

# 2024 ANNUAL REPORT



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# KGF BOARD



From left to right: Eric Wiens (Trustee), Neil Dawes (Spiritual Vision & Direction), Bernie Pankonin (Treasurer), Steve Perry (HR), Heidi Myers (Spiritual Vision & Direction), Andrew Labun (Secretary), Sandra Robertson (Board Chair), Chris Hendricks (Spiritual Vision & Direction), Nancy Tordiffe (Spiritual Vision & Direction), Irene Dyck (Spiritual Vision & Direction), Shawn Klassen (Lead Pastor)

## MESSAGE FROM THE BOARD CHAIR

### GREETINGS KGF FAMILY!

I want to start this message by acknowledging and thanking the boards that served in the previous few years. It is hard to imagine how difficult leading a church was through the pandemic and then the recovery period, along with all the usual things that happen in the life of church leadership. These women and men gave heart and soul to making sure that the church functioned, and operational needs were met. And their commitment sustained our church community. Take a moment to thank them for their extraordinary commitment!



And it is with this backdrop that the 2023 board stepped into place. As a board, we were transitioning from the need to be hands-on and managing daily needs, to being a strategic and visioning board. It took us a while to get our bearings.

In October 2023, we welcomed Denis Federeau to join us at a board retreat with a focus on church governance. Denis provided us with some insight into the role of a visioning board and helped us build a framework from which we could understand our role. The members of this board are an incredibly wise group of individuals who are all committed to hearing from God and following Him as He leads us. Thank you for trusting us to lead KGF.

I am always amazed and grateful for how God continues to bless and build his church! This year we welcomed Shawn as our Lead Pastor, and he has been settling into his new responsibilities. Our staff team grew as well with the addition of Sarah Howe as our Executive Administrator, and Lucy Joo as our Communications Coordinator. We have also hired a Families Ministry Director, Pepe, and initiated the immigration process to have her join us. We look forward to the paperwork being cleared allowing Pepe to begin her ministry at KGF. We celebrate with Joel as he completed his training at Arrow Leadership this year, and with Devan as he completed the arduous process of being credentialed by BCMB.



We completed a renovation of our space this year. Bernie Pankonin was instrumental in completing this project, using both his leadership and construction skills. Thank you Bernie!

The NextSteps campaign was a reminder of the faithfulness of God to meet our needs as a church. KGF has always been a church that stewarded finances well and had a deep-abiding faith that God would meet our needs. This year has been no exception; through NextSteps we raised funds to complete improvements and our end-of-year giving moved us into a better financial position. The work of the church requires the support of the body, and I thank you for your faithful giving.

As we leave 2023, and look forward, we will draw from the heart of KGF that was born more than 60 years ago, and seek to grow as a Christ-centered community, to grow deeply in our faith and to know Jesus and make Him known.



**Sandra Robertson**  
Board Chair



# LEAD PASTOR



**Shawn Klassen**  
Lead Pastor

Wow! 2023 felt like it went by amazingly fast. In our first year here, Lisa and I have been so grateful to have met so many who call KGF home. We look forward to deepening relationships with those friends and meeting many new ones as well. The Lord has been as faithful as ever through the past year; He has seen us through various events and ministries, knitting us together to be the church family He's designed us to be.

Our mission "To Know Jesus and Make Him Known" is a beautiful reflection of the heart of God. That is His desire for us, that we come fully alive in relationship with Him and that we invite others to do the same. To live that out, we've been using 3 words to guide us: CONNECT, ENGAGE, and GROW.



**WE WANT TO**

**Connect** with Jesus and with one another,  
**Engage** by getting involved in the life of KGF and  
**Grow** by digging deeper in faith.



# HERE'S HOW THAT'S LOOKED IN 2023:

## 01 CONNECT

**Sundays @ KGF** have been a great rhythm for us - we gather to sing, to pray, and to learn. I've enjoyed sharing the scriptures with you and I've loved when others have shared with us as well. A lot of ground was covered in 2023:

- We looked at biblical metaphors for the **CHURCH** (body, bride, temple, family)
- We studied Philemon to understand **USEFUL FAITH**
- We explored the last 7 days of Jesus' life in **ONE WEEK TO LIVE**
- We talked about ministry essentials in **WHAT'S NEXT?**
- We spent May-August in the book of James, learning to **LIVE WISELY**
- We dove into the book of Mark asking **WHO IS JESUS?**
- And we wrapped up the year with an advent series **WHERE WILL YOU FIND LOVE/HOPE/PEACE/JOY?**

We also launched **Community Groups** knowing that a smaller environment is greatly beneficial to grow in faith and relationship with each other. We're blessed to have 13 Groups available and over 100 people are connected in them!

