



CLASSIS HURON
of the Christian Reformed Church in North America
www.classishuron.ca

AGENDA

September 18, 2013 – 9:00 a.m.

Christian Reformed Church

209 Bearinger Road

Waterloo

The PURPOSE of Classis Huron

To support, equip and encourage our churches in the ministries as God has called us.

The VISION of Classis Huron

The churches of Classis Huron will foster deeper relationships with the Lord and each other through community and accountability as we support, encourage and equip one another to reach the lost, gather those made alive in Jesus Christ, and disciple all his people, through the ministries of individual churches and the joint ministries of Classis.

1. Index of Agenda Items and the day's schedule

Timeline	Report No. and Name	Reporter	Page
9 a.m.	Constituting Classis: Report of the Credentials Committee		
	Opening worship	Waterloo	
9:20 a.m.	Opening of Classis: Officers take their seats, opening comments by chair, committees for the day, devotions for the day.		
9:30 a.m.	7. Presentation and table discussion: <i>Discipleship</i>	Rev. Carel Geleynse	3
11 a.m.	Break		
11:15 a.m.	18.2 Dr. Hubert Krygsmann, Redeemer University College		13
11:30 a.m.	8. CMC/AdCom/Stated Clerk	Amanda Bakale Rev. John Vanderstoep	3
12 noon	Lunch Credentials Committee, Overtures Committee meets		
1 p.m.	11. Home Missions: <i>Church planting within classis</i>	Rev. John Vanderstoep	9
2 p.m.	12. Home Missions Committee report	Andrew Vis	9
2:15 p.m.	9.1 Protest decision of Classis Huron – Rev. Siemen Speelman	Overtures Committee	6
	9.2 Overture – Change format of The Banner		6
	9.3 Overture – Change the funding of The Banner		8
	10. Ministerial status of Rev. Jack De Vries	Stated Clerk	8
3:15 p.m.	Coffee Break		
3:30 p.m.	16. Financial Resources Team – 2014 Budget	John Bell	11, 16
4 p.m.	Youth Ministry Committee – verbal report		
4:30 p.m.	17.1 World Renew	Mary Both	12
4:45 p.m.	Credentials Committee		
	15. Nominations Committee		11
5 p.m.	13. Waterloo Campus Ministry		11
5:30 p.m.	Church Counselors: verbal reports Collingwood – Rev. Harry Zantingh Drayton – Rev. Dr. Les Kuiper as interim pastor Exeter – Rev. Ron Luchies Guelph New Life – Rev. Bernard De Jonge Lucknow – Rev. Gary Van Leeuwen Wingham – Rev. Stephen Tamming Stratford – Rev. Carel Geleynse Vanastra – Rev. Vic Vandermolen		
	17.Reports		
	17.2 Redeemer University College	Information	13
	17.3 Canadian Ministries Director	Information	14
	18. Future Classis meeting dates	Information	14
6 p.m.	SUPPER		

2. **Constituting Classis**

Call to Order, welcome by host church
Credentials Committee reports on attendance.
Classis is declared constituted.

3. **Devotions for the Day**

Opening – Waterloo
Pre-lunch – Orangeville
Post –lunch – Kitchener
Pre-supper – Chair

4. **Officers of Classis**

Chair: Rev. Dr. Darren Roorda
Vice chair: Rev. John Vanderstoep
Stated Clerk: Keith Knight

5. **Special guests**

Dr. Hubert Krygsman, President of Redeemer University College
Mary Both, World Renew delegate

6. **Committees for the Day**

Credentials Committee – Guelph First and Stratford
Balloting Committee – Waterloo and Guests
Overtures Committee – Owen Sound and Clinton

7. **Discipleship: "What is our discipleship process and how do we know it works?" – Rev. Carel Geleyse, Rev. John Vanderstoep**

Councils are encouraged to discuss the following questions in preparation for this 90-minute presentation and table discussion at Classis.

- 1) What is your discipleship process? (ie: How do you help people grow in love and commitment to Christ?)
- 2) How do you know your discipleship process is working and how do you measure it?

8. **Classis Ministry Committee**

8.1 CMC Report

The Classis Ministry Committee consists of representatives of all ministries/committees taking place within Classis Huron: Chair, Ralph Wigboldus; Vice-chair, Amanda Bakale; Classis Ministry Leadership Team, Stephen Tamming; Home Missions, Andrew Vis; Safe Church Committee, Atie Ott; Financial Resources Team, Clarence Louter; Huron Campus Ministry (Guelph), David Tigchelaar; Huron Campus Ministry (Waterloo), Bill Los; Youth Ministry, Lesli Van Milligen; Ministry Plan Team, John Vanderstoep; Stated Clerk, Keith Knight, ex officio.

The Classis Ministry Committee consists of representatives of all of the ministries taking place as part of Classis Huron. The committee experienced a change in membership since the May meeting of

NEW TREASURER

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classis. Rev. Rita Klein-Geltink was replaced by Amanda Bakale, who was appointed by classis in May to serve as vice-chair.

Rev. Stephen Tamming represents the Classis Ministry Leadership Team. Eva Joosse attended her last meeting on behalf of the Guelph Campus Ministry board.

The Safe Church Committee reports that there are still seven churches that do not have a Safe Church representative on the classis' committee. Classis decided in May that all of those churches must appoint someone to serve on that important committee.

2014-2017 Ministry Plan

At this Classis meeting, you are being asked to approve the attached Mission, Vision, and Values of the proposed 2014-2017 Ministry Plan of Classis Huron. These statements serve as the foundational statements of who we are as a classis. Churches will be asked to become engaged in developing the goals and objectives of the plan over the next few months, with approval of that plan scheduled for the February 2014 classis meeting.

The Mission, Vision, and Values statements have been revised to reflect up-to-date thinking and to help us all have a deeper engagement on the question: “ “what will we do together as classis?” Things we are thinking about include: developing partnerships of churches (missional clusters) who can address potential ministry regionally; numbers and locations of church plants; sustainable models of campus ministry at Wilfrid Laurier and Conestoga; a possible staff person for Classis in youth (Classis Chatham has recently begun such a position), and becoming more creative about how to fund all that we do together. In reflecting on the Vision, Mission, and Values, and as a way of preparing for the February 2014 Ministry Plan session at Classis, church councils are asked to reflect on these questions over the next few months, in conversation with each other and in conversation with God.

1. What might God be calling our churches to do collectively as a classis?
2. What might our congregation be uniquely able and ready to do to work toward that calling?

