary for us. Many thanks to Graham and his crew!

Throughout the year at our various events, we have been led in musical worship by Catherine Bond-Mills, Joanna Vanderlaan, Karyn Koopman, Nicole St. John, Lily Eugenio, Lauren VanderPloeg, Haley Culverhouse, Ryan Johnston, Kathleen Magwood, and Chris Ng. Our tech needs have been served by Ena MacDonald, Mary Jamieson, Shelley Ripley-Bulckaert, Maddy De Smit, and Dave De Smit. Thank you for serving the ladies in this way!

One critique that the women's ministry has received in past years is that while there are opportunities for in-depth Bible study (TLC), prayer meetings (EMP), and larger events (breakfasts and retreat), it has been challenging for women who are new to the church to know how to get connected with one-on-one discipleship. To be clear, there is much discipleship happening at WLA, and many of us have been on both the receiving and giving ends of mentoring over the years. However, we heard the comments of how challenging it can be to get connected if you don't know anyone at the church and, with counsel from Louise Somerville and Shelley Ripley-Bulckaert, we launched a discipleship initiative in January. Praise the Lord we now have 40 women, many who have never been in discipleship relationships before, paired up for the year. These women will work through Growing Together by Melissa Kruger, committing to read one chapter a month. They will meet once a month (or more as they desire) for book discussion, prayer, accountability, encouragement, and mutual growth in grace. I am so excited to see what the Lord will do in the hearts and minds of these dear ones as they grow together in the Lord!

On top of that, we have had many opportunities to bless moms-to-be and brides-to-be with showers, we have had countless meals made to encourage those who are in need, we have rejoiced with those who are rejoicing, and we have wept with those who are weeping. We have welcomed newcomers to the church, we have equipped women to serve and volunteer, and we have seen the Lord change lives as we submit to him. What a gracious God we serve!

Respectfully submitted,

Barbara Postma

Deacon of Women's Ministry

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 two groups meet on Monday evenings from 7-9 p.m. and Wednesday mornings from 9:15-11:30 a.m. respectively.

Monday evenings are popular among working moms and mothers with young children, as well as students. This group is headed up by Julie Mix, who also arranges optional monthly dinners to promote bonding within the group. During 2025 this group numbered between 20 and 25, and Julie was ably assisted by Cheryl Hargraves and Jeanette Nyewening.

Wednesday mornings begin with snack time, followed by worship, testimony, or a teaching video, before breaking into smaller groups for discussion and prayer. Approximately 40 ladies were registered, with an average attendance of 25-30. God has blessed us greatly as we got to know each other and study together.

2025 began with both groups studying "Amos: An invitation to the Good Life", using teaching by Jennifer Rothschild. Although Amos is generally referred to as "the prophet of doom", Jennifer found positive life lessons in each chapter of the study, which we were able to apply to our own lives.

Both Monday and Wednesday groups began a new session in September, studying "Revelation: Eternal King, Everlasting Kingdom", a relatively new study by Jen Wilkin, one of our favourite teachers. As daunting as this study is, all our group agreed that it has been an enormous blessing to work through, and it will continue into February 2026.

A new initiative we started in September was to eliminate our snack time every fifth week and instead have an outreach offering to one of our charities in London, specifically one that reaches out to women and families. Our women were very generous in supporting this initiative, and thus far we have sent support to Ark Aid and Anova, with future offerings to go to Rotholme Family Shelter, and The London Pregnancy and Family Support Centre.

Highlights of our year were our traditional brunches in May and December, when we had a "beach" theme (May), and a "Christmas tree" theme (December). Many thanks go to our special speakers for those events, Enas Luka and Barb Postma, whose devotional messages were a special blessing to those in attendance.

Once again, in July, we held an outdoor social when ladies from both Monday and Wednesday groups gathered outside for an evening of fellowship, games, and of course, food.

We have seen God bless our group in countless ways throughout 2025, as we have prayed our ladies through sickness and other life challenges, as well as rejoiced together in happy times.

My deepest appreciation goes out to our hard working committee and group leaders, who are a huge blessing to the ladies in the group: Pat McClelland (treasurer), Lorraine Turkstra (secretary), Colleen DeJager (worship), Julie Mix (Monday coordinator), Iris Zawada, Lis Logie, Elsebeth Rush, Karen Suderman, Lois Usher, Lois Wood, Cheryl Hargraves, and Jeanette Nyewening.

Respectfully submitted,

Louise Somerville

TLC Chair

REPORT OF THE LIBRARY COMMITTEE

In 2025, the church library continued to serve our congregation by offering biblical resources that encourage spiritual growth and deepen our faith. Open weekly, between Sunday morning services, the library provided access to Bible studies, DVDs, and fiction and non-fiction books for a variety of ages.

Our volunteers served faithfully this past year assisting with the curation, maintenance, and circulation of our materials and in helping create a welcoming space for our church family. I would like to offer my sincere thanks to: 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.

New and donated resources are added to our shelves on a regular basis, and we have plans to expand our children's section in 2026. If you have not stepped into the library recently, we encourage you to come visit us in the south foyer and see what materials might interest you.

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

Respectfully submitted,

Amanda Hesman

REPORT OF THE ARABIC FELLOWSHIP

We thank the Lord for another year in which the Arabic Fellowship has had the privilege of serving him and his people. Throughout the past year, we have continued to meet faithfully each Sunday for worship, fellowship, and the teaching of God's Word. We have also joined the English congregation on the first Sunday of every month to share in communion together.

During the year, two brothers joined me in preaching on a rotating basis. By God's grace, we completed our study of the Book of Ruth, taught a topical series on Christian stewardship, and began a new study in the Gospel of Luke.

Our leadership team—Yass, Fadi, and Bassem—has continued to serve faithfully, assisting in shepherding the fellowship. We are also grateful for the brothers and sisters who help lead worship each Sunday and support various areas of ministry.

In addition to our Sunday gatherings, we hold weekly life group Bible studies in homes on Saturday evenings and a weekly prayer meeting at the church on Monday evenings. These times have been a blessing for spiritual growth, fellowship, and mutual encouragement.

The Lord also gave us opportunities to share the Gospel through our evangelism table ministry outside the church parking lot. This outreach, led by Sam with the help of Bassem and Yass, allowed for many meaningful conversations with people passing by.

A special highlight of the year was our first Arabic Fellowship Retreat, held last June at the Michaelite Fathers Retreat Centre in Middlesex. It was a three-day time of worship, preaching, prayer, and fellowship. The retreat strengthened our fellowship, encouraged spiritual growth, and gave us the joy of meeting Arabic-speaking Christians from outside our city. We are thankful for its success and hope to hold another retreat this coming year.

As we look ahead, we ask for your prayers that the Lord would open doors for us to connect with more Arabic-speaking residents in London, so that we may share the Gospel with them and welcome them into fellowship. We also ask you to pray with us as we face several challenges. We are seeking the Lord to provide brothers and sisters who can serve in our worship and music ministry, and to raise up someone with the time, gifts, and calling to help lead and shepherd the congregation as we look to the future and seek to serve the coming generations.

To God be the glory for all he has done among us this past year.

Respectfully submitted,

Rand Luka

REPORT OF THE CHINESE FELLOWSHIP

詩篇 150:1-2

- 1 你們要讚美耶和華。在神的聖所讚美他，在他顯能力的穹蒼讚美他！
- 2 要因他大能的作為讚美他，按着他極美的大德讚美他。

讚美神因為祂有恩典，憐憫，感謝祂以大能幫助我們作祂的工，謝謝神從年頭到年終保守中文團契，藉此機會感謝Pastor Jude的指導和支持。各同工及長老不斷為中文團契禱告。這些都成為中文團契的鼓勵。

神是信實的。神用不同方法供應我們的需要，以至我們在各方面都經歷到沒有欠缺，多謝弟兄姊妹忠心奉獻自己的力量事主並在金錢及時間上都作忠心的管家。弟兄姊妹在靈命上有顯著的成長。特別看到大家都傳福音上擺上時間及努力參予。不但叫更多人認識及相信福音。盼望那復興的繼續在教會裡燃燒，叫神的名大得榮耀。

2025年採用使徒行傳為講台信息，暑期從詩篇裡學習。感謝神使用Pastor Lyall, Pastor Pang, Aaron長老, Colin So, Steve長老, Pastor Pan等作主日講員並培訓弟兄姊妹。神又使用各宣教士激勵大家在傳福音上努力。本年宣教士講員有Pastor Doug 和Carol, Ian 和Rebecca, Danny 和Vera。他們都給我們分享神奇妙的工作在世界不同的地方彰顯，藉他們的教導。弟兄姊妹得到更多的屬靈的祝福。

今年仍有門徒訓練。盼望各肢體靈命成長並努力使人作耶穌基督的門徒。分別在三月及十二月舉辦個人及街頭佈道訓練。由多倫多短宣中心總負責人彭偉賢牧師主領。另外，除了國語成人主日學外，並增加了粵語成人主日學。課程有「新生命與新生活」及「大衛生平」，弟兄姊妹都很用功學習，導師們也用心引導大家學習及認識真神。在五月維多利亞長週末。中文團契在Hidden Acres Retreat Center 舉辦退修會。弟兄姊妹除了在講員蘇關南先生引導學習真理外，還可以在遠離鬧市安靜環境中親近神和休息。

外展方面：在九月中在Gibbons Park 舉辦迎新野餐，在聖誕節期間有報佳音活動，在兩天內分別探訪華人商戶，范莎學院及西安大學。在農曆新年有外展活動 - 新春慶祝晚餐晚會。另外，今年有新嘗試，在六月至九月期間參與亞拉伯團契一起在教會停車場作街頭佈道工作。今年有中文啓發課程幫助未信者認識耶穌。每週出席人數有25人。全年信主人數有20人。受浸人數有9人。

神的恩典實在豐富，讓我們一起讚美祂，願榮耀歸主。雖然中文團契經濟狀況有赤字，但神有豐富的供應。神感動各肢體忠心奉獻，結果中文團契在年底的財政狀況還是有盈餘。謝謝各位肢體忠心事奉並獻出時間，才幹，力量 and 金錢。願神祝福大家和教會。

詩篇150:6

- 6 凡有氣息的，都要讚美耶和華！你們要讚美耶和華！

Respectfully submitted,

Daniel Kwong

REPORT OF THE CHINESE FELLOWSHIP

Psalm 150:1-2

¹ Praise the LORD. Praise God in his sanctuary; praise him in his mighty heavens.

² Praise him for his acts of power; praise him for his surpassing greatness.

Praise be to God for his grace and mercy! I thank him for his power in helping us do his work. Thank you, God, for protecting the Chinese Fellowship from the beginning of the year to the end. I take this opportunity to thank Pastor Jude for his guidance and support. All the staff and Elders have prayed continuously for the Chinese Fellowship, which has been a great encouragement for the Chinese Fellowship.

God is faithful. God provides for our needs in many ways, so that we experience abundance in all aspects. Thank you, brothers and sisters, for faithfully dedicating your strength to serving the Lord and being faithful stewards of your money and time. Our brothers and sisters have shown significant spiritual growth, especially with them dedicating their time and effort to evangelism. This not only enabled more people to know and believe in the gospel, but also sowed hope that the revival will continue to burn brightly in the church, greatly glorifying God's name.

In 2025, we used the Book of Acts for our sermon series, and studied the Psalms during the summer. I thank God for using Pastor Lyall, Pastor Pang, Elder Aaron, Colin So, Elder Steve, Pastor Pan, and others who served as Sunday speakers in training and ministering to our brothers and sisters. God also used various missionaries to encourage us to work hard in regard to evangelism. This year's missionary speakers included Pastor Doug and Carol, Ian and Rebecca, and Danny and Vera. They all shared with us how God's wonderful work is manifested in different parts of the world, and through their teachings, our brothers and sisters received more spiritual blessings.