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## 02 ENGAGE

We're all built so uniquely by God, and He's made us to be more than spectators - we're built to serve together! I'm thankful KGF embraces that and I love seeing so many people involved in many different areas.

Each Sunday, around 30 people serve on 5 **Teams** to make sure we provide a warm, uplifting environment. These teams are:

1. Hospitality (Greeters, Info Desk, Coffee Time in the Hub)
2. Music (Worship leaders, musicians, singers)
3. Kids (Teachers, Helpers)
4. Tech (Soundboard, Media)
5. Prayer

Being engaged also means impacting our city and beyond. In 2023, we helped support the Okanagan Valley Pregnancy Care Center, Gardom Lake Bible Camp, Freedom's Door, Child of Mine, Kelowna's Gospel Mission, and more.

Thank you KGF for giving of your time, talent, and treasure - let's continue to live generously!

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## 03 GROW

There's always a next step in faith, no matter where you're at in your walk with Jesus. We've often highlighted the importance of devotions - a regular rhythm of growing in the Lord through the reading of scripture and the practice of journaling SOAP. We've also been able to offer a few different courses and workshops in 2023. There was Community Group Leader Training, and a Mentoring Workshop. We ran the Marriage Course by Alpha, and a course for people exploring faith called Starting Point.

Church family, I'm excited about what God is up to at KGF! I love that we come together in unity around the gospel to see each other transformed by Jesus. He is our great hope, our strength, and our shield. Let's continue to faithfully follow as we "Know Jesus and Make Him Known". Join me in praying and believing for an even stronger 2024!

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# TREASURER

Thank you for your giving in 2023! It has made a difference in the life of our church and our community. We would not have been able to offer the programs or maintain our facility without your giving.

Based on our previous year giving and expenditures, the year started with a deficit budget projection. We felt we needed, at minimum, to fund the basics and dip into our reserves if we had to. We also asked the congregation at the AGM to consider giving over and above the budget to fund a renovation using the NextSteps funds to complete the project. Your generosity came through and \$28,099 was raised over and above the budget! With the opening balance of the NextSteps funds including the fundraising, less the expenses of the renovation, we now have an ending surplus NextSteps balance of \$22,642 which can be used towards future facility improvements.

During the year due to careful spending, not being fully staffed and increased faithful giving we ended in a surplus position. Praise the Lord! With the additional funds we were able to install the aural hearing loop system in our sanctuary and fund the drum room enclosure.

I want to encourage you to continue to give out of the abundance which the Lord provides.

Sincerely,

**Bernie Pankonin**  
Treasurer



## NEXT STEPS FUND

Opening Balance	14,433
Prev Yr Surplus Transfer	9,960
Fundraising	28,099
<b>Total</b>	<b>\$ 52,492</b>
<b>Renovation Expenses</b>	<b>(29,850)</b>
<b>Ending Balance</b>	<b>\$ 22,642</b>

