



Covenant Bay
BIBLE CAMP

2025

Annual General Meeting Report



AGENDA

CBBC AGM April 18, 2026

1. Call to Order
2. Prayer and Devotion – Jon
3. Motion to Approve the Agenda
4. Establish Quorum
5. Election of Scrutineers
6. Approval of CBBC AGM Minutes
7. Reports
 - a. Nominating Committee | Sarah
 - b. Executive Director | Jon
 - c. Program | Jon
 - d. Rentals | Cassidy
 - e. Facilities | Keith
 - f. Treasurer | Rudy
 - g. Budget | Jon
8. Old Business
 - a. Dining Hall
9. New Business
 - a. New Covenant Bay Bible Camp Members
 - b. Elections to the Board
 - c. Delegates for the ECCC AGM
 - d. Announce the new 2026 Board members, and a thank you to the departing members.
10. Adjournment

Covenant Bay exists to promote a

growing relationship with Jesus Christ.

'Show me the right path, O Lord; point out the road for
me to follow'

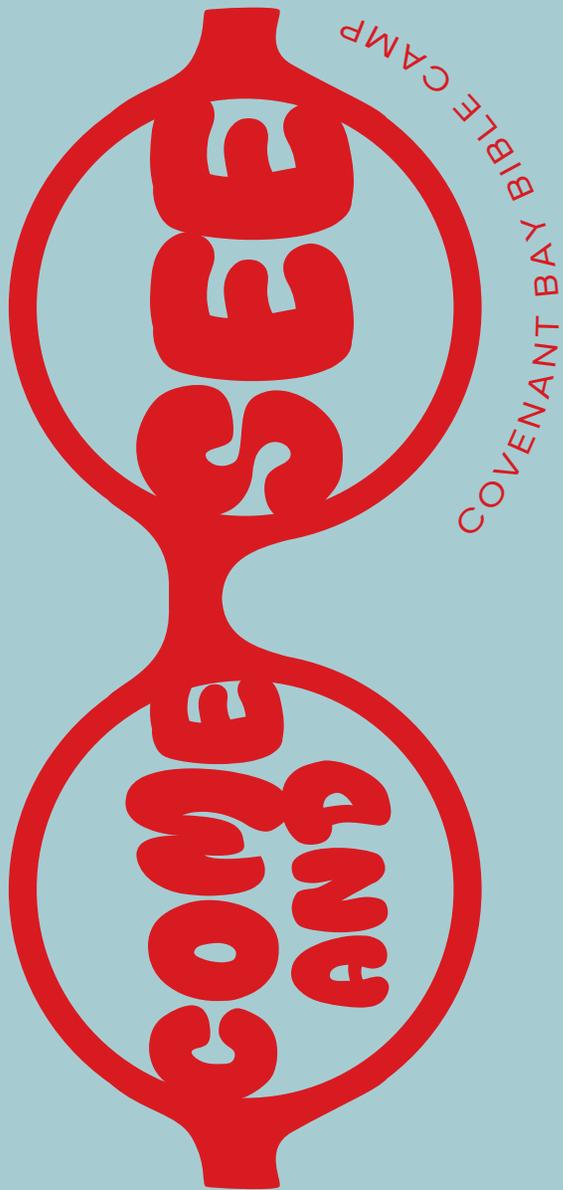
- **Psalms 25:4**



THE POWER OF
“COME AND SEE”

Nathanael said to him, 'Can anything good come out of Nazareth? Philip said to him, 'Come and see.'"

— **John 1:46**



We've all been Nathanael at some point. He was a man of logic, tradition, and perhaps a little bit of healthy cynicism. When Philip arrived with the world-changing news that they had found the Messiah—and that he was from the unremarkable, dusty town of Nazareth—Nathanael's response was a verbal eye-roll.

He allowed his preconceptions to block his perception. He had decided what God's move should look like, and a carpenter's son from a "backwards" village didn't fit the blueprint.

The Simple Invitation

Philip's response is a masterclass in grace. He didn't get defensive. He didn't pull out a scroll of prophecies to win an argument. He didn't lecture Nathanael on his negativity.

*He simply offered an invitation: **"Come and see."***

Philip understood that you cannot argue someone into an encounter with the Divine. Logic has its place, but transformation happens in the presence of Jesus. He moved the conversation from a theological debate to a personal experience.

Seeing is Believing

When Nathanael met Jesus, he wasn't lectured. He was met by Jesus, who already knew his heart and his character. The moment Nathanael moved from "skeptic at a distance" to "believer in His presence," his life changed forever.

Reflection:

- *Think of one person in your life. How can you invite them to experience Jesus?*
- *Once Nathanael met Jesus, he was convinced. What does a modern-day "Come and see" look like for your friend?*

-Jon Drebert

**"I will instruct you and teach you in the way you should go; I will counsel you
with My loving eye on you" Psalm 32:8 (NIV)**

Over the past year, the Board has taken meaningful steps toward greater maturity in how we govern, serve, and steward this ministry.