Our discipleship training continued this year, with the hope that all members grow spiritually and strive to make more disciples of Jesus Christ. Individual and street evangelism training sessions were held in March and December, led by Pastor Peng Weixian, the head of the Toronto Short Term Mission Centre. In addition to the Mandarin adult Sunday school, a Cantonese adult Sunday school was also added. The teaching included "New Life and New Living" and "The Life of David". Our brothers and sisters studied diligently, and the teachers faithfully led everyone in learning to know the true God.

During the Victoria Day long weekend in May, the Chinese Fellowship held a retreat at the Hidden Acres Retreat Centre. Besides learning the truth from our speaker Mr. Su Guannan, our brothers and sisters were able to draw near to God and rest in a quiet environment, away from the hustle and bustle of the city.

Outreach activities in 2025 included: a welcome picnic at Gibbons Park in mid-September, Christmas Caroling during the Christmas season, and visits to various Chinese businesses, as well as Fanshawe College and Western University. Additionally, we tried a new approach: participating in street evangelism in the church parking lot with the Arabic Fellowship from June to September. We also offered a Chinese Alpha course to help unbelievers get to know Jesus; weekly attendance was 25 people. There also will be an outreach event for the Lunar New Year in 2026 – a New Year celebration dinner.

In total, the number of new believers in the Chinese Fellowship for the year was 20, and there were nine baptisms as well.

God's grace is truly abundant; let us praise him together, and may all glory be to the Lord! Although the Chinese Fellowship was initially in a deficit, God provided abundantly. God moved all members to give

faithfully, and as a result the Chinese Fellowship had a surplus at the end of the year. Thank you to all members for your faithful service and for giving your time, talents, strength, and financial resources. May God bless us all and our church.

Psalm 150:6

⁶Let everything that has breath praise the LORD. Praise the LORD.

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. 2025 was another year of proving God's faithfulness in providing the opportunity, the means, and the reasons to sing his praise.

Our worship leader team for 2025 consisted of Barbara Postma, Catherine Bond-Mills, Barry Usher, Andre VanderLaan, Mark and Karyn Koopman, Doug Blackwell, John Eugenio, and me. 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.

These leaders, and a few other Worship Arts team members, met regularly throughout 2025 to discuss readings from the book "Worship Matters" by Bob Kauflin. These conversations sharpened both our theology of musical worship as well as provided opportunity to discuss some of the more practical aspects of musical worship ministry. These meetings, we believe, have enabled us to 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 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 and 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, Milan Mihaj, 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 online streaming ministry of WLA consisted of Matthew Usher, Dave Hiebert, 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 must 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 WLAC have also used their gifts to minister to those outside of our congregation over the past year at Jacqueline Street Alliance Church. As well, a special thanks to Doug Blackwell, Dave Mills, and Steve Wise 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.

Our Sunday morning services have also included a variety of congregants serving in various roles. While announcements are notoriously tedious to deliver, many WLA members have stepped up to the task. In addition to this, we have had numerous members read the appropriate scripture passage preceding the sermon. The inclusion of these elements has continued to be a wonderful addition to the service.

In addition to our Sunday morning services, we have been continuing to meet as a congregation on some Sunday afternoons and evenings as well. These have consisted of Members' 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 policy, updates on ministry happenings, and praying for one another.

In 2025 we also held two "Summer Worship Nights" where the congregation would gather outside for a picnic dinner before assembling in the sanctuary for an evening of worship and prayer. These nights were a wonderful time of fellowship during the summer months.

Another new addition to 2025 was a multi-language service that was held in early December called "The Saviour of the World is Born." Scripture was read in 13 different languages. It was a meaningful time of reflecting on the birth of our Saviour in different languages from around the world.

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 helped to ensure 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 2025 in Worship Arts at WLAC: the top five songs that were played were "Christ Our Wisdom" by Sovereign Grace Music, "How Great (Psalm 145)" by Sovereign Grace Music, "Yet Not I But Through Christ In Me" by CityAlight, "Behold Our God" by Sovereign Grace Music, and "Christus Victor (Amen)" by Keith & Kristyn Getty. Approximately 1 hour and 8.5 minutes was spent singing the doxology! In terms of volunteers, a total of 65 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!

2025 was yet another year of experiencing God's faithfulness in our midst. We look ahead to 2026 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

This past year was certainly a unique one for Student Ministries at WLAC. I started in this role on April 1st of 2025, overseeing the Senior High, Junior High and Young Adult ministries, and so the year certainly contained within it many firsts for myself and our team. I want to thank Pastor Jude and Pastor Graham as well as Karyn Koopman and those others who helped me so much in my orientation and starting out in this role.

Junior High (Grades 6-8)

Our Junior High team this year included April Postma, Caleb Postma, Curtis Rimkey, Chris Blackwell, Oliver Nikkel, Molly St. John, and Arwen St. John. Within the year we also happily welcomed Veronica Blackwell, Mason Koopman, Brynn Koopman, and Matthew Luka to the team. As the ministry year went on, April Postma, Caleb Postma, and Curtis Rimkey joined the Senior High team as their students graduated. This is a great team of leaders, and I was very blessed to start with such a team to guide me as I learned in my role.

Throughout the year, both at Shift on Sundays and Junior High nights on Tuesdays, the Junior Highs looked at Acts, Psalms, and the Nicene Creed, alongside the Sunday series, as well as worked through different sections of Scripture on Tuesday nights. 2025 also saw some new additions to Tuesday nights in Spiritual Formation Nights (focused on practically helping the students grow in their faith), frequent Q-and-A nights, as well as social moments like a Fall Fair event.

Wired 2025 was lead primarily by Nathan Dunmore and his team of summer students and volunteers, and I am so very thankful for him, Arwen St. John, Isabella Batchasingh, Laura Stanley, as well as Adora Kasmi, Giselle Alkhouri, Matthew Luka, Mariana Botero, Sophia Collazos, Jake Buchanan, Mason Koopman, Brynn Koopman, Jordan Stanley, April Postma, Molly St. John, Curtis Rimkey, Caleb Postma, Hannah Vanderschaaf, Allie Mills, Giovanna Zuanazzi, Tora Postma, and Aliyah Hiebert, who all helped greatly in making this camp possible. Our students had a blast with our Bigfoot theme with wild games involving pickles, pudding, and more! They also learned much over the week as together we went through the entire book of Jonah.

In order to help our young Junior Highs (Grades 6 and 7) in their leadership capacity, as they consider more how they can serve the church, Student Ministries held a Leaders in Training camp in July 2025. Again, I am thankful to Nathan Dunmore and our summer students for their work in this as I joined them in leading the leadership lessons. Each day contained icebreakers, lessons from the Bible on leadership, meals, and planning sessions, all to help these students grow. One highlight from this camp for me, was working with the Junior Highs to plan together a real life Junior High event that occurred on the Thursday of the week. The theme was Dude Perfect, and the students had a lot of fun and learned a lot about what it takes to lead an event such as that. This past year, the Junior Highs did not go to Bedlem, (the Christian & Missionary Alliance Canada Junior High event in Muskoka). However, as a replacement, the Junior High team put together a different event in January 2026 that will be reflected in next year's report.

Senior High (Grades 9-12)

This year's Senior High team included April Postma, Caleb Postma, Curtis Rimkey (all three new additions from Junior High), Nathan Dunmore, Adam Gaunt, Kaleigh Gaunt, Jaz Hesman, Adele Stanley, Mac Stanley, Tim Magwood, Jordan Teeple, Tess Teeple, Judah St. John, Sarah Hesman, Micah Marquis, Drew Worrad, and Elizabeth Worrad. Within the year we also happily welcomed David Cross and Lily Eugenio to the team. As the ministry year went on, Nathan Dunmore, Adam Gaunt, Kaleigh Gaunt, and Jaz Hesman "graduated" from the ministry and completed their time as volunteers for Senior High nights as their

Gr. 12's graduated from High school. I am very grateful for the short amount of time that I was able to have with them, and again very grateful for this team that made my transition into the role so easy.

On Senior High nights, we spent the spring and summer focusing on a few different topics such as 1 Thessalonians and sections of Proverbs. We then in the fall looked at 2 Thessalonians together. Much of what was new this year in Junior High also was new for Senior High, such as Spiritual Formation Nights and Q-and-A nights. One highlight for me was the congregational prayer night that we did before the end of the year, encouraging Senior Highs to participate, and reminding them that they too are a part of this church. It was encouraging to see the Senior Highs not just show up but show up and pray for their brothers and sisters in Christ from many generations.

On my fourth day on the job, I joined my Senior High team as we took 51 students to our denominations' Senior High event, Deeper Life at Muskoka Bible Centre. It was great to see how many of our students desired to participate in such an event, and for me it was a great catalyst to meet these Senior High students. I must say, we really do have such a good crew of students in Junior High and Senior High, and I am so grateful to be able to minister to them and thankful for the parents who have chosen to take the discipleship of their own children seriously.

In August of 2025, with major help from Pastor Graham, we took 18 students and five adult leaders on our annual Temagami portaging trip. During this trip the students meditated on some of the Ascension Psalms of David, many of which used a lot of natural imagery, as they navigated through the Temagami wilderness. There was fishing and whittling and good fun as we worked together through the four-day journey. Thank you, Pastor Graham, Adam and Kaleigh Gaunt, and Mac Stanley for your help in leading this.

Young Adults (Ages 18-24ish)

The Young Adult ministry team this year was made up of Tony Johnston, Chris and Kevin Ng, as well as help from students in the ministry such as Allie Mills and Hannah VanderSchaaf. Towards the fall, Chris and Kevin finished their time with young adults as we welcomed Ryan Johnston, Megan Birley, and Stephen Selvon to the team. One highlight in the ministry before the fall was a camping trip that happened at Rondeau Park with the Young Professionals group. Thank you, Hannah VanderSchaaf, for all the work that you did in planning this out.

The fall brought a new structure to the Young Adults ministry, with us meeting after second service on Sundays once a month. During these monthly meetings, there have been many great social moments that have begun to build this ministry as we go into the 2026 year, and we are excited to see how God will bless the ministry.

In July of 2024, I resigned from a previous church role knowing that God was calling me elsewhere, but with no idea where that would be. That was a very hard time for me in my life, but I see how God used that season to teach me many things, especially trusting in him and his faithfulness. It is very humbling, almost two years later, having now been at this church for almost a year, seeing that God knew even when I did not. My wife and I are so blessed to have found such a wonderful church family to be a part of and for me to minister in. Thank you to all of those who have specifically helped me in my role, and thank you West London Alliance Church for providing us a church family that loves God, his Word, and us. God is so good.

Respectfully submitted,

Joshua Birley

REPORT OF THE PASTOR OF COMMUNITY LIFE

Visiting Africa

A highlight of the past year was visiting the Howell and Frankish families on the mission field in Africa. Pastor Jude and I spent two weeks visiting, walking alongside, and encouraging these fantastic families. We were both encouraged to hear about their ministries in another continent and to see God's glory on display. My appreciation for the commitment that families from West London Alliance Church who have taken their young families to another country to share the gospel, love their neighbour, and build the church, was personally challenging. I am thankful for this opportunity and experience from the Board.

ESL

I am super thankful for the leadership of Kathleen Magwood and her team, who continue such a valuable ministry. Through conversation circles, women in the community have the opportunity to practice their English, as well as build relationships with one another. The heart of the volunteers to love the participants and share Jesus with them makes this ministry such a blessing to many. Please continue to pray for this ministry. If helping with ESL is of interest to you, please contact Kathleen at esl.wla@gmail.com, as they are always looking for great volunteers.