Please be sure that your delegates to classis share your reflections on these questions to the February 2014 classis meeting.

2014-2017 Ministry Plan

CORE VALUES

Gospel. We affirm that God is building his kingdom through the redemptive work of the crucified and resurrected Jesus Christ.

Worship. We give God glory by orienting our lives to his purposes and in this we find our deepest satisfaction. We glorify God in prayer, in worship services, and in *every square inch* of our daily lives.

Mission. We are commissioned by Christ who joins his body, the church, into this redemptive work and empower us by the Holy Spirit to enter fully into our relationship with him, to embody him in our communities, and to make disciples both of those entrusted to us through birth and all those whose lives our lives touch.

Integrity. We respond faithfully to every relationship we have: in our communities as agents of the Gospel, in our classis as partners with each other, and as Christian Reformed congregations who not only hold to our core beliefs, but also support our collective ministries.

Faithfulness. We will encourage means by which we can spur each other on to deeper abiding in Christ and obedience to His mission. These will not be limited to our (currently) thrice-annual meetings, but will also be fostered in local expressions of missional leadership development, prayer, worship, and ministry initiatives. We will recognize God calling us to be faithful while He builds the church.

Effectiveness. We will measure our effectiveness to the mission, celebrating the discipleship God uses us to spur, and by speaking the truth in love, addressing previously unaddressed health atrophies.

MISSION

Our mission is to *foster the Kingdom of God* through shared resources toward spiritual renewal.

VISION

The congregations, ministries and missional communities of Classis Huron will surrender to the work of the Holy Spirit in the mission of Jesus to embody the Kingdom of God. Recognizing the urgency of the times, we stand on the foundation laid for us by the previous generations and step forward in the same faith we have been taught.

8.2 Administrative Committee (AdCom)

AdCom is going through a significant change in personnel. Rev. Rita Klein-Geltink has left as vice-chair of AdCom since she has moved to Ancaster. Classis in May appointed Amanda Bakale to replace her. Rev. John Vanderstoep has also stepped down as the CMC representative on AdCom, being replaced by Rev. Stephen Tamming. John has agreed to stay on through the September classis meeting.

AdCom processed the ministerial credentials of Rev. Rita Klein-Geltink to Ancaster CRC as well as the ministerial credentials of Rev. Harry Frielink of Exeter to Barrie (Covenant) and the incoming credentials of Rev. Gary Van Leeuwen to Blyth CRC.

AdCom appointed Rev. Gary Van Leeuwen as counselor for Lucknow.

As a result of the decisions of the May classis meeting, AdCom appointed the following counselors for vacant churches: Rev. Vic Vandermolen (Vanastra), Rev. Bernard De Jonge (Guelph New Life), and Rev. Harry Zantingh (Collingwood). Adhoc committees were appointed to oversee those churches made vacant because of Article 17: Rev. David Tigchelaar, Rev. Bernard De Jonge, Elder Tom Bruulsema (Guelph New Life); Rev. Harry Zantingh, Dr. John Van Dorp, Elder Len Noordegraaf (Collingwood); Rev. Vicki Cok, Rev. Vic Vandermolen, Vanastra elder.

Role of synodical deputies at classis.

AdCom spent some time reflecting upon the May classis meeting and especially the involvement of the synodical deputies in the discussions around the Article 17 requests and decisions. Chair Ralph Wigboldus had conversations with denominational executive director Rev. Joel Boot and with Dr. Henry DeMoor. They indicated that synodical deputies should not engage in the discussions on the floor of classis without being asked to provide specific input. The synodical deputies were pastorally chastised.

Rev. Siemen Speelman is appealing classis' decision with respect to his termination agreement. His appeal appears in the agenda, and classis will be asked to decide whether or not to formally hear the appeal. If classis agrees to hear the appeal, it will be placed on the February 2014 classis agenda and will be discussed then in the presence of the synodical deputies. It was also noted that synod adopted the report of the synodical deputies in this regard.

8.3 Stated Clerk

The Stated Clerk's office often serves as the contact point between churches and Classis. He regularly fields phone calls or emails involving church polity or the practice of Classis Huron. The Stated Clerk devotes about 8 hours a week on the work of classis.

It has been particularly busy since the May classis meeting, facilitating the appointments of counselors and ad hoc committees for vacant churches. These are challenging times for the churches and pastors involved, often requiring several hours in meetings or phone conversations. Newly vacant churches inquired about pulpit supply, and there were various emails and telephone conversations related to vacancies.

It is important to keep tabs on those who have licenses to exhort and those ministers who are still members of this classis but serve churches or organizations overseas. The requests from two such ministers will be dealt with at this classis meeting.

The Stated Clerk handles details around the regular meetings of Classis, staying in touch with various presenters and guests, and connecting with the host church about meeting details.

The Classis Huron website, www.classishuron.ca, continues to be a valuable resource for churches within classis. The website content underwent a major overhaul recently, sparked by the sudden exodus of ministers to other churches. It was a good time to review the website content. Individual churches can update their contact information by sending an email directly to the web administrator, Peter Johnson, at silenceandshadow@gmail.com. The website contains upcoming

and past Agendas, Rules of Procedure for Classis Huron, the Servants of Classis document, meeting credentials and expense forms which can all be downloaded from the website.

Since the last meeting of classis, the Stated Clerk has engaged in more than 350 email conversations, most of them routine emails with churches or with members of AdCom. A log of those email conversations is available upon request.

MOTION 1: That the Values, Mission and Vision statements of the 2014-2017 Classis Huron Ministry Plan be approved.

MOTION 2: That the work of the Classis Ministry Committee, AdCom and Stated Clerk be approved.

9. Overtures

9.1 Protest Decision of Classis Huron

Brothers and sisters,

I hereby protest the decision of Classis Huron, meeting May 8, 2013 as recorded in the minutes at 13.1, the second motion carried, namely

"That the termination agreement as amended between the pastor and council of Vanastra CRC, reflecting a six month compensation package, be approved."

Grounds:

1. The rule of thumb for severance agreements used almost universally in the CRCNA in the past decades is one month of compensation for every year served.
2. At the May 8, 2013 meeting, synodical deputies illegitimately entered into the deliberations of classis and sought to persuade the delegates in a prejudicial manner. The mandate for synodical deputies is either to concur or not concur in a decision of classis, not to inject themselves into the classis' deliberative process.
3. If the classis had agreed upon a twelve month compensation package and the synodical deputies had not concurred, the matter could have been decided at Synod 2013 by having it approve or not approve of the work of the deputies. As it is, Synod 2013 received my objection and its officers ruled it out of order, advising me that a protest of the decision is the way to proceed. Thus Synod 2013 was not advised of my objection and could not decide on whether to approve the work of the Synodical Deputies in full awareness of what occurred at the meeting of Classis Huron on May 8, 2013.

