



2025



Annual Report

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Church Staff and Board

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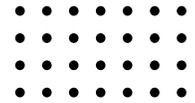


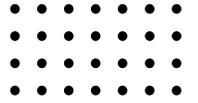
Table of Contents

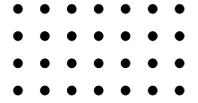
From The Lead Pastor	1
Financial Report	5
• Treasurer’s Report	
• Financial Report - 2025 Summary	
• Financial Report - Proposed 2026 Budget Summary	
Ministry Reports	8
• Kids Ministry	8
◦ Sunday Kids	
◦ Musica & Mingle	
◦ Camp	
• Stay-In-Touch Ministry	13
• Cafe Team	14
• Welcome Team	14
• LifeGroups	14
• From Our LifeGroup Leaders	15
◦ Charis Young & Emily Gonzalez	
◦ Chris & Tracey Harrod	
◦ Dianne White & Keri-Lyn Young	
◦ Terry Cowal	
◦ Pastor Clark	
◦ Kim Maves	
◦ Bob Smith	
◦ Nikki Berry	
◦ Bonnie Sperry	
◦ David Merritt	
◦ Jaan Ranne	
• Youth Ministry	20
• Missions	24
 Appendix A – Glad Tidings Pentecostal Church	
Financial Statements Ending December 31, 2025	27
- Compilation Engagement Report	
- Statement of Financial Position	
- Statement of Operations and Changes in Net Assets	
- Schedules to the Financial Statements	
- Notes to the Financial Statements	
Appendix B – Proposed 2026 Budget	35
Appendix C - Minutes of the Annual Business Meeting - March 2, 2025	39
Appendix D - Agenda for Annual Business Meeting - March 8, 2026	49



Hear directly from our LifeGroup leaders! **Scan the QR code** to hear the heart of the group, a praise report from this past year, and how you can be praying for them this year!







From The Lead Pastor, Rev. Clark Young

Three hundred and sixty-five days. This is the time given to us in the calendar year. It goes quickly! Yet at the same time, much transpires over the course of those weeks and months. Every March we take time to pause and reflect on the life of our church in the year gone by; recording ministry events, milestones and memories. There are several good reasons why we do this, but **ultimately the purpose of what you hold in your hands (the Annual Report) is to glorify God.** It is to speak of what God is doing in our midst and to reflect on what He has placed on our hearts to accomplish for His Kingdom and for His glory. As you read, do so with a thankful and open heart, asking God to birth in you a new passion for all that He is calling us to in the year ahead, as we serve His purposes.

It is challenging to capture an entire year in a brief report! While our ministry leaders will provide more detail about their areas of responsibilities in the following pages, I will give a broad overview of ways in which we Connect, Worship, Grow, Serve, and Go; each of which is a vital part of what we are called to as a church family.

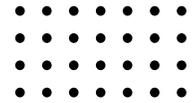
One of the incredible blessings that God has designed for His Church to enjoy is that of fellowship: moments of deep, rich connection as we share life and faith together. There continue to be many opportunities to connect! Let me remind you of some of them: Sunday morning services, Youth, Wednesday night prayer, Music and Mingle, Young Adults, Lifegroups (join one if you haven't already!), Bring-a-dish meals, June and September BBQs, Men's and Women's events, 55 Plus events, Alpha, Movie Nights, Fasting and prayer gatherings, and more! We are blessed to share life together! I encourage you to be intentional in the coming year to **CONNECT**. You will be blessed as a result, and you will be a blessing to others!

Worship brings to mind moments of lifting our voices together and glorifying God. I am thankful for the opportunity every Sunday for a church-wide gathering where we take time to magnify the Lord in song as an expression of gratitude and reverence. There are many dedicated, talented worship leaders, musicians, vocalists and sound/media teams that serve faithfully to facilitate these times of worship. I am thankful for each one of them! One of our goals in 2026 is to strengthen this area of ministry in our church by hiring a part-time Worship Pastor. Please pray with us that God will guide this process! Beyond worship in song, we also take time every Sunday to worship in our giving, to worship in prayer and to worship in the Word. Our key values continue to guide our focus as a church family during these times. We are **FOCUSED on JESUS, GROUNDED in the WORD and DEPENDANT on the SPIRIT.** May we continue to gather every Sunday with a deep desire to honor and glorify God, expecting that the Holy Spirit will move powerfully in our midst, changing lives for the glory of God!

CONNECT

WORSHIP

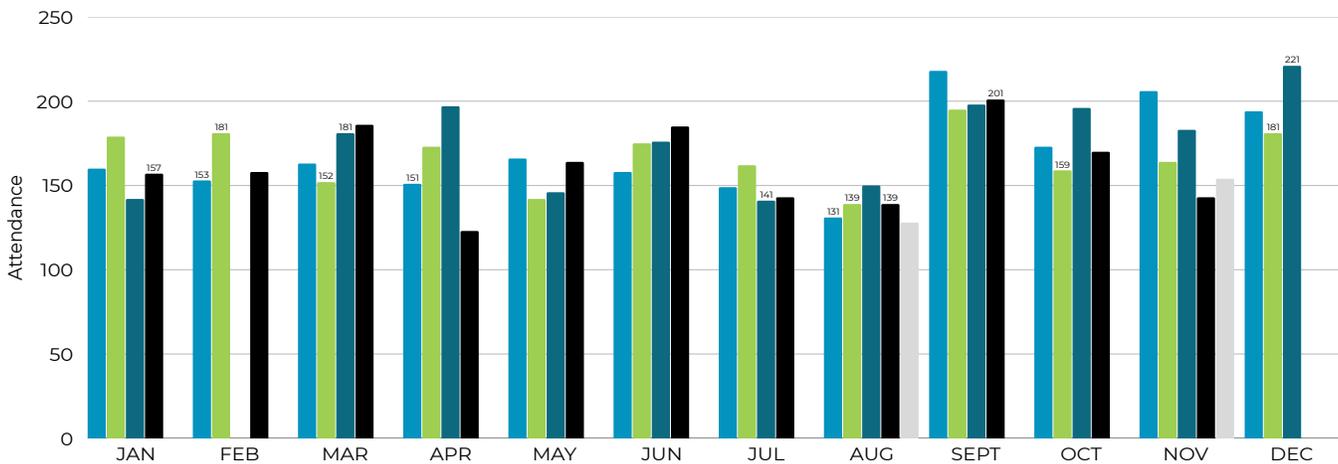




GROW

Every believer, no matter age and stage, is called to experience growth in their walk of faith, as the Holy Spirit works in our lives. Across every ministry and connecting point of our church, our deep desire is that we would **ENCOUNTER** the power and presence of God, **ENGAGE** our faith and **EXPERIENCE** transformation. Spiritual maturity is a life-long process of walking with the Lord as we commit to obeying His Word and following the Holy Spirit's lead. Are you growing in your walk of faith? I encourage you to fully engage with some of the avenues of spiritual growth that are available to you at GTC: Lifegroups, Alpha, prayer gatherings and connect events are all designed to help you to grow. Take advantage of them! It is encouraging to see spiritual growth taking place, and equally encouraging to see the numbers of people who want to journey with us grow as well! Our Sunday morning and mid-week ministries continue to see increasing numbers. Average attendance on Sunday morning was 143 in 2024. This grew to 167 in 2025! New faces and families are a regular occurrence. We enjoyed celebrating three baptisms and three baby dedications in 2025 and look forward to many more in the year ahead! In order to support this growth, we changed and expanded what was once known as our Office Administrator position. 2025 saw the creation of the Director of Communications and Office Admin. Along with strengthening our communications, this staff position also provides administrative support to our growing Next Gen Ministries. Nikki Berry assumed this role in May and is doing an amazing job! She brings dedication, heart and excellence to all she does!

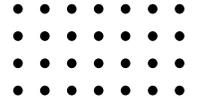
2025 Church Attendance



Have you found a place to serve at GTC? God has given you spiritual gifts and natural abilities that are unique to you and that are a tremendous blessing to those around you! As each of us uses our gifts and abilities to serve others, God is glorified and our church becomes a place where people feel welcomed, and can grow deep and strong in their faith. Lives are changed as you serve! The impact we have as a church family **is only possible through dedicated people serving faithfully** on the many teams that undergird our ministries. From our nursery to the 55 plus ministry, to our outreach events, nothing happens without people who serve. There are too many teams and people to mention individually in this report, but I am deeply grateful for a church family that wants to serve the Lord by serving others. Together we can make a difference as we allow God to use us!

SERVE





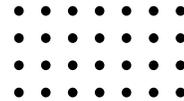
“Us four and no more.” Perhaps you’ve heard that phrase used to describe a group that has become ingrown and self-focused. Glad Tidings Church family, may that phrase **NEVER** be used to describe us! We are called to **GO** and make disciples. This means being relentlessly outward focused. We continue to look for new ways to connect with, bless, and share Jesus with our community and world. Here are a few of the ways that we currently “Go”: The Big Give, Kids Camps and family activities throughout the year, Operation Christmas Child and Christmas families, as well as all of our Local, National and Global Mission Partners. Let us also remember that the church is not a building! You are the church! Each one of you has a mission to bring the light and hope of Christ to your area of influence and to your circle of relationships. We gather to be encouraged in our faith, and then we scatter to all corners of our community and region to make a difference for the Lord. May He continue to use each of us to see lives and families transformed by the power of God!

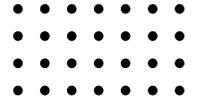
In conclusion, I want to thank the amazing Pastoral Team, Board and Support Staff that I am privileged to work with! Pastor Rachel and Yeshua continue to be a tremendous blessing to our church family as they pour their lives into Next Gen Ministries and many other aspects of our church, for which I am deeply grateful! Nikki Berry has stepped into the new role at the office with energy, excellence and a deep heart for our church – she is doing an amazing job! Rob continues to go above and beyond as he keeps our facilities looking great, and Yeshua continues to keep our church books well organized as he helps track our finances. I am also blessed with a fantastic Board who love the Lord and love you, our church family! Thank you to Terry Cowal, Chris Harrod, Rob Kerr, Jeff MacPherson and Kim Maves. It has been a JOY to serve as a team together over this past year!