Community Garden

WLA 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 of the volunteers who served under the leadership of Karyn Koopman. The gardeners did an excellent job, tending their individual plots while also working together to care for one another and the garden as a whole. 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

From the opening of the doors to the smell of fresh coffee, smiling faces, and warm embraces, the Hospitality Team is a crucial part of our Sunday morning gathering.

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

Included in the Connection Pathway are the lovely men and women that put on our Connection Lunches twice a year. This serves as the first step for those who want to learn more about WLA before continuing on to WLA 101, Membership Class, and Baptism Class.

On the first Sunday of the colder months, we host Soup Sunday. This provides an opportunity for those who are new or feeling disconnected to connect with others in our church community. A great team, led by Susan Mitchell, prepares delicious soup for everyone to enjoy- an impressive feat when serving around 100 people! We often follow with a member's meeting or congregational prayer, making it a great way to regularly participate in church life. 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

It was a great year for the men of WLA!

Our Men's Retreat returned this past fall, which was a great weekend with the men of the church. Pastor Jude St. John spoke and did an excellent job leading the men through the life of David. It was a great weekend of fellowship, and we enjoyed our time together at Forest Cliff Camp.

We had a Men's Lunch and a couple of Chill & Grills throughout the year. We also added a Men's Serve Day this past year, where the men took on a number of work projects at the church and in the community. It has been a full schedule and a great joy to see the men together. We look forward to our Men's Breakfast at the end of March!

Men's Monday Night Small Group is on the first three Mondays of the month. Men gather and look at the Word of God, 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 Worrada, Ray Majoran, Andrew Gaunt, Ron Hesman, Andrew Pankratz, and Seamus Wharry - for their commitment to building into the men of the church.

Life Groups

Life groups is the '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 throughout the city, led by dedicated leaders who faithfully guide their groups in connecting, growing, and going together in mission.

Our life group leaders love their sheep tremendously. They are on the front lines of much of the pastoral care at West London Alliance, providing everything from emergency meals and prayer support, to showers of celebration, assisting with funerals, coordinating serve projects, planning teaching material, and discipling. These leaders do an incredible amount! If you're part of a group, don't let their hard work go unnoticed—take a moment to show them some love.

Thank you to all the leaders and everyone who participated in our groups this year! We're looking to add more groups next year; if you're interested in getting involved, please contact grahamb@wlachurch.org.

WLA Kids Camp

A highlight of our summer is definitely the WLA Kid's Camp. We love seeing kids have a great time learning about Jesus while being cared for by our fantastic counsellors, staff, and volunteers. This year we added a week of Leaders in Training (LIT), which went great. I'm thankful to Joshua Birley for teaching LIT.

It has been a long-time tradition for our youth to grow in discipleship by leading and sharing the gospel with younger children at camp. It is a beautiful scene when you see young people take the responsibility of sharing their faith so seriously. Super thankful to Lauren Vanderploeg and Maddy De Smit for teaching sessions and doing such a great job!

Thank you to Nathan Dunmore for his leadership in directing camp, along with his team- Arwen St. John, Isabella Batchasingh, and Laura Stanley. They worked with an incredible group of counsellors and volunteers this summer and guided them very well.

We are excited about camp this upcoming year during the week of July 20-24th, 2026.

Thursday Morning Playgroup

Playgroup is a weekly program for parents and their children (newborn to preschool age) on Thursday mornings to come and build community with fellow parents and their kids. Children have time to play together in the gym and nursery, and parents can enjoy good conversation over coffee or tea. Thank you to Karyn Koopman for leading, and for all the parents who have already started to be a part of this community.

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

The WLA Soccer Academy was launched a few summers ago and has continued to grow and be enjoyed by many families. It provides an opportunity for families to come together, teach soccer to their kids, and invite friends to join. Participants also shared devotional times, learning about God while enjoying sports together. This year, 60-80 kids met at the church on Saturday mornings. Thank you to Lauren VanderPloeg for her vision and leadership, and to the parents who supported through coaching and helping make this program a success. It's exciting to see these parents lead such a great opportunity for their children and friends. For more information contact wlasocceracademy@gmail.com.

WLA Cares Christmas Initiative - "Love your neighbour as yourself" Mark 12:31

This Christmas, the church family was able to bless families and organizations throughout the city. ***Over \$7,000 was donated to the WLA Cares fund this year! And well over \$8,000 worth 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:

- Along with West Park and Gateway churches, we helped sponsor 44 families with toys for their children (75 kids).
- The homeless community received donations of warm clothing, coats, socks, toques, gloves, and boots.
- Women and children in the community were supported through our diaper drive, donations of warm clothing and practical items, and gifts.
- Volunteers put together and delivered 17 gift baskets for seniors in our community.
- A truckload of non-perishable food and hygiene items was donated to the Northwest London Resource Centre for those in our community who are struggling with food supply.
- Through 20 schemes, church planters, gospel workers, and interns were supported in order to plant and revitalize healthy gospel-centered churches globally.
- 40 families were supported with Christmas food hampers.

Thank you 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 and let us keep praying for the work of the gospel to multiply. Thank you for all of your generosity!

Community Impact Team: Thursday Nights

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

Every week, a group of people gather together downtown with the desire to pray and share the gospel with those in need. We meet together 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 and freezies. We meet 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 conversations and for gospel opportunities. We seek to live out a 'Matthew 25' mindset, where we see loving those less fortunate as loving Jesus himself.

This year we were excited to add the Community Impact Trailer. It allows our team to more effectively serve and care for the community.

Each month, we help prepare and serve meals at the Ark Aid program, which feeds up to 200 people daily. 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. Thank you to the Life groups who came down and served. I hope that will continue!

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

New This Year...

The Fuel To Serve Conference replaced Learning Labs this year and provided a valuable time of learning. The main session on Spiritual Gifts, led by Pastor Jude, was complemented by several breakout sessions led by Andrew Vanderploeg, Rand Luka, Barry Usher, and Lyall and Julie Mix. We are truly blessed as a church to have people with such wisdom and insight to teach. Thank you all for serving the body faithfully and thank you to Barry for executing our inaugural conference in my absence. We look forward to next year!

Potential Elder Training

One area we've recognized as important is training and equipping men who aspire to qualify to the office of elder, helping them understand what this role entails. Last year, we selected six men who have served in leadership and they committed to a two-year training course designed to provide them with a deeper understanding of the function and leadership of an elder, as well as the biblical calling for us as a church. Throughout this training, they have learned from elders on selected topics, read books, observed elders' meetings, and been paired one-on-one with a current elder at the church for regular mentorship.

As we have continued into year two, I'm 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. I look forward to seeing God's hand at work in their growth and development.

Thank You

Thank you to the staff and Board for your leadership and partnership in the gospel. This has been a unique year, filled with changes and challenges, and I am thankful that the Lord sustains and encourages us through it all.

I am thankful to Susan and Karyn for all their help and leadership in keeping things running smoothly - you ladies rock!

Most importantly, thank you to my wife, Anne, and to Jacob and Ashley - love you guys.

This past year was a harder one for personal reasons, and I found my capacity more limited than I can remember. Yet God blessed me through my family and my church family, who were in my corner throughout this year, and I am thankful to serve at WLA.

Respectfully submitted,

Graham Buchanan

REPORT OF ENGLISH AS A SECOND LANGUAGE (ESL) PROGRAMS

Women's English as a Second Language (ESL) Conversation Circles continues to meet at the church on Friday mornings. Our ministry team consists of many faithful volunteers who have shared Christ's love to the women who join us on Friday mornings as well as to each other. We are grateful to God for bringing our team together for ministry in 2025!

We continue to see growth in attendance. On a typical Friday morning, we welcome over 35 women who share in a coffee/snack time followed by themed English conversation practice in small groups. On occasion, we have fun event days that include activities such as cooking together, shopping at a farmer's market, and sharing about each other's cultures.

Many women stay for Bible class after Conversation Circles each week. In 2025 we studied the Gospel of John as well as the Psalms. We pray that God will continue to use the leaders and the members of this Bible study group to encourage each other to grow in faith and trust in our Saviour!

We are grateful to God for the many ways he showed his faithfulness this year, but particularly with:

- Bringing many newcomer friends to our community. Our participants this year represented 14 different countries!
- Ministry team members in 2025: Alyssa Nielsen, Carolyn Majoran, Cheryl McVittie, Gloria Hayes, Jane Wellstood, Kathleen Magwood, Katrina Nixon, Kristen Garrett, Liz Russell, Lois Usher, Mary Wright, Nancy Curley, Ruth Williams, Seunghye Dueck, Carol Hiebert, Bea Bender, Shelley Alford, Jackie Bluecoat, and Nancy Colbert.
- The opportunity to talk about the Lord – through personal testimony, prayer for and with group members, and a regular Bible study group.

Respectfully submitted,

Carolyn Majoran & Kathleen Magwood

REPORT OF THE DIRECTOR OF SUNDAY MORNING CHILDREN'S MINISTRIES

It was a privilege for me as I began serving my WLA family 13 years ago as the Part-time Director of Sunday Morning Children's Ministries, and it remains a privilege to this day. Thank you to all the teachers for striving to make known the Greatness of God to our WLA kids each Sunday as you come prepared to speak truth from God's Word. Thank you to all the helpers who serve alongside to help create a welcoming and friendly environment that the kids love to be a part of each week. I am so thankful for and appreciate all my children's ministry volunteers!

Growzone for the 2025/26 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.)

What a blessing it is to have Kristen Garrett and Nancy Curley, once again, teaching our four and five year-old kids. They have been committed to teaching this age group for many years. I am so thankful they are back again, teaching our Grasshoppers God's truths using the *Gospel Light* curriculum that has a two year scope and sequence.

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

Each September, we recognize our N3 graduates and celebrate them as they become Grasshoppers. Again, this year, Angela Hamilton made and decorated amazing cookies with the words, "I'm a WLA kids Grasshopper," along with a cute cartoon grasshopper in the middle that they received with their Grasshopper certificates.

Thanks Angela!!

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

Grasshopper aged kids that attend this service join our Grades 1-5 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 three year walk through the Bible from Genesis to Revelation. This fall, we began the second year of three and are working our way to completing the Old Testament and will soon begin the lessons from the New Testament that will take us into year three.

The kids are taught again this year by: Kyle Cameron, Ana Castillo, Brad and Lindsay McElroy, Chris Standish, and Lauren VanderPloeg, and are helped by: Jason Bakker, Claire Haig, Katelyn Hesman, Aslie Ilunga Kengela, Adalai Majoran, Dina Salim, Claudia Siqueira, and Merel Wharry.

Explorers (JK-Grade 5 11:00 a.m.)

This fall, our numbers for our second service Turbo class (Grades 4 and 5) were not conducive to continuing the class at this time, so the decision was made to have the Turbos that came for the 11:00 a.m. service join the Explorer class. With kids attending from JK-Grade 5, a new curriculum was introduced that was written for specifically for this age group. It is *The Biggest Story* curriculum, based on the Biggest Story Bible Storybook written by Kevin DeYoung. It is comprised of 104 lessons that will help children understand the storyline of the Bible. It is taught by: Joel Hamilton, Joel Knapp, Luciana Nogueira, and April Postma. Mara Boorsma taught this class last year but did not return in the fall as her and Josh celebrated the birth of their first child in July—congratulations!

The other Explorer helpers are Matthew Batchasingh, Josh Boorsma, Maria Briceno, Sylvie Cheung, Caleb Gaunt, Rodrigo Nogueira, Victoria Postma, Zoia Reuta, and Jordan Stanley.