I ask that Classis Huron uphold this protest and reconsider the matter of the compensation package in its meeting of September 18, 2013. I further ask that Classis Huron revise the termination agreement so that it reflects a twelve month compensation package rather than a six month compensation package and that Classis Huron seek the approval of synodical deputies of neighbouring classes other than the classes whose synodical deputies concurred in the above decision on May 8, 2013, so that further prejudice is prevented.

Rev. Siemen Speelman

MOTION: That Classis Huron uphold Rev. Siemen Speelman's protest and will reconsider the terms of the termination agreement at the February 2014 meeting with the presence of the synodical deputies.

9.2 Overture – Change funding of The Banner: Listowel

Overture Concerning the Funding and Accountability of The Banner

I. Background

In 2004 Synod approved the following recommendation from the CRC Publication board and "The Future of The Banner" Study Committee: "that The Banner be changed from a subscription-based magazine to an every-household and ministry-share supported magazine" (Acts of Synod 2004, pp.561-62). This change was recommended because subscriptions to The Banner were down and the best efforts of the editors and marketing staff had been unable to change this trend. The report to Synod from

CRC Publications suggested that The Banner had been an important part of the history of the Christian Reformed Church in North America as a “virtual town square” where members of the denomination could hear and see each other, discuss important issues and set the direction of the denomination (Agenda for Synod 2004, p.197). In the face of increasing diversity in the Christian Reformed Church, The Banner was seen to be an important forum for promoting “a strong denominational identity,” serving as “a voice to call [CRC] members and congregations together,” and introducing new members to the church and old members to new ministries (Agenda for Synod 2004, p.197). The report brought to Synod on “The Future of The Banner” suggested that “The Banner needs to be a visionary and unifying expression of the identity of the denomination” (Agenda for Synod 2004, p.195). It was ~~also~~ suggested that ~~by~~ putting The Banner into the hands of every member of the denomination would help reverse the trending decline in denominational loyalty (Agenda for Synod 2004, p.197). A major model for adopting this policy was the practice of the Reformed Church in America, which sent its denominational magazine, The Church Herald, to all member households (Agenda for Synod 2004, p.197). The Church Herald ceased production in 2009.

The current state of The Banner can hardly be said to promote either “a strong denominational identity” or “denominational loyalty.” The Banner is consistently unclear about the positions of the Christian Reformed Church and whether editorial perspectives lie within the boundaries of the church. Indeed, it is more likely that people reading The Banner are going to become less loyal to the Christian Reformed Church if they think that the Christian Reformed Church accepts the things published in this magazine. A few recent examples include an article promoting a thorough revision of ~~our~~ Reformed theology in order to comply with the current teachings of evolution (“Tomorrow’s Theology,” The Banner, June 2013) and ~~an~~ two articles suggesting that we should be more open and accepting of the practice of cohabitation and premarital sex (“Mom, We’re Living Together,” The Banner, February 2012; and “Sex, Intimacy, and the Single Person,” The Banner, July 2013). Both of these articles advocated for radical changes in our denominational approach to these issues, but were presented as though this was perfectly acceptable “kitchen table” conversation, within the bounds of viable CRC-endorsed perspectives. Since many in the Christian Reformed Church still believe that the Bible is the authoritative Word of God, articles like these are a far cry from “calling members and congregations together” or establishing “a strong denominational identity,” and only lead to confusion and distrust of those who publish them.

To complicate the matter further, as long as The Banner is distributed to all members of the denomination and supported by denominational ministry shares, there is no clear way to hold the editorial staff accountable aside from synodical action. With no subscribers to answer to, it seems that the editors freely publish whatever they deem fit. It is time for the publishers of The Banner to be held more accountable.

II. Overture

Bethel Christian Reformed Church overtures Classis Huron to send an overture to Synod 2014, to reverse the decision of Synod 2004, thereby returning to a subscription model and ending the practice of supporting The Banner through the denominational ministry shares and sending it to every household in the denomination.

Grounds:

1. The views expressed by some contributors to The Banner are not the sort of thing that all members of the denomination need or ought to be exposed to. There are online forums for the discussion of many controversial issues, which do not require denominational support, and new believers and children ought not be exposed to every single controversial view.
2. The Banner is promoting itself as the voice of the Christian Reformed Church, but it is doing so in such a controversial way that it is really only a series of voices of various opinions. By expressing these views in this way, members are being misled into believing that these views are actually the accepted views of the Christian Reformed Church, or at the very least within the bounds of CRC orthodoxy.
3. The current lack of accountability has emboldened the editors of The Banner to publish any and every perspective without offering appropriate balance (See, for example, “Women In Office: Continuing the Conversation,” The Banner, January 2007, which offered a “balanced” view: one writer was for women’s ordination and the other wasn’t sure where she stood on the issue!). Returning to a subscriber-based model would increase accountability and oversight of The Banner.
4. The Banner has not fulfilled the goals of the 2004 decision: “denominational loyalty” has not increased, interest in The Banner has not increased, it has failed to develop “a strong denominational identity,” and has failed as “a voice to call [CRC] members and congregations together.”
5. Far from serving as “a visionary and unifying expression of the identity of the denomination,” The Banner advertises perspectives and opinions which are far outside the bounds of CRC orthodoxy, painting a picture of a fractured

denomination that is completely foreign to the average CRC congregation.

MOTION: That Classis Huron overture Synod 2014 to reverse the decision of Synod 2004, thereby returning to a subscription model and ending the practice of supporting The Banner through the denominational ministry shares and sending it to every household in the denomination. With the grounds.

9.3 Overture – Change format of *The Banner*

Palmerston Christian Reformed Church encourages Classis Huron to approve the following overture to Synod 2014.

Palmerston CRC encourages Classis Huron to overture Synod to change the format of our denominational magazine, *The Banner*, from a publication that presents a variety of opinions on controversial subjects to a publication that promotes our denominational values and celebrates our shared ministry.