It is hard to believe that this is my 25th annual report! Four as your Assistant Pastor and twenty-one as your Lead Pastor. Keri-Lyn and I continue to look ahead with joyful anticipation. We are deeply grateful for these many years of journeying with you, and for the incredible blessing you have been to us and to our family. May we continue to believe the Lord together for all that He wants to do in and through our church family to see lives changed for His glory!

AMEN! Let it be so!
Pastor Clark







Treasurer's Report 2025

Matthew 6:33 "But seek first his kingdom and his righteousness, and all these things will be given to you as well."

In my budget presentation last year I ended with the verse shown above. Our plan for 2025 was to trust in the provision of God and to "continue with a balanced budget, saving and investing for the future, but also with prayerful spending on the church building, the people who attend, and those who are in need in our community and around the world."

I thank God that in 2025 He continued to show His faithfulness and again provided what was needed for Glad Tidings Church through the people of this church body. The financial, ministry, and outreach reports in this booklet provide information on how God has used your tithes and offerings this past year to build and extend His kingdom.

In 2025, Glad Tidings Church was able to meet all of our budget obligations and was even able to do above and beyond our plans due to the faithful giving of our church congregants. Our church continues to run debt-free, with savings in the bank and investments for the future.

For 2026 we look ahead into how we can continue to build and support the ministry of this church for God's kingdom. We are again stepping out in faith, trusting that the same God who provided above and beyond in 2025 will go before us as we invest in some new areas, including expanded pastoral ministry. We ask that you continue to partner with us prayerfully, bodily, and financially in 2026.

In 2 Corinthians 9:6-8 Paul says to the church, "Remember this: Whoever sows sparingly will also reap sparingly, and whoever sows generously will also reap generously. Each of you should give what you have decided in your heart to give, not reluctantly or under compulsion, for God loves a cheerful giver. And God is able to bless you abundantly, so that in all things at all times, having all that you need, you will abound in every good work."

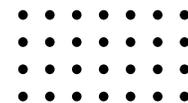
We thank God for His faithfulness this past year and we look forward to how He will bless and use His church in the Arnprior community and around the world for His glory. Thank you for your continued support. We pray that God will continue to bless you as you bless His church.

Chris Harrod, Treasurer

The following two pages provide a high-level summary of the financial numbers for 2025 and the proposed budget for 2026. For the detailed breakdown of the 2025 numbers refer to Appendix A. For the detailed breakdown of the 2026 budget, refer to Appendix B.



Financial Report - 2025 Summary



Revenue **518,071**

General Giving	439,006
Interest Earned	15,377
Missions	9,108
Other Revenue	16,437
Special Designated Giving	38,134

Expenditures **488,304**

Church Operations **350,232**

Salaries and Benefits	221,967
General/Administration	102,613
Parsonage	10,275
Savings	15,377

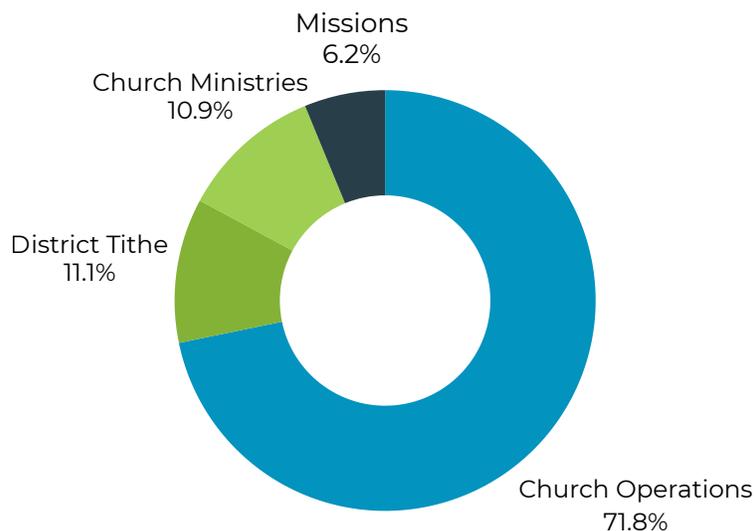
District Tithe **54,159**

Church Ministries **53,458**

Christian Education	2,593
Family & Children's Ministries	7,117
Youth Ministries	29,399 ¹
Young Adults	423
Ladies / Men / Seniors	1,579
Ministries - Other	
Big Give	1,043
Community Care	1,346
VBS/Day Camps	4,855
Other	1,965
Special Speakers	2,500
Worship	638

Mission Partners **30,455**

Local Partners	
Neighbourhood Link	4,040
Teen Challenge - Renfrew	1,500
National Partners	
Ottawa Inncercity Ministries	2,035
Global Partners	
Israel - Dugit Outreach Centre	5,910
Israel - Shamen Sasson	6,110
Ukraine - Ed Dickson	6,240
Otto Perez NEXO	2,000
India - Pastor Roy	2,070
Other Designated Missions	550



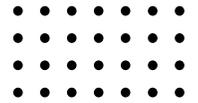
Capital Improvements	
HVAC Replacement	43,874

Reserve Funds & Cash	
GICs	351,699
Cash on Hand	<u>60,016</u>
	411,715

¹ Youth ministries - Expenditures are offset with revenue which is registration fees paid by students (e.g. conventions, etc.).



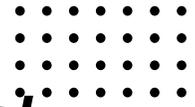
Proposed 2026 Budget - Summary



Revenue	536,000
General Giving	505,000
Other Revenue	27,000 ¹
Special Designated Giving	4,000
Expenditures	535,990
Church Operations	425,290
Salaries and Benefits	285,740
General/Administration	117,350
Parsonage	10,200
Building Reserve Fund	12,000
District Tithe	51,000
Church Ministries	32,500
Christian Education	3,500
Family & Children's Ministries	5,000 ¹
Youth Ministries	12,500
Young Adults	500
Ladies / Men / Seniors	2,000
Ministries - Other	
Events	4,000
Community Care	500
Special Speakers	3,500
Worship	1,000
Mission Partners	27,200
Local Partners	
Neighbourhood Link	4,000
Teen Challenge - Renfrew	1,500
National Partners	
Ottawa Innerscity Ministries	1,500
Global Partners	
Dugit Outreach Centre - Israel	5,000
Shamen Sasson - Israel	5,000
Ed Dickson - Ukraine	5,000
Otto Perez NEXO	2,000
Pastor Roy - India	2,000
Other Designated Missions	1,200

Note that this budget does not reflect revenue offset by specific designated expenditures (e.g., giving directed toward youth conventions registrations)





Ministry Reports

Sunday Kids Ministry from Pastor Rachel

The year 2025 was marked by meaningful expansion and continued growth at GTC, all by God’s faithfulness and grace.

This year, our Kids Ministry transitioned to the WonderInk curriculum — a biblically grounded, curiosity-driven program that aligns teaching across every age group. This shift has created greater consistency in learning and helped children engage Scripture in creative and meaningful ways.

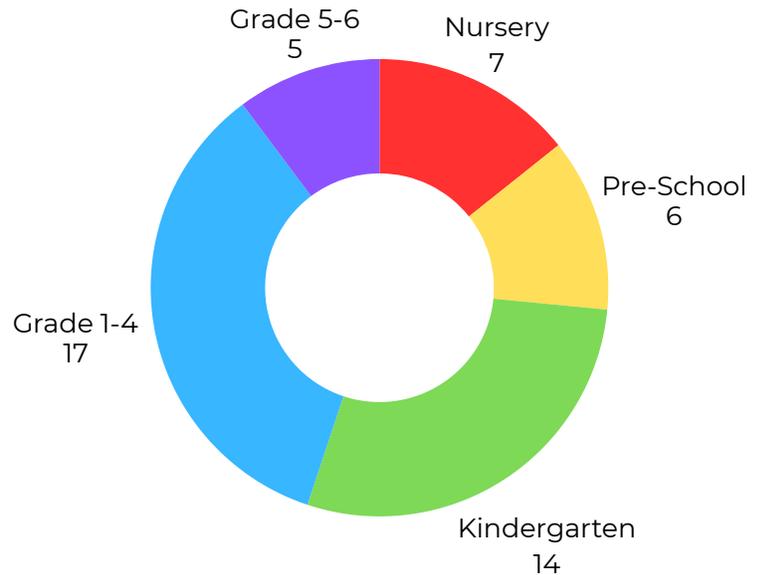
Our Kids Ministry continues to be a vibrant and growing space for both children and leaders. On average, we welcomed over 49 children each Sunday, from birth through Grade 6.

Our serving team reflects the beauty of a multi-generational church family. In 2025, 56 volunteers faithfully served in Kids Ministry — including Jr High students, youth, young adults, parents, retirees, and grandparents. Each Sunday requires a minimum of 10 volunteers to ensure safe, welcoming, and engaging environments for our youngest attendees.

We continue to see steady growth in Kids Ministry through outreach efforts, new families moving to Arnprior, and the joyful addition of newborns within our church family.

We are deeply grateful for how God is building the next generation at GTC.

Sunday Kids Ministry
Average Numbers by Class



The diagram above reflects the average age distribution of children attending Sunday mornings. This data is based on 15 Sundays between September and December 2025.

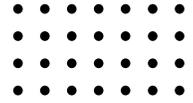
During that time, we welcomed an average of 49 children each Sunday — meaning more than one quarter of our total church attendance is made up of kids under the age of 11.

As our numbers continue to grow, space has become an increasing challenge for our Children’s Ministry. On a typical Sunday morning, the gym, prayer room, and all available classrooms are fully in use. Our current facilities are being maximized each week as we work to accommodate and care well for the growing number of children and families at GTC.