First, the Board approved the **Board Policy Manual**. This document provides a clear, percentage-based governance structure that strengthens transparency and accountability in how the Board operates. It establishes clarity around responsibilities, priorities, and decision-making, ensuring that our work remains focused and accountable.

Second, we have invested intentionally in **Board retreats and training**. These times together have fostered growth not only in our governance capacity, but also personally and spiritually. The result is a team that is learning to work together with greater trust, alignment, and purpose.

Because of these efforts, the Board is now **positioned for the next phase of growth**, both internally and in how we support CBBC. As the ministry approaches physical growth, the structures we have put in place create a secure foundation for responsible financial growth as well. Ultimately, these steps strengthen our ability to faithfully pursue the mission that brings us together: **providing children with the opportunity to meet Jesus**.

I want to extend sincere appreciation to both our current and outgoing Board members. Serving on this Board requires dedication, patience, prayer, and tenacity. The individuals who serve here do so with humility and a genuine desire to advance this ministry entrusted to us.

I cannot overstate my gratitude for this team. Their tireless commitment, their willingness to wrestle with difficult questions, and their faithful service in His name are a tremendous blessing to this organization.

To each Board member, past and present, thank you for the time, wisdom, and heart you have invested in this work. The work of this ministry ultimately belongs to God, and we approach it with deep respect for the responsibility entrusted to us. The Board recognizes the importance of **faithful stewardship** of both the resources provided and the expectations placed upon us by members and supporters.

Each year we are able to reflect not only on the information and reports that measure our progress, but also on the **incredible stories of Jesus' work in the lives of those reached through this ministry**. These stories remind us why this work matters.

Strong leadership remains essential to sustaining and expanding that impact. The Board is committed to **thoughtful leadership selection and support**, ensuring that those entrusted with leading this ministry are equipped to guide it faithfully into the future.

Equally important is **connection**. Healthy governance depends on strong relationships; between the Board and staff, between the Board and members, and among Board members themselves. Maintaining these connections strengthens our shared purpose with genuine care.

The Board also recognizes that effective governance requires structure. Our role is to **direct and protect this Kingdom work**, ensuring that the ministry remains aligned with its mission and values. For this reason, we continue to emphasize clear expectations. Board roles, responsibilities, and the Executive Director position description are **clearly defined and regularly reviewed**, ensuring that everyone understands both what they are responsible for and why their role matters.

As we look ahead, the Board remains committed to stewarding this ministry with humility, discipline, and faith. We are grateful for the continued support, prayers, and trust of our members as together with the Lord, we pursue the mission of sharing the hope of Jesus with the next generation.

With gratitude and respect,

Stacey McMann

Chair, CBBC Board



PROJECT AND FACILITY UPDATES

with Keith Nelson



“Every good gift and every perfect gift is from above and comes down from the Father of lights, with whom is no change or shadow of turning.”

James 1:17

As I was thinking on writing my annual report and reflecting back on the 2025 season, I couldn't help but once again feel a deep sense of gratitude for all of Gods amazing gifts to us! Covenant Bay Bible Camp is a gift to us and for us, to continue to use, develop and share with all whom God sends our way. The understanding that this is Gods ministry, and that I am tasked with some of the responsibility to 'make way' for God to impact lives here.... (it's a thought that daily motivates me to keep this facility running smoothly, as well as seeking ways to further enhance ministry opportunities here).

Keeping with the theme of Gods good gifts, CBBC continues to be gifted with many wonderful volunteers who graciously give of their time and gifts. The commitment of Dennis & Ruth N., (aka. my mom & dad), coming out to camp weekly to cut all the grass, is a gift that has allowed me to focus more of my time and efforts on other camp improvements that I wouldn't have otherwise had the chance to pursue.

- Keith Nelson

SPECIAL PROJECTS



UPGRADE

Cabin Refresh

This past spring, with the help of Wally L., we were able to do a thorough fix up and refresh on the old cabins down by the lake. With fresh paint inside and out, along with new lighting, etc. it gives new and extended life to these buildings.



NEW

Kids Zipline

At our spring workday, along with the typical spring cleaning chores, we were able to introduce a fun new piece of playground equipment, clearing an area behind the swingset for a kids zipline!



UPGRADE

Bell Refurbish

Special thanks to Dennis J. for helping with installation of the zipline as well as the many hours he spent doing other various camp improvements, including a total refurbishment of our beloved bell tower!



UPGRADE

Gym (Big Tab) Insulation

One final facility highlight from this past season that I'll make mention of was spray foam insulating our gymnasium building, (aka. the Big Tab). This was a big step towards our continuing efforts to expand our facilities usefulness and diversity of year round ministry. The ability to comfortably use the gym building even through the cold winter months is another 'game changer' for CBBC.

These are exciting times here at CBBC! Facility improvements are continuing to happen in 2026. We will continue with our gymnasium upgrades, we are actively making improvements in our Chapel building, (primarily audio/video & lighting improvements currently). Our next 'big' facility capital improvement of a new dining hall looks to be getting much closer to becoming a reality in the near future! But the real exciting part of all of this is seeing what God is doing and will continue to do here at CBBC!



THANK YOU, VOLUNTEERS!