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

Our Turbo kids continue to be taught from the 2-year *Gospel Light* curriculum. This curriculum helps them to

apply godly principles to their lives as the Grade 5 kids prepare to move on to Junior High in the fall. This class is taught by: Nathan Dunmore, Craig Garrett, Adam Gaunt, Sara Haig, Steve Hargraves, Michelle Sutton-Luminoso, and Jakob Nielsen.

They are helped by: Dayna Carter, Aaron Hesman, Luke Kowal, Luke Newson, and Svenja Webster.

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

Turbo aged kids that attend this service join our JK-Grade 3's in the Explorer room.

Music

This past year, the kids sang an old favourite hymn, "Praise Him, Praise Him" on Palm Sunday, and in December, "Born to Bring Us Joy" written by Angie Killian, under the direction of Kristen Garrett.

Thank you so much Kristen for using your gifts and abilities to lead the choir each year. You always have them sounding amazing!

We were so blessed to have Barry Usher accompany the children's choir on piano for practices and the performance day and for putting together tracks for us to practice with. Thank you, Barry!

The Turbo bell choir sounded great as they performed "Joy to the World" for our church family.

Seedlings

A great place to be on a Sunday morning is down in our nursery where you will find our 6 months to pre-JK kids. They are loved and cared for each week by an amazing team of 65 volunteers who serve on a rotating basis.

Each Sunday morning our families are greeted by one of our nursery coordinators who direct parents and coordinate volunteers at both our 9:00 a.m. and 11:00 a.m. services. We had some changes this year, with Jesleana Jacob stepping down as she and her family moved away from London. We miss you Jesleana and wish you all the best as you follow God's leading in what comes next for you and your family. Karyn Koopman is involved in many ministries in our church, and, being overcommitted, she decided to step down from her role as nursery coordinator this year. Thanks for serving for several years with us—you will be missed.

With the departure of Jesleana and Karyn, we welcomed Mary Stanley and Maura Zuanazzi to the coordinating team, who joined Nancy Blackwell, MaryAnne Capstick, and Lorraine Turkstra. Thanks for helping Sunday mornings run smoothly ladies!

Three rooms operate on a Sunday morning:

N1: This is a quiet room for parents with infants to come to 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 faithfully taught, using the *Gospel Light* curriculum, by Rosanne Bakker, Cheryl Hargraves, Heidi Martin, Kate Standish, and Erica Watkin.

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

We praise God for the safe delivery of 14 new babies to our church family in 2025. His goodness never fails! Congratulations to the parents of: Bliss Origbemisoye, Emma Lapierre, Gabrielle Dueck, Levi Beck, Zoey Boorsma, Sophie Preterotto, Micah Gingerich, Henry Shore, Mikayla Brown, Lyla Vander Veen, Jude Vander Veen, Knox Stanley, Jaxon Guinness, and Lydia Ng.

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 seven children dedicated.

A special thank you goes out to Maddy De Smit, who puts together the videos 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 nine years, and 2026 marks the beginning of her 10th year with me. I was so thankful that, even though Nancy had stepped down from her role in the office, she stayed on with me as my administrative assistant. I am so grateful, not only for her friendship, but also that she is 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. To God be the glory!

Respectfully submitted,

Judith Gaunt

REPORT OF THE DIRECTOR OF BIBLICAL COUNSELLING

The LORD is near to the brokenhearted
and saves the crushed in spirit.
(Psalm 34:18, ESV)

The realities of life in a broken world continue to press heavily upon many within our church and community. In 2025, True North Soul Care (TNSC) had the privilege of walking alongside teens, adults, and seniors who reached out for help amidst anxiety, chronic worry, depression, grief, burnout, emotional exhaustion, relational conflict, anger and resentment, shame, struggles with identity, habitual sin, and matters of conscience. Others came navigating significant life transitions, loss, or seasons of confusion and discernment that felt overwhelming and unclear.

Guided by the promise of Psalm 34:18, our biblical counselling ministry seeks to offer a compassionate, wise, and Christ-centred presence for those who feel crushed in spirit. We seek to slow life down with people, listen carefully to their stories, and help them discern God's truth and grace as they take faithful next steps forward.

Counselling Ministry

TNSC exists to serve the church family of West London Alliance Church by providing biblically faithful counselling rooted in Scripture, prayer, and pastoral care. Our team of trained counsellors counts it a privilege to walk with individuals, couples, and families as they navigate circumstances that are deeply personal and often complex. Rather than offering quick solutions, we seek to understand each person's life context, experiences, and spiritual struggles, trusting that lasting change flows from God's wisdom applied patiently over time.

Throughout the year, we partnered closely with our Lead Pastor and Elders to provide pre-marital counselling. In this role, TNSC walks engaged couples through a comprehensive pre-marital assessment that helps them consider communication patterns, expectations, spiritual unity, and practical rhythms of life together. The aim is to offer a personalized roadmap that prepares couples for lifelong love grounded in shared faith and biblical wisdom. Within marriage counselling, we frequently addressed communication breakdowns and recurring conflict, emotional distance and unresolved hurt, breaches of trust, and the challenge of navigating transitions such as parenting, crisis, or shifting priorities. In each case, our desire has been to help couples rebuild safety, strengthen unity, and pursue faithfulness together before the Lord.

As a ministry team, we also strengthened our internal care. Counsellors met regularly for prayer, discussion, and ongoing education, while dedicated Intake and Training Coordinators served alongside the Director to steward case loads wisely and develop tools and resources for the benefit of our church. These structures help ensure that care within TNSC remains thoughtful, sustainable, and well supported.

Supporting Church Leaders

An important part of our work remains unseen. Throughout 2025, TNSC served behind the scenes by supporting our Lead Pastor, Elders, and ministry staff as they sought wisdom in shepherding complex situations. Confidential conversations with the Director helped leaders think carefully through care options, referrals, and next steps, strengthening their ability to lead with clarity, compassion, and biblical discernment. These conversations reflect the sincere love and pastoral concern our WLA leaders carry for the congregation, along with a shared desire to care well for those entrusted to them. It has been encouraging to witness their humility and commitment to seeking biblical wisdom shaped by prayer as they shepherd God's people.

Equipping the Church

In 2025, TNSC invested intentionally in equipping the broader church to care wisely for one another. Three key initiatives marked this year.

First, we completed the Essentials of Biblical Care course. Designed by our counselling team for all church members (parents, small-group leaders, elders, and ministry volunteers), this six-session training provided a biblical framework for care, worldview awareness, and practical tools for supporting personal health, mental health, and relational health.

Second, members of our counselling team participated in Learning Labs on Biblical Counselling and Suicide, equipping leaders to think carefully and compassionately about this sensitive topic and its connection to leadership ministry within the church.

Third, we facilitated GriefShare, a thirteen-week support group offering a safe and welcoming space for those grieving loss. Participants were guided through biblically informed insights and practical tools to help them understand grief, recognize what is normal, and walk through sorrow with hope.

As the Apostle Paul reminds us, "I planted, Apollos watered, but God gave the growth" (1 Corinthians 3:6). Our aim is not to measure success by the number of cases or counselees, but to faithfully walk alongside those God brings to us, trusting him to produce spiritual fruit in his time.

Gospel Care Canada

We are deeply thankful for the continued support of the Elders and the long-term vision of West London Alliance Church for biblical counselling. A blessing in 2025 was the ongoing development of Gospel Care Canada (GCC), a complementary biblical counselling centre providing online and in-person counselling across Canada. With counsellors serving from British Columbia to Quebec, GCC supports adolescents, adults, couples, and families seeking gospel-centred care.

GCC complements the ministry of TNSC by allowing TNSC to remain focused on our church family while extending care beyond our local context. It also provides referral pathways when case loads are full or when situations require more specialized care. Shared resources between GCC and TNSC continue to strengthen the quality and effectiveness of care offered through both ministries.

Looking Ahead with Gratitude

As we look toward 2026, we invite the church to pray with us in three areas. First, for the ongoing spiritual and physical health of our counsellors, that we would remain rooted in Christ and refreshed by his grace as we care for others. Second, for those within our congregation who are suffering in silence, that they would take a step to reach out for help and experience God's redemptive care. Third, for growing partnership with WLA ministries (Youth, Men's, Women's, and Seniors) as we seek to integrate biblical counselling wisdom into existing ministry opportunities.

We thank the Lord Jesus Christ for his calling and for the gospel hope he brings to those we serve. We are grateful for our Lead Pastor's 10-year vision that includes biblical counselling, for our Elders' faithful support through prayer, training, and budgetary stewardship, and for our church family's trust and willingness to seek help through TNSC. May God continue to give growth, wisdom, and grace as we walk together in his care.

Respectfully submitted,

Rick 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. By December 31st, you gave a total of \$1.362M in General Offerings, which was 1.6% (\$22k) less than our \$1.384M General Offering Budget. We finished the year with a General Fund Balance (GFB) of \$109.1k. This balance was significantly higher than anticipated which gives the Board the blessed responsibility to seek God's face as to what He would have us do with the resources that He had 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 2026".

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, 2025 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 \$31.1k to the Global Advance Fund and \$11.9k 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 2025, excluding the Church Planting Fund, totalled \$118,192. As noted above the Board directed that \$43k 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 \$161,192. In comparison the 2024 Missions and Other Designated total of \$159k plus \$33.4k from our 2024 General Fund totalled \$193,384.

Special, Facility Upkeep and JSAC Special Projects

The final cost for the Special Projects was \$2.1k which was significantly less than the \$31k that was budgeted for in 2025. One project was covered by a gift. Another project was initiated and will be completed in 2026. The list of the completed works is shown on the following pages.

Facility Upkeep Program: The total funding from the General Fund for the Facility Upkeep Program in 2025 was \$51k of which \$24.3k was planned to be spent in 2025. Most of those projects were contingent on need and as these works were not required in 2025 they have been carried forward to future years. The \$51k was transferred to the Contingency Fund in support of future Facility Upkeep Projects.

The 2025 JSAC Special Projects were deferred as these were to be completed by volunteers and they ran out of time to do the work. These projects are carried forward to 2026.

Contingency Fund

The balance of the Contingency Fund as of January 1st, 2025 was \$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.

In 2024 we had a GFB of \$168.3k and my 2024 Treasurer's Report specified how this amount was to be used. Of this total \$117.5k was to be used for ministry with the balance, \$50.8k being unspecified and the Board was to determine how best to use this amount. By year end \$118.5k of the \$168.3k was not used which was comprised as follows, the \$50.8k that was not specified, \$29.2k of the Special Projects for the reasons as noted above, \$22k to support JSAC as they were without a pastor for most of the year, \$15k to rent counselling space over five years (this has commenced as of January 2026) and the \$1.5k for Lead Pastor Initiatives.

The \$118.5k was transferred to the Contingency Fund prior to year end along with the \$51k for Facility Upkeep and \$2k for Working Capital for a total of \$171.5k. The year end balance of the Contingency Fund is \$766,485.

The Board has determined how best to use \$114.8k of the \$118.5k over the next two years in support of our WLAC ministry. More details for the use of the Contingency Fund are presented in the 2026 Budget Report.

