

EDITH RANKIN MEMORIAL UNITED CHURCH

ANNUAL REPORT 2014



*"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."*

4080 Bath Road, Kingston, ON K7M4Y7
Telephone: (613) 389-2530 www.ermuc.ca churchoffice@ermuc.ca

EDITH RANKIN MEMORIAL UNITED CHURCH
ANNUAL CONGREGATIONAL MEETING

15 February 2015

AGENDA

1. Call to Order/Welcome
2. Invocation and Commemoration
3. Method of Voting/Extending the Vote to Adherents
4. Approval of the Agenda
5. Approval of the Minutes of the Annual Congregational Meeting on February 16, 2014
6. Business Arising from these Minutes
7. Approval of the Minutes of the Congregational Meeting on November 16, 2014
8. Business Arising from these Minutes
9. Treasurer's Report for 2014
10. Approval of the Nominating Committee's Report, including the Election of Standing Committee Members and Trustees
11. Introduction of Committee Chairs/Questions concerning Committee Reports
12. Acceptance of the 2014 Annual Report to the Congregation
13. Election of the 2015 Chair and Secretary of the Congregation
14. ERMUC Capital Campaign Update/Discussion
15. Points from the Floor/Appreciations
16. Benediction
17. Adjournment

MINUTES OF ANNUAL CONGREGATIONAL MEETING
EDITH RANKIN MEMORIAL UNITED CHURCH

Sunday, February 16, 2014

1. Call to Order

Following a light lunch served by an ad hoc group coordinated by Brenda Moyer, the Chair of the Congregation, John Moyer, welcomed those attending and, declaring a quorum, called the meeting to order at 11:35 AM.

In attendance: according to the signed sheets: Bill Allum, Ruth Allum, Lori Allum, Elizabeth Amirault, David Ariss, Susan Ariss, Joan Bales, Gordon Bales, Gord Bell, Barb Bell, Ruth Belyea, Sheila Billings, Chris Burgess, Les Burgess, Beth Burgess, Wanda Burke, Frank Burke, Karl Butler, Lois Butler, Paul Carl, Bill Creighton, Audrey Creighton, Jim Crozier, Nancy Darling, Fran Day, Eleanor Dickey, Gerrie Dickson, Anne Dickson, Betty Douglas, Don Douglas, John Douglas, Beth Elford, Neil Elford, Agnes Glenn, Herb Goold, Carolyn E. Green, Henry Green, Connie Harris, Harold Harris, Mel Hazell, Bonnie Hazell, Kathi Jackson, Sarah Jackson, Fred Jones, Rhonda Kerr, Betty Jean Kippen, Seng Lam, Julie Lam, Marion Larocque, Sean Laughlin, Mary Leach, Denis Lywood, Helen Lywood, Beryl McAllister, Jim McAllister, Marlene McCracken, Brian McCracken, Cam McEachern, Anne McRae, Margaret Merkley, Peter Merkley, Dave Metzler, Tysie Mitchell, Brenda Moyer, John Moyer, Glenn Owen, Wally Parks, Barb Parks, Bonnie Peacock, Eldon Peters, Liz Peters, Alan Pickering, Andrew Robb, Mary Catherine Robb, Bob Rubino, Jan Rubino, Bev Ryan, Gil Ryan, Gordon W. Sinclair, Sandra Sinclair, Anne Sinclair, David Sinclair, Eleanor Sinclair, Gordon E. Sinclair, Rev. Dr. Wayne Soble, Christopher Sproule, Nancy Sproule, Bob Smith, Beryl Smith, Rev. Dr. Jean Stairs, Barb Taft, Earl Taft, Isabelle Tompkins, Eric VanDalen, Paul Van Nest, Sharon Van Nest, **Total: 96**

2. Invocation and Commemoration – Rev. Earl Taft led us in prayer and commemorated those adherents and members who died in 2013.

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

3. Motions on Method of Voting and Acting Secretary of the Congregation

John announced that according to the United Church of Canada Manual all votes should be held by secret ballot. Those present agreed by a unanimous show of hands that all voting would be done by a show of hands.