Covenant Bay would not exist without volunteers. From facility maintenance, cleaning, mentoring, and committee or board members. There are hundreds of hours people contribute to the work here at Covenant Bay. Why? They want young people to experience Jesus and grow closer to him. Thank you to all our volunteers.



SUMMER
CAMP
REPORT &
UPDATE



SUMMER CAMP REPORT & UPDATE

by Jon Drebert

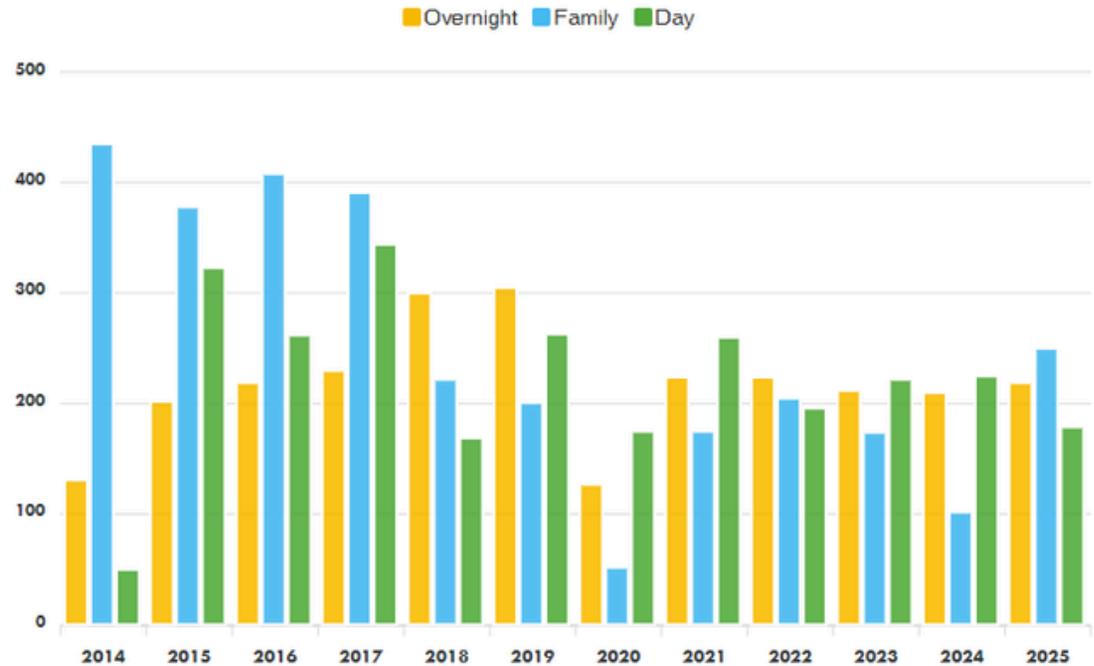


BY THE NUMBERS

In 2025, we saw some moderate growth overall. Highlights from 2025 included a large number of kids making decisions to follow Jesus, great attendance at family camp, and young people wrestling with a call to ministry!

I am so deeply grateful for the many staff and volunteers this past summer who worked so hard. Marla Wheele and her team did an incredible job in the kitchen. Our speakers boldly spoke the gospel message and gently encouraged kids to respond. Cabin leaders provided the relational example of a Christ follower to campers, all the while keeping them safe and having fun. The summer leadership team was invaluable in the preparation of activities, games and opportunities for kids to think and talk about a relationship with Jesus.

Registrations Over Time



2026 SO FAR

At the time of writing this report, we have approximately 150 campers registered, which is roughly 50% more than in 2025 at this time. 1/3 of these campers are new to Covenant Bay, and we are so excited for them to hear the gospel message. God is doing good things in our midst, and we have reason to be optimistic about what he will do in their hearts this summer.

2026

CAMP THEME

This year, our 2026 camp theme is Come and See, inspired by John 1:46.

Just as Philip responded to Nathanael's doubt with a simple invitation, Jesus meets skepticism not with arguments but with experience. This summer, we're inviting campers to discover that faith isn't something to be reasoned into. It's something to be encountered firsthand.

Today's youth are asking hard questions about faith, identity, and whether any of it matters. Our theme this year is intended to meet them right there. The way to Jesus isn't found through debate. It's found by showing up, leaning in, and seeing for yourself. At Covenant Bay, every campfire conversation, every moment of worship, every unlikely friendship is part of that invitation.

Philip didn't have all the answers for Nathanael. He just knew where to point him. This summer, that's exactly what we're here to do.

