

EDITH RANKIN MEMORIAL UNITED CHURCH

ANNUAL REPORT 2013



*"We seek to be a welcoming community, anchored in God's love,
challenged to sail on the winds of the Spirit,
sharing the Good News of Christ with each other and the world."*

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EDITH RANKIN MEMORIAL UNITED CHURCH
ANNUAL CONGREGATIONAL MEETING
16 February 2014

AGENDA

1. Call to Order
2. Invocation and Commemoration
3. Motions on Method of Voting and Acting Secretary of the Congregation
4. Approval of the Agenda
5. Extending the vote to Adherents
6. Approval of the Minutes of the Annual Congregational Meeting on February 10, 2013
7. Business Arising from these Minutes
8. Approval of the Minutes of the Congregational Meeting on September 29, 2013
9. Business arising from these Minutes
10. Approval of the Minutes of the Congregational Meeting on November 17, 2013
11. Business Arising from these Minutes
12. Treasurer's Report for 2013
13. Receipt of the Independent Reviewer's Report
14. Approval of the Nominating Committee's Report, including the Election of Standing Committee Members and Trustees
15. Introduction of Committee Chairs/Questions concerning Committee Reports
16. Acceptance of the 2013 Annual Report to the Congregation
17. Election of the 2014 Chair and Secretary of the Congregation
18. ERMUC Capital Campaign Update/Discussion
19. Points from the Floor/ Appreciations
20. Benediction
21. Adjournment

EDITH RANKIN MEMORIAL UNITED CHURCH

2013 ANNUAL REPORT

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STAFF DIRECTORY 2013

Ministerial Team	Rev. Dr. Wayne Soble
	Rev. Dr. Jean Stairs
	Beth Elford
Ministers in Voluntary Association	Rev. George Lavery
	Rev. Earl Taft
	Rev. Dr. Neil Elford
Music Director	Laurence Rowbotham
Church Administrative Secretary	Tanya Bax
Caretakers	Barry Servage
	Vernon Dixon (Jan-Nov 13)
	Jo-Ann Thomas (Dec 13)
	George Vandervoort (kitchen)

**MINUTES OF THE ANNUAL CONGREGATIONAL MEETING
EDITH RANKIN MEMORIAL UNITED CHURCH
Sunday, February 10, 2013**

Call to Order

Following a pancake lunch served by the Catering Team, the Chair of the Congregation, John Moyer, welcomed those attending and, declaring a quorum, called the meeting to order at 12:10 PM. He introduced Tanya Bax, ERM's new Administrative Secretary, to those in attendance.

In attendance according to the signed sheets:

Elizabeth Amirault, Nancy Barber, Gord Bell, Barb Bell, Beverley Bell-Rowbotham, Susan Bertrand, Sheila Billings, Doreen Boyd, Bob Boyd, Shirley Brown, Pat Bullett, Chris Burgess, Les Burgess, Beth Burgess, Wanda Burke, Karl Butler, Lois Butler, Paul Carl, Jim Crozier, Mildred Cunniam, Jan D'Agostino, Fran Day, Eleanor Dickey, Betty Douglas, Don Douglas, Beth Elford, Neil Elford, Beverly Gellatly, Herb Goold, Ruby Goold, Connie Harris, Harold Harris, Mel Hazell, Bonnie Hazell, Ed Hearn, Sylvia Hearn, Margaret Henderson, Diane Huddle, Doug Huddle, Grace Jackson, Katherine Jackson, Sarah Jackson, Rhonda Kerr, Tom Kerr, Colleen Korderas, Khuan-Seng Lam, George Lavery, Mary Lavery, Mary Leach, Jim Leary, Denis Lywood, Helen Lywood, Beryl McAllister, Jim McAllister, Cam McEachern, Anne McRae, Margaret Merkley, Peter Merkley, Marlene Metzler, Dave Metzler, Tysie Mitchell, Arlie Moore, Brenda Moyer, John Moyer, Eleanor Orr, Glenn Owen, Bonnie Peacock, Charlie Pelley, Yvonne Pelley, Eldon Peters, Liz Peters, Craig Pettis, Ruth Pettis, Alan Pickering, Marg Pickering, George Pottle, Kathy Pottle, Diane Revill, Laurence Rowbotham, Bob Rubino, Jan Rubino, Bev Ryan, Gil Ryan, Gordon Sinclair, Sandra Sinclair, Anne Sinclair, David Sinclair, Eleanor Sinclair, Gordon Sinclair, Rev. Dr. Wayne Soble, Patti Speck, Christopher Sproule, Nancy Sproule, Rev. Dr. Jean Stairs, Penny Steele, Barb Taft, Earl Taft, Isabelle Tompkins, Paul Van Nest, Sharon Van Nest, John Warren, Elly Warren, Marlene Wentzell **Total: 103**

Approval of the Agenda

It was moved by Barbara Bell and seconded by Rhonda Kerr that the agenda be approved as presented. The vote was extended to include supporting adherents that were in attendance.

CARRIED

Invocation and Commemoration

Rev. Earl Taft opened with a prayer and commemorated those adherents and members by name who had died in 2012. The list is found on page 51 of the Annual Report.

Approval of the Minutes of the February 12, 2012 Congregational Meeting

It was moved by Brenda Moyer and seconded by Jim Leary that the minutes of the 2011 Annual Congregational Meeting held February 12, 2012 be approved.

CARRIED

Business Arising from these Minutes of the February 12, 2012 Meeting

There was no further business arising from the minutes of the February 12, 2012 Annual Meeting.

Approval of the Minutes of the April 1, 2012 Congregational Meeting

It was moved by Fran Day and seconded by Al Pickering that the minutes of the Congregational Meeting held April 1, 2012 be approved.

CARRIED

Business Arising from the Minutes of the April 1, 2012 Congregational Meeting

There was no further business arising from the minutes of the April 1, 2012 Congregational Meeting.

Approval of the Minutes of the Congregational Meeting on June 24, 2012

It was moved by Paul Van Nest and seconded by Jan Rubino that the minutes of the June 24, 2012 Congregational Meeting be approved.

CARRIED

Business Arising from the Minutes of the June 24, 2012 Congregational Meeting

There was no further business arising from the minutes of the June 24, 2012 Congregational Meeting.

Approval of the Minutes of the Congregational Meeting on November 18, 2012

It was moved by Charlie Pelley and seconded by Jim Leary that the minutes of the November 18, 2012 Congregational Meeting be approved.

CARRIED

Business Arising from the Minutes of the November 18, 2012 Congregational Meeting

There was no further business arising from the minutes of the November 18, 2012 Congregational Meeting.

ERMUC 2012 Treasurer's Report

Jim Leary presented the Treasurer's report. It was moved by Jim Leary and seconded by Charlie Pelley that the Treasurer's report be accepted. There was a brief discussion of the increased bank charges.

CARRIED

Receipt of the Independent Reviewer's Report

Jim Leary reported that the Independent Reviewer's Report had been received and that there was nothing that needed to be addressed at this time. The Report is attached to these Minutes at page 9.

Approval of the Nominating Committee's Report, including the Election of Standing Committee Members and Trustees

Gordon Bell distributed and reviewed the Nominating Committee report at the time of the Annual Congregational Meeting. It was moved by Gordon Bell and seconded by Charlie Pelley that Sections 1, 2, 3 and 4 of the Feb 10 version of the Nominating Committee's Report be accepted.

Commenting on the Nominating Committee's report, Gord made the following remarks:

He recommended that attendees pick up a replacement Report of the Nominating Committee in the form of a handout, dated Feb 10, 2013 as there are 13 additional nominations and changes. The use of the handout will help understanding the motion and expedite the election of those nominated.

Referring to the Feb 10 version of the Report, Gord provided the following Nomination Statistics:

- 20 completed their term
- 3 encountered the maximum term limitation of 6 years
- 5 had not completed their terms due to various reasons
- 12 agreed to a further 2 year term
- 24 are starting their first term

He also offered that the nominating process is like panning for gold in that you never know when you will find an individual willing to stand for election and fill a position. The Nomination team panning has located 36 golden candidates. Unfortunately, it has not been able to find five (5) individuals willing to be elected to Council as Guiding Elders. These include the following:

- Vice Chair of Council
- Chair of Administration, Stewardship and Resources
- Chair of Media and Communications
- Membership Steward
- 2 Youth Representatives

He ended by asking if there were any nominations from the floor for these 5 positions or any of the Committees? Gord added that you can nominate yourself if you wish or you can nominate another person but that the person must be present to advise of their willingness to stand for election.

As the outgoing Chair of the Nominating Committee, Gord offered the following key observations on the process.

1. There is a real need to advise the Church Office of changes in phone numbers, addresses and e-mails. This information is vital to the well-functioning of the Church. Determining these corrections and reporting them to the Membership Steward and Church Administrative Secretary would certainly diminish the Nominating Committee's

work load by eliminating the chasing of correct information. If you become aware of these changes, please ask the member to report them to the Church Office.

2. In searching for Chairs, the Nominating Committee is encountering increasing concerns over ability to serve due to travel, seasonal absence, family commitments, etc. The Committee would like to remind members that co-chairing or vice-chairing is a viable solution that allows individuals to serve while allowing the flexibility to address other commitments.

3. "I have not been attending regularly. As such, I feel I am not qualified to serve" is a comment often heard. While regular attendance is desirable, it may not be realistic given the many time commitments either planned or unplanned on a daily and weekly basis. The ministers, Council and committee chairs understand these demands and how they influence attendance on Sunday and at meetings or committee activities.

4. When we find a member that is not able to attend due to illness, working on Sunday, etc., it is great to be able to mention the availability of the Services on the church website. Overwhelmingly, they are very appreciative on hearing of this option to stay connected.

5. Finally, the Nominating Committee is encountering the concept that working individuals feel retirees can fill the vacancies whereas, retirees feel that since they have already served, it is time for younger individuals to serve. The young and working families are extremely limited in the ability to serve due to both spouses working one or two jobs, committed to children and children's activities and are already serving on other volunteer organizations, often in very responsible positions. In essence, the Church is in competition with other volunteer organizations and other time demands.

After this discussion, a vote on the Report was taken.

CARRIED

REPORT OF THE NOMINATING COMMITTEE
TO THE CONGREGATION FOR ELECTION ON FEBRUARY 10, 2013

*Version Printed on February 10, 2013, after the Annual Meeting with
revisions made at the ACM. Amendments highlighted in italics*

1. The Nominating Committee nominates the following members of our Congregation to be elected or re-elected to the positions shown:

Note: **N1** = nominated for election for **first 2 year term**, ending in February 2015

N2 = nominated for re-election for **second 2 year term**, ending in February 2015

N3 = nominated for re-election for **third 2 year term**, ending in February 2015

Alan Fyke (N2)
Dean Lain (N2)
David Metzler (N2)

Henry Green (N1)
Garry O'Neill (N1)
Jim Long (N1)

- 9) Worship
Beryl Smith (N2) **Susan Galpin (N1)**
Mary Leach (N2) **Barb O'Neill (N1)**

- c) elected as Lay Representatives to Presbytery to February 2015:
Marilyn Rodger (N1)
Elizabeth Amirault (N1)

- d) elected to the Board of Trustees to February 2018
Cameron McEachern (N1) Ivan Campbell (N1)

2. Nominated as independent financial review to February 2014: **St Andrews-By-The-Lake** (*Continuing past arrangement where St Andrews-By-The-Lake audits ERMUC and ERMUC audits St Andrews-By-The-Lake*)

3. On behalf of the Church Council and the Congregation, the Nominating Committee recognizes, with many thanks, the contributions of the following persons:

- a) who have completed their term(s) of service as Guiding Elders:
Glenn Owen - Chair of Council
Jim Leary - Treasurer
Gordon Bell - Past Chair & Chair of Nominating
Charles Pelley - Chair of Administration, Stewardship & Resources
Marg Lawson - Chair of Media & Communications
Brenda Moyer - Membership Steward
Kathleen Bertrand - Youth Representative

- b) who have completed their term as a member of a Standing Committee and the Board of Trustees:

Tom Worthy (Prop) (*John Moyer removed due to 2nd amendment*)
Yvonne Pelley (Nominating - Cong Rep.) **Gordon Sinclair (Wor)**
Helen Lywood (CL) **Eleanor Orr (CL)**
Tysie Mitchell (Wor) **Greg Smith (M&C)**
Al Pickering (M&C)
Kathleen Bertrand (FFD & Youth Rep.)
Caroline Worthy (M&P) **Nancy Sproule (Trustee)**
Jean Smith (M&O) **Kathy Rogers (Trustee)**

- c) who resigned, was unable to complete their term or changed positions:
Mikayla Sebesta (Youth Rep) **Ken Sedgewick (Prop)**
Margo Warner (CL) **Brenda Schell (Secretary of**
Peter Merkle (Trustees) **Congregation)**

4. The Nominating Committee recommends that we retain the following as Ministers in Voluntary Association with our Congregation:

The Rev. Earl Taft
The Rev. George Lavery
The Rev. Dr. Neil Elford

5. The Nominating Committee nominates the following members of our Congregation to be elected to the positions shown to February 2014:

John Moyer Chairperson of the Congregation
Jan D'Agostino Secretary of the Congregation

6. The Nominating Committee recommends that the Church Council be granted the power to appoint persons to fill openings that occur up to February 2014.

7. There is no problem in recruiting congregational members to serve/participate in single events throughout the year. Unfortunately, a major and ever increasing challenge is in recruiting individuals to serve this congregation both in Committee leadership and in Committee positions that are required to plan and coordinate these events throughout the year and plan for the following years.

ERMUC is blessed with many people who possess the gifts for these important ministries. Many are very busy, and that is understood; however, effective lay leadership is essential to keep our church vibrant and strong. Providing leadership to this congregation is exciting, challenging, and fun (at least most of the time). Why don't you try it? You will be well rewarded for your efforts by praise and thanks from members of our great congregation, as well as knowing that you are a committed disciple of God.

Respectfully submitted by the Nominating Committee:

Gordon Bell (Chair)
Barbara Bell (Congregational Life)
Brenda Moyer (Membership Steward)
Carolyn Green (UCW Representative)
Yvonne Pelley (Congregational Representative)

Introduction of the Committee Chairs

Before considering the 2012 Annual Report, Gordon Bell introduced the Committee Chairs as included in the Nominating Committee report.

The outgoing Chair of AS&R, Charlie Pelley, moved, seconded by Gil Ryan, that the terms of the Envelope Steward and the Counter Scheduler be continued to 2014 as published in the 2012 Church Council Directory.

In discussion, Charlie stated that AS&R was recommending to Council that these positions be considered ex-officio to AS&R, should be elected for a five-year term and that the terms should be renewable. AS&R felt that since the term of regular Committee members is two years, it did not want to get into a series of short term appointments. This change addresses the need for continuity of knowledge and to maintain confidentiality of data.

CARRIED

Questions/Comments concerning Committee Reports

Paul Van Nest, ERM's webmaster, addressed his concern about inappropriate advertisements that pop-up on the church's website and to date, cannot be eliminated. This was only for discussion at this time as he was still pursuing the issue. No other issues have occurred to date.

Charlie Pelley said that the Administration, Stewardship and Resources Committee would welcome a Chairperson that understands 'stewardship'. Gordon Bell re-emphasized the reminders regarding the Nominating Committee as appended to the Nominating Committee Report.

Al Pickering elaborated on the changes over the recent years to decrease committee workload. One suggestion to reduce Council meetings could be for only committee chairs to attend. The implication is that a smaller number of people are making decisions. Emphasis is that help is always needed to do the work of the Church.

Acceptance of the 2012 Annual Report to the Congregation

It was moved by Diane Huddle and seconded by Yvonne Pelley to accept the 2012 Annual Report as printed and circulated. Gordon Bell moved an amendment to include the **Report of the Nominating Committee to the Congregation for Election on February 10, 2013 (Version printed on February 8, 2013, after the Annual Report)**. The amendment was approved and the amended motion was voted on.

CARRIED

Rev. Dr. Wayne Soble spoke to the work of the past year by the Search Committee and all members of Council. He thanked Glenn Owen as past Chair of Council. He encouraged all to consider the work of Council as fun and celebrate this work!

Election of 2013 Chairperson and Secretary of the Congregation

As the current Chair of the Congregation, John Moyer abandoned the chair in favour of the outgoing Chair of Council, Glenn Owen, for consideration of the next item.

On page 3, in item 5 of the amended Report of the Nominating Committee handout dated February 10, 2013, a Chair and Secretary of the Congregation for 2013 were recommended.

It was moved by Paul Van Nest and seconded by Mel Hazell that John Moyer and Jan D'Agostino be elected as Chair and Secretary of the Congregation respectively until February 2014.

CARRIED

New Business and Points from the Floor

Karl Butler suggested Administration, Stewardship and Resources emphasize PAR. John Moyer indicated we have a good involvement in PAR. Charlie Pelley indicated there has been a slight rebound in PAR and that givings were up in the past year.

Rev. Dr. Wayne Soble indicated that there was a surplus in the budget and this should be celebrated. He thanked everyone for their financial contribution and work which was acknowledged with applause.

New Business/ Points from the Floor

Craig Pettis asked for consideration for the possible purchase of an Automated External Defibrillator (AED) for the church. It was moved by Craig Pettis and seconded by Peter Merkley that this be referred to Council.

CARRIED

Closing Prayer

Rev. George Lavery closed the meeting with a prayer.

Adjournment

It was moved by Yvonne Pelley and seconded by Jim Leary that the meeting be adjourned.

CARRIED

The meeting was adjourned at 1:20 PM.

Respectfully submitted,

Chair of the Congregation,
John Moyer

Secretary of the Congregation,
Janice D'Agostino

Edith Rankin United Church
4080 Bath Road
Kingston, ON K7M 4Y7

February 7, 2013

This letter is in response to a request by the A.S. & R. Committee to provide an independent review of the financial records of Edith Rankin United Church. The United Church of Canada provides guidance on procedures that are usually carried out to perform this independent review and I have tried to follow these procedures.

I have reviewed the records and bookkeeping information as provided to me in regards to the General Operating Account and the Restricted Funds for the year ended December 31, 2012.

My review consisted of checking entries and supporting documentation as I deemed necessary to offer my opinion of the record keeping. I have also reviewed the minutes of the Council of Elders and checked that any significant transactions discussed in the minutes were recorded appropriately.

I have found nothing in my review that would indicate that the records are inaccurate or incomplete.

This review does not constitute an audit of the records nor an audit or review of the financial statements for the year ended December 31, 2012.

Yours truly,



(Mrs.) Carrie L. Thompson, CGA, CFP

Carrie Thompson, CGA, CFP, 522 Lakeside Av., Kingston ON K7M 3V6

**MINUTES OF A SPECIAL CONGREGATIONAL MEETING
EDITH RANKIN MEMORIAL UNITED CHURCH
Sunday, September 29, 2013**

Call to Order

John Moyer called the meeting to order at 11:30 a.m. and welcomed everyone, thanking them for attending.