## KGf CHURCH 2024 BUDGET V7 (PROPOSED)

SUMMARY	2022	2022	2023	2023	2024
	Budget	ACTUAL	Budget	ACTUAL	Budget
INCOME - RECEIPTABLE	\$ 650,000	\$ 540,082	\$ 558,000	\$ 544,657	\$ 549,500
INCOME - NON-RECEIPTABLE	\$ -	\$ 772	\$ 2,000	\$ 10,203	\$ 9,000
DEFERRED REVENUE (PRIOR YEAR)	\$ 6,600	\$ 6,600	\$ -	\$ -	\$ -
DONOR RESTRICTED GIFTS	\$ 2,000	\$ 1,167	\$ 2,000	\$ -	\$ -
OTHER RECOVERIES	\$ 37,750	\$ 9,500	\$ -	\$ 6,434	\$ 6,500
OTHER INCOME - BUILDING SHARING (+INTEREST)	\$ 55,150	\$ 54,220	\$ 50,000	\$ 66,219	\$ 64,575
GOVERNMENT GRANTS	\$ -	\$ -	\$ -	\$ -	\$ -
Fund Transfers (Refugee,Next Steps,Facilities)	\$ -	\$ -	\$ -	\$ 38,630	\$ -
<b>TOTAL INCOME</b>	<b>\$ 751,500</b>	<b>\$ 612,341</b>	<b>\$ 612,000</b>	<b>\$ 666,143</b>	<b>\$ 629,575</b>
Fund Transfers (Refugee,Next Steps)				\$ 54,047	
FACILITIES	\$ 96,950	\$ 97,226	\$ 111,950	\$ 104,215	\$ 91,115
FUTURE FACILITIES REPLACEMENT FUND	\$ 15,000	\$ 15,000	\$ 20,000	\$ 20,000	\$ 15,000
ADMINISTRATION	\$ 57,995	\$ 50,401	\$ 47,600	\$ 42,538	\$ 57,600
PAYROLL	\$ 435,000	\$ 346,031	\$ 352,000	\$ 294,279	\$ 373,000
MINISTRY (INCLUDES FEES RECEIVED)	\$ 91,480	\$ 31,390	\$ 48,950	\$ 41,126	\$ 48,875
MISSIONS (EXTENSION MINISTRIES)	\$ 53,575	\$ 38,516	\$ 52,150	\$ 43,850	\$ 43,985
DONOR RESTRICTED DISBURSEMENTS	\$ 1,500	\$ 1,167	\$ 2,000	\$ -	\$ -
<b>TOTAL EXPENSES</b>	<b>\$ 751,500</b>	<b>\$ 579,731</b>	<b>\$ 634,650</b>	<b>\$ 600,055</b>	<b>\$ 629,575</b>
<b>SURPLUS (DEFICIT)</b>	<b>\$ -</b>	<b>\$ 32,610</b>	<b>\$ (22,650)</b>	<b>\$ 66,088</b>	<b>\$ -</b>



# TRUSTEE

In 2023, there were significant changes in how the building was managed, with new people taking on various roles. At first, Bernie was the trustee, but in April, Eric took over. Also, the board's approach to facility management shifted from being actively involved to providing oversight. Sarah, the executive administrator, assumed responsibility for the day-to-day facility operations, a role that Bernie had previously assisted Todd with. Bernie played a crucial role in the transition by training Eric and Sarah in their respective roles. Additionally, Todd was involved in the transition, as he was leaving his position in April.

**Several volunteers take care of the building at KGF.** Bernie organized a facilities maintenance day in April, which was a great success. We are grateful to two couples who regularly carry out monthly safety inspections of fire extinguishers, emergency lights, exit signs, and fire bells, as required by the building code. We extend our heartfelt thanks to all the volunteers who helped us throughout the year!

The major project of the year was the extensive Renovation. The total cost of the renovation was \$29,849.93, out of which we were able to fundraise \$27,472. The remaining funds came from the Next Steps fund. The renovation included the following changes:

- Removal of the Nursery and addition of three offices, one for Sarah, Shawn, and Lucy.
- Renovation of the technology room by installing a window, removing some walls, and new flooring.
- The youth room was relocated to the large multipurpose room, and plumbing and cabinetry were installed. Cloud 9 Daycare was moved to above the main lobby.
- Renovation of the back room in the hub by the baptismal tank and expansion of the storage area into that space.
- Modifying the family washroom that was part of the prayer room to make it accessible from the hallway. This project was completed by early fall.

One of the significant projects undertaken this year was repairing the roof. The repair work included adding extra roof drains to eliminate the standing water puddles and patching various leaks. Additionally, there was a leaking roof hatch above the tech room, which had been roofed over. This hatch was also fixed during the repair work. A drum cage was built, and the Loop hearing system was installed. Also, as usual, various things were fixed or completed throughout the year, like the irrigation blowout, fire sprinkler test, and carpet cleaning. Our facility is aging, and we are noticing some issues:

- The urinals got plugged into the men's bathroom with calcium and other deposits. They have been cleaned but will need to be replaced.
- We will be updating our Security system. Several sensors failed this year, and parts are no longer available as the main controller also gave us some issues. After the AGM, the Security system will be replaced, and a new provider, selected as TELUS, has not been giving us the service we desire.
- The HVAC control system in the church is not very smart. We will add Smart Controls in 2024.

As we move forward into 2024, we will start planning for the long term and analyzing how the 2030 regulations in the province will affect the church. We will also carry out some budgeting exercises to predict the costs of long-term significant repairs to ensure proper budget planning. We will maintain our building to use it to continue doing God's work.

Finally, we rent our facility to three other churches, two community groups, and a daycare, which is an excellent way for us to steward the resources we have been given.