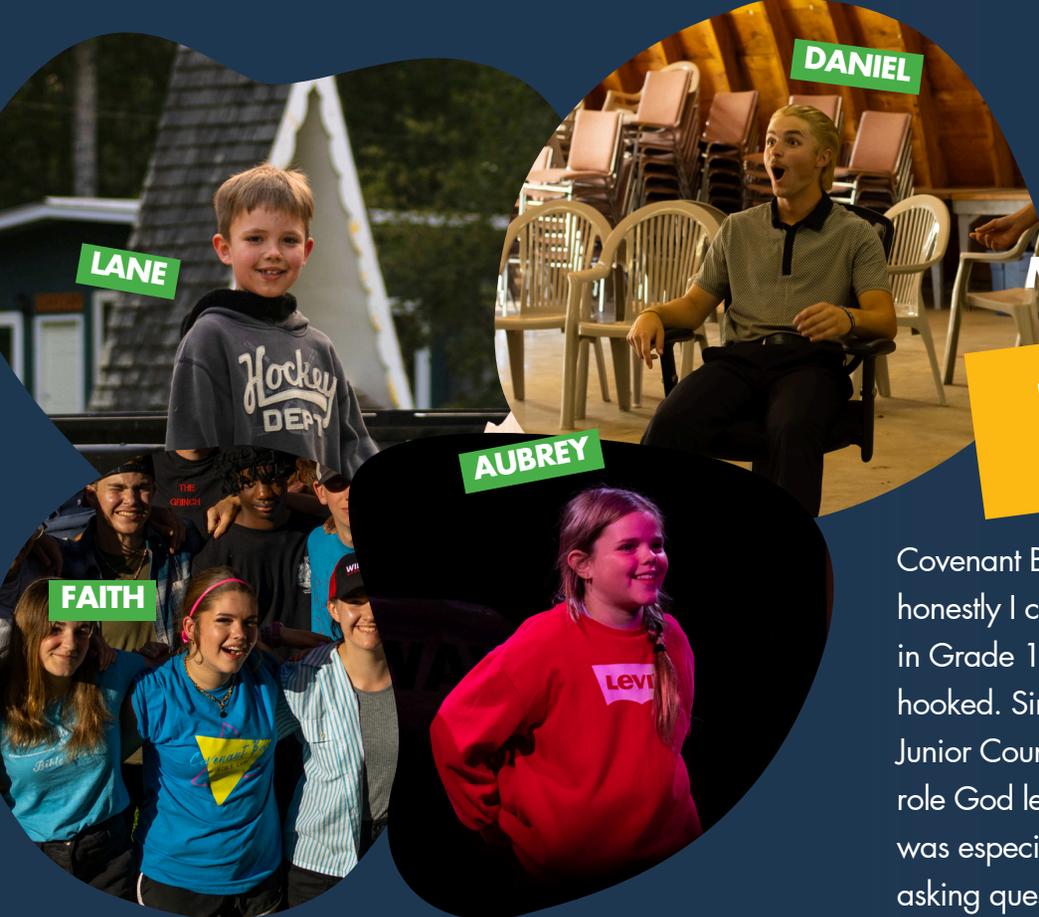
COME
AND
SEE



COVENANT BAY BIBLE CAMP

Nathanael said to him, 'Can anything good come out of Nazareth?' Philip said to him, 'Come and see.'"

— John 1:46



LANE

DANIEL

AUBREY

FAITH

MEET THE

ZANDER FAMILY



Covenant Bay has been part of our family's summers for many, many years now and honestly I can't picture our summers without it! Daniel was the first to go when he was in Grade 1 with a group of school friends and from that very first summer he was hooked. Since then he's gone every year - starting as a camper, then Elevate, then Junior Counsellor, last year as Cabin Leader and back again this year in whatever role God leads. Covenant Bay has meant a lot to Daniel over the years. Last summer was especially special as he saw many campers come to Christ and others start asking questions and wanting to know Jesus more. That was really special for him to witness and be apart of.

Faith has also spent many summers there and has helped as an Elevate before and she'll be back again this year as a Junior Counsellor. One thing we've really appreciated as parents is how camp has given our older kids space to grow in their own faith apart from mom and dad and begin forming their own walk with the Lord that's personal to them. Every summer they come home tired, FULL of stories and with a renewed love for God! Now our younger two get to attend as campers. After years of watching their older siblings head off to Covenant Bay every summer, it almost felt expected that their turn to join in on all the fun would come too. It's been really special for us as parents to see our older kids serving and helping lead while the younger ones are there as campers. Watching all four of them experience Covenant Bay together has been a real joy for us as parents. Somewhere along the way Covenant Bay became a second home for the Zander family. Seeing our kids grow in their faith there, build friendships, and spend their summers enjoying God and His goodness has meant more to us than we can say. We're incredibly grateful for the leaders who pour their time and heart into this place. Jon Drebert in particular has been a familiar face since the very beginning. I still remember that very first summer when Daniel was just a little Grade 1 kid, seeing Jon sitting on the front porch with a clipboard welcoming all the new campers. And then seeing him again, faithfully serving each summer in the coming years. Those are really good memories for us, and we're so thankful our kids have had Covenant Bay as such a meaningful part of their lives, growing up.