Those present were: Bill Allum, Ruth Allum, Lori Allum, Elizabeth Amirault, Jean Ashley, David Ariss, Sue Ariss, Barb Armstrong, Kathy Baer, Gord Bales, Joan Bales, Nancy Barber, Ruth Belyea, Susan Bertand, Carole Bleecker, Pat Bowman, Robert Boyd, Doreen Boyd, Shirley Brown, Tom Bryant, Judie Bryant, Chris Burgess, Pat Bullett, Frank Burke, Wanda Burke, Betty Campbell, Paul Carl, Cal Connor, Laurel Connor, Jim Crozier, Mildred Cunniam, Nancy Darling, Hilda Doran, Don Douglas, Betty Douglas, Cathy Flynn, Marjorie Gagnon, Harold Harris, Connie Harris, Bill Hartling, Eleanor Hartling, Mel Hazell, Bonnie Hazell, Bob Hill, Mildred Hill, Doug Huddle, Diane Huddle, Grace Jackson, Katherine Jackson, Sarah Jackson, Fred Jones, Charlotte Jones, Tom Kerr, Rhonda Kerr, Betty Jeanne Kippen, Linda Lain, Seng Lam, Julie Lam, Marion Larocque, George Lavery, Mary Lavery, Jim Leary, Debbie Lloyd, Shera Lumsden, Denis Lywood, Helen Lywood, Don Mallory, Barbara Mallory, Deborah Martin, Joan Martin, Jim McAllister, Beryl McAllister, Brian McCracken, Marlene McCracken, Cam McEachern, Anne McRae, Peter Merkley, Margaret Merkley, Edgar Mills, Dorothy Mills, Steve Mitchell, Tysie Mitchell, John Moyer, Brenda Moyer, Florence Niven, Keith Notley, Yvonne Notley, Eleanor Orr, Bonnie Peacock, Eldon Peters, Liz Peters, Fred Peterson, Craig Pettis, Ruth Pettis, Al Pickering, George Pottle, Kathy Pottle, Marlene Price, Anne Prouse, Marilyn Rodger, Kathy Rogers, Laurence Rowbotham, Bev Bell- Rowbotham, Bob Rubino, Jan Rubino, Barbara Shave, Gordon Sinclair, Eleanor Sinclair, Gordon Sinclair, Sandra Sinclair, Carol Skelton, Beryl Smith, Patti Speck, Chris Sproule, Nancy Sproule, Rev. Dr. Jean Stairs, Penny Steele, Nancy Stokes, Earl Taft, Barb Taft, Kathy Thomas, Isabelle Tompkins, Sharon Van Nest, Elly Warren, John Warren, Jan Watkins **Total: 126**

Invocation

Rev. Earl Taft led us in a prayer of Invocation.

Approval of the Agenda

Motion: Moved by Marlene McCracken, seconded by Paul Carl, to accept the agenda as printed. **Carried.**

Extending the Vote to Adherents in Attendance

John explained the UCC's policy regarding eligibility to vote on financial matters. There were no objections to extending the vote to adherents in attendance.

Approval of a Method of Voting

John explained how the Manual 2013 defined voting and proposed that, if there were no objections, a show of hands be used for the election of additional trustees and that a secret ballot be used for the principal motion to be presented by Council. There were **no objections**.

Election of Trustees

Motion: Moved by Brenda, seconded by Peter Merkley that on behalf of the Nominating Committee, the following members of Edith Rankin Memorial United Church be elected to the Board of Trustees to serve until February 2018: Gordon E. Sinclair, Don Lane, Tysie Mitchell and John Moyer. **Carried.**

Capital Campaign.

Peter Merkley, Chair of Council, made a presentation (attached without slides) on the results of the 3 week Fundraising Assessment.

Motion: Moved by Peter Merkley, seconded by Chris Sproule

Whereas;

We have completed a three week “Readiness Assessment” to explain our recommended project, seek views and to assess whether there likely is sufficient financial and volunteer support to justify continuing;

Whereas;

The report states that there is sufficient support and Council agrees with the report and recommends going ahead with the Capital Campaign, and;

Whereas;

Council recommends and is seeking approval to proceed and is seeking approval to spend \$85,000 from the campaign contributions to continue (of which \$55,000 has already been pledged)

Be it resolved that Edith Rankin Memorial United Church agree to proceed with the Agreement and undertake a Capital Stewardship Campaign and an Annual Giving Campaign as outlined in the Focus Group sessions.

Correspondence

Letters addressing the issue from Joe and Janice D’Agostino, Andrew and Mary Catherine Robb, Gayle and Glenn Owen, Gord and Barb Bell and Fran Day were read. These members were unable to attend the meeting but wanted their opinions to be heard. Peter Merkley, Chair of Council, provided necessary comments and explanations on the points raised in the letters.

Peter also responded to questions and made comments on views expressed from the following Members of the Congregation: Debbie Lloyd, Denis Lywood, Cal Connor, Ruth Allum, Earl Taft, Pat Bowman, Doug Huddle, Bill Allum, Paul Carl, Don Mallory, Fred Peterson, Shera Lumsden, Nancy Barber, Jim Crozier, Nancy Barber.

It was agreed that George Lavery and Rhonda Kerr would count the votes.

A total of 117 ballots were counted: No 27 – Yes – 90.

Carried.

Benediction:

Rev. Dr. Jean Stairs, on behalf of the Congregation, thanked the Council for all its work and gave the Benediction.

John reminded us that the Congregation would be meeting on Nov 17, 2013 to review the 2014 Financial Plan.

Adjournment:

Motion: Moved by Jim Leary, seconded by Kathy Thomas, to adjourn at 1:15 p.m.

Carried

John Moyer
Chair

Rhonda Kerr
Acting Secretary

Presentation to the Congregational Meeting

On behalf of Council, I am pleased to be able make a presentation to you today. Thank you for being here and for your interest in the long term plans for our Congregation. Thank you for the role that each of you have chosen to play in this process.

My presentation will take close to 30 minutes – so settle back and make yourself comfortable – and then we will have a question and answer session and I will address any questions that you might have. I do have dinner plans for 6 o'clock, so I promise that we will be done by then! Before we start, are there any questions about the wording of the motion? You will receive a ballot to answer yes or no and it is important that the question is clear to you.

I want to start with a few additional words of thanks to all the people who have contributed so much to Edith Rankin Memorial United Church over the past several years to bring us to the exciting opportunity that has been presented to you though the Focus Group sessions. In particular, I want to thank the members of Council, especially the leaders who served on the 2011/ 2012 Council, who spent many hours – and to use a politically correct phrase – many hours of open, frank and productive discussion. I want to acknowledge the leadership of Chris Sproule who guided us through these discussions. Gord Bell has worked with our architects to gather information and cost estimates. Bev Bell Rowbotham and Chris captured the work that we did around Mission and Vision. I know that there are many others in the room today who have made significant contributions to this process and I thank all of you.

I also want to acknowledge the efforts of the folks that contributed to Sacred Space and related work several years ago. All of that was before the time that Margaret and I became active at Edith Rankin, but let me assure you, I am well aware that there is not much point in me standing in front of you today and discussing a \$5M project. I will save the details for later in my presentation, but I ask you to think of Goldilocks and the Three Bears. Not too costly. Not too modest – but just right. Your Council has been focused on finding a recommendation that we believe is just right for our Congregation.

I have mentioned that Council spent time reflecting on our Mission and Vision – we wanted to ensure any project that we might undertake holds true to our long established Mission and Vision. Here are our Mission statements and our Core values. I will also read our Vision statement:

I would like to read these statements and ask you to reflect on the words as I go through them.

Our Mission, Vision and Values have been in place for many years and I think we all believe that any new project must align with our Mission and Vision. With these phrases in mind, we are suggesting that our project be called “Shaping our Future: Building on Faith.” We may decide on a better phrase, but for now, I will use this to describe what we are planning to do – the project – as well as the campaign to raise the funds. In a few minutes, I

will come back to “Shaping our Future: Building on Faith” but I want to provide a little more background before I do.

Over the past year or more we on Council have had some debate about our vision for the future here at Edith Rankin and I believe this debate at Council is a reflection of the various opinions within the broader Congregation. Recently however, Council spent time to recall the work of the Joint Needs Assessment Committee and the work that it did only a few months ago – still very current. It is important to recognize that the JNAC was focused on our relatively short term future. The work of that Committee confirmed the outcomes of various previous studies and assessments within our church and the Congregation voted to approve their report and recommendations.

While it is not fair to bring all their work down to a single point, we can summarize the conclusions of the Committee as follows:

- They recommended that the Congregation invest in the ministerial resources to create first class Sunday School, Youth and young adults programs and to minister to the increasing pastoral needs of the Congregation.

So there really should not be much debate about how we want to approach our short term future. We have already taken the proactive commitment to engage the human resources to build strong Ministries for a number of age groups - for children, youth and our existing (largely senior) Congregation.

Based on this commitment, it is not unreasonable to assume that we should turn our minds to the longer term and “build on faith” so that we have the physical resources in place ... to position our human resources to be successful.

Council has considered a full range of alternatives.... not just too hot or too cold, but a full range. To some extent, the list of options is endless as we can start with a very small dollar amount and add different components one at a time until you have checked off every item on every wish list. However, Council did break it down to five different alternatives:

A. Status Quo:

- Council does not consider this to be a viable option, but if we do not select one of the other options, this is where we end up.
- As a reminder, when we thought about projects in the past (think of the \$5 Million expansion), we did not consciously decide to “do nothing”, but by default, that is what happened.
- We would not literally “do nothing” – but rather, the status quo would continue. We would continue our good work; we would replace heating systems as they broke ... and so on. But we would not have a pro-active, planned approach to our spiritual growth. Nor would we have a pro-active plan to support our Ministers in their work to improve our programming and attract new members.

B. Elevator

- I think many people are thinking – let’s just install an elevator and move on. This is not as simple as it might first appear.
- First of all, there is a considerable list of improvements to our existing building that really needs to be done. If we are going to have any fundraising campaign for any project, we should include the funds needed for this work. For example, from the Focus Group sessions, we consistently heard that you want air conditioning and that more efficient heating and air circulation are important.
- Secondly – what do we mean by an “elevator”. There are a wide range of alternatives. At the low end, the ‘elevator’ is a very small lift beside the existing stairs, within the existing building. Your Council does not recommend the idea of a lift. Another alternative is to incorporate an elevator into the back stairwell. We could incorporate an elevator in a small addition at the front of our building. Neither one of these options address the broader accessibility concerns – the existing ramp and the existing doors do not meet code. Our building simply is not welcoming to groups or families with people in strollers or wheelchairs.

C. Sanctuary Enhancements:

- These could be several stand-alone projects and could be done in phases over time.
- Air conditioning and some other enhancements overlap with the other 3 alternatives in this list, so there is some double counting

D. Expansion:

- From the Focus Groups, you know that this is the recommendation of Council
- The most significant aspect of this alternative is an addition to Clark Hall towards Bath Road. This addition would allow the use of some existing space to be modified.
- Accessibility would be improved with level grading and the elevator would be incorporated in the design.
- The benefits would be many – a welcoming entrance, a main floor nursery; a larger upper hall for other forms of Ministry, more and better meeting rooms for church and community groups; better Sunday School and youth facilities; better facilities for music, better storage to open up the cloak room.

Council did spend considerable time thinking about programs – which we more accurately began to refer to as Ministries - and I want to share some of these thoughts with you. It is clear to all of us that church congregations are aging and that many traditional faith congregations are facing declining memberships. It is also clear that the residential neighbourhoods in the west end of Kingston are growing and expanding. I personally believe, and I know that our Ministers share this belief, that we have the responsibility to reach into these new neighbourhoods and encourage these families to join us at Edith Rankin.

To add a few other comments on Ministry. For many families these days, Sunday morning is a time for hockey practice or any other number of activities. Many of these families want to worship in other ways and at other times. We are responding to this changing reality with new Ministries – Thank God its Family Night is the most recent example – to bring people into our midst in other ways. There are about 800 to 1,000 people who come through our doors every week – other than for Sunday Worship. Council is recommending the conceptual design for improvements to our building that you have seen at the Focus Group sessions – and that we believe meet the needs of these new Ministries. This conceptual design is consistent with the JNAC study and with our decision to invest in Ministry through our commitment to our Ministerial resources.

So, we have the opportunity to “Shape our Future; Building on Faith”.

As I finish my comments around Ministry, I want to express my personal thanks – and I think the appreciation of all of us – for the Ministry provided by Wayne, Jean and Beth for the past year. We have seen new activities such as the “Summer in the City - Vacation Bible Camp” and TGIF that reach to new people and broaden our Ministry. While Wayne has been away, Jean and Beth, with the aid of Elizabeth and other guest preachers, have graciously and expertly filled in to make sure that the life and work of Edith Rankin Memorial United Church has been nurtured and sustained during his illness. That being said, I know that all of us, including Jean and Beth, are delighted to have Wayne back in our presence. Please show our recognition and appreciation for the fine ministry team that we have at Edith Rankin Memorial United Church.

Let me pause here – because if you are anything like the members of Council – this is about the time that your eyes glaze over and your thoughts start going in circles. Also, this is where “the devil is in the details” begins to overwhelm. What about this? What about that? So, I want to pause and bring us back up to the big picture.

Earlier, I made reference to a children’s story – Goldilocks and the 3 Bears - but let me now look to a different text. Many of you will know the book by Stephen Covey called “The 7 Habits of Highly Effective People.” Let me make reference to the first three habits:

1. Be proactive
2. Begin with the end in mind
3. Put first things first

Be Proactive:

- Council wants us to be proactive about our future as a Congregation
- This means using language such as
 - i. “We choose” rather than “We can’t”
 - ii. “We will” rather than “If only”
 - iii. “Let’s look at our alternatives” rather than “There’s nothing we can do”

Begin with the end in mind:

- This brings us back to another children’s story where Alice asks the cat which way to go – and the cat says it depends where you want to go. Alice says she doesn’t much care and we all know that the cat then told Alice, in that case, it doesn’t matter which way you go.

- In our case, we are fortunate that JNAC has done our work for us – at least given their shorter term focus. We know where we want to go – we know what “the end” looks like.
- We want:
 - i. A first class Sunday School
 - ii. A vibrant youth group and young adult program
 - iii. Ministerial pastoral care for our Congregation
- So the end we have in mind is not about an elevator or a nursery on the main floor – the end we have in mind is all about Ministries – programs and activities that reflect and enrich our faith. It is about our Mission, Vision and Values
- To achieve these ends ... we need physical and human resources – but we need to be careful that we recognize that these resources are only needed so that we can achieve the ends that we have in mind.
- Another way to think about an “end” comes from a study of Governance. If we ask the question: What is our purpose as a Congregation? We could spend a long time answering that question.
-
- We would consider:
 - i. What do we do?
 - ii. For whom?
 - iii. At what cost?
- Again, we are fortunate in that others before us have answered these questions – in the form of our Mission and Vision statements.
- Which brings us to the next habit

Put first things first:

- Covey calls this the habit of Integrity and Execution because this is where you choose whether or not you will actually carry out your Mission Statement – or get caught up in a bunch of Urgent but Not Important demands.
- This is where you choose the “big rocks” – the big, important projects that really are important and do need space and time on your calendar and your agenda – and because we are a church, in your prayers
- What do we want to put first?
 - It has to be our Mission and Vision
 - Certainly Council wants us to keep our Mission and Vision first

I hope this pause has brought us all back to the big picture - which is ... that we have an opportunity to be proactive, to set out on a path that goes in a certain, clear direction and that our direction is guided by our Vision and Mission. With that end in mind, we want to ensure that everything we do pushes the ball in that direction.

Remember that I mentioned the Governance concept of “ends”:

- We do what?
- For whom?
- At what cost?

Let’s spend a few minutes talking about at what cost. Quite frankly our Mission Statement does not help us much here. It would be too easy to follow our Mission if we did not have to deal with the question of “At what cost?”

Again we are fortunate to have had wise people come before us – we have a tradition and a history of a balance between:

- too low a cost – this building would not be here if the cautious risk adverse folks always won the day
 - too high a cost – this congregation might not be here in 5 or 10 years if we had taken on a \$5M project and a big mortgage a few years ago
- And we have a tradition of a balance between:
- taking risk and
 - being complacent
 - a tradition of “Building on Faith”

When your Council had our “open and frank discussion” on the topic of “at what cost” we wanted to continue this tradition of balance – of sustainability. We want any project to contribute to our Congregation’s long term viability. We want sustainability.

In a minute I will talk about next steps, and I want to highlight that the intent of having a Capital campaign now is so that we know how much money we actually have to spend. The intention of Council, at this point in time, is that we would not have a mortgage to be left for the next generation, but that we would raise the money so that we can leave a legacy for the next generation.

Now, let me outline some next steps around process:

Up until this point:

1. Council has commissioned various studies so that:
 - a. We have a record of what maintenance is necessary.
 - b. We have an estimate of the costs of different options.
2. For the elevator, folks have visited different church buildings to see different alternatives in action and to hear relevant comments
3. Council has considered a full range of alternatives - and we had considerable debate as to how to present these alternatives to you. We decided that it was best for you to know that we have considered a full range of options and most importantly to present our recommendation to you. I personally believe that you would expect nothing less than a well thought out recommendation from the folks you have elected to be leaders.
4. Council engaged a Fundraising Consultant and we have completed a three week “Readiness Assessment Phase” (which was fully funded by specific donations)
5. We have received the consultant’s report that states that the most important indicators strongly support moving forward with a Capital campaign.

6. Council is recommending that we proceed with the Capital and Annual Giving campaign – based on the conceptual plan presented at the Focus group sessions and a goal of \$2,500,000. The actual amount raised will be either more or less than this amount. If we raise considerably less, then we will confirm with people who have donated to this concept that their donation still stands for a much lesser project.

From this point forward – assuming a vote to proceed:

1. We will undertake a 10 week campaign to obtain donations and pledges over 5 years. This will be completed in Dec 2013.
2. In January, we will know how much has been raised and pledged
3. Council will prepare revised building plans to have a cost that matches the actual amount raised. Council will have ongoing communication with the Congregation. Council will seek approval from the Congregation for these final plans and then seek building permit approvals etc.
4. Start construction – perhaps late 2014. Completion in late 2015.

So now we come to the recommendation of Council.

For clarity:

- This motion is for a Capital and Annual Giving Campaign – distinctly separate from any approval to build anything – that will come after we know how much money we have to spend.

Questions and Comments

With your permission, I would like to share letters that we have received. These are from folks who could not be here today but wanted their voice to be heard. Rhonda, as our secretary today, will read the letters and I will provide my response. Although the authors are not here to hear my comments, I think you will find that the letters reflect questions and comments that many of you share.

After the letters, again with your permission, I would like to share the frequently asked questions that came from the Focus Groups together with my answers.

Question:

Can we consider a building addition when we have existing water problems and the sinking corner under the Ministers' offices?

Answer:

- These problems have been fixed.
- Consultants made recommendations and we have implemented solutions (largely diverting water away from the building)
- We have been monitoring and it appears that there is no further settling of the building
- Before we dig any more foundations, full ground studies will be done

Question:

What about our existing deficit?

Answer:

- We are fortunate that we do not have an ongoing deficit. So when we ask folks to donate to the Capital Campaign, their money will go to something new
- The deficit this year is on the high side of where it normally is at this point in the year. Our typical cycle is to have a deficit in the summer and then build to a breakeven position by the end of the year
- The Campaign includes an Annual Giving component and the Consultant's experience with this is that Annual Givings increase about 10%.

Question:

What are the additional costs to operate the larger building? How will we cover this, considering our existing deficit?

Answer:

- About \$5-7,000
- See above
- We expect new opportunities to lease space to compatible users. This likely will cover all the additional costs
- We expect to "Build on our faith" and have more families join the church

Question:

How will we raise such a large amount of money?

Answer:

- Every way we can think of!
- We are asking people to make equal sacrifices. Not everyone can give an equal amount, but we are asking everyone to consider an equal sacrifice – to give until it feels good
- We will find ways that everyone can contribute – some folks are on fixed, limited incomes and we will find ways that they can participate and feel engaged and that they have made a positive and worthwhile contribution
- We will approach government agencies – around accessibility and we will approach foundations
- The activity that will drive success – is face to face visits with 100% of our Members and Adherents.

**MINUTES OF A CONGREGATIONAL MEETING
EDITH RANKIN MEMORIAL UNITED CHURCH
TO DISCUSS THE 2014 FINANCIAL PLAN
Sunday, November 17, 2013**

Call to Order

The meeting was called to order by the Chair of the Congregation, John Moyer, at 11:08 A.M. He also noted that the United Church Manual defined a quorum for the meeting as being at least 30 voting members of the Congregation and declared that we had a quorum present.