Grounds:

1. *The Banner* has a history of publishing articles that do not represent the denominational view of various issues. This is confusing especially to new believers and younger members who are looking for solid answers rather than divergent opinions.
2. Recent articles such as “Tomorrow's Theology” and “Where Do We Draw the Line?” have articulated viewpoints that are significantly different from our official denominational stance. Local pastors and council members are in the awkward position of having to explain a denominational publication that is sending a message that is different from the denomination itself.
3. Having a denominational magazine that is sent to every CRC household is an opportunity to promote the ministry of the denomination among members and non-members alike. Focusing on controversial church issues instead of actual ministry misses a great opportunity to promote the work that God is doing through our denomination.
4. Those looking for an open forum to discuss controversial issues could easily be directed to our online denominational resource *The Network* or another publication such as *Christian Courier* that is subscription based and not sent to every CRC household.

MOTION: That Classis Huron overtures Synod 2014 to change the format of The Banner from a publication that presents a variety of opinions on controversial subjects to a publication that promotes our denominational values and celebrates our shared ministry. With the grounds.

10. Extend the ministerial status of Rev. Jack de Vries

The following letter was received from Rev. Jack de Vries:

In September 2007 I received and accepted a call from the Christian Reformed Church of Australia (CRCA) to the position of Ministry Training Coordinator. Since then I have partnered with the CRCA in assisting them in the pursuit of their vision: “A church reforming to reach the lost for Christ”. Since my arrival to Australia in December 2007 I have engaged the CRCA in an ongoing implementation of this vision. I have attached a copy of my current ministry role description. The full extent of my ministry here can be ascertained from our website: www.ministryformation.com.au.

I am aware that the decision of Classis Huron in October 2007 to approve the loaning of my ministerial services to the CRCA was for an initial period of two years, after which extensions of not more than two years each may be granted if circumstances warrant.

I am now requesting Classis Huron to approve an extension of another two years of myself being loaned temporarily to serve the CRCA while retaining my ministerial status in the Christian Reformed Church (CRCNA). The work here among the churches of the CRCA is at a critical stage and we have been asked to further leverage the gospel work we have been engaged in. We have been granted another five year contract with the CRCA, and have committed ourselves to this work until at least the end of 2014. From that date onward, we are in a position to consider ministry opportunities again in the

CRCNA.

For this reason we ask that Classis endorse our request allowing us to continue our status in the CRCNA on loan to the CRCA for an additional two years (December 1, 2013 - November 30, 2015) The grounds for this request remain the same:

1. This is in keeping with the regulations of Church Order Article 13b.
2. The CRCA is a denomination in ecclesiastical fellowship with close ties to the CRCNA.
3. The duties of the Ministry Training Coordinator (Ministry Development Coach) are spiritual in character and directly related to the ministerial calling and do not conflict with Rev. De Vries' commitment to the faith and practice of the CRCNA.
4. Rev. De Vries' ministerial credentials will remain with Bethel CRC.
5. The regulations regarding the CRC Pension fund will be upheld. The CRCA will continue to contribute the determined annual amount to the minister's pension fund and will channel these funds through Bethel CRC.

I have also forwarded this request to the council of Bethel CRC requesting that they endorse this request.

Rev. Jack de Vries

STATED CLERK'S NOTE: Council of Bethel CRC of Listowel on August 14 fully endorsed Pastor Jack DeVries' request for a two-year extension of his ministerial services, on loan to the CRC of Australia (CRCA) (December 1, 2013 – November 30, 2015) while retaining his ministerial status in the CRCNA.

MOTION: That classis grant the request to extend Rev. Jack de Vries' ministerial status in the CRCNA on loan to the Christian Reformed Church of Australia for an additional two years (December 2013 to Nov. 30, 2015).

11. Discussion on Future Church Planting – Home Missions Committee

The committee will facilitate a conversation at the classis meeting about church planting. Councils were invited, back in July, to spend ten minutes at a meeting thinking through these questions:

- a. Classis Huron can be thankful for God's blessings to and through The Journey (Kitchener), River City (Cambridge), and CrossTowne (Milton). What has been the benefit of the existence of these churches? Who is benefitting by it? How might God feel about our having planted them?
- b. While there has been a benefit, you may have also thought of some ways in which these church plants could do better. What sorts of improvements can you suggest to the church plants and their relationship to Classis Huron?
- c. As the Home Missions Committee looks to work alongside local churches in planting new churches, what would you like to tell them?
- d. Where, either in your community or surrounding your community, do you see church planting opportunities which we as a classis could give attention to?
- e. As a classis, we would like to plant a few more churches -- maybe two or three -- over the next five years. Where do you sense these churches should be planted? Would your congregation be in a place where you, your town or city, and God's Kingdom would benefit from your partnering with a church plant?

12. Classis Home Missions Committee

The committee's report to Classis Huron includes two motions and the current five-year church-plant financial plan.

Motion #1 – That, over the next three years Classis Huron works with The Journey (through the Home Mission Committee) to provide support of the development of their discipleship ministry.

Classis Huron's financial support for this additional position consists of \$5,000 for the remainder of 2013, \$25,000 for each of the years 2014, 2015, and \$20,000 for 2016.

Grounds:

1. This is consistent with our overall plan for these funds to grow the church through church-planting.
2. We believe that this hire will be positive for the long-term health of The Journey and their discipleship capacity.
3. The leadership team of The Journey is in favor of the development of this new discipleship position.

4. CHHMC's engagement in the hiring process allows us to not only carefully shepherd the stewardship of Classis' funds, but also to learn something strategic about the dynamics of church planting as we work closely with them.
5. This is consistent with the imploring of Classis at the September 2012 meeting to consider using our existing funds to support our existing church plants.
6. This is consistent in the support we are giving to River City Church in Cambridge for a similar venture.

Motion #2 – That Classis Huron commissions its Home Mission Committee to work with Christian Reformed Home Missions Eastern Canada in planting a new church, that Classis Huron commits \$50,000 for its start-up and an additional \$55,000 to be distributed over the subsequent four years.

Grounds:

1. The committee is ready to do this and senses this to be the Holy Spirit's leading.
2. This plan has the support of CRHM Eastern Canada.
3. This is consistent with our long term church planting strategy.