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, Tim and Jewel Magwood, 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 = \$766,485

Church Plant Fund = \$62,809

APPROVED 2025 GENERAL & CAPITAL FUND ACTUAL TO BUDGET to Dec 31.25

	2023 Actual	2024 Actual	2025 Actual	2025 Approved Budget
General offerings	\$1,292,179	\$1,352,460	\$1,361,982	\$1,384,000
Children's programs	\$928	\$998	\$1,219	\$1,000
Youth programs	\$4,780	\$9,268	\$7,805	\$13,000
Chinese Fellowship	\$4,050	\$4,225	\$3,670	\$4,900
Church Plant Income	\$17,250	\$10,500	\$4,650	\$2,250
Adult programs	\$22,508	\$16,978	\$31,612	\$29,500
WLA's Biblical Counselling	\$15,579	\$9,133	\$3,093	\$9,600
Biblical Counselling Centre (new 2024)		\$1,230	\$0	\$0
Counsel. Centre - District Funding		\$10,500	\$0	\$0
Community Life Income	\$13,228	\$13,805	\$33,513	\$12,900
Camp, Retreat & Mission Trip Income	\$55,884	\$94,705	\$68,282	\$73,800
Rental, Other Income, Miscellaneous	\$46,087	\$46,814	\$48,523	\$29,500
Total Income	\$1,472,473	\$1,570,616	\$1,564,349	\$1,560,450
Balance from previous year	\$146,130	\$128,392	\$168,268	\$168,268
Transfer In/(Out) - Designated Funds	(\$90,030)	\$149,500	(\$173,850)	(\$86,200)
Debt reduction gifts applied to principle	\$0	\$0	\$0	\$0
Grand Total - Income	\$1,528,573	\$1,848,508	\$1,558,767	\$1,642,518
GENERAL FUND EXPENSES				
Salaries, Ministries				
Salaries-Allowances-Benefits	\$792,348	\$825,935	\$860,676	\$875,818
Travel - Conference - Training	\$12,878	\$12,619	\$18,707	\$25,000
Children's Programs	\$5,012	\$7,337	\$8,214	\$11,700
Youth Programs	\$10,834	\$15,092	\$11,908	\$21,800
Chinese Fellowship	\$4,422	\$2,569	\$5,166	\$10,300
Adult Programs	\$45,707	\$34,348	\$46,697	\$73,500
WLA's Biblical Counselling	\$23,012	\$14,694	\$9,864	\$22,300
Biblical Counselling Centre (new 2024)		\$11,084	\$0	\$0
Community Life	\$30,191	\$30,233	\$34,679	\$41,700
Camp, Retreat & Mission Trip Expenses	\$61,823	\$110,563	\$100,264	\$113,100
Missions /Community Outreach Support	\$42,700	\$53,420	\$68,500	\$25,000
Leadership Development	\$28,399	\$45,855	\$37,184	\$50,000
	\$1,057,326	\$1,163,749	\$1,201,859	\$1,270,218
Administrative expenses	\$39,139	\$40,288	\$32,707	\$44,000
Property				
Property Maintenance & Insurance	\$112,064	\$111,877	\$118,272	\$121,200
Facility Upkeep	\$2,811	\$17,449	\$0	\$24,300
Special Projects Fund	\$38,402	\$29,977	\$1,849	\$31,000
Utilities	\$35,016	\$27,469	\$32,479	\$32,000
	\$188,293	\$186,772	\$152,600	\$208,500
Church Plant Ministry Expenses	\$72,927	\$66,688	\$31,351	\$90,726
76 Jacqueline St Building	\$20,461	\$16,523	\$18,070	\$24,487
76 Jacqueline - Special Projects	\$0	\$0	\$0	\$4,000
	\$93,388	\$83,211	\$49,421	\$119,213
Total Expenses	\$1,378,146	\$1,474,020	\$1,436,587	\$1,641,931
Payment on Principle	\$0	\$0	\$0	\$0
Capitalized Projects	\$22,035	\$206,220	\$13,050	\$0
Grand Total - Expenses	\$1,400,181	\$1,680,240	\$1,449,637	\$1,641,931
General Fund Balance	\$128,392	\$168,268	\$109,130	\$587

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

	1/1/25- 12/31/25 ACTUAL	1/1/24- 12/31/24 ACTUAL	DOLLAR CHANGE
INCOME			
District Ministries Fund			
Income			
1851 District Minstre Income	\$ 6,139.00	\$ 7,309.00	\$ (1,170.00)
Total Income	\$ 6,139.00	\$ 7,309.00	\$ (1,170.00)
Total District Ministries Fund	\$ 6,139.00	\$ 7,309.00	\$ (1,170.00)
Global Missions			
Income			
2102 Frankish GAF Income	\$ 4,730.00	\$ 4,380.00	\$ 350.00
2104 Frankish MPF Income	900.00	1,950.00	(1,050.00)
1710 Global Advance Income	45,416.74	46,333.00	(916.26)
951 Kuranji GAF Income	300.00	1,200.00	(900.00)
2205 M/N Howell GAF Income	6,320.00	5,486.00	834.00
2225 M/N Howell MPF Income	400.00	1,480.00	(1,080.00)
2031 R. Wilson GAF Income	0.00	1,300.00	(1,300.00)
2021 R. Wilson MPF Income	500.00	450.00	50.00
1801 Russell GAF Income	4,360.00	6,210.00	(1,850.00)
2005 Russell Ministry PF Inc	2,000.00	1,450.00	550.00
1705 Serbia Ministries Income	9,900.00	13,080.00	(3,180.00)
Total Income	\$ 74,826.74	\$ 83,319.00	\$ (8,492.26)
Total Global Missions	\$ 74,826.74	\$ 83,319.00	\$ (8,492.26)
Missions Funds Accounts			
Income			
525 Biblical Coun Fund Income	\$ 480.00	\$ 2,190.00	\$ (1,710.00)
805 Church Plant Income	0.00	680.00	(680.00)
Total Income	\$ 480.00	\$ 2,870.00	\$ (2,390.00)
Total Missions Funds Accounts	\$ 480.00	\$ 2,870.00	\$ (2,390.00)
Other Designated Funds Account			
Income			
1910 Other Designated Amts Inc	\$ 19,916.00	\$ 41,710.20	\$ (21,794.20)
1915 Pastors' Gift Income	310.00	2,015.00	(1,705.00)
1356 Womens Retreat Bursary In	2,400.00	777.00	1,623.00
Total Income	\$ 22,626.00	\$ 44,502.20	\$ (21,876.20)
Total Other Designated Funds Ac...	\$ 22,626.00	\$ 44,502.20	\$ (21,876.20)
WLA Cares			
Income			
305 WLA Cares Income	\$ 14,120.00	\$ 21,663.50	\$ (7,543.50)
Total Income	\$ 14,120.00	\$ 21,663.50	\$ (7,543.50)
Total WLA Cares	\$ 14,120.00	\$ 21,663.50	\$ (7,543.50)
TOTAL INCOME	\$ 118,191.74	\$ 159,663.70	\$ (41,471.96)
EXPENSE			
District Ministries Fund			
Expense			
1852 District Ministries Pymts	\$ 6,139.00	\$ 7,309.00	\$ 1,170.00
Total Expense	\$ 6,139.00	\$ 7,309.00	\$ 1,170.00
Total District Ministries Fund	\$ 6,139.00	\$ 7,309.00	\$ 1,170.00

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

		1/1/25- 12/31/25 ACTUAL	1/1/24- 12/31/24 ACTUAL	DOLLAR CHANGE
Global Missions Expense				
2103	Frankish GAF Payment	\$ 4,730 00	\$ 4,380 00	\$ (350 00)
2106	Frankish MPF Payment	900 00	1,950 00	1,050 00
1720	Global Advance Payments	45,466 74	46,333 00	866 26
952	Kuranji GAF Payments	300 00	1,200 00	900 00
2210	M/W Howell GAF Payments	6,320 00	5,486 00	(834 00)
2230	M/W Howell MPF Payments	400 00	1,480 00	1,080 00
2032	R. Wilson GAF Payments	0 00	1,300 00	1,300 00
2022	R. Wilson MPF Payments	500 00	450 00	(50 00)
1802	Russell GAF Payments	4,360 00	6,210 00	1,850 00
2010	Russell MPF Payments	2,000 00	1,450 00	(550 00)
1706	Serbia Ministries Payment	9,900 00	13,080 00	3,180 00
	Total Expense	\$ 74,876 74	\$ 83,319 00	\$ 8,442 26
	Total Global Missions	\$ 74,876 74	\$ 83,319 00	\$ 8,442 26
Other Designated Funds Account Expense				
1930	Other Designated Amis Exp	\$ 9,674 37	\$ 8,212 06	\$ (1,462 31)
1935	Pastors' Gift Payments	310 00	2,015 00	1,705 00
1551	Womens Rtrt Bursary Pymt	925 00	900 00	(25 00)
	Total Expense	\$ 10,909 37	\$ 11,127 06	\$ 217 69
	Total Other Designated Funds Ac...	\$ 10,909 37	\$ 11,127 06	\$ 217 69
WLA Cares Expense				
310	WLA Cares Payments	\$ 13,130 64	\$ 10,463 50	\$ (2,667 14)
	Total Expenso	\$ 13,130 64	\$ 10,463 50	\$ (2,667 14)
	Total WLA Cares	\$ 13,130 64	\$ 10,463 50	\$ (2,667 14)
	TOTAL EXPENSE	\$ 105,055 75	\$ 112,218 56	\$ 7,162 81
	NET INCOME (LOSS)	\$ 13,135 99	\$ 47,445 14	\$ (34,309 15)

APPROVED 2025 SPECIAL PROJECTS	Budget	Actual
TRAILER FOR COMMUNITY OUTREACH TEAM	\$15,000	covered by a gift
REMOVE THE STAGE FOR THE GRAND PIANO & INSTALL CARPET	\$1,000	\$300
HIRING OF A CONSULTANT - TO HELP EXPLORE THE FEASIBILITY OF MOVING TO ONE SERVICE	\$15,000	\$1,849
TOTAL	\$31,000	\$2,149

APPROVED 2025 JSAC SPECIAL PROJECTS

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

APPROVED 2025 FACILITY UPKEEP PROJECTS

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

The General and Capital Operating Budget for 2026

"... 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 the Father in the gospel of God the Son by the power of God the Spirit. 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.

2026 Budget Highlights

Financially 2026 is very similar to 2025, however there are a number of changes incorporated into this year's budget. For the past two years offerings have been less than expected for most of the year and in 2025 were less than budgeted for. The result is that staff were asked to reduce their ministry budgets for 2026. We will gauge the impact and adjust accordingly in future years.

We have an opportunity to assist in completing Barry Usher's training as a pastor for the next two years. He is currently working on a part time basis and will commence full time work starting May 1st with the expectation that he will be able to find a role as a lead pastor, Lord willing, within the next two years. This position will primarily be funded by the amount we normally budget for Leadership Development plus funding from the Contingency Fund with the remaining balance from the General Fund. The cost for Barry's position in 2026 is included in Salaries, Allowances and Benefits.

Our youth are going on a Mission Trip to Peru in June 2026 at an estimated cost of \$78k. While there is very little impact on the General Budget as most of the costs are covered by fund raising, this still affects the overall budget both in terms of income and expense compared to the years where there is no youth mission trip.

As noted earlier in this report we had a December 31st, 2025 General Fund Balance of \$109.1k. The Board has determined that these funds be used as follows and this has been incorporated into the 2026 Budget:

- \$50.5k – Missions and Community Outreach (\$20k Missions & Community Outreach, \$5k for the Easter Celebration, \$6k to support for our International Workers, \$10k Evangelism & Outreach, \$6.5k Benevolence, \$3k potential ESL support)
- \$11K to enhance our ministries (\$5k WIRED/Deeper Life, \$3.5k Lead Pastor Initiatives, \$1.5k Livestream, \$1k Chinese Fellowship)
- \$8k Service Gatherings – such as single service gatherings for special events
- \$5k to Fund Mission Trips (\$3k Dave & Jordan trip to Angola, \$2k young adult exploratory trip to Hong Kong)

- \$3k to increase the Working Capital and Contingency Reserve
- \$30k to fund a major Facility Security Upgrade
- \$1.5k to fund Furniture for the Children's Ministry

We continue to support our JSAC ministry, this year in the amount of \$18k by drawing on our Contingency Fund, notwithstanding that we have funds available in our Church Planting Fund and in Other Designated. We have made this decision based on the faithful and generous giving of our congregants who attend JSAC notwithstanding that they were without a pastor for over a year. In addition we anticipate that our daughter church is likely to need support for the next few years and the funds in Other Designated and our Church Planting Fund will help to provide that support.