Those present were: Alison Ahara, Hazel Allen, Elizabeth Amirault, Kathy Baer, Sheryl Baker, Gordon Bales, Barb Bell, Gord Bell, Susan Bertrand, Frank Burke, Karl Butler, Lois Butler, Betty Campbell, Ivan Campbell, Paul Carl, Marjorie Colwell, Fran Day, Linda Delve, Gerald Dickson, Betty Douglas, Don Douglas, Lorraine Fyke, Alan Fyke, Agnes Glenn, Herb Goold, Phyllis Hannah, Mildred Hill, Bob Hill, Diane Huddle, Doug Huddle, Fred Jones, Julie Lam, Seng Lam, Marion Larocque, Mary Lavery, Rev. George Lavery, Jim Leary, Marlene McCracken, Brian McCracken, Cam McEachern, Beatsie McLean, Norm McLean, Peter Merkley, Marlene Metzler, Dave Metzler, Tysie Mitchell, Diane Molson, Bill Molson, Arlie Moore, Eleanor Orr, Glenn Owen, Yvonne Pelley, Ruth Pettis, Craig Pettis, Al Pickering, Laurence Rowbotham, Gil Ryan, Bob Rubino, Gordon Sinclair, Anne Sinclair, David Sinclair, Rev. Dr. Wayne Soble, Nancy Sproule, Christopher Sproule, Rev. Dr. Jean Stairs, Penny Steele, Kathy Thomas, Martin Thomas, Isabelle Tompkins, Jan Watkins, Sandra R. Millard-Woodrow **Total: 69**

Invocation

To begin the meeting, Rev. George Lavery provided the Invocation.

Welcome

John Moyer, the 2013-2014 Chair of the Congregation welcomed, and thanked, those who stayed to attend the meeting. He introduced Don Douglas who, in Jan D'Agostino's absence, had volunteered to serve as the Interim Secretary of the Congregation for the meeting.

Approval of the Agenda

John noted that copies of the agenda had been distributed and asked for a motion to approve it. Marlene McCracken moved the agenda be approved and Kathy Baer seconded. John explained to those present that the new UCC Manual states that unless otherwise agreed, the usual method of voting on issues was by ballot. He noted that at ERM's normal voting practice has been by a show of hands. He asked if there were any objections to continuing this method. There were no objections. John then asked if there was any discussion on the agenda and as no questions came forward, asked for a vote. **CARRIED.**

Extending Voting Privileges to Supporting Adherents in Attendance

John noted that as the meeting dealt with temporal matters, the vote could be extended to supporting adherents in attendance. Rather than take a formal vote, he asked if there were any objections. There being none, adherents attending the meeting were granted voting privileges.

Financial Plan for 2014

John introduced Al Pickering, Chair of the Administration, Stewardship and Resources Committee (AS&R) to present Financial Plan for 2014. Al gave a brief summary of how previous financial plans had been developed and outlined the process for the 2014 Plan. He explained that Council had reviewed a draft plan and made several amendments to reduce proposed 2014 expenditures by certain Committees, specifically the Property and Media & Communications Committees. He also briefly commented on the current 2013 financial status of the operating account and the normal fluctuations that occur during the year. During his remarks, Al noted that we had finished 2012 with a small deficit of approximately \$2,000. (Note: Upon checking the 2012 Annual Report it was discovered that in fact we ended 2012 with an operating surplus of over \$24,000 mainly because we only had one Minister on staff for half the year.) He expressed confidence that if ERM's giving pattern stays consistent, we will end 2013 with little or no operating deficit. Al noted that the indications from the Stewardship Campaign being conducted concurrently with the Capital Campaign has indicated that of those who are pledging, there is an increase in Operating Fund offerings as well. Later in discussion, Gordon Sinclair, Chair of the Capital Campaign Steering Committee, noted that in general, focussed capital campaigns produce an accompanying rise of around 10% in operating fund donations.

Al Pickering moved that the Congregation accept the proposed Financial Plan for 2014 as circulated. Peter Merkley seconded the motion.

Several members rose to ask clarifying questions:

Yvonne Pelley noted that on some copies of the 2014 Plan, the figures at the top of page 2 for the Faith Formation & Development Committee were incorrect. The first line should read \$50 vice \$300; the third line should be \$2,650 instead of \$2,750; and the fifth line should be \$700, not \$400. The overall totals were the same. These amendments were noted.

Karl Butler commented on the apparent drastic changes in the Property Committee's plan, noting significant drop in the projected snow removal costs. Al agreed and stated he would look into the issue.

Doug Huddle raised the issue of the Congregation's M&S Objective for 2014 stating he felt it was too low. John noted that unlike in the recent past, the M&S Objective would be the subject of a separate motion after voting on the 2014 Financial Plan.

Martin Thomas raised a couple of points. One addressed the costs of the current capital campaign and if they were coming out of the operating budget or being paid for by the campaign itself. Gordon Sinclair, Chair of the Capital Campaign Steering Committee responded that costs of the Capital Campaign would be borne by the Campaign, not the general Operating Fund. He added that THE norm is to plan that costs for capital campaigns to be 3-4% of the campaign goal. Martin's second question dealt with an operating deficit and whether or not ERM had reserve funds to cover 'emergencies'. Rev Soble responded on behalf of Council and Trustees remarking that the ERM Trust funds and funds invested as

part of Planned Giving had few ‘strings’ attached and that the Church Council had flexibility in their use should the situation arise.

Herb Goold asked about the Ministers’ 40 hour week and if we were paying overtime. If not, he suggested the reference to hours be removed. Al Pickering responded that the 40 hour week is a UCC standard and, although it is acknowledged that our Ministers often exceed it, we do not pay overtime.

There being no further discussion, a vote was called and the motion was **CARRIED** with 4 opposed.

Mission and Service Objective for 2014

In previous years, ERM’s Mission and Service Objective for the next year had been part of the greater Financial Plan. For 2014, it was felt that it deserved greater consideration and therefore, was to be treated as a separate motion.

As noted on page 3 of the 2014 Financial Plan, it was moved by Fred Jones, seconded by Al Pickering, that ERM’s 2014 Mission and Service Objective be \$45,000.

Jean Stairs introduced the issue noting that in recent years ERM had set a goal of \$50,000 and had not succeeded in reaching it. She indicated that the UCC uses Congregational goals to create a national M&S Budget, assuming that Congregational goals are achievable. If at all possible, we should establish a realistic goal to provide the UCC with the best information.

Alison Ahara asked if the goal of \$45,000 was realistic. Given recent historical giving patterns, \$45,000 was seen to be entirely feasible. It was noted that ALL funds donated to M&S using either PAR or envelopes are transferred to the UCC. ERM does not retain any for local use.

Eleanor Orr suggested that perhaps there are some in the Congregation who do not know how to donate to the M&S and perhaps an information program should be considered.

Doug Huddle offered that the objective should be higher, at least \$50,000. He considers ERM to be a financially sound Congregation and suggested that if we can conduct a Capital Campaign with an objective of \$2.5 million, we can afford an M&S goal of \$50,000.

There being no further discussion, a vote was held and the motion was **CARRIED** with 2 opposed.

Benediction

As a preamble to his Benediction, Wayne Soble offered his observation that he believed that the ongoing Capital Campaign had energized the Congregation and that although there were some opposed to the project, their opinions still mattered and there was no perceived strife in our midst. He also noted that since September, he has had some contact with about 20 new households exploring establishing a relationship with ERM, and that was a positive sign.

Wayne then offered a closing Benediction.

Adjournment

At 11:48, having addressed all issues on the Agenda, Jim Leary moved and Diane Huddle seconded, that the meeting be adjourned. **CARRIED**

John Moyer
Chair of the Congregation

Don Douglas
Interim Secretary of the Congregation

Attachment: ERMUC Financial Plan 2014

**EDITH RANKIN MEMORIAL UNITED CHURCH
FINANCIAL PLAN 2014**

PART 1**INCOME**

	Proposed 2014	Plan 2013	Plan 2012	Plan 2011
Income from Offerings				
	\$ 175,000.00			
Envelopes		\$ 175,000.00	\$ 190,000.00	\$ 193,466.00
PAR (Local)	\$ 130,000.00	\$ 130,000.00	\$ 135,000.00	\$ 131,564.00
Loose	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
Easter Special	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
Thanksgiving Special	\$ 5,000.00	\$ 5,000.00	\$ 4,000.00	\$ 4,000.00
Christmas Special	\$ 12,000.00	\$ 12,000.00	\$ 12,000.00	\$ 14,000.00
TOTAL	\$ 334,000.00	\$ 334,000.00	\$ 353,000.00	\$ 355,030.00
Other Income				
Income from Groups e.g. Catering, Music	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 5,000.00
Rentals	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 4,800.00
Interest on Investments	\$ 7,000.00	\$ 7,000.00	\$ 6,000.00	\$ 5,000.00
HST Rebates	\$ 6,000.00	\$ 4,000.00	\$ 4,000.00	\$ 2,000.00
Miscellaneous	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
TOTAL	\$ 22,000.00	\$ 20,000.00	\$ 19,000.00	\$ 17,800.00
REQUIRED ADDITIONAL REVENUE		\$ 42,907.00		
TOTAL OPERATING INCOME	\$ 356,000.00	\$ 396,907.00	\$ 372,000.00	\$ 372,830.00

EXPENSES

	Proposed 2014	Plan 2013	Plan 2012	Plan 2011
Church Council				
Contingencies	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Sacred Space	\$ 1,500.00	\$ 1,500.00	\$ 500.00	\$ 1,000.00
TOTAL	\$ 2,500.00	\$ 2,500.00	\$ 1,500.00	\$ 2,000.00
Administration, Stewardship & Resources Committee				
Bank Charges	\$ 1,600.00	\$ 1,000.00	\$ 1,000.00	\$ 1,100.00

PAR Fees	\$	550.00	\$	550.00	\$	550.00	\$	600.00
HST/GST/PST on Purchases	\$	7,500.00	\$	5,000.00	\$	5,000.00	\$	3,500.00
Offering Envelopes	\$	500.00	\$	500.00	\$	600.00	\$	700.00
Stewardship, Training & Development	\$	250.00	\$	250.00	\$	250.00	\$	500.00
Presbytery Assessment	\$	13,450.00	\$	13,350.00	\$	13,350.00	\$	13,350.00
Office Supplies	\$	3,000.00	\$	3,000.00	\$	2,500.00	\$	2,500.00
Photocopier Lease	\$	7,000.00	\$	8,000.00	\$	8,000.00	\$	10,000.00
ADP Fees	\$	300.00	\$	500.00	\$	850.00		
Postage	\$	500.00	\$	1,000.00	\$	1,000.00	\$	1,000.00
Computer	\$	1,400.00	\$	1,000.00	\$	1,000.00	\$	1,500.00
Telephones	\$	1,800.00	\$	1,800.00	\$	2,700.00	\$	2,700.00
Miscellaneous	\$	200.00	\$	200.00	\$	200.00	\$	300.00
TOTAL	\$	38,050.00	\$	36,150.00	\$	37,000.00	\$	37,750.00

Congregational Life Committee								
Caring Connections	\$	250.00	\$	250.00	\$	250.00	\$	250.00
Name Tags	\$	100.00	\$	100.00	\$	100.00	\$	100.00
Events: Couples; Family; Sept. BBQ	\$	800.00	\$	800.00	\$	1,000.00	\$	1,000.00
Fellowship	\$	500.00	\$	500.00	\$	500.00	\$	500.00
Resources/General	\$	50.00	\$	50.00	\$	50.00	\$	50.00
Training & Development	\$	-			\$	-	\$	-
TOTAL	\$	1,700.00	\$	1,700.00	\$	1,900.00	\$	1,900.00

Faith Formation and Development Committee								
Adult Faith & Life	\$	50.00	\$	300.00	\$	300.00	\$	300.00
Christian Initiation (Baptism & Confirmation)	\$	1,200.00	\$	1,200.00	\$	700.00	\$	700.00
Sunday School Team	\$	2,650.00	\$	3,000.00	\$	3,350.00	\$	3,350.00
Youth Ministry Team	\$	850.00	\$	850.00	\$	1,000.00	\$	1,000.00
Leadership Development	\$	750.00	\$	400.00	\$	400.00	\$	400.00
Printing/Copying	\$	250.00						
TOTAL	\$	5,750.00	\$	5,750.00	\$	5,750.00	\$	5,750.00

Media and Communications Committee								
Advertising and Promotion	\$	750.00	\$	525.00	\$	300.00	\$	1,400.00
Copyright Licenses	\$	575.00	\$	550.00	\$	550.00	\$	570.00
Software	\$	850.00	\$	4,000.00	\$	1,500.00	\$	250.00
Mailing and Supplies	\$	1,600.00	\$	1,285.00	\$	1,500.00	\$	300.00
Maintenance	\$	300.00	\$	500.00	\$	500.00	\$	500.00
Internet Expenses	\$	720.00	\$	600.00	\$	880.00	\$	900.00
TOTAL	\$	4,795.00	\$	7,460.00	\$	5,230.00	\$	3,920.00

	Proposed 2014	Plan 2013	Plan 2012	Plan 2011
Ministry and Personnel Committee				
Police Record Checks	\$ 200.00	\$ 200.00	\$ 200.00	\$ 150.00
Miscellaneous	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00
TOTAL	\$ 450.00	\$ 450.00	\$ 450.00	\$ 400.00
Mission and Outreach Committee				
Mandate Subscriptions	\$ 200.00	\$ 200.00	\$ 200.00	\$ 180.00
UCC Mission Educational Materials	\$ 100.00	\$ 100.00	\$ 150.00	\$ 150.00
Discretionary incl. poss. St. Matthew's	\$ 750.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Project 1: Queen's School of Religion	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Project 2: Camp Quin Mo Lac	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
Project 3: Centre for Christian Studies	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
Miscellaneous, e.g. Education/Printing	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
TOTAL	\$ 3,550.00	\$ 3,800.00	\$ 3,850.00	\$ 3,830.00
Property Committee				
Utilities	\$ 19,200.00	\$ 17,500.00	\$ 17,500.00	\$ 17,000.00
Insurance	\$ 4,700.00	\$ 4,500.00	\$ 4,300.00	\$ 4,500.00
Snow Removal	\$ 12,400.00	\$ 13,000.00	\$ 12,600.00	\$ 14,000.00
Maintenance/Building	\$ 4,400.00	\$ 8,000.00	\$ 8,000.00	\$ 6,500.00
Ground Maintenance	\$ 4,600.00	\$ 2,000.00	\$ 2,000.00	\$ 1,500.00
TOTAL	\$ 45,300.00	\$ 45,000.00	\$ 44,400.00	\$ 43,500.00
Worship Committee				
Church Service Supplies	\$ 1,200.00	\$ 1,200.00	\$ 1,250.00	\$ 1,000.00
Guest Speakers	\$ 1,200.00	\$ 1,000.00	\$ 1,000.00	\$ 400.00
Decorations	\$ 250.00	\$ 250.00	\$ 125.00	\$ 100.00
Music Ministry - Guest Musicians	\$ 500.00	\$ 500.00	\$ 2,150.00	\$ 2,500.00
Music - (Misc Expenses)	\$ 150.00	\$ 150.00		
Music - Purchases	\$ 1,200.00	\$ 1,200.00		
Music - Handbells	\$ 300.00	\$ 300.00		
Workshops/seminars-members	\$ 100.00	\$ 100.00		\$ -
Miscellaneous	\$ 300.00	\$ 300.00	\$ 200.00	\$ 100.00
TOTAL	\$ 5,200.00	\$ 5,000.00	\$ 4,725.00	\$ 4,000.00
Trustees				
	\$ 50.00	\$ 50.00	\$ 50.00	
Copying	\$ 950.00	\$ 950.00	\$ 950.00	

Security Upgrades	\$	1,000.00	\$	1,000.00	\$	1,000.00	\$	1,000.00
TOTAL	\$	2,000.00	\$	2,000.00	\$	2,000.00	\$	1,000.00

TOTAL OPERATING EXPENSES	\$	109,295.00	\$	118,710.00	\$	114,405.00	\$	104,850.00
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COMPENSATION

	Proposed 2014	Plan 2013	Plan 2012	Plan 2011
Worship & Pastoral Care Minister				
Salary - 40 hours	\$ 49,980.00	\$ 49,100.00	\$ 48,136.00	\$ 47,425.00
Housing	\$ 20,080.00	\$ 19,783.00	\$ 19,395.00	\$ 19,108.00
Allowances	\$ 5,093.00	\$ 5,100.00	\$ 5,725.00	\$ 5,712.00
TOTAL	\$ 75,153.00	\$ 73,983.00	\$ 73,256.00	\$ 72,245.00
Ed. Outre. & Pastoral Care Minister				
Salary - 40 hours	\$ 49,980.00	\$ 49,100.00	\$ 24,068.00	\$ 47,425.00
Housing	\$ 20,080.00	\$ 19,783.00	\$ 9,698.00	\$ 19,108.00
Allowances	\$ 5,093.00	\$ 5,100.00	\$ 2,862.00	\$ 5,972.00
TOTAL	\$ 75,153.00	\$ 73,983.00	\$ 36,628.00	\$ 72,505.00
Congreg. Designated Minister				
Salary - 10 hours	\$ 9,739.00	\$ 9,595.00	\$ 4,662.00	
Housing	\$ 5,064.00	\$ 4,989.00	\$ 2,424.00	
Allowances	\$ 1,363.00	\$ 1,363.00	\$ 520.00	
TOTAL	\$ 16,166.00	\$ 15,947.00	\$ 7,606.00	
Director of Music Contract				
Director of Music Contract	\$ 25,570.00	\$ 25,193.00	\$ 24,483.00	\$ 24,050.00
Director of Music Relief	\$ 1,300.00	\$ 780.00	\$ 2,250.00	\$ 749.00
TOTAL	\$ 26,870.00	\$ 25,973.00	\$ 25,756.00	\$ 24,050.00
Administrative Secretary				
Salary - 30 hours	\$ 33,260.00	\$ 32,760.00	\$ 35,100.00	\$ 26,520.00
Allowances	\$ 125.00	\$ 535.00	\$ 535.00	\$ 529.00
Relief	\$ 2,350.00	\$ 2,315.00	\$ 2,250.00	
Travel	\$ 410.00			
TOTAL	\$ 36,145.00	\$ 35,610.00	\$ 37,885.00	\$ 27,049.00
Caretakers/Custodians				
Barry Servage (10 hours per week) Salary	\$ 7,308.00	\$ 7,200.00	\$ 6,997.00	\$ 6,873.00
Vernon Dixon (17.5 hours	\$ 12,788.00	\$ 12,599.00	\$ 12,244.00	\$ 12,027.00

per week) Salary					
Relief Caretaker/Custodian	\$	398.00	\$ 392.00	\$ 360.00	\$ 300.00
TOTAL	\$	20,494.00	\$ 20,191.00	\$ 19,601.00	\$ 19,200.00
Payroll Liabilities (UCC Pension & Benefits, CPP, EI)	\$	40,000.00	\$ 32,000.00		
TOTAL COMPENSATION	\$	289,981.00	\$ 278,197.00	\$ 234,830.00	\$ 271,101.00

	PROPOSED 2014	Plan 2013	Plan 2012	Plan 2011
TOTAL OPERATING EXPENSES	\$ 399,276.00	\$ 396,907.00	\$ 374,074.00	\$ 375,951.00
TOTAL OPERATING INCOME	\$ 356,000.00	\$ 396,907.00	\$ 372,000.00	\$ 372,830.00
<u>Surplus/(Deficit)</u>	\$ (43,276.00)	\$ -	\$ (2,074.00)	\$ (3,121.00)

PART 2 (SEPARATE VOTE)

Mission and Service Income				
Envelopes	\$	22,000.00	\$ 28,000.00	\$ 30,000.00
PAR	\$	22,000.00	\$ 19,000.00	\$ 17,000.00
UCW	\$	1,000.00	\$ 3,000.00	\$ 3,000.00
TOTAL	\$	45,000.00	\$ 50,000.00	\$ 50,000.00

**MINISTER OF WORSHIP, PASTORAL CARE
AND ADMINISTRATION
REV. DR. WAYNE SOBLE**

I have to pinch myself to be sure I'm awake when I consider the fact that this is my 10th annual report to this little corner of the vineyard. There is, of course, a difference between nearly ten years of partnership in worship and service and one year simply repeated 10 times! Be that as it may, I prefer to take refuge behind the adage that "perception is reality" and trust that in the decade we have shared this Pastoral Relationship, both pastor and people have discovered some things, accomplished some things and, above all, blessed one another with mutual regard and genuine affection. I certainly believe that I am abundantly blessed by our years together and all the ties that bind us to one another and to the Holy Mystery that blesses us all.

