

Member Townhall - Oct 26, 2025



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Prep Documents – Please use the comment feature to leave questions or comments you have. Note that your email / name will likely be attached to your comments.

- [Housing in the City Working Group Proposal](#)
- [Draft 2026 Reality Church Budget](#)
 - Please note the “+” and “-” signs on the left side of the spreadsheet which will allow you to expand or contract the spreadsheet
- [Female Pastor Job Description](#)
- [Membership Covenant](#)
 - [Communion Serving Role Outline](#)

Agenda:

- Prayer and Introduction - John
- Housing Committee Update + Proposal - Gareth + Moses
- 2026 Draft Budget - Gareth + John
- Female Pastoral Job Description - John
- Members Corner - Moses
- Upcoming Elders Items - Mitch
- Q+R - AI

Meeting Notes

A. 2026 Draft Budget - John Hau & Gareth Jones (Treasurer)

1) Income

- Budget for 2025 was accurate - 95%
- We track giving trends to support accurate budget planning, including number of giving units and total contributions.
- We have seen a 10% increase in giving compared to last year and expect giving to continue growing next year.
- On average, new attendees begin giving about 6 months after joining
- Historically, in December we see a significant increase in giving.
- We generate approximately \$65K in rental income by making our facilities available to outside groups.
- Our invitation to members is to give generously while staying within their means.

2) Expenses

- Administrative costs are on budget.
- The delayed hiring of a female pastor has reduced expenses for now, but we plan to fill the role soon with salary aligned to the BCMB grid.
- Hiring a bookkeeper has increased professional service costs.
- Some event expenses shift between categories, causing occasional variance.
- Rent may increase (unsure of amount right now) so we may adjust rental fees accordingly.
- We are at capacity in our current space but staying put for now due to significantly higher rental costs elsewhere.
- We are proposing a flat budget (income = expenses).
- While giving revenue for 2026 is budgeted to increase 20% over last year's budgeted giving, we are currently 10% above our budgeted giving for 2025, therefore, it would only be a 10% increase on this year's actual giving.

B. Housing Committee Update + Proposal - Gareth Jones & Moses Li

- The Housing Committee was formed to envision, evaluate, and recommend a practical housing strategy to the Elder Board, ensuring resources are used wisely.
- Committee Members: Gareth, Jenny, Moses, Natalie, Thomas, Tim, and Amos.
- Work completed across three phases: prayer and discernment, visioning and research, and exploring community-based housing models.
- Partner organizations reviewed: Vancouver First Church of the Nazarene, Cityview Church, Kinbrace, and Journey Home.
- Core outcome and vision: Provide housing and community support for individuals or families in Vancouver who otherwise would not have access to it.

Proposal Highlights

- Rental Subsidy Support in partnership with **Kinbrace**.
- Ongoing partnership with **Inner Hope Housing Program**.
Establish a **Long-term Housing Ministry Team**.
- Create a **General Rental Subsidy Fund** supported by passive income, tithing, and the Benevolence Fund.

C. Female Pastoral Job Description - John & Sarah Hau

- Our hope is to hire a female pastor to join our team. This role will strengthen our preaching team and bring a vital female perspective to leadership.
- A key focus of the position will be the discipleship and care of women in our church.



- The job posting will go public next week. The hiring process is just beginning.

D. Members Corner - Moses Li

- Join 9:45 am prayer time
- Greet and welcome others
- Arrive on time
- Sit toward the front during services
- Serve communion
- Give faithfully

E. Upcoming Elders Items - Mitch Claassen

- Bylaws review
- Elders process review (no new elders; assessing and auditing current process)
- Safe Church Policy updates for youth, kids, and adults

F. Q + R - All

Q: Are you inviting outside organizations to audit our processes?

A: Not formally. We are consulting with other pastors and leaders within our wider community, but there is no external audit planned at this time.

Q: Who is responsible for these upcoming initiatives?

A:

- Elders Process Review: John
- Safe Church Policy: Sarah and Mitch

Q: What does the Housing Committee partnership with Kinbrace involve?

A: We have earmarked funding to support Kinbrace, with the possibility of future additional support. We are also planning to increase the Benevolence Fund to further assist housing needs.