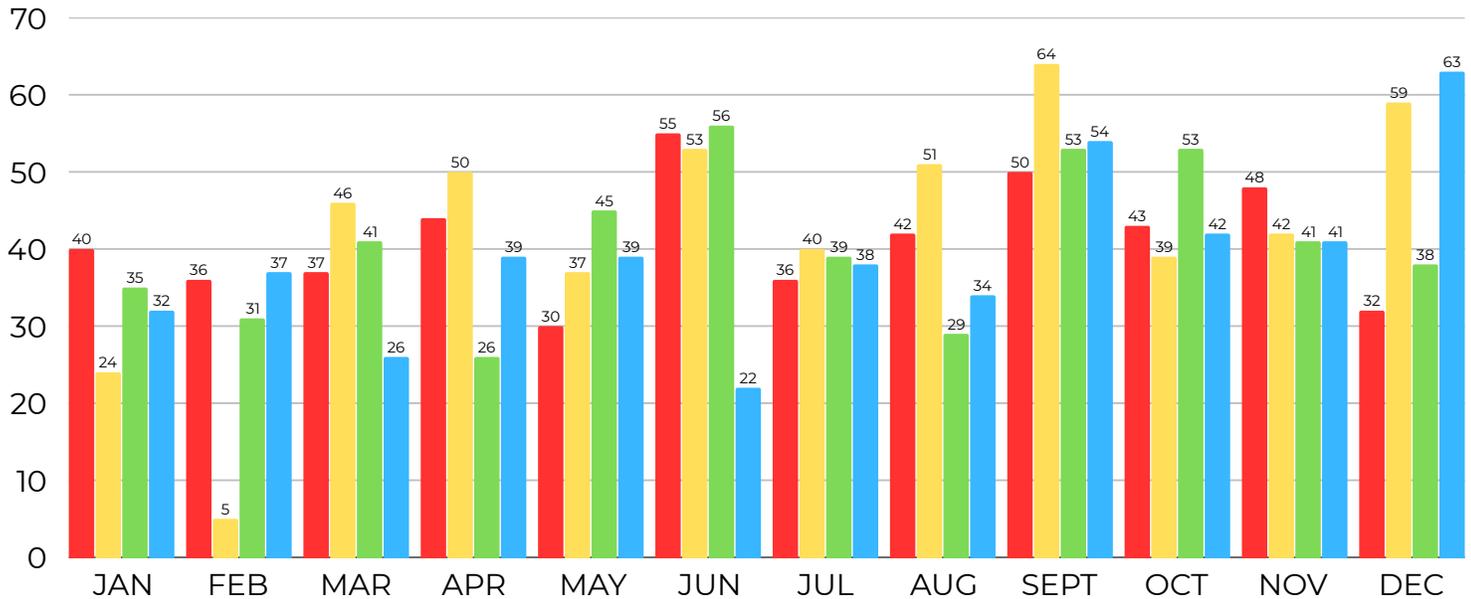


Ministry Reports

Sunday Kids Ministry Cont.



Attendance Numbers by the Week in Kids Ministry



Our two highest-attended Sundays in Kids Ministry saw 64 children (out of 218 total attendees) and 63 children (out of 221 total attendees). These Sundays were our Fall Kick-Off Weekend — which included a BBQ and bouncy castles to celebrate the start of the season — and our December Christmas Celebration service, where every class except Nursery participated in a song presentation. On both of these Sundays, approximately 30% of our total church attendance was made up of children under the age of 11.

It is also significant to note that we are no longer seeing a substantial drop in attendance during the summer months. Instead, our church is experiencing consistent, year-round engagement in Kids Ministry, reflecting steady participation and ongoing growth across all seasons.

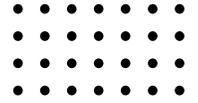
Thank you for being a church family that supports and invests in the next generation - they are a powerful force for God's kingdom. I am truly blessed be able to shepherd and usher in all that God wants to do in Arnprior through Glad Tidings in this season. I continue to covet your prayers as we expand, we facilitate growth, we learn and adapt. Pray for our kids ministries to be a place of safety, depth, love and lasting impact.

Blessings,
Pastor Rachel

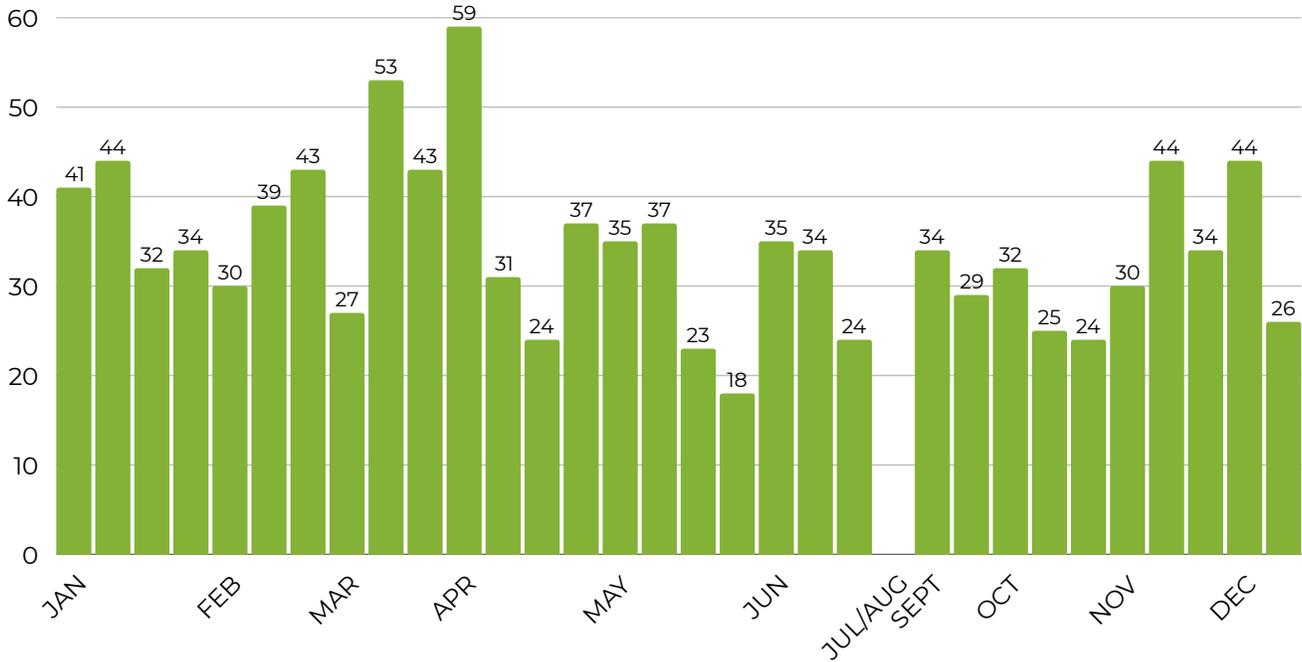


Ministry Reports

Music and Mingle from Pastor Rachel



Music & Mingle Attendance 2025
Weekly on Thursday mornings



Music and Mingle is our kids midweek program, happening every Thursday! Families from all walks of life join us at the church for free coffee, tea, and sometimes even snacks! We offer this program for children under school age (approximately 4 and under).

Parents stay with their children while we open the lobby, kids' classrooms, and the gym for free play and community building. We also offer an interactive music circle from 10:15–11:00 AM, and the space is open for families from 9:30–11:30 AM.

Our attendance has been growing—our highest turnout was in March/April 2025, with nearly 60 people in one Thursday session: about 35 children and 25 parents.

We welcome your prayers for:

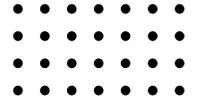
- Continued support to keep Music and Mingle running, even when Pastor Rachel is away.
- Creative ways to integrate and share links to our other ministries.

Through this ministry, some families have begun attending church, and we continue to pray for a deeper, lasting impact in the lives of all who come.



Ministry Reports

Camp Ministry from Pastor Rachel



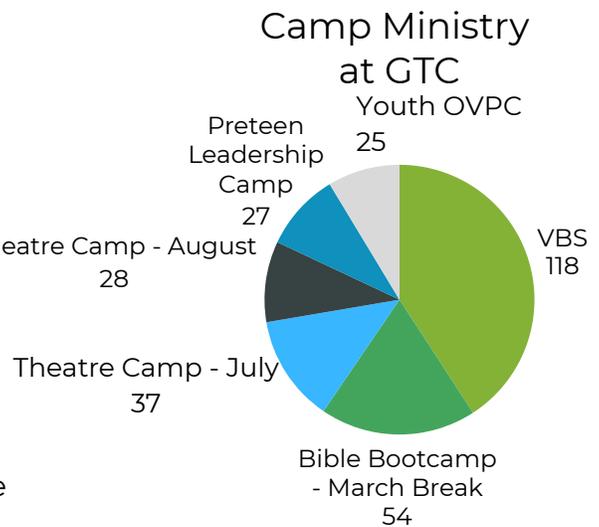
March 2025 we saw the momentum building and offered a discipleship camp based in the bible for 3 days over the March break- **Bible Bootcamp** - this camp built relationships among our children who attend Sunday mornings but do not necessarily go to school together. We offered this camp and had an incredible 3-day commitment to the Word, worship and community building.

Summer at GTC always brings a change of pace — and this year was no exception. We were grateful to receive two government grants, which allowed us to hire two summer students: university student Emily Gonzalez and high school student Tessa Regan. Both were incredible assets to our team and played a key role in making six summer camps possible at and through GTC.

Among our new initiatives were two smaller theatre camps, each designed to accommodate 30 students. (Our July camp filled completely and even developed a waiting list.)

The July **Theatre Camp Week 1 - The Lion King** integrated daily devotions, music, acting, dance, and crafts. It fostered wonderful cohesion between student leaders and campers alike. By the end of the week, participants had learned their lines and presented a full 45-minute theatrical production.

Another new and strategic initiative was our **Preteen Leadership Camp**, designed for students finishing Grade 5 through those entering Grade 8. This camp focused intentionally on deeper discipleship and leadership development for an age group that often disengages during transitional years. Attendance was strong, momentum was encouraging, and many of these students went on to attend the **Jr High overnight camp at OVPC**, where several encountered the Lord in meaningful ways and made commitments in their faith journey. Our leaders go with the group to continue to foster meaningful relationships which has proven to be very impactful. Approximately one quarter of those students have returned to participate in Jr High ministries in Fall 2025 — a number lower than we had anticipated, yet still a meaningful foundation to continue building upon as we invest in long-term discipleship and connection.

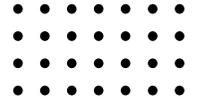


In August, our **Theatre Camp Week 2** took on more of a variety-show format, featuring a range of Disney songs. This structure allowed each child's unique personality and gifting to shine and we enjoyed an end of week celebration to finish our summer camp ministry whirlwind!



Ministry Reports

Camp Ministry Cont.



Vacation Bible School (VBS)

VBS continues to be our highest-attended event of the summer, offering a full-day camp experience from Monday to Friday.