The year 2013 was certainly filled with significant opportunities and challenges. Clearly, the lengthy process of discernment and decision-making leading up to our expansion project proposal and the capital fundraising campaign has been a major dynamic affecting our life and work. Our Council of Elders has given exemplary leadership throughout this entire process and I thank them dearly. Special thanks to Peter Merkley and Chris Sproule whose careful stick-handling, common sense and occasional required mix of tough love and tender mercies kept us focussed and grounded. The wisdom of contracting with James D. Klote and Associates to assist us with the financial campaign has been amply demonstrated in the excellent work done by our on-site consultant, Chuck Wilson, and an outstanding Campaign Steering Committee superbly chaired by Gordon W. Sinclair. Their dedication and that of many volunteers was and continues to be mind-boggling! As of this writing we are half-way towards our goal which means we still have some work to do. But, in my view, the response has been excellent to date. Perhaps the greatest benefit has been the very evident renewal of energy and sense of anticipation among us. There is every reason to be confident that, by God's good grace and our own true grit, the good work begun in us will come to a completion.

The very rationale for our expansion project was also evident throughout the year in the many effective continuing programmes and activities as well as new initiatives. One only has to glance at *Tidings* each week or read through the list of ministries identified for our campaign booklet to appreciate the time and effort that ministry personnel, staff and many volunteers contribute to the high quality of our life together. Think about it: administering, advertising, arranging, cooking, cleaning, counselling, consulting, counting, dancing, deciding, decorating, discerning, filing, fixing, folding, greeting, leading, meeting, organizing, photographing, planning, playing, praying, reading, ringing, singing, sorting, sound checking, supporting, teaching, typing, visiting, worrying (!), worshipping plus all the other efforts I forgot to include in this list! These are certainly matters to consider when you say your prayers and/or when you are asked to serve and/or when the offering plate is passed your way!

I'm not sure there is much point to my rehearsing my position description and trying to account for how I measured up over the past year. If folks aren't aware of what I do by now, odds are nothing I write will make much difference. Suffice to say, I really do work more than one hour per week! This time last year, I certainly did not expect to spend some time on

restorative leave. I am more grateful than you can ever know for the personal and professional support I received from our Council of Elders, the Ministry and Personnel Committee and, of course, from so many in the congregation who expressed their care and support. Needless to say, Jean and Beth had to pick up the slack which they did admirably. At the same time their regular responsibilities never missed a beat which sets them apart as “wonder women” in my books! Laurence continues to have my gratitude for his musical leadership, all the more so given the health challenges with which he contended during the year. Tanya Bax amazes us all with her capacity to juggle a thousand things in the Church Office. Wanda Burke comes faithfully to the rescue on days when Tanya can’t make it. Barry Servage reached a milestone of service with us this past year and continues to tend to Sunday custodial matters with his typical good nature. We appreciate the work of Vern Dixon prior to his departure and are pleased to welcome Jo-Ann Thomas as our weekday custodian. It is a privilege to be associated with such good friends and competent colleagues. The fact that I go home with one of them every day is a bonus!

It is by no means easy to “be the church” in our time. Many congregations are struggling to do so. The dedication, vitality, growth and many opportunities for ministry that characterize Edith Rankin Memorial is, indeed, a rich and, perhaps, rare, gift. It should not be taken lightly. Our cup has been running o’er for 50 plus years and it seems that it may well be our duty and delight to bear a uniquely bold and positive witness for years to come. We will achieve only that which we seek and, since the only thing really worth seeking is the Kingdom of God, the only measure of our success will be our faithfulness. I look forward to continuing the journey with you.

Respectfully submitted,
Rev. Dr. Wayne Soble

**MINISTER OF CHRISTIAN EDUCATION, OUTREACH
AND FAMILY PASTORAL CARE
REV. DR. JEAN STAIRS**

When people ask me my title, I confess that I groan. It’s just too long to say. I’ve imagined being a CEO of something but “CEO & FPC” (the abbreviation of my title) does not exactly roll off my tongue, let alone stick in other people’s minds. Well, all the same, I’ve gotten used to it and I hope you have too. It keeps me mindful of the three essential dimensions of my calling among you and I consider it a privilege to address these priorities and try to keep them in an effective balance.

Since setting sail with you on August 1st, 2012, it seems as if there is much water under the bridge. I’ve grieved with some of you, buried spouses, mothers and sons, prayed, visited with young families and newcomers, preached, supported outreach efforts, spoken to UCW groups, served on a Kingston ecumenical “Peacequest Committee,” made some capital

campaign visits, and initiated, facilitated, organized and sometimes led a variety of programs for Edith Rankinites that address faith formation needs from womb to tomb. The joy I experience in my ministry comes from the energy of the Spirit roaming among us, the personal support I experience from the Ministry and Personnel Committee (especially my “twin”, Chris Sproule), the inner and outer strength of my ministry team colleagues (Wayne and Beth) and in the willingness of so many lay people to support my crazy ideas and to be involved in bringing them to fruition.

Here are some highlights that stand out for me over the past year:

Christian Education and Family Pastoral Care

(Note how these are often integrated realities –care for families also is experienced by ensuring strong ministry programs for families)

- The privilege of accompanying Sunny Son in February to Five Oaks for a *UCC Youth Confirmation Retreat* and involving her in several one-on-one sessions; a teen with amazing gifts, openness to learn and commitment to follow Jesus
- A dynamic *Youth Service on May 26, 2013*, complete with liturgical dance, youth soloists and readers, a rap, and three amazing dramas on the theme of their Sunday School Curriculum “Prophets, Politics and Protests”
- A group of 20 youth and adult mentors, *stuffing 5 backpacks for street youth* in Kingston and engaging in a scavenger hunt during an evening of freezing rain, supported by excellent and careful ERMUC volunteer drivers and returning to a marvelous spaghetti supper prepared by some willing Edith Rankinites
- Other *fun youth events* that included rock-climbing at the Boiler Room, the Wolfe Island Corn Maze, an Easter Mug Outreach project for ERMUC shut-ins, a movie night and regular involvement in Sunday Worship leadership by serving communion, ushering, reading scripture, singing and dancing
- Successfully recruiting *a new Sunday School Coordinator* (Hurray for Cindy Pettis!), with the able assistance of Ruth Pettis (Mom!), and *new teachers and nursery helpers* (Bev Townsend, Meg Skinner, Nancy Barber, Rebecca Stacey, Lorna Thorne and Anne Dickson)
- Producing our first “*Year at a Glance Sunday School Calendar*,” including Sunday School Open Houses and Meet the Teacher opportunities
- Running our first ever *Youth Leadership Training Program* the first week of August for 6 youth from Four Winds Presbytery under a \$24,000 grant obtained for a 3 year cycle, including our own Bethany Delve, Arianna Bullett and Madelin and Kendra Thompson (which turned out to be a great summer job for our youth!)
- A successful *VBS Program*, thanks to many volunteers from Edith Rankin, Crossroads and Chalmers UC’s: “Summer in the City: Hometown Nazareth”, held at ERMUC in our Lower Hall with 21 children (ages 5 to Gr 7), eleven of whom were connected to Edith Rankin
- *Children and Youth Sunday, Nov 17, 2013*, involving 25 children and youth, and SS teachers, on the theme of Children and the Spirituality of Play
- Sunday School children and youth *planting spring bulbs and amaryllis bulbs* during Advent as an Outreach Project, under the guidance of our Church Master Gardener, Fred

- Jones (and with the assistance of six volunteers who delivered the potted bulbs to our shut-ins and seniors in retirement and long-term care facilities)
- Planning a *second PA Day Event “Exploring Epiphany”* for children JK to Gr 7 for Thurs, Jan 30, with a terrific team comprised of Diane Spencer, Ruth Pettis, Lori Servage, Jan Watkins, Margaret Merkley, Anne Dickson, Betty Jean Kippen, Audrey Creighton and myself)
 - Launching the “*TGIF*” Program (*Thank God It’s Family Nite*) for families, monthly on a Friday evening from 5:00 – 7:00 pm, with crafts, activities, story-based worship and a simple meal; about 12 young or new families relating to this program (happening in large part because of the willingness of people to give leadership by assisting with music, worship, crafts, hospitality and meal preparation)
 - Supporting the collaborative planning between ERMUC and St. George’s Cathedral for a second Lenten Study Series, to be offered March 12 – April 16, 2014 at Edith Rankin: “*Is God Still Speaking?: How Can We Still Speak of God in our Time?*”; with six different speakers on a variety of topics related to the overall theme

Outreach

In addition to supporting all of the regular initiatives of our Mission and Outreach Committee, as spelled out elsewhere in that committee’s report, this year I gave particular emphasis to implementing projects that would highlight the new outreach focus approved by Council in 2013, namely “*Seniors Wellness Outreach.*”

- Assembled a Faith Formation and Development sub-committee (Bonnie Peacock, Anne Dickson, Margaret Henderson and Beverly Gellatly) to plan and mount our first “*Seniors Living Well*” *Learning Series*, with up to 36 in attendance weekly from Oct 16 to Nov 20, 2013 (thanks to all those who brought cookies and made coffee!)
- Staffed and supported *Wellness Walking*, a seasonal program for indoor sanctuary walking for seniors and other interested individuals to promote meditative walking that increases mindfulness, physical stamina and flexibility (every Thursday from mid-Nov to pre-Easter)
- Fostered a deeper connection with one of our Mission and Service Fund partners, *Iglesia Bautista Emmanuel in San Salvador, El Salvador* by serving on the Bay of Quinte Conference Leadership Team for a *Mission Trip Mar 6-13, 2014*, involving three Edith Rankin members: Bethany Delve (teen), Kathleen Bertrand (young adult) and Linda Delve (adult)

Other Highlights

- Supporting an incredible group of women serving as the planning team for *Spirit Sisters* (Barb Taft, Mary Lavery, Wanda Mahoney, Florence Niven and Nancy Barber); a women’s spirituality group that meets monthly between September and June, this year focusing on the theme of Peace and all the ways we quest for peace in our lives, our communities, our world and in the environment
- Pastorally supporting women who grieve through leading monthly gatherings of “*Mourning Glories*,” a group that averages about 6-8 women

- Encouraging our second *Nativity/Creche Display* in the Lower Hall during Advent, and editing our second publication of *Advent Musings*, a meditative booklet authored by 16 thoughtful ERMUC'ites
- Assuming the *supervision of staff* (Tanya and our two custodians) and serving as ministry staff to the Administration, Resources and Stewardship Committee during Wayne's Restorative Leave; and continuing in these roles since his return in October
- *Serving on the Search Committee for our new custodian*, resulting in the hiring of Jo-Ann Thomas, a "sparkling" addition to our church community

I look forward to what lies ahead and am ready, God willing, to do whatever I can to assist in our combined efforts and prayers to renovate our facility, making it easier for seniors to navigate within and without and ensuring an attractive and hospitable space for all, including the **30+ new households and young families** that have found their way to Edith Rankin since the fall of 2012.

Respectfully submitted,
Rev. Dr. Jean Stairs

**CONGREGATIONAL DESIGNATED
MINISTER FOR PASTORAL CARE
BETH ELFORD**

Does anyone else feel like celebrating? I keep thinking of all that the last year has held. I am really thankful for where our journey together has taken us. And I can't help but get excited, anticipating what's ahead. I wish there was a colour commentator to describe all the action of this past year. And all the emotions too; I saw courage rise in the face of danger and pessimism. I saw strength come and defeat exhaustion and negativity. I saw wisdom present itself through quiet deeds and worthy words. I witnessed kindness heal injury and patience speaking to fear and disquiet. I was stirred by those who could care coming alongside those who had lost a loved one and needed a companion. There was food shared. Prayers said. Hugs given. Welcomes bubbling up and out to new faith friends and steadfast old ones. Can a building hum? Sometimes I feel that Edith Ranking Memorial United Church does just that. With all the wonderful ministries, in sync with the Spirit, open to God's calling, responding with humble hearts and trusting in the One who calls us. We can celebrate too, our individual piece and part of this beautiful mosaic we all share in.

My ministry of pastoral care finds me witnessing firsthand the many ways that the whole congregation is a source of strength and encouragement to one another. This shines especially at times of greater need for those facing loss, discouragement, and uncertainty. Part of my ministry is with those who are dying or grieving losses. As I try to be faithfully present to those on this journey, I keep this quote with me for perspective: "In the end we are

all just walking each other home.” It speaks to me of mutuality and echoes our creed, “We are not alone.” God calls us to be present for this journey that we all travel, to show up, and to be aware, attentive and open. Together, as community, we walk our pilgrimage of faith. Blessed by God’s presence, enriched by each other, strengthened by the faithful witness of those who have gone before, we step forward to all that we are called to be. But not before we take a moment to celebrate with three cheers or a joyous hallelujah or two, and maybe even a cartwheel from those who can, for the gift it is to be God’s church together in this place.

Respectfully submitted,
Beth Elford

CHURCH COUNCIL 2013

The 2013 year will be remembered as the year of our “Shaping our Future: Building on Faith” Capital Stewardship and 2014 Operating Budget Campaign.

This Campaign dominated the discussions at Council and we are proud that our work resulted in the intense work of the Campaign being completed in December, 2013. The Campaign continues into 2014, and as pledges will be honoured over the next five years, the work associated with the Campaign will continue for that length of time. The benefits of the Campaign will last for generations.

As part of the Campaign, the Steering Committee prepared a 24 page colour brochure. This was used in home visits to outline the campaign to members and adherents. A copy of this brochure is attached to the file copy of the 2013 Annual Report that is maintained in the church records. This brochure serves as an excellent summary of our vision for the future of our Congregation.

Council met 10 times between March and December 2013, including two meetings in April and two in June (as at the time of this writing, the meetings in January and February are planned, but have not been held). The meetings in June led to an Agreement being signed on July 10 with our fundraising consultant, J.G. Klote & Associates. Our on-site consultant (Chuck Wilson) arrived in September and supported a Campaign Steering led by Gordon Sinclair, Chris Sproule and others. This group completed an Assessment Phase that included 10 focus groups that were attended by 201 members and adherents. A 64 page report summarized the outcome of the Readiness Assessment and this report formed the basis for a Congregational Meeting held on September 29, 2013. The Congregation voted in favour of proceeding with the Campaign.

The full details of the Congregational Meeting and the Campaign are the subject of other reports within this 2013 Annual Report.

With respect to other matters that normally are reviewed in Council reports, Council continued in 2013 to be charged with providing the oversight and coordination of the programs and activities that are delivered by the various standing committees and interest

groups within the congregation. Council's primary focus continues to be providing leadership in spiritual matters and planning for future needs.

We had a full complement of officers and committee chairs, except for the position of Vice Chair. We invited Gordon Bell to our meetings as a guest, in recognition of his work and experience with the planned building project.

Council did ask the Chair to prepare a review of our governance, with a view to considering other options. This work was preempted by our efforts with the "Shaping our Future: Building on Faith" campaign. Nevertheless, this Governance review continues to be a worthwhile project and will remain on Council's agenda for 2014.

During the fall, Wayne was away on a medical leave and Council extends our thanks to Jean Stairs, Beth Elford and many others who allowed Wayne to focus on his health and then return to us. We thank all of these people.

I want to thank the members of Council for their focus on our Mission, Vision and Values throughout 2013.

Respectfully submitted,
Peter Merkley, Chair

CAPITAL CAMPAIGN 2013

Once Council's decision in the spring of 2013 approving a stewardship campaign to support the construction of an addition, and the appointment of the church stewardship firm, J.D. Klote and Associates, Inc. were completed, the Campaign swung into high gear in September, with a number of Focus Meetings offering members of the congregation an opportunity to learn more about the project, ask questions, and offer suggestions.

September saw a Congregational Meeting that approved the concept of moving forward with a stewardship campaign. Later that month, a Steering Committee was formed to oversee and implement the campaign. This Steering Committee met each week through the ten-week campaign, which came to an end in early December.

The Steering Committee was responsible for publishing a handsome campaign brochure, mounting a very successful kick-off Dinner November 9, and enlisting the support of 25 volunteers who assisted with home visits to every home in the congregation wanting a visit. We were very fortunate to have Chuck Wilson, the J.D. Klote representative, working with us for the duration of the 10-week campaign.

By Christmas of 2013, the campaign had raised just under \$1.3 Million in pledges. Throughout January of 2014, a second, smaller phase of the campaign will put the finishing touches on an operation that will make possible a significant change in the life of Edith Rankin.

The hard work and dedication of the Steering Committee needs to be acknowledged, with gratitude:

Fran Day, Honorary Chair	Jim McAllister, Honorary Chair
Gord Bell	Andrew Robb
Rev. Dr. Wayne Soble	Heidi Blondin
Chris Sproule	Bill Creighton
Rebecca Stacey	Alan Fyke
Rev. Dr. Jean Stairs	John Warren
Chuck Wilson	Sarah Jackson
Peter Merkley	Glenn Owen

Respectfully submitted,
Gordon W. Sinclair, Chair, Capital Campaign Steering Committee

WORSHIP 2013

The Worship Committee in 2013 was comprised of Nancy Barber, Mary Leach, Laurence Rowbotham (Music Director), Beryl Smith, Barbara O’Neill and Andrew Robb (chair). Rev Dr Wayne Soble is an essential part of the committee. The committee met 11 times during 2013 and addressed the following responsibilities as mandated by the Church Council and the Congregation.

A number of people, members of the Committee and others, carried out “Faith in Action” activities that have helped the committee fulfill its mandate:

- Nancy Barber: sanctuary decorations coordinator;
- Pat Bowman: candle inventory management in consultation with Marg Gibson;
- Mary Leach, assisted by Barb O’Neill: communion preparation and serving coordinator;
- Florence Niven: coordinator of the rosters for Prayers of the People and Children’s Times;
- Beryl Smith: coordinator of the rosters for greeters, ushers and readers;
- Patti Speck: enthusiastic announcements presenter.

It has not been easy maintaining all the support areas for worship with such an understaffed Committee. Sincere thanks is extended to all those who have helped.

Oversee, plan and implement all matters related to worship and administration of the sacraments, attending creatively and faithfully to patterns and expressions of worship that are meaningful, hopeful, rooted in significant tradition(s), relevant for today and tomorrow, satisfying both to longtime worshipers and newcomers, appealing to “seekers” and those with little or no experience of “church”.

The Congregation will need to decide if the qualitative aspects of worship have been met. Support was given to the ministers as required. Mary Leach has

been the Communion coordinator during the year, assisted by Barbara O'Neill. Many have answered her call to serve.

The worship program for the months of July and August was planned and implemented with the assistance of Elizabeth Amirault as worship coordinator. Elizabeth, George Lavery, Heather Ryan and Gordon Sinclair were speakers. Committee members took responsibility 'on duty' during these months and ensured that all essential tasks were covered. The plan had to be quickly revised when we learned that Rev. Wayne Soble would not be returning from vacation in August due to illness. Elizabeth agreed to continue as worship coordinator until the end of September and Rev. Wayne Hilliker agreed to preach on three Sundays in September. Rev. Jean Stairs, Elizabeth and Paul Carl also preached. Thanks to all who effectively lead us in worship through this period.

We appreciate the many talented people who offered music support to our summer services.

Florence Niven volunteered to coordinate the roster for Children's Time in addition to the roster for Prayers of the People.

Attend to the use, decoration and aesthetics of the sanctuary, and other liturgical space.

Our church is always tastefully decorated, especially on special occasions like Easter, Thanksgiving and Christmas. The committee's sincere appreciation is extended to the many people who have been involved in this task during the year under the leadership and creativity of Nancy Barber.

Antependia were changed to different colours depending on the liturgical seasons.

Candles are provided by Marg Gibson with the assistance of Pat Bowman. Sincere thanks to Marg for her continued generosity and to Pat, a past member of the committee, for coordination.

Attend to policies and practices related to weddings, baptisms and funerals.

Primary responsibility for these practices resides with the minister, Rev. Dr. Wayne Soble. He is supported, as required, by the committee and others.

We appreciate Florence Niven in her role as Wedding Coordinator. She acts as a liaison with the wedding party, the minister and the organist.

Attend to worship hospitality including arrangements for and scheduling of ushers, greeters, refreshment times, etc.

Beryl Smith has been making the necessary arrangements for ushers & greeters and readers during the year.

Refreshments are prepared and served by 'duty' committee members during July and August. Coffee time, following the service from September to June, is arranged by another committee.