RENTAL
PROGRAM
UPDATE



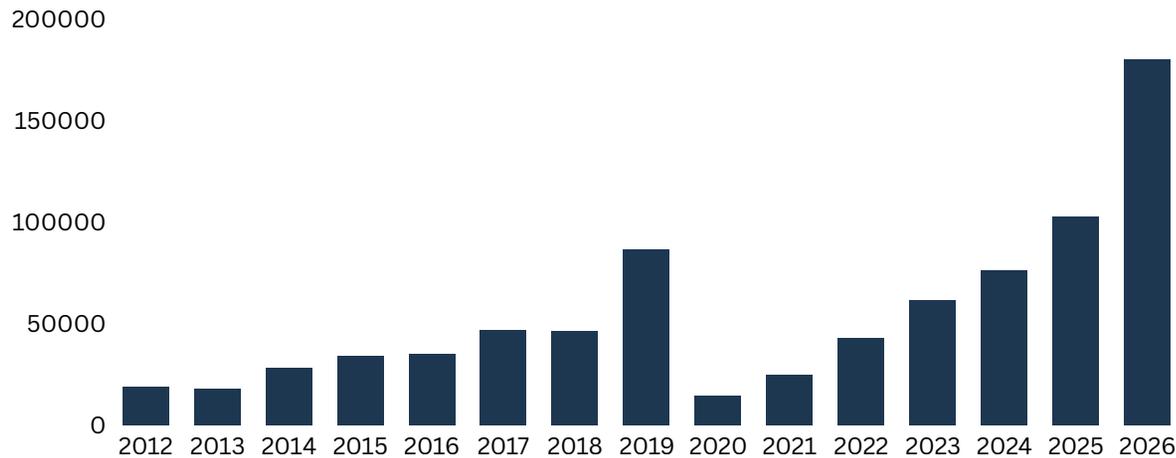
RENTAL PROGRAM UPDATE



In 2025, we hosted 55 rental groups, generating \$102,000 in revenue—a definite growth from 2024, when we brought in \$76,000 through the rentals program. One of the highlights of the year was opening our summer weekends for rentals. This proved to be a strong first season, as we were blessed with many groups that were an excellent fit for our camp, both in their needs and in their shared mission and purpose.

Our fall season was especially full, with many returning groups continuing to make our camp a regular part of their year. Throughout the year, we had the privilege of welcoming a wide variety of guests who used our space for youth, women’s, and family church retreats, among many other types of gatherings. It has been encouraging to see how these groups bring life and joy to the camp while using the property to grow and strengthen their faith.

As we move into 2026, the year is already off to a strong start. I am excited about the opportunities ahead and look forward to continuing to grow our rental community in a way that supports and furthers the ministry of the camp.



2026	— \$180,000.00*
2025	— \$102,731.25
2024	— \$76,411.00
2023	— \$61,357.00
2022	— \$42,875.50
2021	— \$24,857.86
2020	— \$14,482.90
2019	— \$86,562.70
2018	— \$46,546.00
2017	— \$46,870.00
2016	— \$35,263.00
2015	— \$34,243.60
2014	— \$28,152.00
2013	— \$18,110.00
2012	— \$18,824.40

**Budgeted*

FUNDRAISING AND EVENTS



FUNDRAISING AND EVENTS

with Jon Drebert



FUNDRAISING

What a remarkable year. People gave sacrificially and significantly to the work at Covenant Bay Bible Camp. For example, at the end of our Fundraising Dinner, we were shy of our goal. An email went out announcing the total raised, which was shy of our goal. People stepped up and gave significantly more, surpassing our goal. On Thank You Sunday, we set a goal, and that goal was also met! Finally, the year-end campaign was a complete success as we raised all of the dollars needed to reach our goals for that Campaign.

I am humbled and grateful to have so many generous supporters of Covenant Bay Bible Camp. Over a half million was donated to the camp in 2025. Thank you. Grants continue to be an important source of income for our programs and facility, with a \$141,603.73 raised.

Fundraising Dinner

June 6, 2026

Imagine, it's 2068. Some of our campers this year are now young Moms and Dads. They are excited to drive their kids and their kids friends to camp. They walk through the dining hall doors and share about their experience in the "old" dining hall.

They recall their decision to follow Jesus and realize the impact wasn't just on them but on their kids likely their grand kids one day.

Help us raise funds for a new dining hall and make an impact for generations to come.

2026

2026 will be a year of significant requests and gains, with a \$500,000 gift donated to the camp for the new Dining Hall and Kitchen. Further, we will be applying for a million-dollar grant for this project through the Alberta Government. Pray for a successful application this year and for God's provision.

DINING HALL

Funds committed towards the Capital Project, our new Dining Hall/Kitchen have now reached \$1,250,000. The building committee met in early November to begin the Request for Proposal process and apply to the CFEP Provincial Grant, which could match up to one million dollars for the project. This was based on our expectation that the project was likely going to cost around 2 to 2.5 million dollars.

We need a confirmed structure cost and other details to submit the grant application. Tenders closed on January 29, 2026. Tricon Developments Inc. presented a proposal for a somewhat revised plan at \$2,187,219.00. We understand that they chose to modify the plans to stay within our budget parameters, however their plans cut back significantly on the banquet space. About 35% reduction.

We trust Tricon to build this, but we are also making changes to restore our space. We need to ensure that our new building meets the needs of our camp for the next 50 years and beyond. At the same time, we have had new ideas to enhance the facility and have made several changes to the plans. The plan that we are sharing with you today is our latest draft. I also need to share that we have met with four of our kitchen staff in a very productive discussion and are grateful to them for their input. Jon met with kitchen staff from Camp Nakamun to gain their insight also. Our discussions have centered around equipment and the layout in the space we have available.