This year's theme, "Keepers of the Kingdom," brought a vibrant medieval atmosphere as campers learned how to stand firm in and defend their faith. Each day, 120 campers joined us — a tremendous testimony to the reach and impact of this ministry.

Pulling off a week of this scale required an incredible team of 57 volunteers, whose dedication and servant-hearted leadership made the week possible.

We concluded the week with a free Family BBQ celebration, complete with cotton candy, drinks, and a special gathering in the sanctuary where campers shared moments from the week with their families. It was a joyful opportunity to connect with parents and celebrate all that God had done.

Camp season continues to create meaningful memories and lasting relationships. We are encouraged to see families return year after year, and as our church family grows, we pray that many of the children who attend camp would become connected and rooted within the life of our church community.

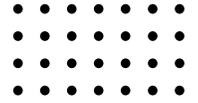
VBS Registration & Cost Breakdown

- \$75 for one camper
- \$50 for the second camper in the same family
- \$25 for the third camper in the same family
- Free for children of parent/guardian volunteers

The registration fee includes:

- A camp t-shirt
- Daily snacks
- Curriculum materials
- Prizes and game supplies
- All craft materials
- Friday Family BBQ celebration event





Ministry Reports

Stay-In-Touch Ministry

2025 was the first full year that the **Stay-In-Touch Ministry** was active. The team of volunteers, led by Terry Cowal, enthusiastically planned and hosted 3 events for the benefit of individuals age 55 and over:

- a Game & Paint event in February
- a Strawberry Social in June
- an Irish Shindig in November.

About 25-30 people attended each event and there was voiced appreciation of their enjoyment.

In December, the Stay-In-Touch team also visited and brought a basket of Christmas treats to individuals/couples of our congregation who either reside in a long-term care facility or who live at home but are no longer able to attend church. It was a real delight for all parties, both those who received a visit and those who were privileged to stop by.

Toward the end of the year, it was recognized that this ministry has two specific areas of focus through which we strongly desire to make an impact.

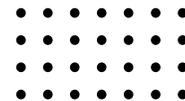
The first area, 'Stay-In-Touch Events', will continue to plan events that provide relational and spiritual connection for those 55+ who are currently active. We are praying for and seeking the individual whom the Lord will bring forward to lead this area of the Stay-In-Touch ministry.

The second area, 'Stay-In-Touch Pastoral Care', will intentionally focus on increasing consistent communication and contact with our seniors, particularly with those who face life and health challenges that limit their ability to be actively involved. Kim Maves has assumed the leadership of this part of the ministry.

We are so grateful to Terry Cowal for spotlighting the need for ministry to the 55+ demographic of our church, and for initiating and inviting people to join this team. As Terry steps back from a leading role, his caring and compassionate approach remains as the example on which we will continue to build. We welcome others to join our team!

Kim Maves





Ministry Reports

Cafe Team

“**The café** continued to be the heart of the after-service fellowship time on Sundays. It provides a simple but essential means of facilitating deeper connection amongst attendees of the Sunday morning service. We welcomed several new faces in 2025, each of whom has transitioned seamlessly into their role. A hearty thank you to each one who has so willingly taken on this important ministry. There is always room for more, so please contact the office if this is an area you feel would use your gifts and talents. I personally have stepped away from leading this ministry; scheduling is now being done by the office.”

Barbara Cowal

Welcome Team

“The foyer of GTC is a bustling, joyful place and that’s where you’ll find **the welcome team** members each Sunday warmly greeting visitors and our Glad Tidings members. It is our hope that each person feels recognized and valued from the moment they step into Glad Tidings.

In 2025, we continued to see many first-time visitors. Some have connected in through our various ministry groups, and some have watched online. Parents bring children, searching for a safe and healthy place where they can go grow and learn. Others come alone, looking for a place to belong. It truly is a privilege to play even a small part in their journeys as they look for a church to call home.

We currently have 12 members on our team and welcome others to join us!”

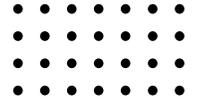
Kim McNab-Jenkins

LifeGroups

“Fellowship” - Spirit-infused connection - is one of the incredible joys that God has designed for us to experience! **Lifegroups** are one of the avenues through which fellowship can be enjoyed! Lifegroups create connecting points for relationship, for encouragement and for spiritual growth. On Sundays we sit in rows. In Lifegroups we sit in circles, reflecting the opportunity to connect at a deeper level. I would encourage you to join a circle of relationship if you haven’t already! In a Lifegroup you will have the opportunity to grow, form relationships, and be a blessing! Enjoy reading the reports from our Lifegroup leaders as they share a snapshot of 2025.

Pastor Clark





Ministry Reports

From Our LifeGroup Leaders

Sunday Night Young Adults LifeGroup

Hello church family!

We started this study because we saw a desire in our young adult community to grow deeper in our relationship with God alongside each other. We felt convicted to create a space where young adults could step into leadership and take responsibility for our own community. Throughout the fall, we worked through a book study called *Experiencing God: God's invitation to Young Adults*, and we will be moving forward studying the book of Job. Since we have started this study, we have seen God strengthening Christian fellowship among the young adults at our church. This study is open to any young adult who is looking to grow closer to God and connect with a small group.

Emily Gonzalez & Charis Young, Leaders

Sunday Night Young Adults Bible Study Group

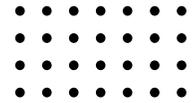
Chris and I have had the pleasure of running a young adults (18-25) bible study for the past 3.5 years out of our home. We meet twice a month, beginning with a meal together and then dive into studying scripture. There have been some evenings where we have had up to 19 young adults in our home, but typically we average 10 young adults on a Sunday evening. These young men and women are from all denominations within Arnprior and it has been so encouraging to witness them grow in their faith and their desire to know God more.

We finished our study on the book of Genesis and then dove into the book of Exodus until the end of June. September of 2025 the group voted to study the book of Revelation. We love hearing the different insights that each person has to offer as they have been studying the Word of God. We have been encouraging them as adults now, to be willing to step out in leadership. Two young women took this challenge on and have started a Life Group. How encouraging this is for all of us!

It has been such a blessing to have all these young adults come into our home and be willing to share with us how life is going and what God has been teaching them. They are a hungry bunch of people, physically and spiritually, and it is truly a joy to serve them!

Please keep them in your prayers,
Tracey & Chris Harrod, Leaders





Ministry Reports

From Our LifeGroup Leaders

Monday Night Women's LifeGroup

In the beginning of 2025, we built on our previous inductive study through 1 Peter by examining 2 Peter's message to contend for truth and to be on guard against false teaching. Our group consisted of about eight to ten women each week, and we had opportunities to apply our learning through open and honest discussions within the group and in our circles of relationship as we practiced how to speak the truth in love.

Later that spring, we began a study of the Psalms, only covering the first several with our remaining weeks before breaking for the summer. When we resumed in September, a group of five ladies opened up Leviticus and discovered God's design for the temple and the Levitical sacrificial system. Our examination of this detailed text gave us much insight into how the law points to humanity's need of a saviour and the insufficiency of that system to ever accomplish what was only ever meant to be fulfilled in Christ. This now gives us tremendous insight as, since January 2026, we are studying Hebrews.

When we began the Ladies' Bible Studies in 2023, our goal was twofold: to better understand God's truth through study of His Word and to allow the Holy Spirit to work amongst us during times of prayer, encouragement and connection. We pray that God would continue to transform our hearts and renew our minds through the study of His Word, and that we would grow in applying His truth supernaturally to our relationships, decisions and everyday lives.

Respectfully submitted,
Dianne White and Keri-Lyn Young, Leaders

Monday Night Men's LifeGroup

Our LifeGroup has been running for a couple of years with 6-10 adherents. We aim to provide a point of contact with each other and the Holy Spirit. We read the Word aloud around the table; stop to discuss and ask question about the text, culture, purpose and message God has for us. We have studied the following full books: Isaiah, Psalms, Hebrews, 1-2 Corinthians, and are now embarking on the book of John.

Many times we have light refreshments, coffee and tea. Many of the members are involved in other ministries and find the group a resource to build up their faith and resiliency for life's trials. We meet Mondays - 6:30PM-8:00PM, and honour that time block. There is casual fellowship afterwards many times.

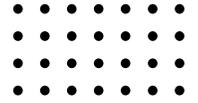
We welcome any one who desires to read the word, study the text, connect with others, and ask what is the Holy Spirit doing and saying to me in this moment of fellowship.

Although we are all born before the turn of this century, (the word on the street is that we are seniors) our group welcomes everyone.

As Andrew said in John 1, "come and see".

Terry Cowal, Leader





Ministry Reports

From Our LifeGroup Leaders

Tuesday Evening Men's LifeGroup

Our Tuesday night men's group continues to be a source of encouragement and blessing! The heart behind the group is that we would spur one another on in our faith as we take time to read and discuss the Word together. This past year, we concluded our study on the life of David and began studying the book of Hebrews. This has led to many rich times of sharing and reflecting on all that Jesus has done for us. We often sense the Holy Spirit at work as we read the Word, share together and pray for one another. We enjoy the encouragement that comes from our times together and there is always good food and lots of laughter!

Pastor Clark, Leader

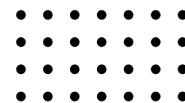
Tuesday Evening Women's LifeGroup

From January to September, our group of seven women continued to meet each Tuesday evening in my home. Having begun in September 2024, we kept following the reading plan, "One Story That Leads to Jesus", by Bible Project, enjoying and appreciating the short videos it also offered. From Genesis to Revelation, we saw God's purpose and intent, His design and desire - to be known by us, and be revealed through us. The failures of God's people and the unfailing faithfulness of God were both sobering and humbling as we recognized ourselves in the stories of scripture. But Jesus, God's perfect demonstration of love, was the design woven throughout, the plan waiting to be revealed. Embraced and transformed by that love, we prayed together to be empowered to continue to reveal our God to others.

Late September, we welcomed a new member to our group, and we chose to study the book of Romans. We focused on just one or two chapters per week, reading various translations, and asking the Spirit to lead us deeper into the truth of God's Word. Our discussions have been rich, and we continue to grow in transparency, in trusting each other with our needs, in encouraging each other, in praying for and supporting one another. It has been a true gift to be part of this LifeGroup!