The 2026 Special Project budget is \$46.5k. The Special Projects identified for JSAC total \$5k. The 2026 Facility Upkeep Budget is \$28.1k. Please see the page later in this report for details.

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 2026 Proposed Budget for submission to our members for your approval at our Annual Meeting in March 2026. The total Income, including the previous year's balance and this year's transfers is \$1.792M of which the largest component of this income is our General Offerings of \$1.3965M. Total budgeted Expenses are \$1.7917M. You will see that the General Offering Budget of \$1.3965M is an increase of 2.53% in comparison to the \$1.362M received in General Offering in 2025.

Regarding the Contingency Fund

As noted earlier, the balance in the Contingency Fund as of December 31st, 2025 is \$766.5k. The projected balance as of December 31st, 2026 will be \$716.6k. In 2026 the fund will be increased by adding \$3k to our Working Capital, \$25.4k for Facility Upkeep and decreasing the fund by \$78.3k from the Ministries / Special Project Opportunities component to support our ministries and the Special Project to explore the feasibility of moving to one service. The balance in each of the components of the Contingency Fund by December 31st, 2026 is projected to be: working capital and to be an emergency reserve fund (\$281k), facility upkeep program (\$76.4k), ministry / special project opportunities (\$359.2k).

We, your Elders, have sought God's wisdom regarding the use of the ministry / special project opportunities (\$359.2k) 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. In 2027 \$43.5k is proposed to support our ministries. The balance of the funds are currently 'earmarked' to help fund our future Global Church Plant, partially fund the replacement of JSAC's boiler, education, training and support of staff, potential funding for those who may seek financial assistance for adoption, cover the cost of the rental space in support of the biblical counselling ministry for 2028 to 2030, as well as support ministries that we have identified that may need support. At this time \$16.7k 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 2026 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 and our actual offering for 2025 was somewhat less than budget. We give great praise to our God who works through us to accomplish His purposes.

The 2026 budget takes into account past giving and expenditures along with much prayer to discern what God would have us do in the coming year. 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 continue 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 = \$766,485

Church Plant Fund = \$65,209

PROPOSED 2026 GENERAL & CAPITAL FUND ACTUAL TO BUDGET

	2023 Actual	2024 Actual	2025 Actual	2026 Proposed Budget
General offerings	\$1,292,179	\$1,352,460	\$1,361,982	\$1,396,500
Children's programs	\$928	\$998	\$1,219	\$1,000
Youth programs	\$4,780	\$9,268	\$7,805	\$8,100
Chinese Fellowship	\$4,050	\$4,225	\$3,670	\$4,300
Church Plant Income	\$17,250	\$10,500	\$4,650	\$2,400
Adult programs	\$22,508	\$16,978	\$31,612	\$25,500
WLA's Biblical Counselling	\$15,579	\$9,133	\$3,093	\$6,500
Biblical Counselling Centre (new 2024)		\$1,230	\$0	\$0
Counsel. Centre - District Funding		\$10,500	\$0	\$0
Community Life Income	\$13,228	\$13,805	\$33,513	\$12,200
Camp, Retreat & Mission Trip Income	\$55,884	\$94,705	\$68,282	\$150,500
Rental, Other Income, Miscellaneous	\$46,087	\$46,814	\$48,523	\$26,000
Total Income	\$1,472,473	\$1,570,616	\$1,564,349	\$1,633,000
Balance from previous year	\$146,130	\$128,392	\$168,268	\$109,130
Transfer - designated funds				\$75,300
Transfer - re Facility Upkeep	(\$90,030)	\$149,500	(\$173,850)	(\$25,387)
Debt reduction gifts applied to principle	\$0	\$0	\$0	\$0
Grand Total - Income	\$1,528,573	\$1,848,508	\$1,558,767	\$1,792,043
GENERAL FUND EXPENSES				
Salaries, Ministries				
Salaries-Allowances-Benefits	\$792,348	\$825,935	\$860,676	\$1,000,951
Travel - Conference - Training	\$12,878	\$12,619	\$18,707	\$20,000
Children's Programs	\$5,012	\$7,337	\$8,214	\$9,400
Youth Programs	\$10,834	\$15,092	\$11,908	\$13,300
Chinese Fellowship	\$4,422	\$2,569	\$5,166	\$9,800
Adult Programs	\$45,707	\$34,348	\$46,697	\$73,500
WLA's Biblical Counselling	\$23,012	\$14,694	\$9,864	\$17,300
Biblical Counselling Centre (only 2024)		\$11,084	\$0	\$0
Community Life	\$30,191	\$30,233	\$34,679	\$37,800
Camp, Retreat & Mission Trip Expenses	\$61,823	\$110,563	\$100,264	\$179,000
Missions/Community Outreach Support	\$42,700	\$53,420	\$68,500	\$50,500
Leadership Development	\$28,399	\$45,855	\$37,184	\$0
	\$1,057,326	\$1,163,749	\$1,201,859	\$1,411,551
Administrative expenses	\$39,139	\$40,288	\$32,707	\$42,600
Property				
Property Maintenance & Insurance	\$112,064	\$111,877	\$118,272	\$115,900
Facility Upkeep	\$2,811	\$17,449	\$0	\$28,100
Special Projects Fund	\$38,402	\$29,977	\$1,849	\$46,500
Utilities	\$35,016	\$27,469	\$32,479	\$34,700
	\$188,293	\$186,772	\$152,600	\$225,200
Church Plant Ministry Expenses	\$72,927	\$66,688	\$31,351	\$89,000
76 Jacqueline St Building	\$20,461	\$16,523	\$18,070	\$22,350
76 Jacqueline - Special Projects	\$0	\$0	\$0	\$1,000
	\$93,388	\$83,211	\$49,421	\$112,350
Total Expenses	\$1,378,146	\$1,474,020	\$1,436,587	\$1,791,701
Payment on Principle	\$0	\$0	\$0	\$0
Capitalized Projects	\$22,035	\$206,220	\$13,050	
Grand Total - Expenses	\$1,400,181	\$1,680,240	\$1,449,637	\$1,791,701
General Fund Balance	\$128,392	\$168,268	\$109,130	\$342

PROPOSED 2026 JSAC SPECIAL PROJECTS

SIDING, SOFFIT AND FACIA FOR THE SHED	\$1,000
BOARD FENCE BETWEEN JSAC AND WHEABLE (subject to receiving funding from the District's Legacy Fund)	\$4,000
TOTAL	\$5,000

PROPOSED 2026 FACILITY UPKEEP PROJECTS

Budget

ASPHALT REPAIRS *	\$6,100
MAJOR REPAIRS TO HVAC UNITS *	\$5,200
SHINGLE REPAIRS *	\$2,000
REPLACE SOUTH FOYER FURNITURE	\$4,400
APPLIANCE REPLACEMENT servery - two fridges, two freezers, washer and dryer	\$10,400
TOTAL	\$28,100

* for repairs as needed. If not used will be added to future years

PROPOSED 2026 SPECIAL PROJECTS

FACILITY SECURITY UPGRADE	\$30,000
HIRING OF A CONSULTANT - TO HELP EXPLORE THE FEASIBILITY OF MOVING TO ONE SERVICE carried over from 2025	\$15,000
FURNITURE FOR CHILDREN'S MINISTRY	\$1,500
TOTAL	\$46,500

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, 2025, 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, 2025, 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, 2025. Our audit opinion on the financial statements for the year ended December 31, 2024 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)

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MACNEILL EDMUNDSON
PROFESSIONAL CORPORATION
CHARTERED PROFESSIONAL ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT (continued)

Auditor's Responsibilities 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 28, 2026

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

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

Statement of Financial Position

December 31	(\$) 2025	(\$) 2024
Assets		
Current Assets		
Cash (note 2)	388,799	269,315
Short term investments (note 3)	623,549	600,290
Other receivables (note 3)	6,870	9,534
Harmonized sales tax receivable	25,418	15,373
Prepaid expenses and deposits	13,022	30,756
	1,057,658	925,268
Capital Assets (note 4)	1,283,918	1,328,022
Long Term Investment	3,507	3,507
	2,345,083	2,256,797

Liabilities

Current Liabilities		
Accounts payable and accrued expenses	23,413	17,784
Deferred revenue	-	1,085
	23,413	18,869

Fund Balances

Unrestricted net assets:		
General Fund	109,128	168,268
Internally restricted net assets:		
Capital Fund	1,283,918	1,328,022
Church Planting Fund	65,209	62,809
Contingency Fund	766,485	595,035
Externally restricted net assets:		
Designated Fund (note 2)	96,930	83,794
	2,321,670	2,237,928
	2,345,083	2,256,797

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	(\$) 2025	(\$) 2024
Revenues		
Offerings - receipted	1,245,927	1,242,358
Program income	116,988	122,381
Offerings - non-receipted	116,055	110,102
Program donations - receipted	32,876	38,461
Interest income	23,706	31,721
Government grants	21,019	14,686
Jacqueline Street	4,650	10,500
Rental income	180	400
Other income	58	7
	1,561,459	1,570,616
Expenditures		
Wages and benefits	860,676	825,935
Ministry programs	222,214	214,633
Property (<i>Schedule 1</i>)	150,751	156,794
Camps, mission trips and retreats	97,373	110,563
Jacqueline Street (<i>Schedule 1</i>)	49,422	83,212
Administration (<i>Schedule 1</i>)	32,707	40,288
Conference and travel	18,707	12,619
Special projects	1,849	29,977
	1,433,699	1,474,021
Excess of revenues over expenditures	127,760	96,595
Fund Balance, beginning of year	168,268	128,392
	296,028	224,987
Fund Transfers (note 5)	(186,900)	(56,719)
Fund Balance, end of year	109,128	168,268

**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	(\$) 2025	(\$) 2024
Expenditures		
Amortization	57,154	54,687
	57,154	54,687
Deficiency of revenues over expenditures		
Transfers From:		
General Fund (note 5)		
Capital asset additions and deposits	13,050	206,219
	(44,104)	151,532
Fund Balance, beginning of year	1,328,022	1,176,490
Fund Balance, end of year	1,283,918	1,328,022

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

Year ended December 31	(\$) 2025	(\$) 2024
Revenues		
Excess of revenues over expenditures	-	-
Transfers From (To):		
General Fund (note 5)	171,450	(149,500)
Fund Balance, beginning of year	595,035	744,535
Fund Balance, end of year	766,485	595,035

**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	(\$) 2025	(\$) 2024
Revenues		
Offerings - receipted	-	680
Excess of revenues over expenditures	-	680
Transfers To:		
General Fund (note 5)	2,400	
	2,400	680
Fund Balance, beginning of year	62,809	62,129
Fund Balance, end of year	65,209	62,809