Interim Congregational Secretary

Motion: Moved by Glenn Owen, seconded by Brenda Moyer that Rhonda Kerr be the interim secretary to the Congregation for this meeting. **CARRIED**

4. Approval of Amended Agenda

Motion: Moved by Marlene McCracken, seconded by Fred Jones to accept the amended agenda as distributed. **CARRIED**

5. Extending the Vote to Adherents As there were no objections voting for today's meeting has been extended to adherents.

6. Approval of the Minutes of the Annual Congregational meeting on February 10, 2013

Motion: Moved by Paul Carl, seconded by Brian McCracken that the minutes of the Congregational Meeting on February 10, 2013 be accepted as printed. **CARRIED**

7. Business Arising from the Minutes - none

8. Approval of the Minutes of the Congregational Meeting on September 29, 2013

Motion: Moved by Peter Merkley, seconded by Christopher Sproule that the minutes of the Congregational Meeting on September 29, 2013 be accepted as printed. **CARRIED**

9. Business arising from these minutes - None

10. Approval of the Minutes of the Congregational meeting on November 17, 2013

Motion: Moved by Mel Hazell, seconded by Al Pickering that the minutes of the Congregational Meeting on November 17, 2013 be accepted as printed. **CARRIED**

11. Business arising from these minutes - None

12. Treasurer's Report for 2013- Sarah Jackson addressed the report and noted some details for clarification. The year-end deficit is \$12,100. Both income and expenses were lower than budgeted. \$9800 has been received from the UCC Restorative Care Program to cover Dr. Soble's sick leave. As of Dec. 31st there was \$297,000 in the capital campaign fund. The subtotal for Media and Communications expenses in the 2012 column should be \$4,449.82.

Motion: Moved by Sandra Sinclair, seconded by Al Pickering to accept the Treasurer's Report as circulated. **CARRIED**

13. Receipt of the Independent Reviewer's Report – A representative from St. Andrews by-the-Lake UC will be coming shortly to audit our financial information. A letter will be appended to the minutes.

14. Approval of the Nominating Committee's report, including the Election of Standing Committee Members and Trustees

Glenn Owen thanked the Nominating Committee for their diligence and efforts.

Motion: Moved by Glenn Owen, seconded by Barb Bell to accept the following report as amended:

1. The following are presented as members of the Council of Guiding Elders, Standing Committees, Board or Trustees and Presbytery Representatives 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 Sinclair * (2014-16) (1)
Past Chair	Glenn Owen (2009-15) (6)
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 (2009-15) (6)
Chair, Mission and Outreach	Agnes Glenn * (2014-16) (1)
Chair, Nominating	Glenn Owen (2013-15) (2)
Chair, Property	Bill Spencer (2011-15) (4)
Chair Worship	Andrew Robb (2010-16) (5)
Presbytery Rep	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)
Fran Day * (N/A -16) (N/A)
Rod Harris-Lowe (2011-15) (4)
John Moyer (2001-16) (14)

Marg Aitken (2013-15) (2)
Gerald Dickson (2013-15) (2)
Don Mallory (2013-15) (2)
Gil Ryan (2011-15) (4)

Congregational Life (CL)

Janet Dubblestein,* Chair (2012-16) (3)
Anne Prouse (2009-15) (6)
Nancy Sedgewick * (2012-16) (3)
Cynthia Simpson (2011-15) (4)

*
Brenda Moyer (Membership Steward)

Barb Bell (FIA)
Paul Van Nest FIA
Sharon Van Nest FIA
Helen Lywood FIA
Isabelle Tompkins FIA
Jan Watkins FIA
Bev Ryan FIA

Faith Formation and Development (FF&D)

* Chair
Anne Dickson (2013-15) (2)
Colleen Korderas (2013-15) (2)
Meg Skinner (2013-15) (2)

*
Cindy Pettis SS Coordinator
Beverly Gellatly FIA

Margaret Henderson (2013-15) (2)
Ken Williams (2009-15) (6)

*
Susan Bertrand FIA
Jan Watkins FIA

Media and Communications (M&C)

John Warren, Chair (2013-15) (2)
Mel Hazell (2013-15) (2)
Craig Pettis (2013-15) (2)
Paul Van Nest Webmaster
Shaun Martin FIA
Al Pickering FIA