Plan, implement and generally oversee the sponsorship of special events that are primarily celebration, performance or liturgical in focus.

The anniversary of our church was celebrated on 20 January 2012. Rev. Wayne Soble preached.

For the third year, the Spirit Sisters led us in an inspirational worship service on 5 May.

Florence Niven and Donna Crozier established 'Prayer Stations' in the lower hall on the Saturday of Easter weekend so that those who attended could contemplate unique ways of considering our faith.

Our second service devoted entirely to the singing of favourite hymns was held on 3 November. Selections were suggested by members of the congregation in memory of others. The service was very well attended and many positive comments were heard.

A moving service of Remembrance & Hope was offered by Rev. Soble on 16 December for those bereaved during the year. Refreshments were served by the Worship Committee.

We have been blessed with preaching by lay members in our congregation, especially in the summer. Their insight is impressive and their talents are exceptional.

Support, encourage and supervise the congregation's ministry of music and other expressions of "the arts" including choirs, musical groups and the like.

Music is an important part of the life and spiritual stimulation of our congregation. Our music programs are varied and add to our worship experiences. The leadership with each group is exceptional and much appreciated.

Laurence Rowbotham continues to serve our congregation as the Director of Music. In this capacity he served as organist and leader of the senior choirs. His music leadership is valued.

A Music Team chaired by Barb Taft continues to assist the Music Director. Senior, youth and junior vocal choirs were active during the year; the junior choir was lead by Kathy Lee. The senior bell choirs were also active and are lead by Debbie Lloyd and Janet McDonald in her absence. Beverley Bell-Rowbotham has assisted as pianist from time to time and assists with the junior choir. The committee thanks all involved in the music program of the church for their contributions.

While Laurence Rowbotham was recovering from surgery and treatments our worship services benefited from the contributions of supply organists, often Sandra Sinclair, and guest soloists and accompanists. Our thanks to all of them.

Support, guide and generally supervise the work of the Music Director.

As mentioned above, a Music Team assists the Music Director. The Worship Committee recommended that the contract of Laurence Rowbotham be renewed for another year in 2014.

Such other matters as may be reasonably assigned by the Council of Elders.

There were no specific, additional matters referred to the committee during the year.

The committee has been assigned responsibility to administer a **Memorial Fund**. Money contributed in memory of past members of the congregation, mainly at funerals and memorial services, is credited to this fund. It is to be used in ways that will enhance

our worship experience. The balance in the fund at the end of 2013 was \$19,508.67. During the year donations were received in memory of:

- June Marie Barber
- Rachel Nisbet Bradley
- Dora Elizabeth Brown
- Joyce Helen Ducette
- William Garnet George Gallipeau
- Beulah Faith Golding
- Patricia J. Hames
- Muriel Kathleen Keddie
- Lloyd George Larocque
- Mildred Thurber Lewis
- Douglas James Martin
- Margaret Evelyn Miller
- William Fred Moore
- Helen Sylvia Robb
- Roy Cecil Rogers
- Donald Gary White

The Worship Committee recognises and appreciates the surge in attendance during the autumn of 2013.

The Worship Committee appreciates the strong leadership provided by Rev. Dr. Wayne Soble in all of the committee's worship responsibilities & activities and in his design of an effective liturgy. The style and substance of his preaching has been excellent.

Respectfully submitted,
Andrew Robb, Chair

MUSIC 2013

“Let all Music praise God.”

Music has the power to lift our hearts and heal our bodies and souls. All participants in musical worship at Edith Rankin take part in this life-giving activity. Whenever and wherever we sing or play our instruments we experience the benefits of God's wonderful and ancient gift that is mentioned so many times in the psalms. We are grateful for the opportunity to lead in musical worship. What follows is a report on our 2013.

THE CHILDREN'S CHOIR We are fortunate to hear the children's voices throughout the year. Their sweet sounds move us sometimes to tears. Our gratitude extends to Kathy Lee for her extraordinary and gentle leadership of our youthful voices. Many thanks are offered to the children and parents for their participation and dedication in leading musical worship. THE CHANCEL CHOIR “Great is thy faithfulness” is a phrase that could well be applied to the Chancel Choir. From September to June they faithfully rehearse on Thursdays and sing on Sundays. They also have sung at funeral and memorial services and participated in other events at the church. The choir performs at a

high level and receives many compliments during the year. We are grateful for their continued devotion.

THE LIMESTONE RINGERS The Limestone Ringers rehearse on Monday evenings from September through to June. They play once a month and at all special services such as Christmas and Easter. This year they were guest soloists at the Sweet Adeline's Christmas concert where they were warmly received with generous applause. Debbie Lloyd and Janet MacDonald led the ringers this year with the occasional assistance of Ruth Pettis and Laurence. Edith Rankin is especially privileged to have a bell choir of this quality. Thank you to all participants.

GUEST MUSICIANS Guest musicians this year have included Sandra Sinclair, Ruth Pettis and David Cameron on the organ and piano. Carolyn May joined us on numerous occasions on the drums and as a choir guest. Vocalists included Kendra and Madeline Thompson, Gordon Sinclair, Jessica and Arianna Bullett and Bethany Delve. Our guest instrumentalists included Ann Palmer, Donna Crozier, Allan Baer, Denis Lehotay, Beverley Bell-Rowbotham and Bert Probert. Guest soloists enrich our musical worship experience and for this we give you thanks.

THE LIBRARIANS Our music library has over 550 titles with a minimum of 25 copies per title. Our librarians, Cathy Flynn and Carolyn May have taken the responsibility of sorting and storing them. Our music library is a vital resource for our Sunday worship. Thank you Cathy and Carolyn for looking after this important asset.

THE MUSIC COMMITTEE Led by Barb Taft, the music committee provides valuable musical consultation and direction to the musicians and other working groups in the church. It also co-ordinates the musical aspects of worship at Edith Rankin. This valuable committee deserves our heart-felt thanks.

THE SOUND TEAM The sound team supports our musicians at every service and special event during the year. Our worship has been greatly enhanced by this very special crew. Thank you sound team members for your faithful support.

A PERSONAL NOTE Many readers of this report will know of my battle with cancer over the past year. Recently a famous Canadian opera singer fought her battle with this terrible disease too. In an article in the Toronto Star, she thanked all those who supported her from family, friends and physicians to people she didn't even know. She said that just as it takes a village to raise a child, it takes a community to heal a person. This has been my experience throughout my illness as my church community, family, friends and physicians have nursed and nurtured me. I am grateful to be at the state of recovery I now am and I thank all for the support you have given me.

Respectfully submitted,
Laurence Rowbotham

SENIOR CHOIR FINANCIAL REPORT - 2013

Balance forward	\$343.99
INCOME	
Donations by choir members	\$100.00
EXPENSES	
Donation to Memorial Fund (Hugh Cheesman)	\$50.00
Donation to Memorial Fund (Logie MacDonnell)	<u>\$50.00</u>
	\$100.00
BALANCE	\$343.99

Respectfully submitted,
Don Douglas

FAITH FORMATION AND DEVELOPMENT 2013

It has been a pleasure to serve as a member of the Faith Formation and Development Committee for the past 5 years and as Chair for the past 3 years. I thank members of the Committee who have faithfully attended meetings and various events over the past year. In particular, thank you to Susan Bertrand and Jan Watkins for their many years of service and strong commitment to the work of our Committee. The current governance model requires that they take a year off before returning, if they wish, to the Committee. Thank you also to Beth Elford who has served for the past two years, and has decided not to continue on the Committee.

In September 2013, Trina Riehl stepped down as Sunday School Superintendent, a role she had filled for several years. We thank Trina for her dedication and commitment to our Sunday School children and the Sunday School program. We are thankful that Cindy Pettis, who grew up in our church, agreed to take on responsibility for the Sunday School program, and, since late September, has been our Sunday School Coordinator.

The Rev. Dr. Jean Stairs, as Minister of Christian Education, Outreach and Family Pastoral Care, has continued to use her considerable energy and gifts on behalf of our young people. She works closely with our Committee on matters dealing with the Sunday School and the Youth Group. Each Sunday, she continues to be directly involved with the Youth Group, and works closely with Cindy Pettis and the Sunday School teachers in directing the Sunday School program. She has also initiated other programming, including a Vacation Bible School, TGIF Nites and PA Day programs, which are for our children and their families. Thank you to all the volunteers who, under

Jean's guidance, have helped make these programs successful.

I extend my sincere thanks to Jean Stairs, the Sunday School teachers, including those who care for our little ones in the Nursery, Trina Riehl, Cindy Pettis and all of the other volunteers who helped with our Sunday School, Youth Group and other programs in 2013.

In February and March 2013, our Committee hosted a Lenten adult study series, entitled: "Six Reasons Not to Read the Old Testament", presented over 6 consecutive Wednesday evenings by Professor Rev. Dr. William Morrow of Queen's School of Religion. The series was attended by congregants of ERMUC and St. George's Anglican Cathedral, as well as congregants of several other local churches. Another Lenten study series is planned for 2014.

In October and November 2013, our Committee hosted a second adult study series, entitled: "Seniors Living Well". This series, for seniors and those caring for seniors, was presented over 6 consecutive Wednesday evenings, and was also well attended by congregants of ERMUC and other local churches.

In 2014, the Committee will continue to offer opportunities for young and old within our church to participate in faith formation and development.

Respectfully submitted,
Yvonne Pelley, Chair

SUNDAY SCHOOL 2013

Enrollment in the Sunday School Program, as of Dec 15th, is **81** (babies, children and youth). Registrations are up from where we were at this point last year (76). Here is the breakdown of registrations to date:

<u>Class</u>	<u>#'s</u>	<u>Teachers</u>
Nursery	16	Kelly Hill, Anne Dickson, Lorna Thorne
JK-K	11	Kathleen Bertrand, Rebecca Stacey
SK-Gr 1	9	Melanie Godin, Meg Skinner
Gr 2-3	10	Janet Dubblestein, Penny Steele
Gr 4-6	11	Lori Servage, Debbie Martin, Bev Townsend
Gr 7-12	24	Rev Jean Stairs, Charlotte Jones, Nancy Barber

On a Sunday morning, attendance in Sunday School is proportionate to the number of adults who are present in worship.

This year, we are pleased to welcome **8 new families and their children/youth** to the Sunday School Program. Please introduce yourself to our new families and give them a warm Edith Rankin welcome!

- Heather (Mom), Jemma and Molly Dooreleyers (Youth)
- Heidi Blondin (Mom, recently re-instated into ERMUC membership, and Karli and Jack (Youth)

- Halina Weatherdon (Mom), Emma (Jr) and Kaitlyn (Youth)
- Sean and Paula Laughlin (Mom and Dad), Finn (Nursery), Kaidence (JK), Aiden (Youth)
- Cheryl Dawson (Mom), Alicia (Youth)
- Laura and Jack Bagg (Mom and Dad), Millicent (Nursery)
- Rebecca and D.J. Cook (Mom and Dad), Elsie (SK), Douglas (Gr3)

Respectfully submitted,
 Rev. Dr. Jean Stairs
 Minister of Christian Education, Outreach and Family Pastoral Care

CONGREGATIONAL LIFE 2013

The Congregational Life Committee continues to remain very active in the busy life of Edith Rankin Memorial United Church. Our thanks to the Faith Teams, under our umbrella, for all their hard work and efforts: Caring Connections, Catering Team, The Classics, Rankineers, Young Family Network, Fellowship Breakfast, Men’s Groups, Spirit Sisters and Clusters. These Faith Teams are well looked after and organized.

The Committee had another busy, successful and fun year with events that the Congregation participated in. We started with January Fun Fest held at the Cataraqui Outdoor Center. Fun on the pond and trails, crafts and conversation in the indoor center were enjoyed. We “tripped” around the world with the 3 Travelogues. We enjoyed an Easter breakfast, looked after by Craig Pettis and his group, and overseen by Clark Day. In the summer, we held our 7th annual Nine and Dine at The Landings Golf Course. In September, we welcomed everyone back with our annual Hospitality Sunday and BBQ. We had another successful and tasty Fish Fry in October. We assisted with TGIF Nites for young families with a worship service, led by F.F.&D, and supper prepared by guest “chefs”. Our thanks to Jean for starting these TGIF Nites. We enjoyed dinners and entertainment hosted by the Rankineers. The Congregation enjoyed the production of “The Coal Miner’s Daughter” directed by Tom Kerr, and the cast from our Church. Our Nativity/Creche display was well received again this year. Thanks to those who wrote for the Advent Musings, and those who supported it.

Congregational Life Committee, along with our Faith Teams, continue to be there for our Congregation, from recording Baptisms, welcoming new members and transfers, and bridging the gap between our very young and our Classics.

Thank you to Jean and Wayne for their guidance and support of Congregational Life. To the Committee, thank you for your support, ideas and help. Thanks to the coffee coordinators and servers for looking after our after Sunday Service coffee time. Thanks to the following who have completed their elected terms: John Abbott, after 1 term; Bev

Ryan, Sharon and Paul Van Nest, who are also leaving, after more than 3 terms, but will remain as associate members on C.L. I too will remain as an associate member, as my term is up as Chair of C.L. Thanks to all for making my 6 years as Chair so much easier and fun.

Respectfully submitted,
Barb Bell

FELLOWSHIP BREAKFASTS 2013

The Breakfast Fellowship group continued to meet on the 4th Sunday of months Jan-Apr and Sept-Nov. An average of 40 people gathered at 8 am on the assigned Sundays. Included in our guest speakers were: **Rev. Dr. Neil Elford** on his responsibilities with Providence Care; **Clark**, a visitor from Martha's Table, on his troubled life and struggle; **Rev. Greg Rodgers**, Chaplain at Frontenac Institution; **Rev. Gerald Paul**, on his long life of Ministry and University Chaplaincy; **Paul Carl**, sharing his First Nations outlook on life and the Church; **Jason Godin**, Regional President of Correctional Services Officers; and, **Major General (retired) Al Pickering** on his varied life as an Air Force officer.

Respectfully submitted,
Herb Goold

CARING CONNECTIONS 2013

Caring Connections began in 1995 with a small group who wished to increase the lay pastoral care in the congregation. Unit 7 of the U.C.W. had been coordinating the visiting of "shut-ins".

It is now 18 years later and though the group is smaller in numbers, it is still very active visiting people connected with Edith Rankin Memorial United Church. Many of those visited are in Long Term Care and Retirement Homes.

Caring Connections meets regularly under the guidance of Beth Elford. At these meetings we receive the support we may need for our visiting. We are also able to pass on to our ministerial team information from the people we visit which could be helpful for the ministers.

If you know of someone who could benefit from a visit or, if you would like to join Caring Connections and become a visitor, please contact Beth Elford or Isabelle Tompkins.

Respectfully submitted,
Isabelle Tompkins, Coordinator

BRIDGE GROUP 2013

Meeting in The Upper Room on the 2nd and 4th Wednesday evenings of each month, excluding June, July and August, the Bridge Group met 17 times in 2013. There were 20 regular players, plus a list of spares. Most evenings saw 16 in attendance.

A voluntary donation of \$1 per player was collected each evening to offset social costs. At the end of the year, after expenses, we were pleased to be able to donate \$150 to ERMUC's Operating Fund.

We are now in our 15th year of existence! Anyone with a basic knowledge of Bridge is most welcome to join us at any time.

Respectfully submitted,
Brenda Moyer

FROM THE REGISTERS – 2013

BAPTISMS

April 21, 2013

Brianna Jaymie Helena Foster
Makayla Marie Linn Foster
Rachael Leigh McCormick
Owen Edward Turner
Xavier Richard Turner

daughter of Lorraine and Deacon Foster
daughter of Lorraine and Deacon Foster
daughter of Jillian and Curtis McCormick
son of Renee Jones and David Turner
son of Renee Jones and David Turner

December 1, 2013

Millicent Joanne Angela Bagg
Irish Edward Jordan Cheesman
Aedan Joshua Witteven

daughter of of Laura and Jake Bagg
son of Ginger and Justin Cheesman
son of Sonya and Joshua Witteven

December 29, 2013

Carter Jak Ward-King

son of Mirelle and Jessica Ward-King

MARRIAGES

Aidin Jabbarisahebari and Sarah Margaret Magie	April 6, 2013
Michael Mason and Angie Maria Ferguson	June 22, 2013
Martin John Feakins and Charlene Elizabeth Cooper	July 6, 2013
Keith Richard Halleran and Sarah Kathleen Leary	August 17, 2013
Alistair William MacLean and Gail Beverly MacAllister	August 30, 2013
Benjamin Allen Naugler and Alexandra Frances Sisson	September 7, 2013
William Edward Cunningham and Sarah Diane Jackson	December 28, 2013

NEW MEMBERS RECEIVED BY PROFESSION OF FAITH, REAFFIRMATION OF FAITH, CLEAR ASSURANCE, REINSTATEMENT OR TRANSFER

February 10, 2013

Elly Warren
John Warren

June 9, 2013

Confirmands

Paul Carl
Sunny Son

November 24, 2013

Anthony Baker
Margaret Baker
Heidi Blondin
Verna Sovey
Lorna Thorne

MEMBERS REMOVED BY COUNCIL MOTION

(November 26, 2013)

Joan Milner
Howard Milner
Blair Taylor
Mary Taylor

TRANSFERS OUT

Millie Belyea
Gordon Belyea
Dennis Russell

DEATHS

*Donald Gary White	January 7, 2013
William Garnet George Gallipeau	March 25, 2013
*Douglas James Martin	May 11, 2013
Mildred Thurber Lewis	June 6, 2013
*Patricia J. Hames	June 11, 2013
Muriel Kathleen Keddie	June 14, 2013
*Lloyd George Larocque	June 16, 2013
Dora Elizabeth Brown	July 16, 2013
*Margaret Evelyn Miller	August 9, 2013
*Helen Sylvia Robb	August 19, 2013
*Joyce Helen Ducette	October 20, 2013
William Fred Moore	October 30, 2013
*Rachel Nisbet Bradley	November 6, 2013
Beulah Faith Golding	November 17, 2013
*Roy Cecil Rogers	December 4, 2013
*June Marie Barber	December 15, 2013

* Denotes a Member of our Congregation

Respectfully submitted,
Brenda Moyer

2013 CONGREGATIONAL STATISTICS

(to be reported to the UCC in Feb 14)

Number of Households under Pastoral Care	415
Total Resident Members	578
Total Non-Resident Members	20
Total members	598
Total Adult Adherents	187

Respectfully submitted,
Brenda Moyer
Membership Steward

MISSION AND OUTREACH 2013

The founders of United Church believed that ours is a living faith, a faith that is expressed not only in ministry, but also in mission in and with the world (United Church of Canada website). The work of the Mission and Outreach Committee of Edith Rankin Memorial United Church continues to help our congregation live its faith, expressed in outreach in and with our congregation, our local community and the wider global community.

Our new initiative in 2014 was Seniors' Wellness Outreach. The first project of this new focus was Wellness Walking, a winter exercise and meditation time, followed by coffee and conversation. Over 30 people participated, and it quickly became something that people looked forward to each week. Thanks to Laurie Rowbotham and Jean Stairs for the initial organization and to Andrew and Mary Catherine Robb for their idea of coffee time on Thursday mornings. Wellness Walking was the first obvious step toward a broader outreach to seniors in our congregation and beyond. The M&O committee, with the support of the Faith Formation and Development Committee, approached Church Council for their endorsement to establish a Faith in Action Team which will coordinate this initiative, recognizing that all groups within our congregation need to consider how to reach out to seniors in all their work. M&O thought of some great possibilities, and we are now waiting for a willing volunteer to coordinate and move forward on the potential. FFD gave us a great start with their fall workshops on issues facing seniors. Look for new outreach activities in 2014.

Another highlight this year was the M&S focussed service organized and led by the M&O Committee. We were delighted to have as the guest speaker David Armour, Director of Philanthropy in the United Church of Canada and President of the United Church of Canada Foundation, who did a wonderful job of inspiring us by aligning the theology and practice of stewardship to the United Church's commitment to living out God's mission in the world.