Kim Maves, Leader





Ministry Reports

From Our LifeGroup Leaders

Wednesday Morning Coffee Connect LifeGroup

Our men's group is a social gathering of senior men who meet for coffee and stimulating conversation every Wednesday morning at 10:00 AM at McDonalds. Our group reaches out to senior (retired) men who really enjoy their morning coffee and conversation regarding different facets of our lives. This could be spiritual, financial, political, and more often than not, comical views and opinions that each one brings to the table. Over the years we have been meeting, our group has grown to an average of 12 men. God has blessed our group with reaching out to senior men from other churches and denominations . If you are a senior man, retired or not and have an hour or so on Wednesday morning from 10:00 to 11:00, meet us at McDonalds!

Bob Smith, Leader

Wednesday Morning Mom's LifeGroup

From January to December, we gathered as friends who feel like family, opened our bibles, wrestled with the text such as Jeremiah, encouraged and challenged one another to live as Christ, shared our hearts and lifted one another up in prayer. If I had to sum up this past year in one word it would be *change*. We experienced a number of changes within our group: new babies arrived, older children transitioned to school, one family moved out of town, a couple of jobs ended, new jobs begun, and we wrapped up this sweet season of Wednesday Morning Mom's LifeGroup.

Nikki Berry, Leader

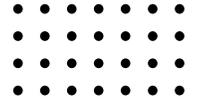
Wednesday Afternoon Women's LifeGroup

The Ladies Wednesday Study was born out of a desire to create a welcoming space where women from a variety of church backgrounds and varying levels of Biblical knowledge could gather around God's Word and grow together. At the heart of our group is a longing not just to study Scripture, but to let it shape how we think, pray, and live. This group has provided a place where women feel free to ask questions, wrestle with the text, and are encouraged to dig deeper in their own personal study. This past year we began unpacking the book of Genesis verse by verse, taking time to explore the details and enrich our understanding through insights from the original Hebrew. Using PowerPoint slides and interactive discussion, we aim to make the text come alive while remaining grounded in careful study. The conversations have been thoughtful and engaging, and it has been a joy to see women growing in confidence and enthusiasm as they handle God's Word together. If you are a woman looking for a place to connect, be encouraged in your faith, and build lasting friendships, we would absolutely love to have you join us.

Blessings

Bonnie Sperry, Leader





Ministry Reports

From Our LifeGroup Leaders

Wednesday Evening Men's Life Group

Our men's LifeGroup has been a place of authentic fellowship and spiritual growth throughout 2025. Meeting regularly off-site, our group of 3-4 men in their 30s and 40s has focused on deepening our relationship with Jesus and with each other through honest discussions about how God is working in our lives. We've journeyed through Kyle Idleman's "Not A Fan," which challenged us to move beyond casual Christianity to wholehearted discipleship, and John Eldredge's "Wild At Heart," which has helped us understand our God-given masculine identity and calling.

The heart behind our group is to create a safe space where men can be real about their struggles, celebrate their victories, and encourage one another in their walk with Christ. We've seen significant growth not just in biblical knowledge, but in practical application as members support each other through life's challenges—whether in marriage, parenting, work, or personal faith journeys. It's been encouraging to witness the bonds of brotherhood strengthen as we pray for one another and hold each other accountable to live out our faith with passion and purpose.

God bless,
David Merritt, Leader

Thursday Evening Mixed Life Group

In January 2025 we were still doing a study in Genesis which we finished in late April or May. It was good to see that the same group from the Genesis study joined us again in our study of the Book of Daniel. This gave us the perfect opportunity to get to know each other even better and to properly pray for each other.

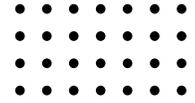
We started the study of the book of Daniel in September. This was a chapter by chapter study and we finished it in Mid January 2026. In Mid January 2026 we started a new session looking at the End Times. We had 2 new people join this new session bringing our group number to 9. We meet onsite every Thursday night at 6:30. This group is open to all.

Respectfully Submitted by
Jaan Ranne, Leader



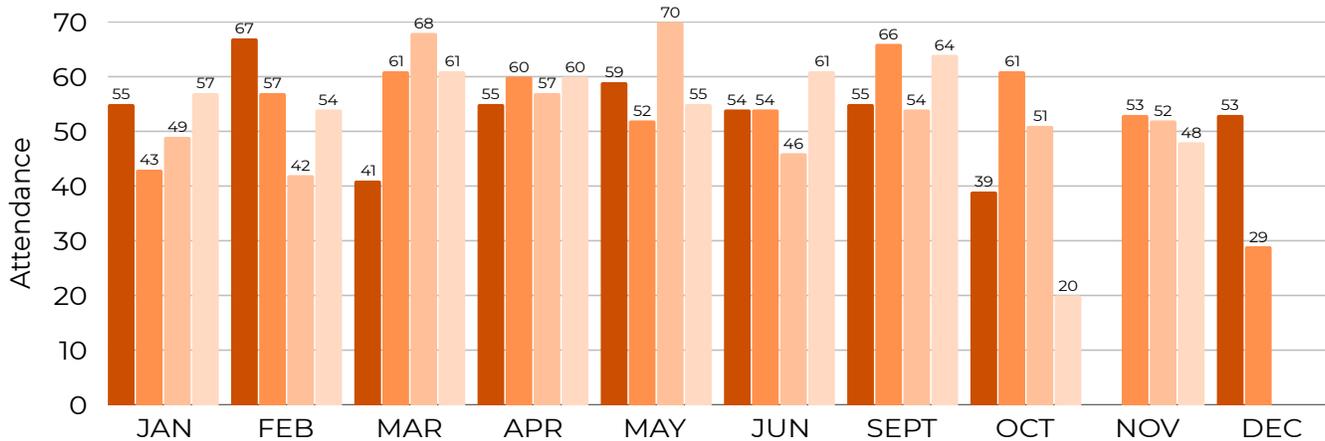
Ministry Reports

Youth Ministry from Pastor Rachel



2025 Attendance at Arnprior Youth

*no youth in July/August



Winter & Spring Session (January–June | 24 Weeks)

From January through June, we held weekly Tuesday night gatherings for students in Grades 7–12.

Each evening included:

- Group icebreaker games, sports, or interactive activities
- A message (topical or exegetical) rooted in Scripture
- Personal testimony and response time
- Worship led by our youth worship team
- Snacks made possible through generous financial and physical donations

Our youth worship team — comprised of three vocalists, a keyboardist, guitarist, bassist, and drummer — served faithfully each week. The team was led by Danny Gonzalez through March 2025, and since April 2025 has been led by Yeshua Cornejo.

These weekly gatherings provided a consistent rhythm of discipleship, community, and spiritual growth for our students.

Summer Months (July–August)

While our weekly gatherings paused during July and August, youth engagement remained strong.

Many students:

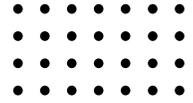
- Served at one of our three day camps
- Attended the Preteen Leadership Camp (for students completing Grades 5–8)
- Participated in the Joint Jr. and Sr. High overnight camp at Ottawa Valley Pentecostal Camp (OVPC)

The summer created meaningful opportunities for students to put their faith into action. Several began leading small groups and Bible studies, stepping into spiritual leadership and growing deeper in the Word.

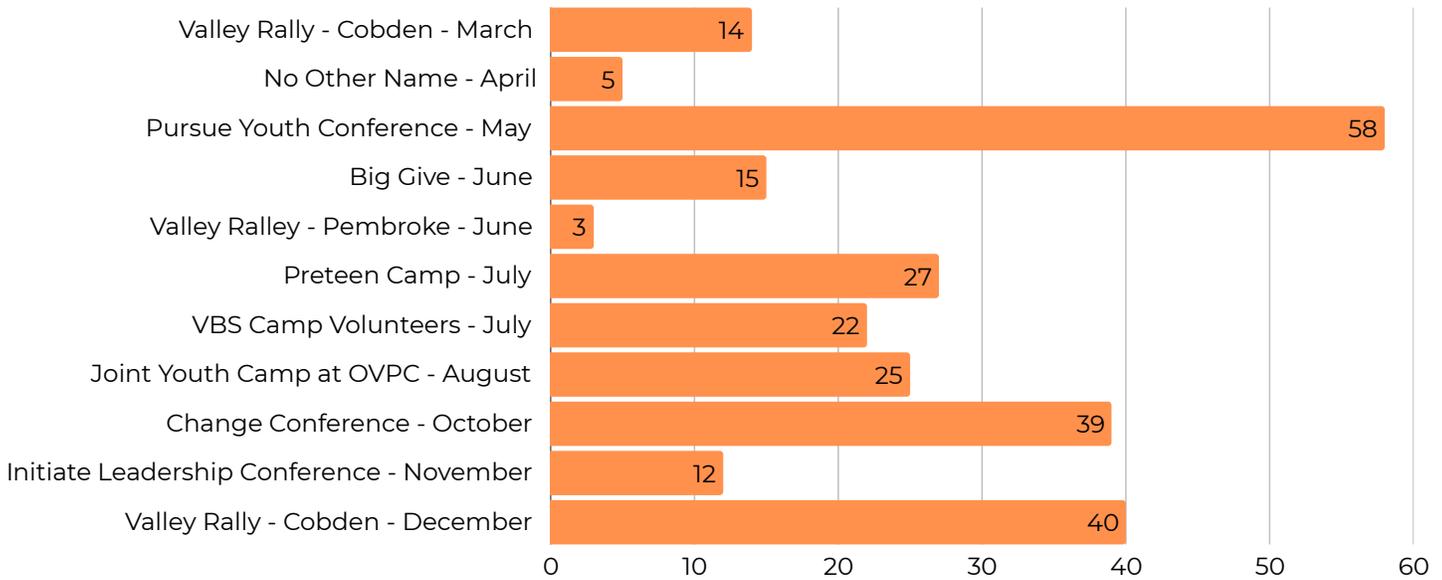


Ministry Reports

Youth Ministry Cont.



Special Events in Arnprior Youth *in addition to Weekly Ministries



In early 2025, the leadership team at Arnprior Youth consisted of nine leaders — three from Gateway Wesleyan Church and six from Glad Tidings Church (GTC). During the fall season, the team experienced some transition. We welcomed two new young adult leaders from GTC, while also saying goodbye to two leaders — one from Gateway and one from GTC. As a result, the current leadership composition now includes seven leaders from GTC and two from Gateway.