We are very excited about the progress on this building design and the status of fund raising. If we are successful with the grant application, we plan to start construction in August of 2027.

Respectfully submitted,
The Building Committee
Ken Nelson



We're looking forward to a full line up of events planned by and hosted at Covenant Bay Bible Camp.

YOUTH QUAKE 2026

April 24 - 26, 2026

WOMEN'S RETREAT

May 1 - 3, 2026

FAMILY CAMP

July 31 - August 3

THANK YOU SUNDAY

August 2, 2026

SR. HIGH RETREAT

October 2 - 4, 2026

JR. HIGH RETREAT

November 6 - 8, 2026

COVENANT BAY

THANK YOU SUNDAY

Ministry Partners, thank you for your dedication to the work of Jesus Christ. You impress me, and I am humbled by your heart for God.

Please join us on August 2, 2026, for Thank You Sunday!

We wish to thank God and his many ministry partners for all the good that has come about. A morning worship service will begin at 10:30 am, followed by a barbecue lunch and an afternoon of activities, games and fun!

15022
TWP RD 470

2025

FINANCIAL STATEMENTS

STATEMENT



2025 FINANCIAL STATEMENTS



PROFIT & LOSS AND BUDGET

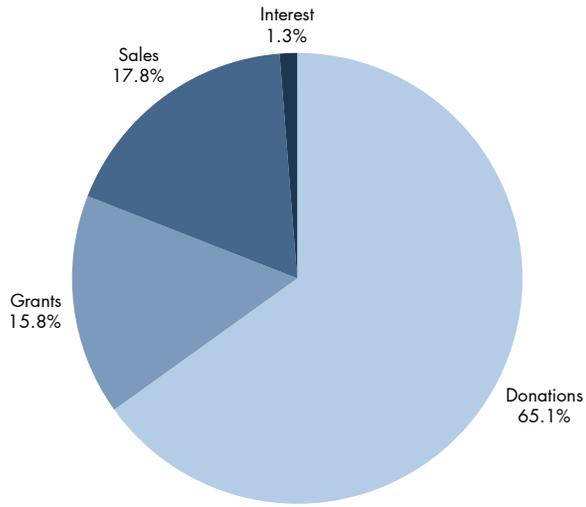
INCOME	JAN-DEC 2024	JAN-DEC 2025	BUDGET 2026
4000 General Fund	\$632,351.94	\$663,450.74	\$857,700.00
4195 Growth Fund	\$258,158.34	\$255,387.59	\$687,000.00
TOTAL INCOME	\$890,510.28	\$918,848.33	\$1,020,050.00

EXPENSES	JAN-DEC 2024	JAN-DEC 2025	BUDGET 2026
5100 Professional Development	\$9,695.12	\$3,321.48	\$6,000.00
5120 Program Expenses	\$9,714.73	\$18,859.15	\$16,500.00
5240 Banking Costs	\$3,394.10	\$4,164.01	\$4,400.00
5285 Facility and Maintenance	\$47,063.48	\$95,514.78	\$128,300.00
5440 Insurance	\$36,863.00	\$36,864.00	\$38,000
5465 Operational Expenses	\$85,258.22	\$98,237.94	\$128,500.00
5585 Payroll Expenses	\$420,682.12	\$330,553.46	\$483,910.00
5815 Property Improvements	\$0.00	\$6,261.62	\$60,000.00
5837 Contract Work	\$6,348.00	\$32,352.00	\$40,000.00
TOTAL EXPENSES	\$619,018.77	\$626,128.44	\$905,610.00
NET INCOME	\$276,086.56	\$292,719.89	\$639,090.00