**Eric Wiens**  
Trustee





# HUMAN RESOURCES

It has been a pleasure to serve the KGF Church Family for this past year as the Board Rep for Human Resources. It has been a full year and to be honest, a bit more work than I had anticipated!

As an HR Representative, along with the Board, staff and volunteers – we have worked and are continuing to work on the following main items alongside the regulatory items of the day-to-day church governance:

## 1. Families Ministry Director

We desire to support our children and the families of KGF. We believe it would be ideal to have a Families Ministry Director who would oversee the development, planning and initiatives within the context of the amazing volunteers that already serve (and those yet to serve!).

We have narrowed the search to an applicant from overseas, and are waiting for the Canadian Government to give their approval in order to move forward with securing her relocation and start date. Please continue to pray for God's guidance and provision during this time and for our candidates as they too await the Government's decision.

## 2. Job Descriptions

This past year, we have looked at the current Job Descriptions for each of the staff to ensure they are accurate and effective. This is an ongoing process as we work through the nuance of each position.

## 3. Staff Compensation Analysis

Along with the Job Descriptions, we have taken the time to do a full comparison of our staff compensation packages to the BCMB (BC Mennonite Brethren) salary grid to begin to move our staff remunerations closer to the recommended levels.

## 4. Build relationships with the Staff

One of the main reasons I chose to serve as the Board Rep for HR is to be part of the Boards' vision to be a strong support base for the staff. Obviously, this takes time and investment and I am only starting. Ministry is hard work on a good day and there are lots of not-so-great days as well. We desire to be present for them as they lead, counsel and serve the KGF Church Family. Please remember to PRAY for your staff members, the Board, and volunteers who serve so willingly.

With you in service,

**Steve Perry**  
Human Resources





# WORSHIP MINISTRIES

## A YEAR OF EQUIPPING & TRAINING

2023 brought fresh ideas, pivotal shifts and some steady growth. I was hugely impacted by the Arrow Leadership program which wrapped up in December. Our ministries at KGF saw renewed vision and focus throughout the year.

In February of last year, Wally Peters and I took on the project of installing a T-coil loop system in our sanctuary for the hearing impaired in our gathering. Donations from some of you who are or know loved ones that would use it fully paid the cost of the new equipment and installation. It took several months after the physical installation for all the technological kinks to be ironed out but the system has been running smoothly every Sunday since mid October.

Our KGF Kids ministry has steadily been growing both in Volunteer numbers and in numbers of kids who show up. Right now we have about 25 kids signed in to our program every week! We implemented a digital check-in system and have 2 volunteers that help keep that running smoothly each week as well.



Over the summer and into the fall we hired an outside contractor, Pastor Ryan De Zwaan from the House Church Kelowna, to assess our current sound systems, provide training for our musicians and sound volunteers, and recommend some key upgrades to our systems. Ryan's recommendations really helped make our systems user-friendly and organized. Our team was so blessed by his training over the months of September and October. We even went ahead with a few of his key purchase recommendations and installed a Drum Shield in the auditorium to provide more control over the Sanctuary sound to our volunteers.







Perhaps the most important shift for us though, was our renewed vision, focus and purpose of our groups. We have adopted some key principles from **“Sticky Church”** by Larry Osborn such as: providing discussion questions around the weekend’s message, establishing a rhythm of intentional breaks for leaders, and facilitating a culture where trying different groups is not only allowed, it’s encouraged. We want our Church community to feel connected and known in their groups and so our training and rhythms are designed to support and maintain that. Since implementing some of these key practices many of our group leaders report much deeper relationships and more focused conversations about Sunday’s message that help group participants apply the Word of God to their lives.



**Joel Lise**  
Worship Pastor



# STUDENT MINISTRIES



## DISCIPLESHIP TEAM:

Our afterschool program, Discipleship Team (DT), is designed for students seeking a deep study of the Word, scripture memorization, and growth in spiritual disciplines. In Spring 2023, we conducted an in-depth study of the book of Acts, focusing on how the Holy Spirit established the church and transformed. We also practiced writing and sharing testimonies and mini-sermons to enhance our communication skills.

In the fall of 2023, the DT chose to study 1 Samuel. Our focus was to understand how God raises up faithful individuals and how His work in David and in Israel points to His greater promises through Jesus. Every month, we tackled Tough Faith Topics that the DT had asked about, including understanding the nature of God, the person and work of the Holy Spirit, navigating suffering and loss, and much more. It's encouraging to witness our young people's earnest desire to grow in their faith and spend time reading and reflecting on the Word.