Across the town of Arnprior, several churches have been strengthening and developing their own church-specific youth ministries. As this trend has grown, we have observed a gradual shift in participation, with GTC youth and leaders becoming more prominent throughout the fall of 2025.

Throughout the year, our youth participated in a range of events, from local gatherings with other church youth groups — often referred to as “Valley Rallies” — to larger regional conferences.

Our two primary annual events include:

- PURSUE Youth Convention (held in May), hosted by EOND Student Ministries in Ottawa.
- CHANGE Conference (held in October), a non-denominational youth conference that gathers students from across the region.

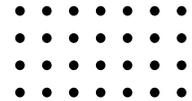
These larger events provide powerful opportunities for worship, teaching, and connection beyond our local context, helping broaden students' vision of the wider Church.

One of our largest obstacles remains transporting students to events and the cost of accommodations/participation. We continue to appreciate the lavish generosity of the church congregation to support young people attending these events.



Ministry Reports

Youth Ministry Cont.



Fall Session

(September–December | 12 Weeks)

The fall brought significant and strategic changes.

1. Shift to Friday Nights

We transitioned from Tuesday gatherings to Friday evenings. This shift was made intentionally to:

- Allow for extended hangout time without the pressure of school the next day
- Accommodate students involved in midweek sports and extracurricular activities
- Reduce unsustainable strain on volunteer leaders during district event weeks
- Better align with district youth events, which are typically held on Fridays

This move has strengthened attendance consistency and leader sustainability.

2. Expansion to Include Grade 6

In Fall 2025, we expanded our ministry to include Grade 6 students. This decision was influenced by:

- District camps, rallies, and conventions being geared toward Grades 6–8
- A strong graduating Grade 5 cohort within our church body
- The momentum from three children’s camps and the Preteen Leadership Camp
- A desire to create a clear discipleship continuum from preteen to senior high

We launched a two-part Friday format:

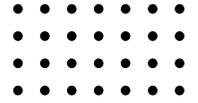
- Jr. High (Grades 6–8): 6:00–7:30 PM
- Sr. High (Grades 9–12): 7:30–9:30 PM
- 7:15–7:45 PM buffer time for sports, tuck shop, and relational connection

This structure has allowed age-appropriate teaching while maintaining intergenerational community.



Ministry Reports

Youth Ministry Cont.



Fall Session (September–December | 12 Weeks)

Teaching & Discipleship Growth

From September to December 2025, students studied the Book of Daniel, working through the first six chapters. This exegetical series grounded students in biblical conviction, courage, and faithfulness in culture.

Additional discipleship developments included:

- Sr. High Lunches: Monthly gatherings after Sunday services designed to:
 - a. Relationally connect students who attend Sundays but not Fridays
 - b. Build momentum for increased youth presence on Sunday mornings
- Midweek Bible Study: A small group of six students regularly met for a biblical overview study, demonstrating hunger for deeper learning.
- Student-Led Initiatives: One of our Grade 10 students launched a weekly Christian club at their high school. The club now gathers approximately 15 students each Tuesday.

Overall Impact:

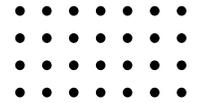
Across 2025, we have seen:

- Consistent weekly discipleship rhythms
- Increased student leadership
- Expanded age inclusion
- Strategic structural growth
- Greater connection between Sunday and youth ministry
- Evangelistic momentum in local schools

There is genuine spiritual hunger among our young people. God is moving in their hearts, raising leaders, and establishing a strong foundation for long-term discipleship.

Blessings,
Pastor Rachel





Ministry Reports

Missions

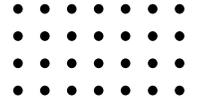
One of the crucial aspects of any church is that of fulfilling the **mission** to go beyond the walls of the church, carrying the Gospel of Jesus Christ. We do this by our words – speaking and sharing the gospel - and by our actions – loving those around us with the love of Christ. This is sometimes referred to as “proclamational” AND “incarnational” ministry – sharing and showing the love of Christ with our words AND our actions.

We believe living “on mission” encompasses three spheres: Local, National and Global. You will find a list below of ministries that we support as a church, and in so doing, intentionally live out our mission to share the gospel through word and deed. A new “local” initiative that will be launching this spring is a Community Garden. The heart behind this ministry is to bless our community with the opportunity for people to have a small garden plot to grow produce, which will in turn supplement their food needs. We trust that this will be a significant way to use what we have to bless others.

As you read through the list of ministries on the next page, I would encourage you to pause and pray that each of them would bear fruit for the Kingdom and that many lives would be changed and transformed as a result!

Thank you, Glad Tidings, for continuing to look beyond the four walls of our church!
Pastor Clark





GLOBAL

NATIONAL

LOCAL

Ed Dickson Ukraine *Loads of Love Ministries*

Shemen Sasson Jerusalem *Local Congregation*

Avi & Chaya Mizrachi Tel Aviv *Dugit Messianic Outreach Center*

Pastor Roy India *Local Pastor and church planter*

Otoniel & Liz Perez Latin America & The Caribbean *Nexo Transformational Mission Advancement*

Operation Christmas Child
Global Christmas gifts to children worldwide

Ottawa Inner City Ministries
Serving the needs of the less fortunate

Evangelical Fellowship of Canada - Ottawa
A Christian voice on Parliament Hill

Neighbourlink Fountain Serving the needs of the less fortunate

The Big Give - Arnprior Churches blessing our community

Christmas Families Partnering with Family and Children's Services of Renfrew County to give gifts

Ministry to Widows & Families
Christmas Gift baskets to local widows/widowers

Community Garden Arnprior
Launching spring, 2026





Appendix A

***Glad Tidings Pentecostal Church Financial
Statements Ending December 31, 2025***



GLAD TIDINGS
PENTECOSTAL CHURCH

***FINANCIAL STATEMENTS (Unaudited - See
"Compilation Engagement Report")***

DECEMBER 31, 2025

Compilation Engagement Report
Statement of Financial Position
Statement of Operations and Changes in
Net Assets Schedules to the Financial
Statements Notes to the Financial
Statements





CHARTERED
PROFESSIONAL
ACCOUNTANTS

KELLY HUIBERS McNEELY

PROFESSIONAL CORPORATION

COMPILATION ENGAGEMENT REPORT

To the Directors of Glad Tidings Pentecostal Church

On the basis of information provided by management, we have compiled the statement of financial position of Glad Tidings Pentecostal Church as at December 31, 2025, and the statement of operations and changes in net assets for the year then ended, and Note 1, which describes the basis of accounting applied in the preparation of the compiled financial information.

Management is responsible for the accompanying financial information, including the accuracy and completeness of the underlying information used to compile it and the selection of the basis of accounting.

We performed this engagement in accordance with Canadian Standard on Related Services (CSRS), **Compilation Engagements**, which requires us to comply with relevant ethical requirements. Our responsibility is to assist management in the preparation of the financial information.

We did not perform an audit engagement or a review engagement, nor were we required to perform procedures to verify the accuracy or completeness of the information provided by management. Accordingly, we do not express an audit opinion or a review conclusion, or provide any form of assurance on the financial information. Readers are cautioned that the financial information may not be appropriate for their purposes.

Kelly Huibers McNeely
Professional Corporation

Arnprior, Ontario
February 13, 2026

Authorized to practise public accounting
by The Chartered Professional
Accountants of Ontario

106B McGonigal St. W.
Arnprior, Ontario K7S 1M4

9 Emily Street
Carleton Place, Ontario K7C 1R9

16 Gore Street West
Perth, Ontario K7H 2L6

5992 Hazeldean Rd.
Stittsville, Ontario K2S 1B9

Phone: 613-963-1430 (1-866-999-1339)

Fax: 613-686-3960 (Perth local 613-267-3949)

acctg@khmpc.ca



GLAD TIDINGS PENTECOSTAL CHURCH
STATEMENT OF FINANCIAL POSITION
(Unaudited - See "Compilation Engagement Report")
As at December 31, 2025

	2025	2024
ASSETS		
CURRENT ASSETS		
Cash	\$ 60,016	\$ 69,468
Short-term investments	351,699	336,209
Accounts receivable	4,493	5,085
Prepaid expenses	11,303	10,847
	<u>427,511</u>	<u>421,609</u>
 CAPITAL ASSETS (note 3)	 1,479,210	 1,441,326
	<u>\$ 1,906,721</u>	<u>\$ 1,862,935</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 13,591	\$ 3,774
 NET ASSETS	 1,893,130	 1,859,161
	<u>\$ 1,906,721</u>	<u>\$ 1,862,935</u>



GLAD TIDINGS PENTECOSTAL CHURCH
STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS
(Unaudited - See "Compilation Engagement Report")
For the year ended December 31, 2025

	2025	2024
REVENUE		
General	\$ 439,006	\$ 462,466
Interest	15,377	12,355
Missions	9,108	16,739
Other	16,437	14,453
Special designated givings	38,143	35,620
	<u>518,071</u>	<u>541,633</u>
EXPENDITURES		
Salaries, benefits and allowances		
Employee benefits	38,905	39,722
Pastors (schedule 1)	118,179	114,516
Support staff	64,883	51,224
	<u>221,967</u>	<u>205,462</u>
Operations		
Amortization	8,066	6,396
General (schedule 2)	102,613	96,219
Parsonage (schedule 3)	10,275	8,199
	<u>120,954</u>	<u>110,814</u>
Home missions		
District tithe	54,159	43,650
Ministries (schedule 4)	56,567	52,464
	<u>110,726</u>	<u>96,114</u>
Missions	30,455	30,088
	<u>484,102</u>	<u>442,478</u>
NET REVENUE	33,969	99,155
NET ASSETS - BEGINNING OF YEAR	1,859,161	1,760,006
NET ASSETS - END OF YEAR	\$ 1,893,130	\$ 1,859,161



GLAD TIDINGS PENTECOSTAL CHURCH
SCHEDULES TO THE FINANCIAL STATEMENTS
(Unaudited - See "Compilation Engagement Report")
For the year ended December 31, 2025

	2025	2024
SCHEDULE 1 - Pastors - salaries, wages and allowances		
Housing and car allowances	\$ 5,181	\$ 4,670
Salaries	112,998	109,846
	\$ 118,179	\$ 114,516