Our congregation has provided consistent and generous support for Partners in Mission Foodbank, and many times this year, our barrel was filled! Special food drives, using the Partners for Mission bags, once again showed that ours is a living faith. People throughout Kingston further benefitted from contributions of egg cartons, toiletries and clothes, and congregational members were instrumental in delivering them to places where items were needed: for example, Ryandale House, Dawn House, St. Vincent de Paul, and Interval House.

The mittens, hats and scarves with which you decorated the “Mitten Tree” were also distributed throughout the community, including to students in 2 elementary schools. Excess food from various luncheons and dinners at Edith Rankin was also shared with our brothers and sisters at local shelters and Martha’s Table, always with great appreciation.

Through our annual Stone Soup luncheon, we raised over \$600, which when matched 4:1 by the Canadian Government, benefitted The Canadian Food Grains Bank with about \$3000. Thanks to all who contributed their time and effort in helping to serve the delicious meal that started with just a stone and contributions of vegetables!

Our Congregation provided financial assistance, support and volunteers for Breakfast with Santa, a project initiated by St. Matthew’s United Church congregation in November. Over 120 people were served, and the children went home with gift bags. Our involvement included helping in the craft area with the children and cleaning up. Sixteen willing volunteers from our congregation expressed their faith in this mission with the St. Matthew’s Congregation.

Edith Rankin reaches out in many ways beyond the purview of the Mission and Outreach Committee. Among these is the exceptional Santa Sack program, spearheaded by Unit 2, which brings the meaning of Christmas to about 140 young people in our community. UCW units donate time and financial support to many outreach projects. Many congregational members give tirelessly to community service groups and volunteer commitments.

As a congregation, we have given money, work of our hands and our hearts, time and energy as we reached out into the world. Through givings in support of the Church’s financial plan, we have been able to provide local support for children in need of special considerations at Collins Bay Public School, and support for Queen’s School of Religion and the Centre for Christian Studies. Through *Change for Change* and our monthly blue envelope program, the Benevolent Fund has enabled our ministers to provide support to our brothers and sisters who find themselves in desperate situations.

My deep appreciation goes to the devoted members of the M&O Committee. Your dedication, efforts, dreams, insights, time and diligence have provided the guidance for the mission and outreach of Edith Rankin.

Respectfully submitted,
Beverley Bell-Rowbotham, Chair

MEDIA AND COMMUNICATIONS COMMITTEE 2013

2013 seems to have passed in a heartbeat. As I look back on the year I realize that I have just celebrated two milestones at Edith Rankin Memorial United Church (ERMUC). My wife and I have been coming to the church for a year and I have been the Chair of Media and Comms for 2013.

“Come and join us on the committee” I was asked almost the same day I walked through the door. “There’s very little work involved, you will enjoy it. Oh, did we mention the open position is as Chair……. No big deal!”. Like the proverbial lamb to the slaughter I said, “Sure I don’t mind helping out now and then, after all there’s not a lot of work involved.”

I very soon realised that in a dynamic church like ERMUC there is no such thing on any of the committees, as a volunteer position, where the job description includes the words “not a lot of work involved.” Almost immediately I discovered that I didn’t know what I didn’t know and to keep things running smoothly I relied entirely on the competence and dedication of the existing members of the committee. I must thank all of the members of the Media & Communications Committee for safely guiding me through the first year without allowing me to drop the ball too many times.

Downstairs Sound System The replacing of the ceiling downstairs resulted in the untimely demise of the sound system. A rental system was installed as a temporary measure until we could either repair or replace the damaged amplifier. After a few phone calls it became apparent that technology had long abandoned our amplifier. It was impossible to repair at anything close to an economic price. An existing soundboard was pressed into service, speaker wires run and within short order, thanks to Al Pickering, a new set-up was in place.

Projecting the Worship Service As a regular feature of Sunday worship services Media and Comms started the year by introducing hymns projected on the overhead. The effect was immediate and dramatic. The choir could hear the congregation sing. Suddenly everyone was looking up and singing rather than singing to their shoes. The Sunday morning calisthenics of juggling a heavy hymn book while fumbling with the bulletin was history. People started to sing at the beginning of the first verse rather than half way through when they finally located the appropriate page.

Over the past year Paul Carl and I have generated the slides you see projected on Sunday. We have experimented with various formats, perfected our timing and feel that we have found a good compromise between black and white billboard style and having complimentary pictures as backgrounds.

Camera System Mel Hazel and Paul Carl tag team the camera operation every Sunday. They still engage in the occasional public battle with the “Camera Gremlin.” This usually results in some obscure computer menu appearing over the top of the image or a picture of three colourful birds, inappropriately bursting onto the screen. Probably escapees from a Telus cell phone advertisement.

Sound System For the most part the sound system, usually operated by Al Pickering or John Moyer, behaves as expected. Although on some occasions the “Camera Gremlin” seems to influence the sound board in one of two ways. This usually results in us being plunged, at the most inappropriate moment, into a pool of all engulfing visible silence. The alternate aberration is being treated to a rousing chorus of ear shattering feedback. Our technical guru is still Al Pickering, without him the whole sound production would be a shambles. “Al knows...ask Al” seems to be the answer to every question on just about every subject.

Publications Feverishly working in the background every week are Patti Speck, Paul Van Nest, Paul Carl and Glenn Owen. Between them, they have the formidable tasks of producing the weekly issue of Tidings, collecting and publishing the Anchor, keeping the website current and changing the outside signage. It’s in this “back-room” activity where most of the work is done.

The Capital Campaign With the arrival of the capital fundraising campaign came the requirement for multiple, time sensitive publications. These included the “not a thermometer” requirement to show financial progress. Paul Carl and Elizabeth Amirault came up with the idea of having a ship sail up Collins Bay. The campaign brochure needed to be produced, press

releases generated and updates printed. Craig Pettis produced some wonderful photographs and Agnes Glenn came up with some inspiring words for the updates.

During the last year I have worked with many talented and dedicated volunteers. Thank you all for your hard work.

“Not a lot of work involved.” No, not a lot of work: an enormous amount.....Thank you!

Respectfully submitted,
John Warren, Chair

ADMINISTRATION, STEWARDSHIP & RESOURCES COMMITTEE 2013

We ended 2012 with a surplus of \$24,330. However, we also had a \$15,000 loan at the bank for the furnace. Sufficient funds were contributed to cover the costs of the furnace replacement but the loan had not been paid off. That has now been done and we have no outstanding bills for the furnace. The 2013 year ended with a \$12,100.23 shortfall. The practice is to zero our operations budget each year so we start a new year with no shortfall or overage.

We think the shortfall is mainly the result of two things: bad weather on three Sundays in late November and December, and the Capital Campaign. If everyone was on PAR, the bad weather and thus low attendance of weekly-giving members, would not be a factor. The solution to this dilemma is PAR. PAR is a wonderful method of providing your support to ERMUC on a regular basis. Some people have said that if they are on PAR and have a difficult month financially, they are stuck. Not so! All it would take would be a call to the Church Office with instructions to stop PAR deductions for a month or so and that would be that. Try PAR, it doesn't hurt! And it would be wonderful if we could pay our bills every month when congregation members are away, without having to use our credit!

During the year, we received notice that ERMUC would receive funds from the Pat Hames' estate, but the amount is not yet known.

2013 has been an interesting year. The Capital Campaign was held in the Fall and early Winter. That campaign is not finished and will continue to function as time passes. This campaign had two parts: one for the contribution for the extension over five years, and another for a donation total for the operating fund for 2014. This is the first time in many years an annual request for donation intentions for the following year has been done at ERMUC, but the results are positive. We are anticipating an increase in annual donations for 2014. Many people commented on how nice it was to have someone from the church visiting them; someone other than the ministerial people, that is. So I think our Council may consider continuing this practice of visiting people in some way or other.

Well, enough about money. Sometimes people say the only time they hear from the church is for money. Well, AS&R has been looking at our stewardship side of things; that is, the side other than money. We have got extra blue boxes and spread them around the building. Grey boxes are more difficult to find. Regardless, we have increased our recycling tremendously this year. And don't be afraid of 'dumpster diving' at church to retrieve paper or other recyclable material from the waste baskets! It is amazing what you may find, and all recyclable. Your

committee will be trying other things to improve our overall stewardship approach to life.

On the resources side, we are at a complete staffing level. Our ministerial side is well served with Wayne, Jean and Beth Elford working for more hours than we pay them. Laurence Rowbotham continues to provide excellent music leadership for the congregation. Our office is well served by Tanya Bax who does an amazing amount of work for all of us, without fail. One of our caretakers, Vernon Dixon, left us for health reasons and he has been replaced with Jo-Ann Thomas. Barry Servage continues to provide excellent service for part of the time.

Finally, let me thank Sarah Jackson for her great work as Treasurer; she has us on a very good financial path. And to all who serve on the AS&R Committee, thank you for all your time and effort.

We are blessed, indeed!!

Respectfully submitted,
Alan Pickering, Chair

ADMINISTRATIVE SECRETARY 2013

In November 2012, I began my journey with Edith Rankin Church as the new Administrative Secretary. I recall my interview with Rev. Dr. Jean Stairs, Charlie Pelley and Sheila Billings in October 2012. One of the questions was along the lines of “Why would you like to work at ERMUC?” I remember my response vividly. I replied that I was looking for somewhere to lay my roots. When I left my hometown of Orillia to join my then future husband here in Kingston, I not only left family and friends behind, I left a career I loved. I had worked at the Community Legal Clinic for six years, and loved every crazy moment of it. Since that time, I have been searching, searching for more than a job, a career. Somewhere I can make a difference, contribute to changes, make friends and feel like part of the family. That is what I have found here. I have found the place to lay my roots and am very grateful to everyone here for their kindness, patience and camaraderie over my first wonderful, although hectic, year here. Lots of learning, lots of tasks, lots of “*sorry, I’m new here*” and lots of laugh.

Over the year I revamped the format of several documents including the weekly bulletins, tidings, church letterhead, created reoccurring entries for our Shepherd’s Staff program to allow for less errors while inputting PAR contributions, created booklets, pamphlets and posters for various events and new initiatives, created numerous spreadsheets for the finances and HR, took a First Aid Training course, and even saved us some money by creating the Thanksgiving, Advent and Christmas letterhead and bulletins in house. I also assisted with maintaining our membership database records, ran the payroll, pulled together the 2012 Annual Report, input and processed all financial statements, handled and coordinated all rentals, assisted with weddings and funerals, assisted Council and answered a phone here and there.

One large initiative that I took part in was the administrative duties of the Capital Campaign. This campaign was a real learning curve. Although given extra hours, I found that it was a careful balancing act that not even a performer from Cirque de Soleil could have mastered. I have formatted and coordinated all mailings, created numerous databases, assisted our consultant Chuck Wilson and our Capital Campaign Chair, Gordon Sinclair, assisted in various aspects of the Kick Off Dinner, inputted every Capital Campaign Pledge and 2014 Annual

Operating Pledge into Shepherd's Staff, inputted all Capital Campaign offerings and stock donations, and a few extras here and there.

The past year was definitely a busy one, but I wouldn't change a thing...I'm looking forward to many years to come!

Respectfully submitted,
Tanya I. Bax
Administrative Secretary

ENVELOPE STEWARD 2013

On behalf of the entire Congregation, and others who benefit from our presence in the community, a sincere **THANK YOU** to all the individuals, families and groups who have financially supported the Congregation in 2013. Our wide variety of programs depends on your continued support and we express our thanks in advance for your 2014 financial support.

On Dec 31, 2013, ERMUC had 180 assigned envelope contributors (186 in 2012, 189 in 2011, 229 in 2010) and an additional 88 Pre-Authorized Remittance (PAR) contributors (87 in 2012, 93 in 2011, 91 in 2010). As a result of the Capital Campaign visitations, it is expected that PAR contributors will number over 100 in 2014.

In total, during 2013 ERMUC's Operating Fund received support from over 628 identifiable sources; envelopes, PAR and visitors. Offerings can be broken down as follows:

< \$52.00 – 323	\$52 - \$260 – 89
\$260 - \$520 – 52	\$520 - \$1300 – 104
\$1300 - \$2340 – 32	\$2340 - \$3640 – 16
\$3640 - \$5200 – 7	> \$5200 - 5

For 2014, we again ordered 200 boxed envelope sets for distribution. If you haven't picked up your 2014 envelopes, they are available either in the Narthex or in the Church Office. Should anyone not currently assigned envelopes require them, or should regular contributors wish to switch to PAR, please contact Tanya in the Church Office at (613) 389-2530.

Respectfully submitted,
John Moyer, Envelope Steward

TREASURER'S REPORT 2013

NOTE; The 2013 Treasurer's Report will be available for the Annual Congregational Meeting as a separate document that will be appended to the final version of the AR.

INDEPENDENT REVIEWER'S REPORT

This declaration was not available at the time of printing. When received, the report will be appended to the Minutes of the ACM.

PROPERTY COMMITTEE 2013

The Property Committee must start by thanking all the volunteers who have worked so hard on so many church “property” projects in 2013. The number of volunteers we had to help with our Church Hall renovations was very gratifying. The tasks included removing the old folding wall, taking it to KIMCO Steel for recycling, removing and cutting up the supporting steel beam for disposal, removing and disposing all the old, dusty ceiling tile and the measuring, cutting and installation of new tiles. This became a four week, labour of love, project. Later in the fall, the church hall walls and baseboards were painted.

All the carpets and furniture upholstery were cleaned by Property Committee member, Dave Metzler. Jim Long and Garry O’Neill, our Property Committee electricians, continue to make upgrades, electrical repairs and replacing light fixtures. Al Fyke, Henry Green and Dean Lain add their plumbing, carpentry and bull work skills to the committee. Seng Lam has recently returned to the property committee adding his happy personality and willingness to jump-in and help.

Our new walkway now has over 90 engraved stones and the request for new engraving continues. Along with the Forbes Memorial bench, friends of Doug Martin have donated another bench beautifying our walkway further. As well the Forbes’ family donated a beautiful new flower pot, now located at the front of the church. Fred’s Gardens bordering the walkway are spectacular. The flower variety, colour and seasonal blooms are a joy. The Church’s gardens are regularly visited by folks who enjoy the gardens and sit on the benches for a moment of quiet reflection. We extend a big thank you to Fred Jones and Craig Pettis and others for their hard work.

After some preparation work by the Property Committee, Jenne’s Renovations, completed the tasks of fully renovating the friendship room. The results were outstanding resulting in a total facelift of the room.

In September, Vern Dixon resigned from our janitorial team. A competition was held and Jo-Ann Thomas has now joined our janitorial team of Barry Servage, our 15 year-man, and George Vandervoort. Thank you for the hard work and your contributions, it has made my job a lot easier.

Respectfully submitted,
Bill Spencer, Chair

MINISTRY & PERSONNEL 2013

The Committee met throughout the year carrying out the requirements of Ontario Labour Code, the United Church Manual, and practices adopted by ERMUC. We also dealt with issues involving staff members as they arose.

M&P recommends employment policies to the Council and, once approved, monitors the policies’ implementation by the various Committees which supervise the staff. M&P provides support to staff members and acts as one link between staff and the congregation. To do this, each staff member is ‘twinned’ with a member of the Committee. This enables the staff member

to discuss items that arise during the year and M&P, on behalf of the Church Council and the congregation, to ensure that any issues are addressed promptly and effectively.

ERMUC has had nine people on staff during 2013:

- Wayne Soble –settled Minister.
- Jean Stairs – settled Minister.
- Beth Elford- Congregational Designated Minister for Pastoral Care working 10 hours per week.
- Tanya Bax - Administrative Secretary,
- Vernon Dixon was our main caretaker until he resigned for health reasons effective 31 October. Jo-Ann Thomas was hired as his replacement as of 3 December 2013. Barry Servage and George Vandervoort were our permanent, part time caretakers on continuing contracts. George's responsibilities are as a kitchen cleaner on behalf of the UCW who reimburse the church for his salary.
- Laurence Rowbotham, our Director of Music was hired as an independent musician-contractor. He was reappointed under a new contract by the Church Council for 2013. Worship Committee monitors his work.

M&P does not supervise the staff. The Committees with which the staff members interact provide direction on the work to be done. Day to day supervision and co-ordination falls to the Minister so tasked. The same Minister also prepares and delivers the annual performance review to the caretakers and administrative secretary. Laurence Rowbotham's contract was reviewed by Worship Committee and M&P. The review processes enables the employee and the employer to discuss job performance, progress on objectives, continuing education, interpersonal relationships and any other items that are related to the employment situation.

During August, September and part of October Reverend Soble took sick leave as part of the UCC Restorative Care Program (RCP). As part of the plan to make up for his absence, Beth Elford's hours were increased to 20 per week; Reverend Stairs assumed the duties of supervising staff; and Worship Committee hired supply staff to coordinate and run Sunday services. A successful claim was made for additional expenses against the UCC RCP.

During 2010 M&P began the lengthy process of developing a plan to deal with the requirements of Ontario Bill 168 concerning work place violence and harassment. It continued through 2013. M&P has completed the base policy, the risk assessment and is working on the specific procedures to be carried out by staff in the event of harassment or violence.

Based upon a recommendation made at the February 2013 Congregational Meeting, M&P studied options for defibrillators, made a recommendation to Council and supervised the purchase and installation of a defibrillator. Tanya Bax, the staff trained first aid responder, assumed control of this device. The device was purchased through the generous donation of Mrs. Shirley Brown.

The staff compensation budget for 2014 was prepared and submitted to the Administration, Stewardship & Resources Committee for its consideration. The 2014 Financial Plan, which was presented to the congregation by the Church Council in November 2013 and approved, included salary and employment expenses for the year. Salary and benefit increases were based on the United Church scale for Ministers, which recommended a 1.5% increase in 2014.

A register of 'criminal record checks' is maintained for all staff and volunteers in sensitive positions. This is part of the risk management plan for ERMUC.

The United Church Manual and all UCC documents pertaining to Ministry and Personnel (and other) matters are available on the United Church's website at: <http://www.united-church.ca/>.

Thanks. Our Committee would like to thank all of the staff, again this year, for the dedication, creativity and service that they have provided to our church during the year.

Remaining on the Committee will be: Christopher Sproule, Chair; Sheila Billings, Dick Bowman, Jim McAllister, and Margaret Merkley.

Respectfully submitted,
Christopher Sproule, Chair

TRUSTEES 2013

General. The Trustees held two official meetings (Tuesday, May 21 and Sunday, October 20) during the year. Between meetings, individual members carried out assigned significant tasks on behalf of the Trustees and maintained regular email contact with one another on these matters. Karl Butler has diligently represented us with respect to insurance matters. Jim Crozier and Cam McEachern are the Trustee liaisons with our investment firm, Scotia McLeod. In accordance with United Church of Canada policies and procedures set forth in *The Manual* (2013, G3.5), the settled minister is automatically the chair of the Trustees unless s/he opts to appoint a "deputy" to act as chair. Since, according to my job description, I am the minister who relates primarily to Trustees I am the "official" chair. My practice has consistently been to work with the Nominating Committee to appoint a ("deputy") chair who has experience and expertise in these matters. We have been served well in this regard over the years. During 2013, because of various circumstances, I have chaired both official meetings and, with the assistance of Past Board Chair, Peter Merkley, tried to support the Trustees in their several efforts. Karl Butler has graciously agreed to serve as the ("deputy") chair and will be providing excellent leadership in this capacity in 2014.

Responsibilities. Trustees hold all property of the congregation on behalf of the United Church of Canada. They must comply with all decisions made about congregation property by the governing body (i.e, our Council of Elders), the Presbytery or the Conference.

Insurance. Insurance is provided through the General Insurance Plan of the United Church of Canada and underwritten by HUB International. Mr Scott Lee of Thompson and Jemmett Commercial Insurance continues to serve most helpfully as our local broker. Trustees approved and arranged for the renewal of our coverage from December 1/13 to November 30/14. The limit of our liability insurance is \$2,000,000 and our "replacement cost coverage" for this period is \$3,291,443. The annual premium, up slightly by \$297.00, is \$5,254.48 paid in three equal instalments over the year. Liability insurance for ministry personnel and church officers continues to be paid by the national office of the UCC.