**note: We will be looking to one or more of the Classis Huron congregations to take the lead-partner role.*

CURRENT 5-YEAR CHURCH-PLANT FUND:

CHURCH PLANT FUND	2013 (as of June 30)	2014	2015	2016	2017	2018
Opening Balance	216,131	183,131	107,131	76,131	30,131	39,131
New Funds *	22,000 (50%)	44,000	44,000	44,000	44,000	44,000
Available	238,131	227,131	151,131	120,131	74,131	83,131
River City	25,000	25,000	25,000	0	0	0
CrossTowne	30,000	20,000	0	0	0	0
The Journey	0	25,000	25,000	25,000	0	0
#4 Church Plant	0	50,000	25,000	15,000	10,000	5,000
#5 Church Plant	0	0	0	50,000	25,000	15,000
#6 Church Plant	0	0	0	0	0	50,000
Annual Expense	55,000	120,000	75,000	90,000	35,000	70,000
Closing Balance	183,131	107,131	76,131	30,131	39,131	13,131
New Initiative	RC Staff	Journey Staff & #4 Plant	None	#5 Plant	None	#6 Plant

*(\$10 x 4400 members)

CREATIVE OUTREACH VENTURE FUND

	Opening Balance	New Funds (\$.50 x 4400 members)	Available	Spark	Leadership	SHIP	Other	Annual Expense	Closing Balance
2013 (as of June 30)	12,701.63	1,100 (50%)	13,801.63	3,000	500	500	200	Aim for 4,200	9,601
2014	9,601	2,200	11,801	3,000	500	500	200	4,200	7,601

13. Waterloo Campus Ministry

13.1 Board report – Bill Los, chair

Waterloo Campus Ministry has once again been a source of nurture, comfort, support, hope, and many more things under the stable, pastoral leadership of Rev. Brian Bork and through the blessings of our Lord and Savior Jesus Christ. Student's lives have been enriched, their spirituality deepened and their intellect challenged.

As you may have heard from us before, one of the issues we struggle with as a committee is the dilemma of trying to fully service two campuses – Waterloo and Wilfrid Laurier – which in the last ten years have grown to over 40,000 students combined. We have often discussed the possibility of establishing a second geographically-based campus pastor for Laurier campus with the hope of creating a more vibrant ministry there. However, this university-based ministry has some issues that suggest it is not an optimal way forward. We would need up-front financing to bring in a second pastor for a ministry that may or may not succeed. It might work if the right person were placed there and yet we do not know what that 'right person' would look like. Also, it would ultimately lead to three campus ministries in the Classis.

An alternate way to think about the needs of the campus ministry is to hire a second person to complement what is in place but not to direct them to a specific campus. Since the ministry at Waterloo is doing so well, perhaps we should look for an individual who could augment the campus ministry at UW and, together with Pastor Brian, the two could better integrate Laurier into the ministry. Pastor Brian could use the extra help to grow the ministry, and having a second person would provide resources to explore more options at the Laurier campus. This second person could start as a half time position and grow into full time. Two individuals in a single ministry would be more productive than one: less fatigue, the different gifts they each bring to the table and the mutual support and encouragement they could reciprocate. In the coming year, the board hopes to explore this possibility further with the Classical Home Missions Committee, CRC Home Missions and other stakeholders.

We thank you for your continued support of Waterloo Campus Ministry. We also covet your prayers and encouragement for Pastor Brian and the work he is doing.

Bill Los, chair

14. Classis Youth Ministry

Verbal report

15. Nominations Committee

Board of Trustees of the CRCNA

Dr. Darren Roorda is completing his first three-year term and is eligible for re-election. If no reservations are raised re this nomination, his name will be submitted to Synod 2014 for reappointment.

Calvin Theological Seminary

Rev. Jeffrey Klingenberg is completing his first three-year term and is eligible for re-election. If no reservations are raised re this nominee, his name will be submitted to Synod 2014 for reappointment.

Christian Reformed World Missions

Rev. Derek Bouma represents Region 4 is concluding his second three-year term. He is not eligible for re-election.
Nominations for non-clergy persons are requested for this position.

16. Financial Resources Team

MOTION 1: That the proposed 2014 Budget be approved. (See addendum)

MOTION 2: That Classis adopt the following for 2014:

- a. The rate for pulpit supply be \$125 per service.
- b. The kilometer expense reimbursement be kept at the rate of \$0.50 per kilometer.
- c. The host church for classis meetings be reimbursed \$500 plus the cost of food.
- d. The remuneration for loss of wages while conducting the business of Classis (eg. Delegates to synod) remain at \$150 per day for up to five (5) per week.

17. Reports

17.1 World Renew – Mary Both

In May, I was again privileged to attend the annual World Renew delegate conference, this year held at a YMCA campground near Bolton. Once again, it was a great time to meet new delegates from all over Canada and the U.S., and meet up again with field staff, several veterans who have been with CRWRC/World Renew for 25 or 30 years. This year, we had staff from Mali, Kenya, Honduras and Asia, most of whom did special workshops for the attendees. It is also so heartening to hear the highlights of how God is working through His people in so many parts of the world.

The first person I met was Erica, originally from Peru, who now lives in Miami and works for the Micah Network, an affiliation of groups whose goal it is to lower the amount of poverty in the world by 2015. This is a thrust that came out of the Millennium Development Goals of the year 2000. She expected a chance to wear her warm Peruvian clothes, but both unfortunately and fortunately (for us), it was quite warm in Ontario that week. She was very articulate and passionate in the large group in her feelings and recommendations for how to work with the poor.

Francisco, a delegate from Richmond Hill who originally hails from Columbia, a black pastor from Chicago, a dark-skinned lady born and raised in England, now from New England, Erica the Peruvian girl, a "regular" Canadian man, and a "regular" American woman, were the "samples" in a workshop on Cultural Intelligence. Some who went to Nicaragua read a book on that subject called "Serving with Eyes Wide Open". It was fun sticking on these people standing at the front all the preconceived notions we have about their cultures. Francisco was labelled by many as a drug dealer from Columbia--as it turns out he works for a pharmaceutical company.

We were taught how to deal with these stereotypical notions that we all have. I have a whole package of material for this type of workshop taught by people from the Office of Racial Relations in our church which is quite self-directing.

Mary Crickmore, a long-term field director, told of her harrowing experiences during the turmoil in Mali. One of the towns that was taken over by the hooligans coming in from the north was one where World Renew has been working. Thankfully, at night 2,000 or more of the residents were able to escape across a shallow river through some cattails, and soon the French army was there to rout the invaders. She did some more intricate explanation of the various conflicts within Islam, and how the people of that area had been attracted to one thrust of Muslims, because they had money and goods. But now they see the devastation that comes with takeovers by certain factions, and subsequently turn away from those persuasions. She also told of Christians who had been converted by finding just a few pages of the Bible that had been used to wrap something they had bought at a local store. In this latest crisis many of our participants were used to helping in emergency food shortages and were able to help organize distribution to those who were fleeing the trouble spots.