## YOUTH NIGHTS:

Our youth leaders took great care in shepherding our youth each week. Our aim is not to be chaperones but to come ready to teach the Word and engage our young people in meaningful discussions of faith. This past spring, alongside our regular schedule of theme nights and life groups, we continued to collaborate with other youth groups, uniting around the mission of discipling teens and praying for our churches and city.

In our fall semester, we decided to go through the book of John together as a community, asking the question, "how will we respond to who Jesus reveals himself to be." We introduced Potluck Nights where everyone brings food for a night of connection and fellowship in our home. These nights emphasized our vision to be a community that is focused on fellowship rather than around activity and events. We want our young people to see the value of gathering around the table together and building relationships over a meal in each other's homes.

## CAMP:

We love camp at KGFYouth. This past Spring break, we went out to Gardom Lake for a service and spiritual getaway. We helped clean, repair, and paint while spending our mornings and evenings in Bible study and worship. For our Year-End Camp, a collaboration with Grace Baptist, Hope Bible, and Providence Church resulted in an amazing youth camp at Morning Star Bible Camp. Our Summer CREW provided opportunities at two camps - running a Kids Camp at Morning Star for 80 kids and serving at Gardom Lake for their pre-teen camp, witnessing spiritual breakthroughs through prayer and service.







## SUMMER CREW:

We ran our fourth year of Summer CREW, an all-day weekly program where youth attend discipleship workshops taught by local leaders in the community and then spend the afternoons serving organizations in Kelowna. This summer, our theme was Equipped for Every Good Work. We learned about how God equips His servants to join Him in His good work in the world. Our students worked hard and were stretched, especially while leading the Kids Camp, and they had to rely on God for strength and encouragement that He was working in the lives of the kids they were sharing the Gospel with.

## CLOSING THOUGHTS:

Each year, I feel blessed to see how God is capturing the hearts of our young people for His Kingdom. I've seen our grads from the last year thrive in their faith as new adults in new environments, rather than struggle. I've seen young people sincerely serving in their church because they know it's their community, not just their parents'. These things bring me much joy. However, I believe, as a church, we must pray more than ever for our youth. We need God to create in them a hunger for the things of His Kingdom. Our young generation is inundated with a love for the things of the world, it is so pervasive in their culture. Many youth programs cater to this culture with entertainment-first approaches. Contrarily, I believe we must stoke a desire for the things of God - a love and passion for His Word, His Truth, and His mission. Though this goes against typical youth ministry growth strategies today, I believe it is required for our young people to truly love God as He is. Please join with me in prayer for our youth this year.



**Devan Scollon**  
Student Ministries Director





# MISSION ACTION TEAM REPORT

The task of the Mission Action Team (MAT) is to implement the KGF Home and Overseas Mission in accordance with the KGF mission statement of “Knowing Jesus and making Him known.” This is done by recommending funding support for Mission Partners to the KGF Board of Directors for approval. In addition, KGF also has Mission Associates, which are unfunded organizations that receive prayer support and opportunities for a Sunday presentation at KGF. We also provide financial support for Short Term Missions, and Mission Projects when applicable and budget permits. The Mission Action Team presently consists of Pastor Shawn and one Board member (Neil Dawes).

In 2023, the Mission Partners that KGF supported were Gardom Lake Bible Camp, Kelowna Gospel Mission, and Freedoms Door. Our Mission Associates were Okanagan Valley Pregnancy Care Center, and Compassion Canada (Child sponsorships). We also provided some funding to a KGF member for a short-term mission trip to the Philippines.

In June, Pastor Shawn and Student Ministries Director Devan travelled to Primo Tapia, Mexico to visit Casa De Luz (CDL) to review its potential as a future ministry associate. It is a gospel centered community working together to provide education, support and resources to the most vulnerable single parent families with the aim of lifting them out of the cycle of poverty and injustice. Upon

returning to Kelowna, Pastor Shawn stated: “This organization impressed us greatly with their holistic approach to ministry. They are operating a daycare, starting and running businesses to provide jobs and generate revenue, delivering food hampers to families in need, providing education so single moms can get their high school equivalency, building a dental and health clinic, running a program for local youth, and more. God is using their efforts to transform lives and their city.” Further connection between KGF and CDL is being explored.

The Staff and Board greatly appreciate the financial support provided for these partners by the KGF congregation in supporting our mission of “Knowing Jesus and making Him known.”

**Neil Dawes,**  
Mission Action  
Team/Board Member











2024

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