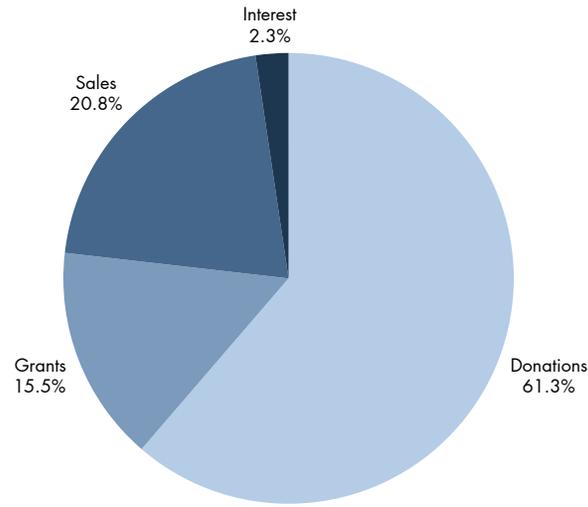
download a more detailed report here



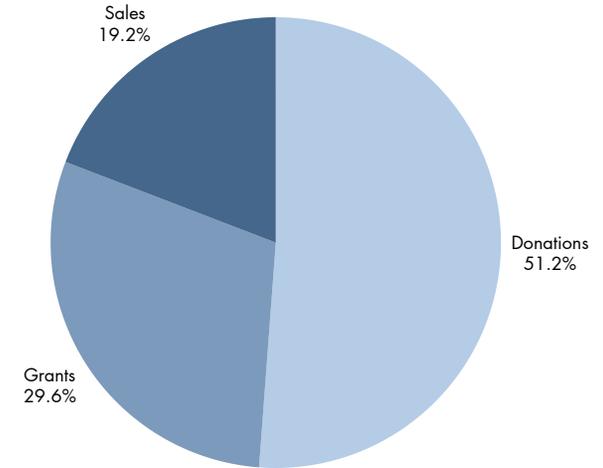
2024



2025



2026*



INCOME SOURCES			
	Jan-Dec 2024	Jan-Dec 2025	Jan-Dec 2026 (Budget)
Donations	\$579,702.51	\$560,583.76	\$777,000.00
Grants	\$141,086.06	\$141,603.73	\$450,000.00
Sales	\$158,557.53	\$190,551.03	\$291,000.00
Interest	\$11,164.18	\$21,474.81	\$0.00
	\$890,510.28	\$914,213.33	\$1,518,000.00

For a detailed budget and profit loss statement please email jon@covenantbay.ca

BALANCE SHEET

GENERAL FUND	BALANCE
Chequing Account	\$44,920.00
GIC's	\$100,000.00
Money from Growth Fund	(\$650.00)
Undeposited Funds	\$2,758.00
TOTAL	\$147,028.00

GROWTH FUND	BALANCE
Bank Account	\$27,907.00
Money in the General Fund	\$650.00
GIC's	\$760,000.00
ATB Wealth	\$34,827.00
TOTAL	\$823,384.00

NEW
BOARD
MEMBERS



NEW BOARD MEMBERS



BOARD RESPONSIBILITIES & OPEN POSITIONS

The job of the board is to lead the organization toward the desired performance and ensure that it occurs. The board's specific contributions are unique to its trusteeship role and necessary for proper governance.

To perform its job, the board shall:

- Monitor the performance of the organization relative to the achievement of the goals/outcomes within the executive parameters.
- Maintain and constantly improve all ongoing policies of the board in this BPM.
- Select, fairly compensate, nurture, evaluate annually, and, if necessary, terminate the ED, who functions as the board's sole agent.
- Ensure financial solvency and integrity through policies and behaviour (including help as volunteers in fundraising).
- Require periodic financial and other external audits to ensure compliance with the law and good practices.
- Evaluate and constantly improve our board's performance as the governing board and set expectations for board members' involvement as volunteers.



1 OPENING
Treasurer
3 Year Term



2 OPENINGS
Member at Large
3 Year Term

JENN BARG



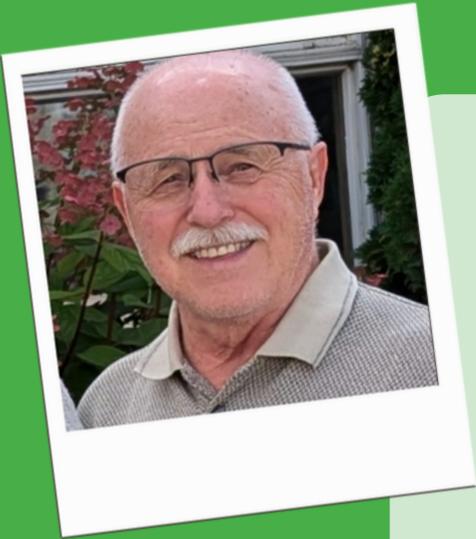
I live on a farm outside of Breton with my husband Terence, a dog and 3 cats!

We are a part of Breton Faith Covenant Church where we have attended for 36 years!

I have served one 3 year term on the board as a Member at Large and it has been exciting to see God at work in providing for the physical needs of the camp, and to hear stories of lives transformed by encountering Jesus!!

I pray that CBBC would continue to be a sanctuary where people can slow down and meet with Jesus!

RAY WALL



My wife Carol and I have called Rosebud, AB home since mid-2006 when we were called to pastor the Rosebud Church and we took up residence there. I retired from the pastorate in September 2022 but we continue to maintain our home in Rosebud – and have operated a Bed & Breakfast there since 2017. It has been a privilege to be able to serve as interim pastor at Breton Faith Covenant Church since January 2024.

Over the years I have served on and lead numerous boards, both in the charitable sector and in the business world. I have a broad understanding of board structure and function. I am a “team player.”

Since the earliest days of my ministry I have had a keen interest in the camping ministry. I have seen the rich rewards of camp involvement both as a pastor and as a dad with sons that were deeply impacted by the Christian camp experience. I have been affiliated with Covenant Bay Bible Camp since beginning ministry with the ECCC in 2006.

It has been a joy to witness the continual ministry and facility development of CBBC over the years and I’m grateful to have been a member of the board of the camp since 2023. I am thrilled to see what God has been doing in the lives of our campers over the years and I desire to be part of continuing to build on the foundation/legacy of all of the faithful folks who’ve invested so much in our camp.