In another workshop, Fred Witteveen from Kenya explained how what he calls the "soft shoe" approach to conflict resolution works. The facilitator stands with a person on one side of the conflict in the center of the room, and anyone else who agrees with that person is encouraged to go and stand with that person. I cannot explain exactly how it works, but in Kenya there has been much success attaining changes of mind about certain things, and even consensus in certain situations. He has been utterly amazed at how this process has alleviated many tense situations where people would be afraid to speak their minds, but will participate in such a process of reconciliation.

There is a flood of refugees leaving Syria for Lebanon, and a large sum of money has been designated to reach out to these homeless and destitute people. Disaster Response Service has been expedited to Oklahoma where the damage has been so severe.

With the maternal health thrust that is being promoted in certain countries, there is a whole package of information that can be used in local churches in lieu of a baby shower to educate ourselves too about what can be done in this area. Many thanks are given to all the churches who support the work of World Renew which continues to be separate from Ministry Shares. Your church is definitely part of this support—and as we join others in learning from the various fields, we too experience transformation. We can read stories of transformation in the Banner, promotional materials from World Renew and on the internet at worldrenew.net. Supporting the team that went to Nicaragua also connects us to community transformation there. I venture to say it changes us too as we follow up on our commitments. We are part of the body of Christ world-wide, and as we humbly share in communion in our body of believers, we can be mindful of doing the same as Christians around the world. That thought conjures up such beautiful awesome pictures in my mind. What a mighty God we serve!

Mary Both, Classis delegate

17.2 Redeemer University College

Greetings from Redeemer University College! We trust that God has blessed and refreshed you this summer.

This summer marked the conclusion of Redeemer's 30th anniversary celebrations. We continue to be amazed and grateful for the work, sacrifices, and prayers of many, and for God's faithful provision in the difficult task of establishing and sustaining Redeemer through its first 30 years. Considering that Redeemer first opened its doors in 1982 to 97 students, it is encouraging to know that Redeemer now has nearly ten times that number of students, and that we graduate more than 200 students per year – graduates who are committed and equipped for serving God's kingdom in many walks of life.

Our anniversary year has also been a milestone of change in Redeemer's faculty and staff. The end of the academic year brought the retirement of Dr. Jitse Van der Meer (biology), who has taught at Redeemer since 1982 and is the last of our original eight faculty members to retire. Liz Depooter, who served many years in our registrar's office, also retired. We are deeply grateful for their long and faithful work, and for all of those who have come before us.

We also thank God for bringing to Redeemer new faculty and staff who are eager to continue Redeemer's mission of Christian university education. We are grateful that God has brought to us Dr. Joel Klinck (biology) and David Beldman (religion and theology), while we continue our search to fill a faculty position in psychology. During the 2013/2014 academic year, we also intend to search for new tenure-track faculty in education, and in kinesiology and physical education to replace Dr. John Byl, who will retire from Redeemer on Dec. 31. In addition to new faculty, we also have appointed new staff members in our recruitment, IT, and campus services departments.

We also are grateful that all of our senior leadership positions are now filled, including Dr. Doug Needham as provost and vice-president, academic; Dr. David Zietsma as associate provost for curriculum and dean of humanities; Richard Wikkerink as associate provost for co-curriculum and student development, Prof. Susan Van Weelden as dean of social sciences; Dr. Kyle Spyksma as dean of sciences; Kim Lammers as registrar, and Willem deRuijter as director of recruitment. These appointments complete a significant succession process at Redeemer, and we pray that God will bless our new generation of leadership with much wisdom, faith, and courage for the work that lies ahead. With our new team in place, we look forward to turning our attention fully to Redeemer's on-going programs and further development.

Among our many activities this summer, one immediate priority has been to revitalize our academic program review process to ensure that our programs clearly achieve our goals, do so with academic excellence, and meet government expectations for ongoing Quality Assurance. In addition, our education department is working closely with the Ministry of Education to plan for meeting the new two-year requirements for the teacher education program. Due to the strengths of our current program, our teacher education program is well-positioned to adapt to the ministry's new requirements. We also have initiated a Council of Faculty Development to assist faculty in strengthening our work in faith formation and Christian perspective, teaching excellence, and research projects. All of these efforts have occupied many of our faculty this summer, and we trust that our work on these projects will strengthen Redeemer's academic programs and faculty development, and will set the stage for sustaining and further developing Redeemer's mission.

Along with these efforts, our faculty remain active in research, writing, and performance. Recent important developments include publications by Dr. Kevin Flatt (*After Evangelicalism – the Sixties and the United Church of Canada*) and Dr. Derek Schuurman (*Shaping a Digital World – Faith, Culture, and Computer Technology*), and the opening of FLAGSHIP Gallery – a venue for Christian artwork in downtown Hamilton to which Redeemer students and art faculty James Tughan and Chris Cuthill have contributed significantly.

Another immediate priority for Redeemer is that of serving our Christian community, especially through partnering with area churches and Christian schools. During April and May, Chaplain Syd Hielema and our CLEAR program hosted two well-attended panel discussions on "Responding to the Hemorrhaging the Faith Report," and in the coming year Dr. Hielema will provide consulting services to the Christian Reformed Church's Canadian office and will spend 20 per cent of his time advising on a faith formation project with Christian Reformed Church in North America. Also this summer, our first cohort of Youth Ministry Certificate students completed the program. Our Continuing Education and CLEAR program also again hosted the Summer Institute for Continuing Teacher Education.

As part of our whole life vision for education, our staff have also been developing our co-curricular programs. Our student life department hosted the Canadian Association for Christians in Student Development, bringing student life professionals from Christian institutions across Canada, and some from the USA, to our campus for professional development. Our Mental Health Working Group also continues to develop resources for addressing the growing mental health needs of students. Meanwhile, we are exploring several pilot projects to strengthen student learning through collaboration with faculty and staff in athletics and residence life. As one example, the athletics department is developing a student employee training program with the goal of strengthening service levels, student career preparation, and connecting

students' academic learning to their work in an effort to help students in their post-university transition. And our new career services department is exploring an opportunity to partner with McMaster University and Mohawk College on a career fair for postsecondary students.

In addition to these activities, Redeemer's campus has again been busy this summer in hosting various meetings and conferences. We have hosted groups such as the Ontario Christian Home Educators Connection and the Canadian Association for Christians in Student Development and our auditorium has been used by seven schools for their graduation ceremonies. We also welcomed many church groups who use our facilities for their church retreats. And our athletics department has again hosted our annual Summer Rays sports camp program. All of these activities bring a wide community – some 15,000 visitors in May and June along – to Redeemer's campus, and also provide revenue that helps us to alleviate tuition costs.