SCHEDULE 2 - General

Accounting and legal	\$ 4,226	\$ 3,845
Bank service charges	1,059	1,945
Banquet	2,763	3,327
Conference and training	1,627	1,216
Flowers, gifts, hospitality	1,787	1,766
Heating	7,280	6,932
Hydro	9,575	9,507
Insurance	18,920	17,122
Kitchen supplies	1,008	2,518
Maintenance - church	27,348	22,816
Office supplies	13,459	13,066
Online giving platform fees	6,988	6,616
Telephone and website	3,933	3,772
Water	2,640	1,771
	\$ 102,613	\$ 96,219



GLAD TIDINGS PENTECOSTAL CHURCH
SCHEDULES TO THE FINANCIAL STATEMENTS
(Unaudited - See "Compilation Engagement Report")
For the year ended December 31, 2025

	2025	2024
SCHEDULE 3 - Parsonage		
Gas - heating	\$ 2,630	\$ 2,318
Hydro	2,591	2,085
Maintenance	1,123	903
Property taxes	1,539	1,482
Water	2,392	1,411
	\$ 10,275	\$ 8,199

SCHEDULE 4 - Ministries

Christian education	\$ 2,593	\$ 1,984
Family and children's ministries	7,117	5,495
Community care	10,540	9,606
Junior high	4,886	1,390
Ministries - other	4,418	5,717
Special speakers	2,500	1,350
Youth	24,513	26,922
	\$ 56,567	\$ 52,464



GLAD TIDINGS PENTECOSTAL CHURCH
NOTES TO THE FINANCIAL STATEMENTS
(Unaudited - See "Compilation Engagement Report")
December 31, 2025

1. BASIS OF ACCOUNTING

The basis of accounting applied in the preparation of the statement of financial position of Glad Tidings Pentecostal Church ("the Church") as at December 31, 2025 and the statement of operations and changes in net assets for the year then ended is the historical cost basis and reflects cash transactions with selected accruals and accounting estimates including:

- Collection revenue is recognized when received and interest revenue is recognized when it is earned.
- Short-term investments are recorded at cost plus accrued interest.
- Capital assets recorded at cost and amortized using the declining balance method at the following annual rates:

Equipment	-	20%
Computers	-	50%

2. STATUS AND NATURE OF ACTIVITIES

The Church operates a place of worship in Arnprior. As a registered charity under the Income Tax Act, the Church is exempt from income taxes.

3. CAPITAL ASSETS

	Cost	Accumulated Amortization	2025 Net Book Value	2024 Net Book Value
Church	\$ 1,235,604	\$ -	\$ 1,235,604	\$ 1,189,654
Parsonage	152,259	-	152,259	152,259
Equipment	232,557	203,397	29,160	36,450
Surface construction	58,308	-	58,308	58,308
Computers	5,308	4,532	776	1,552
Sign	3,103	-	3,103	3,103
	\$ 1,687,139	\$ 207,929	\$ 1,479,210	\$ 1,441,326



Appendix B
Proposed 2026 Budget



Proposed 2026 Budget

	2026 Budget	2025 Budget
INCOME		
General	505,000	420,000
Other revenue	27,000	30,000
Special Designated Giving	4,000	20,000
TOTAL INCOME	536,000	470,000
EXPENSES		
Salaries and Benefits		
Pastors (Schedule 1)	138,400	120,027
Support staff	106,876	85,236
Employee benefits (pension, CPP, EI)	40,465	38,787
Total Salaries and Benefits	285,741	244,050
Operating		
General (Schedule 2)	117,350	106,100
Parsonage (Schedule 3)	10,200	10,550
Building reserve fund	12,000	12,000
Total Operating	139,550	128,650
Ministries & Missions		
District Tithe	51,000	47,000
Ministries (Schedule 4)	32,500	23,100
Missions (Schedule 5)	27,200	27,200
Total Ministries	110,700	97,300
EXPENSES TOTAL	535,991	470,000
EXCESS (SHORTFALL) OF INCOME OVER EXPENSES	9	0



Proposed 2026 Budget Schedules 1, 2 & 3

	2026 Budget	2025 Budget
SCHEDULE 1 - Salaries and housing allowance - Pastors		
Car allowance	3,400	3,400
Salaries	135,000	116,627
Total salaries/housing/car allowance	<u>138,400</u>	<u>120,027</u>
SCHEDULE 2 - General		
Accounting and legal fees	4,200	4,000
Bank service charges	1,800	1,800
Banquet	2,500	2,500
Conference and training seminar	5,000	1,500
Flowers, gifts	1,000	1,000
Church Utilities	21,000	21,000
Insurance	20,000	17,000
Kitchen supplies + Cafe	2,500	2,500
Maintenance - Church	28,000	26,500
Mileage	2,000	2,000
Office supplies	17,500	14,700
Online giving fees	7,000	7,000
Taxes - property - Church	500	750
Telephone, Internet	3,500	3,000
Website	850	850
Total General	<u>117,350</u>	<u>106,100</u>
SCHEDULE 3 - Parsonage		
Gas - heating	3000	3000
Hydro	2500	2200
Water	2500	1500
Insurance	0	1600
Maintenance	1000	1500
Taxes - property	1200	750
Total Parsonage	<u>10,200</u>	<u>10,550</u>



Proposed 2026 Budget Schedule 4 & 5

	2026 Budget	2025 Budget
SCHEDULE 4 - Ministries		
Christian Education	3,500	2,600
Family & Children's ministries	5,000	5,000
Jr. High	2500	0
Youth	10000	7000
Ladies / Men / Seniors	2000	2000
Young Adults	500	500
Ministries - Other	4,000	2,500
Local Outreach (Community Care)	500	500
Special speakers	3500	2000
Worship	1000	1000
Total Ministries	32,500	23,100
SCHEDULE 5 - Missions		
Israel ministry #1 - Dugit outreach centre	5,000	5,000
Israel Ministry #2 - Shemen Sasson	5,000	5,000
Ed Dickson Ukraine	5,000	5,000
Neighbourlink	4,000	4,000
Ottawa Inncity Ministries	1,500	1,500
Teen Challenge	1,500	1,500
Otto Perez NEXO	2,000	2,000
Pastor Roy - India	2,000	2,000
Missions weekend	200	200
Other designated missions	1,000	1,000
Total Missions	27,200	27,200



Appendix C
Minutes of the Annual Business Meeting - March 2, 2025



Appendix C

Annual Business Meeting

MINUTES | Sunday, March 2nd, 2025 | 6:00PM

1. PRAYER

Pastor Clark Young started the meeting at 6:07 pm with prayer.

Members in attendance: David Berry, Nikki Berry, Bill Boland, Al Bourdon, Kelly Brassington, Kym Cleghorn, Rachel Cornejo, Yeshua Cornejo, Barb Cowal, Terry Cowal, Jack Dempsey, Bonnie Dempsey, Alva Dicks, Sam Dicks, Chris Harrod, Tracey Harrod, Rob Kerr, Sherry Kerr, Jack Kerr, Ken Lauzon, Johanna Lauzon, Kim Maves, Jeff McNab, Jeff McPherson, Purdy McPherson, Bob Meek, Donna Meek, David Merritt, Sheila Morrow, Stefane Pereira, Jaan Ranne, Ruth Ranne, Rafael Ribeiro, Alice Saunders, Garnet Simpson, Bob Smith, Earlene Smith, Cathy Stevenson, Cheryl Stevenson, Dianne Wallace, Tanya Williamson, Ted Williamson, Clark Young, Keri-Lyn Young.

Non-members present: Gilles Jodin, Liam Kerr, Charlie Kerr, Bethany Staye, Alan Teskey, Liliane Vanasse, Mary Lynn Vernon

2. ESTABLISHMENT OF THE VOTING BAR

Count: 44

Quorum: 17

3. APPOINTMENT OF RECORDING SECRETARY

Kim Maves was appointed as Recording Secretary.

4. ACCEPTANCE OF ANNUAL REPORT

Clark Young proposed a motion to accept the 2024 Annual Report to the congregation.

Moved by **Kelly Brassington**

Seconded by **Sam Dicks**

Carried

5. ACCEPTANCE OF MINUTES OF MARCH 3RD 2024 MEETING

Clark Young proposed a motion to accept the Minutes of the 2024 Annual Business Meeting

Moved by **Terry Cowal**

Seconded by **Ken Lauzon**

Carried



Annual Business Meeting

MINUTES | Sunday, March 2nd, 2025, 6:00PM | Page 2

6. APPOINTMENT OF SCRUTINEERS

Clark Young proposed a motion to appoint Keri-Lyn Young, Kelly Brassington and Ted Williamson to be scrutineers.

Moved by **Cathy Stevenson**

Seconded by **Al Bourdon**

Carried

7. ADOPTION OF 2024 LOCAL CHURCH CONSTITUTION

Clark offered a brief explanation of the changes that have been proposed. There were no questions.

Clark proposed a motion to adopt the 2024 Local Church Constitution with the noted changes.

Moved by **Barbara Cowal**

Seconded by **Jaan Ranne**

Carried

8. ELECTION OF DEACONS

Chris Harrod, and Kim Maves continue to hold their board positions. Three board positions are open. Of those nominated, Nikki Berry, Terry Cowal, Dennis Jenkins, Rob Kerr, Jeff MacPherson, Garnet Simpson, and Jerin Varghese agreed to allow their names to stand for election. Pastor Clark Young explained the voting process. Ballots were distributed and then collected by the scrutineers. Four ballots were required.

Board Member Vote Results:

Nominees elected included Nikki Berry, Terry Cowal, and Jeff MacPherson. The 2025 Board of Deacons will consist of Nikki Berry, Terry Cowal, Chris Harrod, Jeff MacPherson, and Kim Maves.

Pastor Clark Young proposed we destroy the ballots.

Moved by **Kelly Brassington**

Seconded by **Sam Dicks**

Carried



Annual Business Meeting

MINUTES | Sunday, March 2nd, 2025, 6:00PM | Page 3

9. FINANCIAL REPORT & ACCEPTANCE OF REPORT

Presented by **Chris Harrod**, Treasurer of the Board

Some highlights from the 2024 Financial Report that were reviewed include:

- In 2023 we did not meet our General giving projections. So, in 2024 the Board put forward a more modest budget based on the previous year's numbers, but with the idea that: "...we are confident that God will continue to meet our needs as he has always done as we continue to think about and minister to those inside and outside of our church who are in need." And he has!
- Matthew 6:31-33 So do not worry, saying, 'What shall we eat?' or 'What shall we drink?' or 'What shall we wear?' For the pagans run after all these things, and your heavenly Father knows that you need them. But seek first his kingdom and his righteousness, and all these things will be given to you as well.
- I believe that as a church our focus has been on God's kingdom and not on ourselves, and that He has provided for us as we have sought him and his righteousness, not our own gain.
- We thank God that he has given us what we have needed this year, out of his abundance.
- We have been very blessed with faithful financial giving, but we recognize that the finances ultimately come from God. We thank him for his goodness.