Investments. The Treasurer's report will provide more details regarding our investments including totals as of year end. Suffice to say that Trustees arranged for investment income from 2012 (\$10,000) and 2013 (\$10,554.74) to be transferred to the Operating Account. As directed by the Council of Elders, the Sacred Space Fund (a consolidation of various funds accumulated over the years for building improvements) has been transferred to the Capital Campaign

(Building Expansion) Fund after paying the balance outstanding on the furnace debt. Internally, Edith Rankin Memorial recognizes two remaining investment “funds”: (1) The Memorial Trust Fund and (2) The Planned Giving Fund. Since these funds have somewhat differing guidelines as to their use and since Scotia McLeod essentially does not distinguish between them for investment purposes, Trustees will be exploring the respective guidelines in the coming months to see if we would be better served by clear guidelines for one investment portfolio.

The Capital Campaign (Building Expansion) Fund is kept in a separate account managed by the Treasurer and the campaign organization reporting and accountable to the Council of Elders. The Trustees have no fiduciary responsibility for this fund.

Other “restricted” or “designated” funds (e.g., Memorial Fund, Benevolent Fund,) which may be reported in the Financial Statement are likewise held in a separate account administered by the Treasurer and are the responsibility of the Council of Elders and its Standing Committees, not the Trustees.

Membership. New members were elected by the congregation in September. The congregation is ably served by the following: Karl Butler, Ivan Campbell, Jim Crozier, Don Lane, Cam McEachern, Tysie Mitchell, John Moyer, Gordon E. Sinclair, Wayne Soble and Hugh Walker.

Respectfully submitted,
Dr. W. Wayne Soble

EDITH RANKIN MEMORIAL’S UNITED CHURCH WOMEN 2013 LEADERS’ REPORTS

*"To unite women of the congregation for the total mission of the Church
to provide a medium through which we may express our loyalty
and devotion to Jesus Christ in Christian witness, study,
fellowship and service."*

Part 1

Because there was not a president at the beginning of 2013, the units were asked to each take a turn for 6 months to carry on the responsibilities of the general UCW. Unit 2 volunteered to take the first session, and as leader of that unit, I became the contact person.

The UCW ladies lead a church service in April with as many UCW ladies participating as possible. It was a wonderful service with a great speaker, great music and great fellowship.

May was the always enjoyed "Classics Birthday Party." What a wonderful celebration, with all the units contributing in some way and the catering team preparing a delicious dinner.

The summer months were pretty quiet with everyone enjoying the lovely weather and sunshine.

September brought "Apple Fest" with lots of workers peeling hundreds of apples and making a hundred plus pies. A great social time was had by all, as we worked together and visited.

As I write this, the "Artisans Bazaar" is tomorrow. It is amazing how all the women stood up and took on a project for the day. I became the contact person for the bazaar but I must

say the job was quite easy because of the eager workers in each unit, who worked on their own project, which will make our day a success. I thank all the ladies for their hard work.

In September, I turned the leadership over to Unit 1.

I thank you for the opportunity to help unit 2 lead the way.

Respectfully submitted,
Karen Saulnier, Leader, Unit 2

Part 2

Our Executive meeting in September was well attended.

Many people stepped up to make the " Mostly Apple " project , led by Diane Huddle, Kathy Rogers and Jan Rubino and the Artisan Bazaar led by Judie Bryant and Karen Saulnier the great successes that they were.

Many thanks to The two Dianes - Molson and Huddle for many hours poring over “The Books” to come up with a fabulous financial plan and disbursement of our hard earned funds. Look at the financial statement to see the recipients of our largesse.

Our Christmas meeting on December 3 at 7:00pm is shaping up to be a great opportunity to have social time and be entertained by our youth in the persons of Kendra and Madelin Thompson.

It has been an honour for Unit 1 to take on a small responsibility in leadership and we welcome and congratulate Jan Rubino and Kathy Rogers as our new co-presidents. Thank you in advance for your leadership.

Respectfully submitted,
Betty Jeanne Kippen, Leader, Unit 1

Note: The UCW Financial Reports will be available as part of the UCW Annual Report

DECISIVE ISSUES 2013

Decisive Issues is a focus group that normally meets every other Monday morning in the Upper Room and invites anyone open to many ways of looking at our faith to attend. In 2013 we had a total of 20 participants, averaging 16 at each gathering. Basically, a theme is chosen and each participant purchases a selected book (average price \$22) which focuses on it. Guided discussions enable us to analyse and discuss issues pertinent to our faith. In 2013, the book that was the basis of our program was: “Speaking Christian” by Marcus Borg.

Respectfully submitted,
Barb Taft

RANKINEERS 2013

There were two Rankineer functions held this year. First, there was a Lasagna Dinner held April 12, 2013. "An Evening of Dance" was the theme, with Ballroom Dancers to entertain. A total of 43 tickets were sold and the revenue received was \$36 short of expenses.

Our second event, a Roast Beef Dinner held November 15, 2013 sold 41 tickets and produced a 'profit' of \$41. Our net increase for the year was \$5.

A survey regarding increasing cost of meals to include entertainment was circulated and the results indicated a willingness to include entertainment in the price of the event. Some preferred our current practice of paying only for the meal while others suggested a couple of alternate formats.

For the 2014 year two functions will be planned at a cost of \$17.00, including entertainment.

Respectfully submitted,
Helen Lywood

KOFFEE KLATCH 2013

The Koffee Klatch is a group of Edith Rankineers who meet at 9 am on the first Wednesday of each month for conversation and breakfast in the back room at Smitty's Restaurant on Princess Street (beside Chapters). We do not: a) have an executive, b) have a membership list, c) collect money, d) do good works, e) have an excuse for existing. What we do have is a good time of conversation and food each month (including summer) from 9 am to 10 am. Anyone is free to attend and if this appeals to you just show up.

Respectfully submitted,
Don Douglas

CATERING TEAM 2013

The Catering Team worked together throughout the year, hosting events for our congregation and for various groups in the community. We began by offering a Pancake Luncheon, prior to the Annual Meeting of the congregation on Feb. 10. In March, lunch was provided for those who attended the Moderator's Workshop on Saturday the 18th.

Springtime found us constantly in the kitchen-hosting a wedding tea, the Rankineer's lasagna dinner, providing a roast beef meal for Presbyters attending the monthly meeting-all in April, and lunch for the HUGS sewing bee, Classic's Dinner- with the UCW, and the Symphony House Tour Lunch-all in the month of May!

When we re-convened in the fall, we regretfully accepted the resignation of our chair Diane Revill, as well as long-time Clean-Up Co-ordinators, Maureen and Jim Long. We appreciate the dedication of these committed volunteers. At the October meeting, we disbursed our YTD funds (see attached financial statement). In addition we pledged \$5000 to the Capital

Campaign for 2014, honouring our original mandate of using funds raised for the purpose of major expenditures.

In November, the Rankineers enjoyed our now famous roast beef dinner. We ended the year with two turkey dinners. The first was held in conjunction with the Sunday School pageant to which the entire congregation was invited. Our final dinner of 2013 was for the Limestone Quilters Association. This group uses our facility throughout the year and we are grateful for the generous donation given, in addition to the payment for the dinner.

Anne and Gerry Dickson have agreed to fill the vacant position of Clean-Up Co-ordinators, but this leaves us with a vacancy for the position of Set-Up Co-ordinator. This job entails organization of a group of volunteers to set up the hall with tables, chairs, and dishware as necessary for our various events.

At this time we are also eagerly awaiting the arrival of the yet unknown person who will fill the position of Chair. This person acts as contact for all inquiries, chairs our meetings and in general, co-ordinates all the other team leaders. All who are part of the team encourage you to offer your services in this fun way. We certainly enjoy our times in and around the kitchen!!

Respectfully submitted,
Patti Speck

CATERING TEAM FINANCIAL STATEMENT

December 2013

Bank Balance from Last Statement:		\$ 6,697.44
Income from events:	\$7,822.25	
Expenses for events:	<u>\$1,855.48</u>	
Net Profit:	\$5,966.77	\$ 5,966.77
Interest		<u>.97</u>
		\$12,665.18

DISBURSEMENTS:

BTU Fund	\$ 5,000.00	
ERMUC Operating Fund	\$ 3,000.00	
ERMUC Operating Fund (10% 2012)	\$ 575.00	
ERMUC Operating Fund (10% 2013)	\$ 603.00	
Martha's Table	\$ 1,000.00	
Refrigerator Repair	\$ 335.42	
Kitchen Supplies	<u>\$ 135.46</u>	
	\$10,648.88	\$ <u>10,648.88</u>
		\$ 2,016.30 Bank Balance

Respectfully submitted,
Wanda Burke, Treasurer

**MEMBERSHIP OF CHURCH COUNCIL, STANDING COMMITTEES,
BOARD OF TRUSTEES AND OTHER COMMITTEES FOR 2013**

CHURCH COUNCIL (as at 31 Dec 13)

Peter Merkley	Chairperson*
Glenn Owen	Past Chair*
Rhonda Kerr	Secretary*
Sarah Jackson	Treasurer*
Brenda Moyer	Membership Steward*
Al Pickering	Administration, Stewardship & Resources
Barbara Bell	Congregational Life
Yvonne Pelley	Faith, Formation & Development
John Warren	Media & Communications
Christopher Sproule	Ministry & Personnel
Beverley Bell-Rowbotham	Mission & Outreach
Glenn Owen	Nominating
Bill Spencer	Property
Andrew Robb	Worship
Carolyn Green	U.C.W.
Elizabeth Amirault	Presbytery Representative
Hugh Walker	Trustees
Rev. Dr. Wayne Soble	Ministry Personnel
Rev. Dr. Jean Stairs	Ministry Personnel
Beth Elford	Congregational Designated Minister for Pastoral Care

* Officers of the Church Council

STANDING COMMITTEES

ADMINISTRATION, STEWARDSHIP & RESOURCES

Alan Pickering (Chair)
Fran Day – Scheduling Counters
John Moyer - Envelope Steward/Trustee
Barry Rogers
Rod Harris-Lowe
Gil Ryan
Rebecca Stacey
Don Mallory
Marg Aitken
Gerald Dickson

CONGREGATIONAL LIFE

Barbara Bell (Chair)
Brenda Moyer – Membership Steward
Bev Ryan
Paul Van Nest
Sharon Van Nest
Anne Prouse
Cynthia Simpson
John Abbott
Nancy Sedgewick
Janet Dubblestein

GROUP CONTACTS

Caring Connections	Isabelle Tompkins
Catering Team	Diane Revill
Family Events	Jan Watkins
Rankineers	Helen Lywood

FELLOWSHIP COORDINATORS

Easter Breakfast	Craig Pettis
Fellowship	Bonnie Hazell
Fellowship	Sharon Van Nest
Sunday Coffee	Ruth Pettis
	Nancy Sproule

FAITH FORMATION & DEVELOPMENT

Yvonne Pelley (Chair)
Susan Bertrand
Beverly Gellatly
Jan Watkins
Ken Williams
Beth Elford
Elizabeth Amirault
Anne Dickson
Colleen Korderas
Margaret Henderson
Bonnie Peacock
Meg Skinner
Trina Riehl - SS Superintendent (Jan-Aug)
Cindy Pettis – SS Superintendent (Sep-Dec)

MEDIA & COMMUNICATIONS

John Warren (Chair)
Paul Van Nest (Webmaster)
Alan Pickering (Sound Team)
Glenn Owen
Patti Speck
Elizabeth Jones
Mel Hazell
Craig Pettis

MINISTRY AND PERSONNEL

Christopher Sproule (Chair)
Jim McAllister
Sheila Billings
Dick Bowman
Margaret Merkley

WORSHIP

Andrew Robb (Chair)
Nancy Barber
Barb O’Neill
Mary Leach
Beryl Smith
Laurence Rowbotham - Music Director

MISSION AND OUTREACH

Beverley Bell-Rowbotham (Chair)
Lois Butler
Marilyn Rodger
Agnes Glenn
Jan Rubino
Kathy Pottle
Mary Catherine Robb

OFFICERS OF THE CONGREGATION

John Moyer Chair
Jan D’Agostino Secretary

NOMINATING COMMITTEE

Glenn Owen Past Council Chair
Brenda Moyer Membership Steward
Carolyn Green U.C.W. Representative
Barbara Bell Congregational Rep
vacant Congregational Rep
vacant Congregational Life
Resources: Rev. Dr. Wayne Soble
 Rev. Dr. Jean Stairs

SIGNING OFFICERS

Sarah Jackson Treasurer
Peter Merkley Chair of Council
Al Pickering Chair AS&R
John Moyer Env Steward
Tanya Bax Adm Sec
(All disbursements require the signatures of two
 Signing Officers)

PROPERTY

Bill Spencer (Chair)
Alan Fyke
David Metzler
Dean Lain
Henry Green
Jim Long
Garry O’Neill

BOARD OF TRUSTEES

Rev. Dr Wayne Soble (Chair)
Karl Butler (Deputy Chair)
Jim Crozier
Hugh Walker
Ivan Campbell
John Moyer
Cameron McEachern
Tysie Mitchell
Don Lane
Gordon E. Sinclair

LAY REPRESENTATIVES TO PRESBYTERY

Diane Huddle
Marilyn Rodger
Gail Hanley
Elizabeth Amirault

MINISTERS IN VOLUNTARY ASSOCIATION

Rev. Earl Taft
Rev George Lavery
Rev. Dr. Neil Elford

2014/2015

**REGULAR MEETING SCHEDULE OF THE CONGREGATION, CHURCH COUNCIL,
AND STANDING COMMITTEES**

- a) The **Congregation** is called to meet on November 16, 2014 to consider the ERM 2015 Financial Plan.
- b) The **Congregation** is called to meet for the Annual Congregational Meeting for 2014 on February 8, 2015.
- c) The **Church Council** is tentatively called to meet at 7:00 p.m. on February 25, March 25, April 22, May 27, June 24, September 23, October 28, November 25, all in the year 2014, and on January 27, 2015.
- d) The **Standing Committees** are called normally to meet monthly from September to June, by the middle of each month. This timing is intended to allow minutes of Committee meetings to be provided to the Council members before their scheduled meeting on the fourth Tuesday of the month.

REPORT OF THE NOMINATING COMMITTEE TO THE CONGREGATION

(February 2014)

1. The following are presented as members of the Council of Guiding Elders, Standing Committees and Board of Trustees for 2014:

Notes:

- 1) An asterisk (*) indicates persons **nominated for election to a first term or re-election** to a further term in the same position.
- 2) Years in brackets indicate the consecutive years of service beginning and ending in February of the years shown and single numbers indicate the number of consecutive years served in the role or on a particular committee as of February 2015.
- 3) Non-elected positions include Faith in Action (FIA) members appointed by the Standing Committee to which they relate and members representing and appointed by various groups.

Officers of the Council of Guiding Elders

Chair	Peter Merkley	(2013-15) (2)
Vice chair	Gordon W. Sinclair *	(2014-16) (1)
Past Chair	Glenn Owen	(2009-15) (7)
Secretary	_____	
Treasurer	Sarah Jackson	(2013-15) (2)
Membership Steward	Brenda Moyer *	(2007-15) (8)

Members of Council of Guiding Elders (Church Council)

Chair, Administration, Stewardship, & Resources	Gord Bell *	(2014-16) (1)
Chair, Congregational Life	Jan Dubblestein *	(2014-16) (1)
Chair, Ministry and Personnel	Christopher Sproule	(2011-15) (6)
Chair, Worship	Andrew Robb	(2011-15) (4)
Chair, Faith Formation & Development	_____	
Chair, Media and Communications	John Warren	(2013-15) (2)
Chair, Mission and Outreach	Agnes Glenn *	(2014-16) (1)
Chair, Nominating	Glenn Owen	(2013-15) (2)
Chair, Property	Bill Spencer	(2011-15) (4)
Presbytery Representative	Elizabeth Amirault	(2013-15) (2)
Trustees	Karl Butler (Deputy Chair)	(1)
UCW	Jan Rubino	President (1)
Youth Rep 1	_____	appointed
Youth Rep 2	_____	appointed
Ministry Personnel	Rev. Dr. Wayne Soble	
	Rev. Dr. Jean Stairs	

STANDING COMMITTEES

Administration Stewardship & Resources (AS&R)

Gord Bell,* Chair	(2014-16) (1)	Marg Aitken	(2013-15) (2)
Fran Day *	(n/a -16) (n/a)	Gerald Dickson	(2013-15) (2)
Rod Harris-Lowe	(2011-15) (4)	Don Mallory	(2013-15) (2)
John Moyer	(2001-16) (14)	Gil Ryan	(2011-15) (4)

Congregational Life (CL)

Janet Dubblestein,* Chair	(2012-16) (3)	Paul Van Nest	FIA
Anne Prouse	(2009-15) (6)	Sharon Van Nest	FIA
Nancy Sedgewick *	(2012-16) (3)	Helen Lywood	FIA
Cynthia Simpson	(2011-15) (4)	Isabelle Tompkins	FIA
Bev Ryan	FIA	Jan Watkins	FIA
Brenda Moyer	Membership Steward	Barb Bell	FIA

Faith Formation and Development (FF&D)

_____,* Chair			
Anne Dickson	(2013-15) (2)	Margaret Henderson	(2013-15) (2)
Colleen Korderas	(2013-15) (2)	Ken Williams	(2009-15) (6)
Meg Skinner	(2013-15) (2)		
_____*			
_____*			
Cindy Pettis	SS Coordinator	Susan Bertrand	FIA
Beverly Gellatly	FIA	Jan Watkins	FIA

Media and Communications (M&C)

John Warren, Chair	(2013-15) (2)	Kathy Baer *	(2014-16) (1)
Mel Hazell	(2013-15) (2)	Glenn Owen	(2013-15) (2)
Craig Pettis	(2013-15) (2)	Patti Speck *	(2012-16) (3)
Paul Van Nest	Web Master		
Paul Carl	FIA	Shaun Martin	FIA
John Moyer	FIA	Al Pickering	FIA

Ministry and Personnel (M&P)

Christopher Sproule, Chair	(2009-15) (6)	Sheila Billings *	(2010-16) (5)
Dick Bowman *	(2010-16) (5)	Jim McAllister	(2009-15) (6)
Margaret Merkley	(2013-15) (2)		

Mission and Outreach (M&O)

Agnes Glenn, Chair	(2011-15) (4)	Margaret Baker *	(2014-15) (1)
Pat Bowman *	(2014-16) (1)	Ina Ray Burke *	(2014-16) (1)
Mary Catherine Robb	(2012-16) (3)	Marilyn Rodger	(2011-15) (4)
Jan Rubino *	(2010-16) (5)	Nancy Sproule *	(2014-16) (1)
UCW Representative			

Nominating (Nom)

Glenn Owen, Chair	(2013-15) (2)
Diane Huddle *	(2014-16) (1)
Brenda Moyer	Membership Steward
Carolyn Green	UCW Representative
Lois Butler *	(2014-16) (1) Congregational Representative
Betty Jean Kippen *	(2014-16) (1) Congregational Representative
Vacant	Congregational Life Representative

Property (Prop)

Bill Spencer, Chair	(2011-15) (4)	Alan Fyke	(2009-15) (6)
Henry Green	(2013-15) (2)	Dean Lain	(2011-15) (4)
Jim Long	(2013-15) (2)	David Metzler	(2009-15) (6)
Garry O’Neill	(2013-15) (2)		

Worship

Andrew Robb,* Chair	(2010-16) (5)	Elizabeth Amirault *	(2014-16) (1)
Nancy Barber *	(2012-16) (3)	Mary Leach	(2011-15) (4)
Barb O’Neill	(2013-15) (2)	Al Pickering *	(2014-16) (1)
Lorna Thorne *	(2014-16) (1)	Eric VanDalen *	(2014-16) (1)
Laurence Rowbotham	Music Director		
Pat Bowman	FIA	Patti Speck	FIA
Florence Niven	FIA		

Board of Trustees

Rev. Dr. Wayne Soble, Chair		Karl Butler (Dep Chr)	(2011-16) (4)
Ivan Campbell	(2013-18) (2)	Jim Crozier	(2012-17) (3)
Cameron McEachern	(2013-18) (1)	Hugh Walker	(2011-16) (4)
Don Lane	(2013-18) (1)	Tysie Mitchell	(2013-18) (1)
John Moyer	(2013-18) (1)	Gordon E. Sinclair	(2013-18) (1)

Lay Representatives to Presbytery

Diane Huddle	(2007-15) (8)
Gail Hanley*	(2012-16) (3)
Elizabeth Amirault	(2013-15) (2)
Marilyn Rodger	(2013-15) (2)

2. On behalf of Church Council and the Congregation, the Nominating Committee recognizes, with thanks, the contributions of the following persons:

- a) who have completed their term(s) of service as Guiding Elders:

Glenn Owen	Past Chair
Barb Bell	CL

Beverley Bell-Rowbotham M&O
Carolyn Green UCW

b) who have completed their term(s) of service as members of the Standing Committees:

Barry Rogers	AS&R	Beth Elford	FF&D
Rebecca Stacey	AS&R	Susan Bertrand	FF&D
Barb Bell	Nominating	Beverly Gellatly	FF&D
Elizabeth Jones	M&C	Jan Watkins	FF&D
John Abbott	CL	Lois Butler	M&O
Bev Ryan	CL	Kathy Pottle	M&O
Paul Van Nest	CL	Beryl Smith	Worship
Sharon Van Nest	CL		

c) who have resigned from their position:

Elizabeth Amirault	FF&D	Charlie Pelley	AS&R
Yvonne Pelley, Chair	FF&D	Al Pickering, Chair	AS&R
Bonnie Peacock	FF&D		

3. Nominated for independent financial review to February, 2015:
St. Andrews By-The-Lake United Church

4. The Nominating Committee recommends that we retain the following as Ministers in Voluntary Association with our congregation:

Rev. Earl Taft
Rev. George Lavery
Rev. Dr. Neil Elford

5. The following are nominated as Officers of the Congregation:

John Moyer	Chair
Jan D'Agostino	Secretary

6. The Nominating Committee recommends that the Church Council be granted the power to elect persons to fill positions up to February, 2015.