Planning for the 2013-14 academic year and beyond is well under way. During the summer we have renovated the Student Recreation Centre to ensure completion by the start of the fall semester, which we anticipate will be a blessing for our students. Our enrolment projections thus far are slightly behind our 2012-13 total of 915 FTE students, and we are making minor budget adjustments to accommodate these projections. We are grateful that our retention of current students remains strong and we look forward to planning significant initiatives for the future that we trust, with God's help, will continue to strengthen Redeemer and meet our students' needs.

We anticipate a busy calendar of special events during the 2013-14 year, and I invite you to join us for them. Among these events are the following: Opening convocation on September 4; inauguration of Dr. Paul Thorlakson as professor on Friday, September 20; presentations by Han Dongfang on September 24 & 25; the worship conference on September 28; Zylstra Symposium on Politics and Culture on Oct 1 & 2; Homecoming and annual general meeting and Faculty Artists' Showcase concert on October 5; Business Partnership Open House on October 17; New Horizons on October 22; our Mainstage Theatre Production on November 19 – 23; and Christmas concert on December 6. For more information regarding these events, please visit our website www.redeemer.ca.

We have indeed seen God at work throughout the past years, and look forward to the next academic year in the confidence of God's provision and leading. Our theme for this coming Academic Year is ***Rooted in the Tree of Life***, based on the imagery in Revelations 22:2 and the call in Colossians 2: 6-7 to be rooted in Christ. We praise God for upholding Redeemer in Christ, and we pray that we may faithfully continue to discover all things in Him during the coming year.
Dr Hubert R. Krygsman, President

17.3 Canadian Ministry Director

This is an update on the process related to the Canadian Ministries Director position and the conversation on binationality. This update is intended to describe the pathway forward subsequent to Synod 2013.

As you may have noted synod did not act in a particular way on the specifics of the position description of the Canadian Ministries Director. The intent was not for it to do so but to authorize the Board of Trustees to change position descriptions and/or initiate hiring processes of senior executive positions going forward. Synod did give that approval.

The Canadian Ministries Director Position

The report on the position of the Canadian Ministries Director was discussed at the May meeting of the Board of Trustees at which time the board endorsed the direction of the report. The board also referred the report to the Task Force Reviewing Structure and Culture. The Task Force is looking at the senior executive leadership positions in the denomination and how they would work together to provide team leadership. The Canadian Ministries Director position would be a member of that team. Their report and recommendations will go to the Board of Trustees in September 2013.

During the past few months there have been a number of suggestions for editing of the report and the position description. A revised version of the report will be forwarded to the Board of Trustees and the board will be asked to approve the position description.

A Search Process

Once a revised position description is in place a search process can be initiated. The design of a search process is being discussed as we speak and a proposed process will be shared with the Board of Trustees at its September meeting.

A search process could begin by October with an interview of the finalist(s) at the February meeting of the Board of Trustees. There was some consideration of waiting until a new Executive Director was in place. However, it has been recognized that we don't to leave the position vacant for too long a period.

The Discussion on Binationality

The report on binationality was part of the agenda for synod (*Agenda for Synod 2013, pp. 353 to 360*). The Board of Trustees endorsed the report at its February meeting and synod instructed the Board of Trustees to “*explore the proposed pathways for cultivating binationality as presented in this report including its governance implications, in consultation with the Interim Director of Canadian Ministries and the Executive Director.*”

The report includes five pathways for cultivating binationality:

1. Gatherings to Discern Vision
2. Developing an Organizational Culture
3. The Senior Leadership Position
4. Senior Staff Team to Develop Collaboration
5. Governance

There are plans underway to have an intentional conversation at each of the next two meetings of the Board of Trustees to explore these pathways. The intent is to develop specific ways of cultivating binationality as part of an ongoing process.

The report in binationality is available by going to the Canadian Ministries website page: crcna.org/CanadianMinistries. Click on “Cultivating Binationality in the CRCNA” located under the quick links section on the right hand sidebar.

The exploration of what it means to have “generous space to cultivate binationality” will be actively explored in the coming months. Such exploration includes the implications of what that means for the Board of Trustees and the CRCNA Canada Corp.

If you have comments or questions on any of this update please feel free to be in touch with your Board of Trustees members from your classis or be in touch with myself, Ben Vandezande.

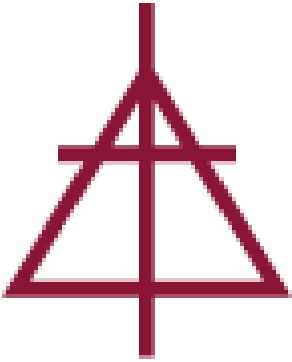
Please pray for wisdom and discernment in this journey and process as we develop a senior leadership position in Canada and cultivate the pathways to binationality.

Ben Vandezande, Interim Director of Canadian Ministries

bvandezande@crcna.org

18. Future Classis Meetings

Date	Place	Reports due	Chair	Vice-chair
Feb. 12, 2014	Drayton	Jan. 10, 2014	John Vanderstoep	Ralph Wigboldus
May 7, 2014	Goderich	April 2, 2014	Ralph Wigboldus	David Tigchelaar
Sept. 17, 2014	Listowel	Aug. 13, 2013	David Tigchelaar	



Classis Huron

**of the Christian Reformed Church
in North America**

Proposed 2014 Budget

**Proposed Budget for Classis Huron
For The Year Ending December 31, 2014**

General Fund	2012 Actual	2013 Budget	2013 Jan-Jul YTD	Proposed 2014 Budget
Opening Balance	30,985.00			
Receipts				
43000 · Quotas from Churches	44,465.49	52,900.00	42,930.29	53,800.00
43300 · Interest Income	463.35		1,122.74	
Total Income	<u>44,928.84</u>	<u>52,900.00</u>	<u>44,053.03</u>	<u>53,800.00</u>
Disbursements				
61101 · Delegates Travel	4,115.30	3,500.00	2,555.24	3,800.00
61103 · Classical Ministry Committee	1,832.91	2,000.00	163.20	2,000.00
61104 · Church Visitation Travel	660.03	1,000.00	35.50	1,000.00
61110 · Eastern Canada Leadership	2,000.00	2,000.00		2,000.00
61105 · Home Missions Committee	1,702.53	3,500.00	252.50	3,000.00
61107 · Host Church Expenses	2,864.87	4,000.00	2,482.24	4,000.00
61108 · Special Committ Expenses	193.50	1,500.00	1,435.97	1,500.00
61109 · Delegates and Appointees	1,295.68	1,000.00	110.00	1,000.00
61111 · Stated Clerk Expenses	631.86	800.00	239.01	800.00
61112 · Treasurer Expenses	1,157.72	1,000.00	1,181.30	1,000.00
61113 · Insurance Premiums	2,208.60	2,500.00	2,089.80	2,700.00
61114 · Youth Committee	10,345.50	16,000.00	3,723.71	17,000.00
61115 · Honorariums/Professional Fees	8,000.00	10,000.00	5,000.00	10,000.00
61117 · Ministers' Retreat	1,000.00	1,000.00		1,000.00
61118 · Safe Church	900.24	1,000.00		1,000.00
61119 · Diaconal Conference	641.00	1,000.00	282.00	1,000.00
61122 · Website	1,000.00	1,100.00		1,000.00
Total Expenses	<u>40,549.74</u>	<u>52,900.00</u>	<u>19,550.47</u>	<u>53,800.00</u>
Closing Balance				