Statement of Financial Position

- Net assets of \$1,860,078, \$100,000 increase over 2022
- Increase in the short-term investments and cash, \$14,000
- \$300,000 invested in GIC's
- No debts
- Cash in bank - \$69,000

2024 Statement of Operations - REVENUE

General giving

- General is all giving that is not specifically directed to a ministry
- Increase of \$103,163 over last year

Interest

- GIC investment income

Other revenue

- includes things such as rental income, HST rebates, summer student grants
- new rental policy has reduced that line

Special designated giving

- giving that has been designated to specific ministries or events e.g., children's ministries, Youth, Christmas families, outreach



Annual Business Meeting

MINUTES | Sunday, March 2nd, 2025, 6:00PM | Page 4

2024 Statement of Operations - EXPENDITURES

Employee benefits

- CPP, EI, WSIB, pension payments

Pastors

- Lead Pastor, associate pastor (see Schedule 1, page 27)

Support staff

- Office Admin, Custodian, Bookkeeper

Schedule 2 – General

- Two areas we spent much more in than budgeted:
 - a. **Banquet** - any food expenses (kitchen, church-run bible studies, coffee after-service, etc.)
 - b. **Kitchen supplies** - cups, plates, napkins, etc.
- Intentionally making sure that we have regular fellowship time after church

Office Supplies

- Higher costs this year than budgeted
- Includes costs of many different computer applications and licences we pay for (financial management, database, worship slides, videos, etc.) and a \$2000 missed payment from 2023

Schedule 3 – Parsonage

- Similar numbers to previous year
- Maintenance
 - Not included here is the replacement of Manse deck
 - i. Capital improvement - it is amortized and not reported in just this year (see page 29 – Parsonage line)

Schedule 4 - Ministries

Christian Education

- Discipleship groups, leadership conferences, service supplies, Alpha, etc.
- Less spent than planned

Youth

- Spending amounts are offset by amounts reported under Special designated givings (page 26)

Ministries – Other

- Includes things like Big Give, Worship, Young Adults, Seniors
- Most of the expense is connected to the Summer Day Camp, which is offset by designated giving



Annual Business Meeting

MINUTES | Sunday, March 2nd, 2025, 6:00PM | Page 5

Schedule 4 - Ministries Cont.

District Tithe

- As part of the Eastern Ontario District (EOD) of the PAOC, we give 10% of our General Revenue as a tithe, to support their ministries and administration

Missions

- Continued to be able to give as in previous years

Net Revenue

- GTC ended the year with a surplus in Net Revenue of just over \$100,000.

2024 Notes to the Financial Statements

Capital Assets

Capital expenditures and improvements in 2024:

- Parsonage: deck replacement (~ \$11,000)
- Equipment: Sanctuary screen and projector (~ \$30,000)

Approved capital improvements upcoming in 2025:

- 2 rooftop heating units to be replaced this Spring
- ~\$45,000 to be paid out of cash on hand

Final notes

GTC again ended the year in a strong financial position:

- Over \$337,000 invested for the future
- No debt
- A positive cash balance in our bank account
- Improvements to the building and manse
- And most importantly, we continued to fund the ministries in our church and the missions outside of our walls!

Chris Harrod put forward motion to accept the Financial Report

Moved by **Tanya Williamson**

Seconded by **Sam Dicks**

Questions:

Bill Boland – Noted that maintenance had dropped this year.

Chris Harrod - The gym was painted the year before which was a large expense.

Bob Meek – Yeshua posed a question as recorded in last year’s minutes – “Is there a plan to invest interest from GIC’s if they are not needed?”

Chris Harrod – The interest is normally used as income towards expenses. If it is not needed toward expenses, it will be rolled into more investment funds.

Carried



Annual Business Meeting

MINUTES | Sunday, March 2nd, 2025, 6:00PM | Page 6

10. PRESENTATION AND ADOPTION OF 2025 BUDGET

2025 Budget - REVENUE

General

- Large increase over last year, but only \$30,000 more than 2023 budget

Other Revenue

- Based on both the Interest and Other lines seen in the 2024 report (page 26)

Special Designated

- In-and-out items are usually not included in this budgeted amount

2025 Budget - EXPENSES

Salaries

- Our board policy is to provide cost of living increases to our employees each year based on the Consumer Price Index
 - This year a 2.7% increase to all staff

Support Staff

- Added \$20,000 in the budget toward a possible position that will focus on online services, media, and social media
 - Still being discussed about what this position will look like and how it will be staffed

Building Reserve Fund

- Continuing to set aside \$1,000 per month for future building needs

Schedule 2 - General

Most budget numbers are similar to 2024

- Kitchen supplies
 - More intentional usage, so increased budget
- Office supplies
 - Higher costs in software, licences, etc. each year

Schedule 3 - Parsonage

Similar projections to 2024



Annual Business Meeting

MINUTES | Sunday, March 2nd, 2025, 6:00PM | Page 7

2025 Budget - EXPENSES CONT.

Schedule 4 - Ministries

Junior High

- Combined with Youth

Youth

- Increased by \$2,000 over 2024 Junior High/Youth lines

Ladies/Men/Seniors

- Added \$2,000
- More intentional focus on these groups

Ministries - Other

- \$2,000 increase
 - Includes some intentional spending on a few events through the year (e.g., Easter and Fall events)

Missions

- We have raised our budgeted spending back to 2023 levels
- Doubling our giving to Neighbourlink

2025 Missions We Continue To Support

Missions-Foreign

- Israel: Dugit Outreach Centre & Shemen Sasson
- Ukraine: Ed Dickson
- Latin America: Otto Perez - NEXO
- India: Pastor Roy

Missions-Local

- Ottawa Innercity Ministries
- Teen Challenge Renfrew
- Neighbourlink / Fountain

Final Notes

Our plan is to continue with a balanced budget, saving and investing for the future, but also with prayerful spending on the church building, the people who attend, and those who are in need in our community and around the world. But seek first his kingdom and his righteousness, and all these things will be given to you as well. Matthew 6:33

Chris Harrod introduced a motion to adopt the 2024 budget.

Moved by **Bob Meek**

Seconded by **Garnet Simpson**



Annual Business Meeting

MINUTES | Sunday, March 2nd, 2025, 6:00PM | Page 8

Questions:

Terry Cowal - I noticed that the Pastors' salaries have gone up less than 3% but our Missions giving has gone up more than that.

Chris Harrod – There was a review of salaries last year and the salaries that we provide are in line with other churches about our size.

Jeff MacPherson – Yearly spending seems very low for a house the size of our parsonage. Is there ongoing maintenance planned?

Chris Harrod – Repairs are done as they come up. The kitchen was upgraded within that past 5 years. It has been about 11 years since it was painted. It may be time to paint it again.

Tracey Harrod – The church wide survey that was completed during Covid stated that we are understaffed for a church our size. Pastor Rachel carries a lot of areas of responsibility. Could we look at hiring staff to help with those responsibilities?

Chris Harrod – The \$20,000 is allowing us to look at how to meet those needs.

Bob Meek – We had a designer who provided ideas to help modernize our facility. Are we proceeding with those plans?

Pastor Clark – The money that was tentatively offered for that project was never received. But we do have a plan to make changes to the foyer area this year.

Rob Kerr – I agree with the comment that we need to add staffing to help Pastor Rachel. Other comments of agreement voiced throughout the room.

Pastor Clark – The increase in attendance has helped to highlight this need. The Board is recognizing this need and is in the process of discussing how best to meet the need. Please pray for us as we make the staffing decisions.

Keri-Lyn Young – Training amount has been reduced. Reason?

Chris Harrod – The money has been allocated but not spent. The number is reflective of our spending.



Annual Business Meeting

MINUTES | Sunday, March 2nd, 2025, 6:00PM | Page 9

Questions Cont.

Bill Boland – The \$20,000 is a cushion for possible increased expenses?

Chris Harrod – The \$20,000 is specifically to be spent on increasing staff for effective ministry.

Yeshua Cornejo – The \$20,000 is set aside, but who is going to decide and when? Is the year going to pass without actually increasing staff until the fall? How can this decision be expedited?

Chris Harrod – There will continue to be discussions with staff, and also with the Board. Your concern is heard that the decision should not be delayed.

Dianne Wallace – Is the \$20,000 to be spent in one lump or spread out throughout the year?

Chris Harrod – It will likely be an hourly wage spread over the year.

Carried

11. MINISTRY REPORTS

Those who serve on ministry teams in all areas were thanked for their contributions. The health of the church is evident by the number of people connecting in Life Groups, people visiting in the foyer, new ministries being started. The increase in the number of attendees is all due to God's drawing of hearts. He is the One who deserves the glory!

12. FINAL REMARKS

Pastor Clark invited **Pastor Rachel** to speak about the ministries she oversees. Rachel spoke about the theme word for the year, "Enlarge" that both she and Pastor Clark had received from the Lord at the beginning of 2024, and how the Lord has fulfilled his promise. She also voiced how many volunteers are necessary and how grateful she is for the support that she has received from the congregation and volunteers from other churches for youth/jr high. She stated that more staff would be helpful.

Pastor Clark closed in prayer.

13. ADJOURNMENT

Meeting was adjourned at 7:55.



Appendix A
***Agenda for Annual Business Meeting -
March 8, 2026***





Annual Business Meeting March 8th, 2026

Order of Business

1. Prayer
2. Establishment of the Voting Bar
3. Appointment of Recording Secretary
4. Acceptance of Annual Report
5. Acceptance of Minutes of March 2nd, 2025 Meeting
6. Appointment of Scrutineers
7. Election of Deacons
8. Financial Report & Acceptance of Report
9. Presentation and Adoption of 2026 Budget
10. Ministry Reports
11. Adjournment

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