Kathy Baer * (2014-16) (1)
Glenn Owen (2013-15) (2)
Patti Speck * (2012-16) (3)
Paul Carl FIA
John Moyer FIA

Ministry and Personnel (M&P)

Chris Sproule, Chair (2009-15) (6)
Dick Bowman * (2010-16) (5)
Margaret Merkley (2013-15) (2)

Sheila Billings * (2010-16) (5)
Jim McAllister (2009-15) (6)

Mission and Outreach (M&O)

Agnes Glenn, Chair (2011-15) (4)
Pat Bowman * (2014-16) (1)
Mary Catherine Robb (2012-16) (3)
Jan Rubino * (2010-16) (5)
UCW representative

Margaret Baker * (2014-15) (1)
Ina Ray Burke * (2014-16) (1)
Marilyn Rodger (2011-15) (4)
Nancy Sproule * (2014-16) (1)

Nominating (Nom)

Glenn Owen, Chair (2013-15) (2)
Diane Huddle * (2014-16) (1)
Brenda Moyer (Membership Steward)
Congregational Life representative

Lois Butler * (2014-16) (1)
Betty Jeanne Kippen* (2014-16) (1)
Carolyn Green UCW representative

Property (Prop)

Bill Spencer, Chair (2011-15) (4)
Henry Green (2013-15) (2)
Jim Long (2013-15) (2)
Garry O'Neill (2013-15) (2)

Alan Fyke (2009-15) (6)
Dean Lain (2011-15) (4)
David Metzler (2009-15) (6)

Worship

Andrew Robb* Chair (2010-16) (5)
Nancy Barber * (2012-16) (3)

Barb O'Neill (2013-15) (2)
Lorna Thorne * (2014-16) (1)
Laurence Rowbotham Music Director
Florence Niven FIA

Elizabeth Amirault * (2014-16) (1)
Mary Leach (2011-15) (4)

Al Pickering * (2014-16) (1)
Eric VanDalen * (2014-16) (1)
Pat Bowman FIA
Patti Speck FIA

Board of Trustees

Rev. Dr. Wayne Soble, Chair
Ivan Campbell (2013-18) (2)
Cameron McEachern (2013-18) (1)
Don Lane (2013-18) (1)
John Moyer (2013-18) (1)

Karl Butler (2011-16) (4)
Jim Crozier (2012-17) (3)
Hugh Walker (2011-16) (4)
Tysie Mitchell (2013-18) (1)
Gordon E. Sinclair (2013-18) (1)

Lay Representatives to Presbytery

Diane Huddle (2007-15) (8)
Elizabeth Amirault (2013-15) (2)

Gail Hanley * (2012-16) (3)
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:

Rhonda Kerr Council Secretary	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	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	Beryl Smith Worship

3. Nominated for appointment as Independent Financial Reviewer to February, 2015:

St. Andrews by-the-Lake UC

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 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, as required, up to February, 2015.

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

CARRIED

15. Introduction of Committee Chairs/Questions concerning Committee Reports

John noted that Chairs are here today to answer any queries regarding the work of their Committees.

16. Acceptance of the 2013 Annual Report to the Congregation

John made the correction to Jo-Ann Thomas' name in the report. There should not be an 'e'.

Al Pickering stated that on page 56 there was a blank on line 4. The number is \$12,100.23

Motion: moved by Peter Merkley, seconded Fran Day to accept the 2013 Annual Report to the Congregation as printed and amended. **CARRIED**

17. Election of the 2014 Chair and Secretary of the Congregation

John Moyer abandoned the Chair to Glenn Owen

Motion; Moved by Paul Van Nest, seconded by Mel Hazell that John Moyer act as Chair of the Congregation for 2014 and Janice D'Agostino to act as Secretary. **CARRIED**

John resumed as Chair.

18. ERMUC Capital Campaign Update/Discussion – Peter Merkley provided the following information.

“I am pleased to provide an update on the *Shaping Our Future – Building on Faith* campaign.

I want to start with a thank you to everyone who has donated to the campaign. So many of you thought carefully about the mission and vision of Edith Rankin and made a decision to support the campaign with a financial pledge or donation. Thank you.

I also want to thank the folks who donated their time and considerable talents to the campaign. Several of you took on leadership roles and many of you were diligent and committed to the various tasks involved with our significant and ambitious campaign.