35,364.20

	2013 Ministry Share Per Member	2014 Ministry Share Per Member
Classical Expense	12.6	12.21
Student Fund	10	10.00
Huron Campus Ministry		
Guelph Campus	16.34	16.12
Waterloo Campus	16.34	16.12
Home Missions - Church Plants	10.00	10.00
Creative Outreach	0.50	0.50
Total	65.78	64.95

**Huron Campus Ministry - Guelph Campus
Budget for the year ending December 31,
2014**

	2013 Budget	2013 Jan-Jul YTD	2014 Budget
Receipts			
43000 · Quotas from Churches	67,000.00	61,041.22	71,000.00
43100 · Donations (Incl. Receiptable)	30,000.00	13,443.31	36,000.00
43200 · Miscellaneous Income (Tumaini Kenya)	18,000.00	10,274.96	
43150 - Grants	16,000.00	5,000.00	7,000.00
43130 - CRCNA Home Missions	15,900.00	7,450.00	12,900.00
43160 - University	10,000.00		
43400 · Rental Income		8,280.00	10,000.00
43500 · Conferences/Winter Retreat Fees	5,000.00	29,502.64	5,000.00
Total Receipts	161,900.00	134,992.13	141,900.00
Disbursements			
613 A - Administration			
61302 · Office Supplies & Expenses		14.63	
613021 - Office Services	10,000.00		10,000.00

613022 - University Services			
61303 - Program Expenses			
613031 - Publicity			
61304 - Rental Expenses	4,200.00	12,320.00	4,200.00
61305 - Fundraising/Partnership	1,000.00	315.55	1,000.00
61306 - Telephone			
61308 - Secretarial Service Expenses			
61316 - Automobile	1,000.00		
61317 - Liability Insurance	900.00	1,620.00	900.00
61318 - CRCMA & CCCC Dues	350.00	100.00	400.00
61319 - Miscellaneous	200.00	290.91	200.00
61320 - Utilities & Maintenance			
61323 - Computer/Software/Services	2,000.00		
61325 - Transportation & Parking		445.17	
613 M - Ministry Areas			
61309 - Education	6,500.00	2,668.21	6,500.00
61310 - Hospitality	1,000.00	740.19	1,000.00
61312 - Worship	1,000.00	65.51	1,000.00
61313 - Social Justice	500.00	41.44	500.00
61314 - Tumaini - Kenya	18,000.00	140.59	
61315 - Leadership Development	1,000.00	573.53	1,000.00
61321 - Caring/Fellowship			
61322 - Soup & Speaker			
61324 - Conferences		20,215.29	
61326 - US \$ Exchange		49.89	
613 P - Personnel			
61300 - Salaries	51,500.00	47,070.73	65,000.00
61301 - Payroll Expenses/Benefits	17,000.00	6,676.82	18,000.00
61307 - Training and Conferences			2,000.00
61311 - Housing Allowance	21,000.00	12,250.00	21,300.00
61330 - Church Liaison			4,000.00
61340 - Program Facilitator /Mnistry Associate	24,500.00		4,760.00
Total Disbursements	161,650.00	105,598.46	141,760.00

**Huron Campus Ministry - Waterloo Campus
Budget for the year ending December 31,
2014**

	2013 Budget	2013 Jan-Jul YTD	2014 Budget
Receipts			
43000 · Quotas from Churches	67,000.00	60,023.22	71,000.00
43100 · Donations (Incl. Receiptable)	17,700.00	3,674.26	18,100.00
43200 · Miscellaneous Income (Tumaini Kenya)			
43150 · Grants			
43130 · CRCNA Home Missions	14,950.00	6,975.00	13,950.00
43160 · University	10,000.00		10,000.00
43400 · Rental Income			
43500 · Conferences/Winter Retreat Fees			
Total Income	109,650.00	70,672.48	113,050.00
Disbursements			
613 A · Administration			
61302 · Office Supplies & Expenses	750.00	438.60	750.00
613021 · Office Services			10,000.00
613022 · University Services	10,000.00		
61303 · Program Expenses			
613031 · Publicity	1,000.00		1,000.00
61304 · Rental Expenses			
61305 · Fundraising/Partnership			
61306 · Telephone		396.82	
61308 · Secretarial Service Expenses			
61316 · Automobile	1,500.00		1,500.00
61317 · Liability Insurance	1,000.00		1,000.00
61318 · CRCMA & CCCC Dues	250.00		250.00
61319 · Miscellaneous			
61320 · Utilities & Maintenance			
61323 · Computer/Software/Services			500.00
61325 · Transportation & Parking			
613 M · Ministry Areas			
61309 · Education	1,000.00	382.41	1,000.00
61310 · Hospitality			
61312 · Worship			

	100.00		100.00
61313 · Social Justice			
61314 · Tumaini - Kenya			
61315 · Leadership Development			
61321 · Caring/Fellowship	1,500.00	400.45	1,500.00
61322 · Soup & Speaker	7,200.00	1,787.47	7,200.00
61324 · Conferences			
61326 · US \$ Exchange			
613 P · Personnel			
61300 · Salaries	49,000.00	31,472.07	51,500.00
61301 · Payroll Expenses/Benefits	16,000.00	7,837.96	16,000.00
61307 · Training and Conferences	1,750.00	524.19	1,750.00
61311 · Housing Allowance	18,600.00	10,850.00	19,000.00
61330 · Church Liaison			
61340 · Program Facilitator /Mnistry Associate			
69800 · Uncategorized Expenses			
90000 · Estimates			
Total Expenses	109,650.00	54,089.97	113,050.00