**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	(\$) 2025	(\$) 2024
Revenues		
OFFERINGS		
Global Advance	42,667	46,333
Other Designated	17,495	26,710
WLA Cares	14,115	9,744
Serbia	10,200	12,280
M & N Howell	6,720	6,966
Russell	6,360	7,660
District Ministries	6,139	7,309
Frankish	5,630	6,330
Women's Retreat Bursary	2,400	777
R. Wilson	500	1,750
Biblical Counselling	480	2,190
	112,706	128,049
OTHER		
Offerings - non-receipted	5,486	30,935
	118,192	158,984
Expenditures		
Global Advance	45,467	46,333
WLA Cares	13,131	10,464
Serbia	10,200	14,280
Other Designated	9,984	10,227
M & N Howell	6,720	6,966
Russell	6,360	7,660
District Ministries	6,139	7,309
Frankish	5,630	6,330
Women's Retreat Bursary	925	900
R. Wilson	500	1,750
	105,056	112,219
Excess of revenues over expenditures	13,136	46,765
Fund Balance, beginning of year	83,794	37,029
	96,930	83,794

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

Statement of Cash Flows

Year ended December 31	(\$) 2025	(\$) 2024
Cash Flows from Operating Activities		
Cash provided by operations		
Excess revenues over expenditures		
General Fund	127,760	96,595
Capital Fund	(57,154)	(54,687)
Church Planting Fund		680
Designated Fund	13,136	46,765
Adjustments for non-cash items		
Amortization of capital assets	57,154	54,687
	140,896	144,040
Changes in non-cash working capital		
Other receivables	2,664	(2,238)
Harmonized sales tax receivable	(10,045)	3,331
Prepaid expenses and deposits	17,734	(19,819)
Accounts payable and accrued expenses	5,629	(14,030)
Deferred revenue	(1,085)	1,085
	14,897	(31,671)
Cash Flows from Operating Activities	155,793	112,369
Cash Flows from Investing Activities		
Long term investment (additions) reductions		(173)
Capital asset additions (net)	(13,050)	(206,219)
	(13,050)	(206,392)
Net increase (decrease) in Cash during Year	142,743	(94,023)
Cash and cash equivalents, beginning of year	869,605	963,628
Cash and cash equivalents, end of year	1,012,348	869,605
Cash Represented by:		
Cash	388,799	269,315
Short term investments	623,549	600,290
	1,012,348	869,605

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

Notes to the Financial Statements

December 31, 2025

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 disciplining 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, 2025

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, 2025

2. Externally restricted cash

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

	(\$)
Other designated funds	68,695
WLA Cares	23,748
Biblical Counselling	2,670
Women's retreat bursary	1,817
Subtotal (Designated fund)	96,930
Restricted to the Church Planting Fund	65,209
Grand total	162,139

3. Short Term Investments

	2025 Total (\$)	2024 Total (\$)
Term Deposits	623,549	600,290

Short term investments are comprised of guaranteed investment certificates maturing from January 14, 2026 to November 23, 2026 and earn interest at rates between 2.06% and 3.45%. Included in other receivables is accrued interest of \$6,870 (2024 - \$9,534).

4. Capital assets

	Cost	Accumulated Amortization	2025 Net	2024 Net
Building	2,983,884	1,911,012	1,072,872	1,123,590
Land	160,000	-	160,000	160,000
Equipment, fixtures, furniture	274,046	239,216	34,830	24,970
Parking lot	64,925	48,709	16,216	19,462
	3,482,855	2,198,937	1,283,918	1,328,022

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

Notes to the Financial Statements

December 31, 2025

5. Fund Transfers

Summary of transfers to and from the General Fund:

	<u>2025</u>	<u>2024</u>
From General to Contingency	(171,450)	
From General to Capital - capital additions	(13,050)	(206,219)
From General to Contingency		149,500
From Church General to Planting	<u>(2,400)</u>	
	<u>(186,900)</u>	<u>(56,719)</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, 2025, \$0 has been used.

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

Notes to the Financial Statements

December 31, 2025

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, 2025	(\$) 2025	(\$) 2024
ADMINISTRATION		
Office supplies	12,950	14,405
Telephone	7,429	8,534
Audit	5,657	5,460
Audio/Visual and IT	3,668	8,951
Bank charges	3,003	2,938
Office equipment		
	32,707	40,288
PROPERTY		
Property maintenance	90,606	90,696
Insurance	16,164	15,652
Utilities - hydro	14,873	11,323
HVAC Maintenance	11,502	5,528
Utilities - water	8,823	8,842
Utilities - heat	8,783	7,304
Facility upkeep		17,449
	150,751	156,794
JACQUELINE STREET		
Wages and benefits	29,069	61,761
Insurance	9,137	8,205
Utilities - heat	3,956	3,840
Utilities - hydro & water	2,159	2,287
Utilities - telephone	1,798	1,415
Ministry programs	1,551	1,225
Property maintenance	1,021	776
Setup needs	700	
Office supplies	31	581
Conference and travel		3,122
	49,422	83,212

REPORT OF THE NOMINATING COMMITTEE

January 28, 2026

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 **seven** 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 29, 2026). Four candidates (*) are currently serving as elders and have agreed to allow their names to stand for re-election. The other three candidates have served before as elders at West London Alliance Church.

Steve Gaunt
Aaron Haig (*)
Ron Hesman (*)
Chris Postma
Kevin Shoemaker
Ron Standish (*)
Barry Usher (*)

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 29th, 2026)

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)	Brett MacDonald	Ang Matches	Michael Stanley
(Elders)	Dave Hiebert	Ray Majoran	Brian Worrad
(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.

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/

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” means. If we peruse the two lists, as well as 1 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 1 Tim 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 1 Tim 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

	2025	2024	2023	2022
A.M. Average	395 (9:00)	388 (9:00)	391 (9:00)	353 (9:00)
	247 (11:00)	<u>273</u> (11:00)	<u>263</u> (11:00)	<u>276</u> (11:00)
	642	661	654	629
Members	260	269	265	250
Associates	33	31	30	23
Honorary Members	6	6	6	6
Inactive Members	2	0	3	7
Baptisms	30	16	17	10
Infant Dedications	7	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		105		114
	9:30 (Main)		132		157
	9:30 (Core)		23		26
	11:00	N/A	140	N/A	152
	Arabic		31		32
	Cantonese		12		16
	Mandarin		9		16
	TOTAL AV.		452		513
Average Online Viewership (Households)		491	75	415	42
Members	268				
Associates	19				
Honorary Members	6				
Baptisms	11				
Infant Dedications	6				

NEW CHURCH MEMBERS AND ASSOCIATES IN 2025

The following men and women made their association with us official in the year 2025. We welcome each of them into membership and trust the Lord to make their "official" involvement a blessed and joyful experience.

Members:

Joshua Birley

Megan Birley

Sarah Buckareff

David Cross

Fernaise Edwards

Horace Edwards

John Eugenio

Lily Eugenio

Caleb Gaunt

Mitch Gingerich

Cathy Leghorn

Marie Long

Gary Mayers

Mary Jo Mayers

Logan Neable

Nam Khang Nguyen

Associates:

Kim Gingerich

Mike Jacob

Joel Vander Veen

Members and Associates, December 31, 2025
(Alphabetical)

Regular Active Members: 260

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

- | | | | |
|------|---------------------|------|--------------------------|
| 101. | Monica Hyatt | 154. | Lyll Mix |
| 102. | Steve Isaac | 155. | Madalyn Morris |
| 103. | Diana Issa | 156. | Dwain Murphy |
| 104. | Fadi Issa | 157. | Janis Murphy |
| 105. | Lucas Jamieson | 158. | Danielle Myers |
| 106. | Mary Jamieson | 159. | Jacob Myers |
| 107. | Anthony Johnston | 160. | Logan Neable |
| 108. | Marie Johnston | 161. | Ruth Neumann |
| 109. | Ryan Johnston | 162. | Andrew Newson |
| 110. | Steve Kim | 163. | Charissa Newson |
| 111. | Angela King | 164. | Luke Newson |
| 112. | Brian Klassen | 165. | Christina Ng |
| 113. | Corinne Klassen | 166. | Kevin Ng |
| 114. | Joel Knapp | 167. | Nam Khang Nguyen |
| 115. | Laura Knapp | 168. | Alisha Nicol |
| 116. | Dave Koning | 169. | Charles Nicol |
| 117. | Willie Koning | 170. | Jakob Nielsen |
| 118. | Karyn Koopman | 171. | Katrina Nixon |
| 119. | Mark Koopman | 172. | Mike Nixon |
| 120. | Daniel Kwong | 173. | Rory Patten |
| 121. | Evelyn Kwong | 174. | Susan Phillipson |
| 122. | Gayle L'Heureux | 175. | Dodie Phinnemore |
| 123. | Liliana Lapiere | 176. | Alexis Portillo |
| 124. | Jannel Laquihon | 177. | April Postma |
| 125. | Marilyn Lemon | 178. | Barbara Postma |
| 126. | Jo Anne Lightbody | 179. | Caleb Postma |
| 127. | Stuart Lightbody | 180. | Chris Postma |
| 128. | Lis Logie | 181. | Eduardo Qua Hiansen |
| 129. | Marie Long | 182. | Vivien Qua Hiansen |
| 130. | Enas Luka | 183. | Paula Reibling |
| 131. | Rand Luka | 184. | Robert Reid |
| 132. | Brett MacDonald | 185. | Curtis Rimkey |
| 133. | Ena MacDonald | 186. | Shelley Ripley-Bulckaert |
| 134. | Karen MacDonald | 187. | Lynda Rolleman |
| 135. | Jewel Magwood | 188. | Elizabeth Russell |
| 136. | Timothy Magwood | 189. | Jillian Rutledge |
| 137. | Carolyn Majoran | 190. | Judah St. John |
| 138. | Ray Majoran | 191. | Jude St. John |
| 139. | Lesley Martynowski | 192. | Meaghan St. John |
| 140. | Angela Matches | 193. | Nicole St. John |
| 141. | Ryan Matches | 194. | Raymond St. John |
| 142. | Gary Mayers | 195. | Pauline Salisbury |
| 143. | Mary Jo Mayers | 196. | Shirley Sawyer |
| 144. | Agnes McCaffery | 197. | Timothy Scribe |
| 145. | Patricia McClelland | 198. | Kim Seabrook |
| 146. | Patricia McCormack | 199. | Tim Seabrook |
| 147. | Derek McLachlin | 200. | Henny Seager |
| 148. | Cheryl McVittie | 201. | Colleen Shoemaker |
| 149. | Kent McVittie | 202. | Kevin Shoemaker |
| 150. | Milan Mihalj | 203. | Benjamin Shore |
| 151. | Sara Mihalj | 204. | Emily Shore |
| 152. | Jim Mitchell | 205. | Hazel Sinclair |
| 153. | Julie Mix | 206. | Louise Somerville |

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

260. Maura Zuanazzi

Associate Members: 33

- 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. Kim Gingerich
- 10. Mike Jacob
- 11. Denis Lapierre
- 12. Anthony Luminoso
- 13. Heidi Martin
- 14. Ted Martin
- 15. Ashley Meinen
- 16. Daniel Meinen
- 17. Dave Mills
- 18. Jeanette Nywening
- 19. Melvin Nywening
- 20. Gerardo Prada
- 21. Judy Ramsay-Martin
- 22. Lorraine Turkstra
- 23. Timothy Turkstra
- 24. Andre Vanderlaan
- 25. Andrew VanderPloeg
- 26. Joel Vander Veen
- 27. David van der Velde
- 28. Sonya van der Velde
- 29. Merel Wharry
- 30. Andrew Whynot
- 31. Nancy Whynot
- 32. Everett Zwiers
- 33. Pauline Zwiers

Honorary Members: 6

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

Inactive: 2

- 1. Brett Worrad
- 2. Leah Worrad

West London Alliance Church
Annual General Meeting
Sunday, March 23, 2025
6:00 p.m.

1. Call to Order

- a. Jude St. John welcomed everyone.
 - i. Introduced Gospel Care Canada Website (Rick's initiative).
 - ii. Gave away Elder's Prayers 2024 book to members and associates.
 - iii. Called the meeting to order.
- b. Jude explained the procedures of the meeting and read aloud Article VII.
- c. Jude opened in prayer.
- d. A quorum was determined: 124 members and associates.