I want you to look at this glass and think about what you see. Some in this room will see a glass half empty and some will see a glass half full. I see a glass half full. We have pledges that total over \$1,300,000 which is an amount much more than many thought was possible. However, our goal was \$2,500,000. We can look at this reality much the same way we are looking at this glass.

I am a glass half full kind of guy and I want you to know that your Council is taking an optimistic view as well. At the same time, we are being realistic and we know that we have to be proactive to close the gap.

Council still is committed to only spending what we have and we are committed to completing as much of the project as we can possibly do. This will take some time to reconcile and so our original timeframe of starting the construction in early 2014 will need to be extended. This is one change that I want to share with you today and I expect there will be other changes to share over the next few months.

However, I want to emphasize a few things that will not change:

Our commitment to keep you informed. We will provide verbal reports at

Congregational meetings like this one and by way of written updates on a regular basis.

Who makes the decisions? The decision as to the design and the cost of the project will be made by the Congregation. Your leaders on Council will work towards a recommendation for you to consider and the Congregation will have the opportunity to vote on the overall plan before any construction begins.

Your Council has made some decisions as to our next steps:

a. We have formed a “Continuing Campaign Committee”. This Committee will continue with the few remaining home visits and it will also lead a number of other initiatives that will raise additional funds. These initiatives include:

- Contacting key alumni
- Corporate gifts
- Neighbourhood awareness
- New member visits
- Making decisions with respect to planned giving

This Committee also will manage the administration of the fundraising campaign over the next 5 years – receiving the ongoing pledges etc.

b. We have formed a “Project Management Committee. This group will bring together folks who have a commitment to our Mission and Vision and who have project management experience. The initial task for this group will be to work with the architects and engineers to see how we can reduce costs. They will also consider whether certain work can be done in phases.

Both these Committees will report to Council. Council will discuss their information and work to find the balance between the money we have available and the cost of any revised project.

In addition to these two Committees, Council has decided to apply for any grants that might be available – for example a Trillium Foundation grant and some small grants that are available within the United Church. We will engage a professional writer to assist with this process.

In summary, Council is taking a “glass half full” approach.

I welcome any questions.”

Both Peter and Gordon were thanked for all their efforts on behalf of the campaign. As well, a general thanks was offered to all who have donated to the campaign.

19. Appreciations/Points from the Floor

Peter Merkle addressed the ACM. “Council would like to restore our tradition of offering our appreciation to the Ministers and staff for their work though the year.

Let me start with our office and custodial staff – Tanya Bax, Barry Servage, Vern Dixon and Jo-Ann Thomas.

Tanya is new to us and I keep hearing very warm words of praise for her commitment and her skills and abilities. During the *Shaping our Future, Building on Faith* campaign she took on additional responsibilities associated with the administration of the campaign. She has fit right in; she has learned our office procedures and has taken initiative to make improvements. Thank you Tanya.

The Property Committee – and all of us – is fortunate to have Barry, Vern and Jo-Ann here to keep our building clean and welcoming. Vern Dixon was with us until the end of

October and we are pleased to welcome Jo-Ann to the team. As part of our campaign we calculated how many people walk through our doors every week – and it is about 7-800. That’s a lot of slush and muck in the winter and a lot of cleaning all year round. Thank you for the work you do to make people feel welcome in our church.

Laurence Rowbotham has again provided leadership to our music ministry. He has risen above some health concerns and we are pleased that he continues to share his musical talents with us.

We want to express our thanks to Wayne, Jean and Beth. I again point out information that we gathered for the campaign brochure and highlight all the various activities that showcase our Mission and Vision. We have many long time programs and we have added a remarkable number of new programs within the last year. This doesn’t just happen – it takes leadership, initiative, team work and commitment. This year, Wayne was away for several months in the fall and we want to thank Jean, Beth, Elizabeth, and the many others who allowed Wayne to focus on his health and then return to us. We thank all these folks – and the various committees and volunteers who stepped up during these months.

Please join me in thanking our leaders and staff.

Finally I want to thank Gordon Sinclair for chairing the *Shaping our Future – Building on Faith* campaign. I believe this was the most significant effort that this congregation has taken on in many years and we offer Gordon our heartfelt thanks. He will be the first to say that he had a full team of folks who contributed to the success of the campaign and I would like to invite him to come forward and highlight the leaders of the campaign.”