2025
BOARD OF
DIRECTORS

**THANK YOU
TO OUR**

2025 BOARD

STACEY MCMANN | CHAIR

Completed Year 1 of 3 (Term 2)

RAY SCHULTZ | VICE CHAIR

Completed Year 2 of 3 (Term 2)

MELISSA SCHULTZ | SECRETARY

Completed Year 2 of 3 (Term 1)

RUDY FREI | TREASURER

Completed Year 3 of 3 (Term 2)

RAY WALL | MEMBER AT LARGE

Completed Year 3 of 3 (Term 1)

JENNETH BARG | MEMBER AT LARGE

Completed Year 3 of 3 (Term 1)

SARAH KINSEY | MEMBER AT LARGE

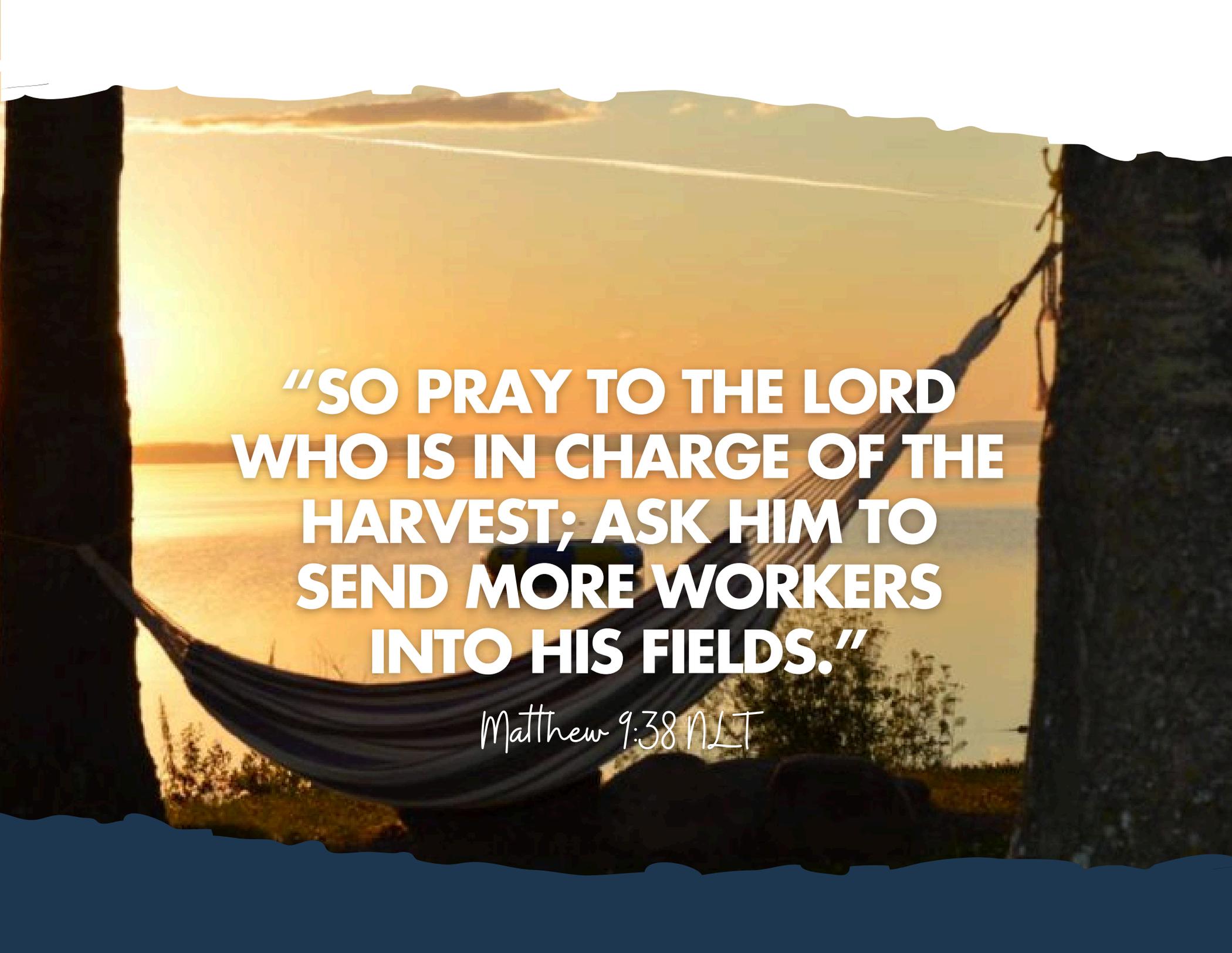
Completed Year 2 of 3 (Term 2)

KEN YAREMKO | MEMBER AT LARGE

Completed Year 1 of 3 (Term 2)

VERN GUNTER | MEMBER AT LARGE

Completed Year 1 of 3 (Term 1)



**“SO PRAY TO THE LORD
WHO IS IN CHARGE OF THE
HARVEST; ASK HIM TO
SEND MORE WORKERS
INTO HIS FIELDS.”**

Matthew 9:38 NLT



Covenant
Bay
BIBLE CAMP



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