2. Welcome to the new members and associates

- a. New members and associates in 2024 were recognized.
 - i. Michael Stanley prayed for new members and associates.
- b. Former members who were removed from membership in 2024 for various reasons, including those who passed away, were acknowledged.

3. MOTION: To adopt the report of the nominating committee (Page 53)

- a. Motion made: Sarah Mijhal.
- b. Seconded: Jim Mitchell.

Discussion - no questions or comments from the congregation.

- c. Vote: Motion carried.

Appointment of Tellers:

- Seamus Wharry, Jewel Magwood, Josh Boorsma.

Election of Elders by Ballot:

- The following Elders have agreed to let their names stand for re-election for another 2-year term: Ray Majoran and Brian Worrad.
- The following candidate is up for election for a 2-year term: Dave Hiebert.

4a. Presentation of 2024 Ministry Reports and AGM Minutes

- a. Motion to adopt ministry reports and minutes: Nancy Blackwell.
- b. Seconded: Jake Worrad.

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

- c. Vote: Motion Carried.

4b. Presentation of the 2024 AGM Minutes

- a. Motion to adopt 2024 AGM Minutes: Tim Magwood.
- b. Seconded: Doug VanderSchaaf.

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

- c. Vote: Motion Carried.

5. Pursuing Faithfulness - Report from church plant transitional pastor

- a. Nelson Annan provided an update on JSAC.
 - i. Highlighted Easter outreach and need for volunteers.
 - ii. Extended invite for WLA congregants to visit JSAC and consider joining the congregation there.

Discussion: No questions or further discussion.

- b. Prayer for JSAC by Tim Magwood.

6. Report of the Treasurer for 2024 (Pages 28-38) + Report of the Auditor for 2024 (Pages 39-52)

- a. Motion to adopt the Report of the Treasurer: Ron Standish.
- b. Seconded: Jim Mitchell.

Discussion and questions with respect to the 2024 budget report:

Ron's Report:

1. Importance of Financials in Ministry:

Ron opened by acknowledging the importance of finances as just one part of a much broader ministry. The church's ministry includes facilities, outreach, teaching, preaching, counselling, and discipleship - from nursery to adult Sunday School.

2. Offerings & Giving Trends (2024):

- **Strong start:** The general offering was above 100% early in the year and held steady at around 96% through November.
- **December giving:** A remarkable \$209,000 was given in December alone, which pushed the church over its budget target by **\$82,000**.
- **Year-end surplus:** Final numbers showed **\$36,000 over budget**, with a **total ministry budget of \$1.68 million** and a **surplus of \$168,000** at year-end.

3. Designated Giving:

- **Missions & other designated funds:** \$158,984 received (down from previous years).
- Additional funds were topped up from reserves to maintain support (e.g., \$22,700)

added to global missions, bringing it to a benchmark of \$106,000).

- **JSAC (daughter church):** \$38,600 designated for its ministry, with a reserve now over \$45,000.
- **WLA Cares (local support):** Nearly \$22,000 received, including \$9,000 for the Christmas initiative.

4. Facility Upkeep & Long-Term Planning:

- In 2024, a major **flat roof project** was completed at a cost of **\$202,000**, funded entirely from reserves with no new campaign.
- The church has a **25-year facility plan** in place to handle future maintenance needs with proactive stewardship.

5. Contingency Fund Overview:

- Fund balance: **\$595,000**.
Fund purposes:
 1. Working capital & emergency reserve (target: 20% of general offering).
 2. Facility upkeep program.
 3. Ministry & special projects.
- \$52,000 was added in 2023 due to unallocated funds.
- Allows for flexibility in responding to unforeseen needs or opportunities.

6. Historical Growth:

The budget has grown from \$300,000 years ago to \$1.68 million today, reflecting both inflation and ministry expansion.

Questions Asked and Answers Given

Q1: Is any of the contingency fund invested for growth?

A: Yes, it's invested in **GICs** with staggered terms to allow both growth and liquidity. Last year, this returned around **\$30,000 in interest**.

Q2: Clarification on the general fund balance over the years.

A: Ron explained the difference between the *approved budget target* and the *actual surplus*, noting that faithful December giving often exceeds expectations but can't be counted on until received. Therefore, the church slows expenditures cautiously toward year-end.

Q3: Is there a separate financial report for the Arabic Fellowship?

A: No separate financials are kept. The Arabic Fellowship is supported through **Graham's Community Life ministry budget**, and its financial needs are relatively modest.

Q4: Why was there a drop in global missions giving this year? Could the congregation help more?

A:

- No set target is presented to the church for mission giving—it's entirely **freewill-based**.
 - Possible reasons for the decline:
 - **Switch to e-transfers**, where designations are sometimes unclear.
 - **Loss of generous donors** who are no longer part of the church.
 - **Lack of awareness**.
 - **Plan going forward:** Ron committed to **reporting missions giving quarterly** in bulletin to increase visibility.
-

Q5: Do e-transfers affect designated giving?

A: Yes, unlike pre-authorized deposits (PADs), **e-transfers don't always specify the designation**, making it harder for staff to allocate funds correctly. A workaround is to **write a cheque** or use PADs and communicate giving intentions clearly.

c. Vote: Motion Carried.

7. Pursuing Faithfulness - Seeking help from members and associates: Jude St. John

Jude's Report

1. Christian Schooling Initiative

- Interest has been ongoing, especially since COVID.
- A committee previously explored options and suggested a hybrid model:
 - Combining homeschooling with in-person sessions at the church building a few days a week.
- Elders support the concept philosophically and recognize the real need.

- Next steps require congregants to take initiative:
 - Conduct further surveys within the church.
 - Research existing models and groups doing similar work.
 - A new committee isn't being formed yet, but interested individuals are invited to help drive the process.
 - Anyone interested should email Pastor Jude to discuss further.
-

2. Adoption Support Fund

- A congregant proposed creating a church fund to financially support adoption.
 - The Board unanimously supports the idea.
 - Adoption can be costly; this fund would help couples offset those expenses.
 - Needs someone to:
 - Research other churches' adoption fund models and policies.
 - Help draft guidelines and present them to the board.
 - Ideal volunteer is not someone expecting to benefit from the fund to avoid any perception of conflict of interest.
 - Interested individuals should email Pastor Jude for next steps.
-

Final Encouragement

- These are important areas the staff/board can't tackle alone.
- Congregational help is essential to gain traction.
- Reaching out doesn't commit you—just opens the conversation.

8. Presentation of 2025 General Fund Budget (Pages 34-38)

- a. Motion to adopt the 2024 General Fund Budget: Ron Standish.
- b. Seconded: Ron

Hesman. Discussion

Ron's Report

Financial Report & 2025 Budget Presentation Summary

1. Giving & Gratitude

- Ron encouraged cheerful, faithful giving, trusting that God will supply seed to the sower and multiply it for his purposes.
-

2. Budget Planning Process

- Planning for 2025 began in summer 2024, with staff submitting ministry needs by October.
 - Board received preliminary reports in November and December.
 - Final numbers and decisions were delayed until January, once year-end giving was finalized.
 - Auditor received financials early in January, and the board aimed to respond by week three.
-

3. 2025 Budget Overview

- Total ministry budget: \$1.64 million (slightly down from 2024 due to the exclusion of large capital projects like the roof).
 - Ministry staff costs: Over \$800,000 (excluding JSAC pastor, admin staff, and pastoral apprentice).
 - Direct ministry expenses: \$370,000, covering various ministries (children, youth, counselling, outreach, etc.).
 - Church plant budget (JSAC): \$119,000 (planned with faith, despite not yet having a full-time pastor).
 - Admin costs: \$132,000.
-

4. Special Projects & Fund Use

From the \$168,000 fund balance, the board designated funding for:

- Community outreach initiatives.
- Pastoral mission trips to encourage missionaries.
- JSAC support: \$22,000 (drawn from general fund, not designated fund).
- Biblical counselling space rental: \$15,000 over five years (\$250/month).
- \$50,000 left undesignated for prayerful consideration.

5. Contingency Fund Breakdown (Projected year-end 2025):

- Working capital/emergency reserve: \$277,000.
- Facility upkeep reserve: Replenished with \$100,000.
- Future ministry & special projects: \$378,000.
 - Includes leadership development (e.g., pastoral apprentice), boiler replacement at Jaqueline Street (\$100,000 estimate), potential global church plant, adoption support, and other responsive needs.

Note: Contingency funds are not used for ongoing operational expenses, only for one-time Needs.

6. Giving Status as of March 16, 2025

- Current giving is at ~80% of budget target—lowest since 2010.
- No need to panic yet, but the board will monitor closely.
- Historical patterns suggest giving may recover, but spending may need to be adjusted if not.
- Encouragement to give faithfully; the board commits to stewarding resources wisely.

Questions Asked & Answers Given

Q1: What's the process for deciding how contingency funds are used to avoid borrowing from banks?

A: Funds are **reserved for planned projects** (e.g., HVAC, roofs). The \$277K emergency reserve gives flexibility to act without panic if offerings drop drastically. Borrowing from ourselves (via the contingency fund) is preferred over bank loans.

Q2: Has the street ministry trailer been purchased?

A: Yes. It was approved in January and is currently being **custom-built**. It will be used for outreach, especially for serving hot food/drinks (e.g., hot chocolate) and supplies to encampments and on Thursday night downtown missions.

Q3: Does the church offer financial help to members in need?

A: Yes. Through the **WLA Cares Fund** (currently ~\$20,000). Members can request help via pastoral staff. Additional contingency funds could also be allocated if needed.

Q4: What's the status of the global church plant initiative?

A: A **committee has been formed** (led by Ray Majoran, including members with missions experience). They are defining terms, exploring partnerships, and praying about location and team size.

NOTE: It would be helpful for the missions committee to provide a quarterly report to congregation, even in these early stages, to give direction for prayer.

Q5: What's the consultant fee mentioned in the special projects section?

A: The board approved a **minimal architectural consultation** to assess how many seats the sanctuary could hold if the balcony were reopened and the platform adjusted. This is exploratory, possibly leading to a larger proposal if feasible.

Q6: Is there a plan to remove the grand piano from the sanctuary?

A: No. The piano may be moved to the main floor to eliminate a trip hazard, but there are **no plans to sell or remove it.**

Q7: What's included under Jude's "Pastoral initiatives" fund?

A: Includes things like the **prayer book project** and **Corporis conference**. The fund gives flexibility for future initiatives as needed.

c. Vote: Motion Carried

9. Election of three members to the 2025 Nominating Committee

- a. The following names were put forward:
 - i. Mindy Worrada nominates Angela Matches.
 - ii. Dwain Murphy nominates Michael Stanley.
 - iii. Nicole St. John nominates Brett McDonald.

- b. All three accept the nomination.
- c. Motion to accept the three names proposed: Jude St. John.
- d. Seconded: Barry Usher.
- e. Vote: motion carried.

- f. Motion to close the names for the nominating committee: Catherine Bond Mills.
- g. Seconded: Brian Worrad.
- h. Vote: Motion Carried.

10. Announcement of the election results

- a. All three candidates were voted onto the board each receiving well over 90% of the vote.
- b. Motion to destroy ballots: Chris Postma.
- c. Seconded: Jim Mitchell.
- d. Vote: Motion Carried.
- e. Chris Postma prayed for elders:

11. Motion to adjourn the meeting

- a. Motion made: Curtis Rimkey.
- b. Seconded: Deb Chamberlin.
- c. Vote: Motion Carried.
- d. Jude closed in prayer.