Respectfully submitted,
Glenn Owen Chair
Barbara Bell Congregational Life
Brenda Moyer Membership Steward
Carolyn Green UCW

EDITH RANKIN MEMORIAL UNITED CHURCH ANNUAL REPORT 2013

APPENDIX A – TREASURER’S REPORT

(AMENDED 03/19/2014)

STATEMENT OF OPERATIONS DECEMBER 2013

		Actual YTD	Budget YTD	Annual Budget Inc./Exp.	Budt. Per Mo. Inc./Exp.
Revenues:					
<u>Accounts</u>					
051-053	Mission & Service Fund	\$ 39,379.00	\$ 50,000.00	\$ 50,000.00	\$ 4,166.67
001-007	Total Offerings	\$ 333,129.46	\$ 334,000.00	\$ 334,000.00	\$ 27,833.33
011-030	Total Other Revenue	\$ 45,733.22	\$ 20,000.00	\$ 20,000.00	\$ 1,666.67
	Required Add'l Revenue		\$ 42,907.00	\$ 42,907.00	\$ 3,575.58
	Total Revenue	\$ 418,241.68	\$ 446,907.00	\$ 446,907.00	\$ 37,242.25
Expenses:					
<u>Accounts</u>					
251-255+702	AS&R	\$ 25,798.34	\$ 21,150.00	\$ 21,150.00	\$ 1,762.50
102-103	Church Council	\$ 1,150.00	\$ 2,500.00	\$ 2,500.00	\$ 208.33
601-656	Compensation	\$ 285,446.60	\$ 278,197.00	\$ 278,197.00	\$ 23,183.08
301-305	Congregational Life	\$ 1,290.60	\$ 1,700.00	\$ 1,700.00	\$ 141.67
151-162	Faith Formation and Dev.	\$ 3,773.11	\$ 5,750.00	\$ 5,750.00	\$ 479.17
202-206	Media & Communications	\$ 8,974.17	\$ 7,460.00	\$ 7,460.00	\$ 621.67
350-352	Ministry and Personnel	\$ 1,785.64	\$ 450.00	\$ 450.00	\$ 37.50
401-406	Mission & Outreach	\$ 2,637.91	\$ 3,900.00	\$ 3,900.00	\$ 325.00
551-557	Office	\$ 14,331.15	\$ 15,000.00	\$ 15,000.00	\$ 1,250.00
451-456	Property	\$ 43,665.90	\$ 54,800.00	\$ 54,800.00	\$ 4,566.67
570-572	Trustees	\$ -	\$ 1,000.00	\$ 1,000.00	\$ 83.33
501-511	Worship	\$ 2,109.49	\$ 5,000.00	\$ 5,000.00	\$ 416.67
755	Transfer Funds(M&S only)	\$ 39,379.00	\$ 50,000.00	\$ 50,000.00	\$ 4,166.67
	Bank Reconciliation Adj.	\$ -	\$ -		
	Total Expenses	\$ 430,341.91	\$ 446,907.00	\$ 446,907.00	\$ 37,242.25
Total Revenue		\$ 418,241.68			
Total Expenses		\$ 430,341.91			
SURPLUS/ (DEFICIT)		\$ (12,100.23)			
34-61	Restricted Funds Income	\$ 406,825.72			
749-754, 756-76	Transfer Funds	\$ 406,825.72			

COMMENTS RE OVERAGES:			
ASR	\$ 10,212.16	Bank Charges & HST	
Comp.	\$ 8,200.00	2012 Payroll Liabilities Correction	
M&C	\$ 3,575.00	Sound System	
M&P	\$ 1,660.64	AED, Training, First Aid Kits	

BALANCE SHEET 2013

Dec 31, 13

ASSETS

Current Assets

Chequing/Savings

1000 · Petty Cash	139.17
1002 · High Interest Savings Account	15,990.90
1003 · Scotiabank Chequing Account	45,613.46
1007 · Capital Campaign-Chequing Acct	<u>275,907.27</u>
Total Chequing/Savings	337,650.80

Other Current Assets

Term Deposit Investments

1005 · Term Deposit Investments	3,321.83
1005B · Three Year Term GIC Investment	<u>30,000.00</u>
Total Term Deposit Investments	33,321.83

1006 · Investment Fund (Scotia-McLeod)	<u>319,185.47</u>
Total Other Current Assets	<u>352,507.30</u>

Total Current Assets 690,158.10

Fixed Assets

Building

1100 · Building- Main	549,597.33
1101 · Chancel Lights	15,434.95
1102 · Furniture and Fixtures	66,855.14
1104 · Sign	5,735.76
1105 · Sound System	<u>25,056.94</u>
Total Building	<u>662,680.12</u>

Total Fixed Assets 662,680.12

TOTAL ASSETS 1,352,838.22

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

Designated Funds

2017 · Mission and Service	<u>5,113.50</u>
Total Designated Funds	5,113.50

2100 · Payroll Liabilities	<u>3.30</u>
Total Other Current Liabilities	<u>5,116.80</u>

Total Current Liabilities 5,116.80

BALANCE SHEET 2013

Dec 31, 13

Long Term Liabilities

Restricted Fund Equity Grouping

2002 · Benevolent Fund	3,577.26
2003 · Memorial Fund - General	19,163.87
2008 · Landscaping/Gardening Fund	2,675.48
3001 · Planned Giving Fund	338,509.39
4500 · Vacation Bible School Fund	1,525.89
5000 · Capital Campaign	<u>297,576.88</u>

Total Restricted Fund Equity Grouping 663,028.77

Total Long Term Liabilities 663,028.77

Total Liabilities 668,145.57

Equity

3500 · Capital Equity	662,522.13
3900 · Retained Earnings	34,270.75
Net Income	<u>-12,100.23</u>

Total Equity 684,692.65

TOTAL LIABILITIES & EQUITY 1,352,838.22

INCOME & EXPENSE 2013

Ordinary Income/Expense

Income

Bank Deposits

Designated Funds Income

Mission & Service Fund Revenue

051 · Mission and Service(Envelope)	\$	17,763.00	\$	19,974.34
052 · Mission & service (PAR)	\$	20,076.00	\$	19,819.00
053 · Mission & Service UCW	\$	1,500.00	\$	1,000.00
Mission & Service Fund Revenue - Other	\$	40.00	\$	-

Total Mission & Service Fund Revenue	\$	39,379.00	\$	40,793.34
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Total Designated Funds Income	\$	39,379.00	\$	40,793.34
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Offerings

001 · Local envelope	\$	203,296.55	\$	202,172.73
002 · Local (PAR)	\$	121,471.67	\$	122,827.00
003 · Loose Cash Offerings	\$	7,313.42	\$	6,543.68
007 · Initial Offering	\$	452.00	\$	443.00
Offerings - Other	\$	595.82	\$	9.61

Total Offerings	\$	333,129.46	\$	331,996.02
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Other Revenue

010 · Communications Income	\$	-	\$	50.00
013 · UCW Income	\$	100.00	\$	-
014 · Fellowship Income	\$	208.15	\$	-
016 · Mission & Outreach Income	\$	513.00	\$	410.00
017 · Worship Income	\$	480.00	\$	196.00
018 · Property Income	\$	1,575.81	\$	-
019 · FFD Income	\$	2,906.78	\$	2,394.24
020 · Office Income	\$	279.30	\$	232.00
021 · Congregational Life Income	\$	324.63	\$	891.68
022 · Interest Income	\$	20,896.85	\$	377.11
023 · HST Rebate/Income	\$	9,647.70	\$	13,779.48
026 · Name Tags Revenue	\$	29.00	\$	57.00
027 · Observer Income	\$	1,040.00	\$	960.00
029 · Miscellaneous Revenue	\$	-	\$	604.00
030 · Rental Income	\$	6,412.00	\$	4,635.00
031 · Kitchen Cleaning Revenue	\$	1,320.00	\$	1,320.00

Total Other Revenue	\$	45,733.22	\$	25,906.51
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Restricted Funds Income

0034 · Landscape/Gardening	\$	3,160.84	\$	13,335.00
0036 · BTU/Furnace Fund	\$	7,480.00	\$	24,708.00
032 · Sacred Space Fund Income	\$	100.00	\$	3,000.00
033 · Benevolent Fund Income	\$	4,379.25	\$	7,215.79
035 · Memorial Fund Income	\$	10,730.00	\$	4,557.00
040 · Sound System Income Fund	\$	1,500.00	\$	-
045 · Vacation Bible School Income	\$	10,300.00	\$	-
061 · Capital Campaign Income	\$	369,175.63	\$	-

Total Restricted Funds Income	\$	406,825.72	\$	52,815.79
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Total Bank Deposits	\$	825,067.40	\$	451,511.66
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Total Income	\$	825,067.40	\$	451,511.66
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Expense	Jan - Dec 13	Jan - Dec 12
Admin., Steward. & Res.		
251 · Bank Charges	\$ 1,459.57	\$ 2,551.20
252 · Envelopes	\$ 647.12	\$ 410.76
253 · PAR Fees	\$ 530.76	\$ 533.00
257 · HST/GST on Purchases	\$ 8,752.59	\$ 8,871.68
258 · ADP Charges	\$ 280.54	\$ 241.79
260 · ScotiaBank Transactions	\$ 703.76	\$ 1,277.55
261 · Kingston Presbytery	\$ 13,424.00	\$ 13,424.05
Total Admin., Steward. & Res.	\$ 25,798.34	\$ 27,310.03
Church Council		
104 · Church Council Contingencies	\$ 1,150.00	\$ 2,750.00
Total Church Council	\$ 1,150.00	\$ 2,750.00
Compensation		
601 · Salary- Minister Soble		
601A · Housing Allowance - Wayne	\$ 19,782.96	\$ 19,395.12
601B · Travel Allowance - Wayne	\$ 1,990.80	\$ 1,410.93
601C · Cont. Education - Wayne	\$ 1,573.61	-
601D · Res. & Book Allowance - Wayne	\$ 194.77	\$ 90.97
601E · Hosting Expense - Wayne	\$ -	\$ 89.50
614 · Relief Minister/Preaching	\$ 2,850.00	\$ 200.00
601 · Salary- Minister Soble - Other	\$ 49,100.04	\$ 48,135.97
Total 601 · Salary- Minister Soble	\$ 75,492.18	\$ 69,322.49
603 · Salary (Youth Leader)	\$ -	\$ 4,661.76
604 · Salary -Minister Stairs		
604E Continuing Education - Jean	\$ 255.00	\$ -
604d · Res & Book Allow - Jean Stairs	\$ 302.65	\$ -
620 · Interim Minister Stairs	\$ -	\$ 5,743.38
620A · Housing Allowance - Stairs	\$ 19,782.96	\$ 9,227.90
620C · Mileage - Rev. Jean Stairs	\$ 1,703.31	\$ 1,039.51
604 · Salary -Minister Stairs - Other	\$ 49,100.04	\$ 20,056.65
Total 604 · Salary -Minister Stairs	\$ 71,143.96	\$ 36,067.44
605 · Music Dir. Contract		
615 · Relief Organist	\$ 2,050.00	\$ 875.00
605 · Music Dir. Contract - Other	\$ 22,849.48	\$ 23,418.76
Total 605 · Music Dir. Contract	\$ 24,899.48	\$ 24,293.76
606 · Salary - Admin. Secretary		
606A · Travel Allowance Admin. Sec.	\$ 147.07	\$ 274.29
616 · Office Relief	\$ 2,006.25	\$ 2,205.00
606 · Salary - Admin. Secretary - Other	\$ 34,910.75	\$ 34,890.00
Total 606 · Salary - Admin. Secretary	\$ 37,064.07	\$ 37,369.29
607 · Salary- Caretaker - 2 (Servage)	\$ 7,620.00	\$ 6,996.96

	Jan - Dec 13	Jan - Dec 12
608 · Minister Pastoral Care - Elford		
608B · Mileage Expenses - Elford	\$ 1,240.20	\$ -
608c · Res & Book Allowance - Elford	\$ 143.46	\$ -
608P · Housing Allowance - Elford	\$ 4,989.00	\$ 2,020.30
608T · Education Expenses - Elford	\$ 375.00	\$ -
608 · Minister Pastoral Care - Elford - Other	\$ 11,993.70	\$ 3,885.25
Total 608 · Minister Pastoral Care - Elford	\$ 18,741.36	\$ 5,905.55
610 · Salary - Caretaker - 1 (Dixon)	\$ 10,499.20	\$ 12,244.08
621 · Interim Minister Lavery		
621B · Housing Allowance - Lavery	\$ -	\$ 1,146.60
621C · Mileage -Rev. George Lavery	\$ -	\$ 728.98
621 · Interim Minister Lavery - Other	\$ -	\$ 5,743.38
Total 621 · Interim Minister Lavery	\$ -	\$ 7,618.96
6560 · Payroll ExpensesCPP, EI, UCCP	\$ 49,850.10	\$ 23,844.21
Compensation - Other	\$ (9,863.75)	\$ -
Total Compensation	\$ 285,446.60	\$ 228,324.50
Congregational Life		
301 · General and Resources	\$ -	\$ 328.06
302 · Events	\$ 360.96	\$ 150.00
303 · Nametags	\$ 140.34	\$ 191.62
304 · Caring Connections	\$ 139.13	\$ 164.29
305 · Fellowship Coffee Hour	\$ 629.17	\$ 518.94
307 · Contingencies and Misc.	\$ 21.00	\$ 112.49
308 · Welcoming Team Expenses	\$ -	\$ 53.86
309 · Men's Breakfast	\$ -	\$ 238.00
Total Congregational Life	\$ 1,290.60	\$ 1,757.26
Faith Formation & Develop		
152 · Confirmation Res. and Meal	\$ 826.43	\$ 978.54
153 · Curriculum & Resources	\$ 1,100.71	\$ 1,668.43
154 · Teacher Appreciation Dinner	\$ 290.00	\$ 27.11
156 · Youth Group Expenses	\$ 474.14	\$ 655.73
157 · Sunday School Expenses	\$ 423.08	\$ 197.43
158 · Conference and Workshops	\$ 511.25	\$ 639.00
160 · Study Group Materials	\$ 22.50	\$ -
161 · Adult Life	\$ 75.00	\$ 11.72
162 · Pageant Expenses	\$ 50.00	\$ 450.00
Total Faith Formation & Develop	\$ 3,773.11	\$ 4,627.96

	Jan - Dec 13	Jan - Dec 12
Media & Communications Committe		
201 · Mailing and Supplies	\$ 1,342.74	\$ 628.85
202 · Advertising and Promotion	\$ 782.50	\$ 1,064.04
203 · Copyright Licences	\$ 572.68	\$ 245.00
204 · Maintenance	\$ 158.14	\$ 245.62
205 · Miscellaneous	\$ 50.73	\$ -
206 · Equipment	\$ 4,094.12	\$ 45.17
207 · Observer Subscription	\$ 1,135.04	\$ 1,028.84
208 · Internet Expenses	\$ 838.22	\$ 1,192.10
Total Media & Communications Committe	\$ 8,974.17	\$ 4,449.62
Ministry & Personnel Committee		
353 · General M&P Expenses	\$ 1,785.64	\$ 175.84
Total Ministry & Personnel Committee	\$ 1,785.64	\$ 175.84
Mission & Outreach		
401 · Mandate Subscriptions	\$ 200.00	\$ 148.75
402 · Projects and Events	\$ 2,313.00	\$ 2,052.62
403 · UCC Mission Educat Materials	\$ 44.91	\$ -
405 · Discretionary Funds	\$ -	\$ 64.40
406 · Miscellaneous	\$ 80.00	\$ -
Total Mission & Outreach	\$ 2,637.91	\$ 2,265.77
Office		
551 · Computer Services	\$ 1,872.81	\$ 1,864.33
553 · Office Supplies	\$ 2,527.44	\$ 2,822.98
554 · Photocopier Lease	\$ 7,055.14	\$ 6,697.78
555 · Postage	\$ 236.26	\$ 639.00
556 · Telephone	\$ 2,347.28	\$ 1,701.10
557 · Miscell. Office	\$ 292.22	\$ 61.64
Total Office	\$ 14,331.15	\$ 13,786.83
Property		
451 · Heating	\$ 2,943.74	\$ 3,612.01
452 · Hydro	\$ 9,148.39	\$ 7,089.95
453 · Utilities - Water & Sewer	\$ 2,741.56	\$ 1,686.92
454 · Maintenance Bldg.	\$ 16,794.40	\$ 15,418.10
455 · Ground Maintenance	\$ 3,769.93	\$ 3,303.05
456 · Snow Removal Parking Lot	\$ 3,200.00	\$ 7,800.00
457 · Insurance- Property	\$ 4,834.67	\$ 4,499.00
458 · Contingencies and Misc.	\$ 233.21	\$ 46.31
Total Property	\$ 43,665.90	\$ 43,455.34

	Jan - Dec 13	Jan - Dec 12
Transfer Funds		
749 · BTU/Furnace Fund	\$ 7,480.00	\$ 24,708.00
750 · Landscape/Gardening Fund	\$ 3,160.84	\$ 13,335.00
751 · Sacred Space Fund	\$ 100.00	\$ 3,000.00
753 · Memorial Fund	\$ 10,730.00	\$ 7,201.00
754 · Benevolent Fund	\$ 4,379.25	\$ 7,215.79
755 · Mission & Service	\$ 39,379.00	\$ 38,149.34
756 · Sound System Fund	\$ 1,500.00	\$ -
768 · Capital Campaign	\$ 369,175.63	\$ -
769 · Vacation Bible School	\$ 10,300.00	\$ -
Total Transfer Funds	\$ 446,204.72	\$ 93,609.13
Worship		
501 · Church Service Supplies	\$ 716.28	\$ 965.82
503 · Guest Speakers	\$ 200.00	\$ 1,100.00
506 · Decorations	\$ 249.18	\$ 1,069.17
507 · Miscellaneous	\$ -	\$ 437.90
510 · Music-(Misc. Expenses)	\$ -	\$ 45.00
511 · Music-Purchases	\$ 851.03	\$ 1,017.77
512 · Music - Handbells	\$ 93.00	\$ 33.97
Total Worship	\$ 2,109.49	\$ 4,669.63
Total Expense	\$ 837,167.63	\$ 427,181.91
Net Ordinary Income	\$ (12,100.23)	\$ 24,329.75
Net Income	\$ (12,100.23)	\$ 24,329.75

Respectfully Submitted,
Sarah Jackson, Treasurer