In answer to the question re: “When will the Capital Campaign end?” Gordon responded that we will continue with the fund raising efforts at least until May. Council will determine when they will come to the Congregation for approval for the next phase. Fred Jones – will need some help to create temporary flower beds in anticipation of construction. Eleanor Sinclair’s question of monthly pledges was answered that the project will need some reworking. \$2.5 million will not be our final number. We will be revising the project somewhat. Shovels in the ground by 2015.

Paul Carl’s question of grants being time sensitive was answered with a yes.

20. Benediction

On behalf of the ministry team, Jean Stairs thanked the Congregation for the competence and strength of lay leadership and all the people who committed to serve this past year. We are part of a gem of a Congregation.

She offered a Benediction

21. Adjournment

Motion: moved by Sandra Sinclair, seconded by Isabelle Tompkins to adjourn the meeting at 12:40 PM.

CARRIED

Chair: John Moyer

Secretary: Rhonda Kerr

MINUTES OF A CONGREGATIONAL MEETING
EDITH RANKIN MEMORIAL UNITED CHURCH
Sunday, November 16, 2014

1. Call to Order

The meeting was called to order by the Chair of the Congregation, John Moyer, at 11:05 A.M.

Those present were: Alison Ahara, Marg Aitken, Jan D'Agostino, Ruth Allum, Bill Allum, Hazel Allen, Elizabeth Amirault, David Ariss, Sue Ariss, Kathy Baer, Tony Baker, Margaret Baker, Joan Bales, Gordon Bales, Nancy Barber, Gord Bell, Barb Bell, Susan Bertrand, Pat Bullett, Les Burgess, Beth Burgess, Wanda Burke, Frank Burke, Lois Butler, Karl Butler, Betty Campbell, Ivan Campbell, Paul Carl, Calvin Connor, Laurel Connor, Bill Creighton, Audrey Creighton, Mildred Cunniam, Nancy Darling, Fran Day, Gerald Dickson, Janet Dubblestein, Don Douglas, Betty Douglas, Beverly Gellatly, Agnes Glenn, Bonnie Hazell, Mel Hazell, Margaret Henderson, Bob Hill, Mildred Hill, Diane Huddle, Doug Huddle, Alwyn Huigens, Paul Ireland, Lorna Ireland, Katherine Jackson, Fred Jones, Charlotte Jones, Rhonda Kerr, Betty Jeanne Kippen, Linda Lain, Seng Lam, Julie Lam, Don Lane, Edna Lane, Marion Larocque, Mary Lavery, George Lavery, Mary Leach, Jim Leary, Jim Long, Helen Lywood, Denis Lywood, Joan Martin, Jim McAllister, Beryl McAllister, Brian McCracken, Cam McEachern, Peter Merkley, Dave Metzler, Marlene Metzler, Tysie Mitchell, Bill Molson, Diane Molson, Joyce Morrison, Brenda Moyer, Eleanor Orr, Barb Parks, Wally Parks, Bonnie Peacock, Eldon Peters, Liz Peters, Craig Pettis, Ruth Pettis, Al Pickering, Edie Raymond, Mary Catherine Robb, Andrew Robb, Laurence Rowbotham, Beverley Bell-Rowbotham, Bob Rubino, Jan Rubino, Gil Ryan, Gordon Sinclair, Eleanor Sinclair, Gord Sinclair, David Sinclair, Anne Sinclair, Beryl Smith, Bob Smith, Rev. Wayne Soble, Patti Speck, Bill Spencer, Diane Spencer, Nancy Sproule, Christopher Sproule, Rev. Jean Stairs, Penny Steele, Bev Stevens, Jim Stevens, Elsie Stitt, Nancy Stokes, Barb Taft, Earl Taft, Lorna Thorne, Isabelle Tompkins, Paul Van Nest, Sharon Van Nest, John Warren, Mary Lou Weinhardt, Marlene Wentzell **Total: 127**

2. Invocation

The Rev. Dr. Jean Stairs provided the Invocation.

3. Welcome

John Moyer welcomed all to the meeting and introduced the recording Secretary. He gave notice that the meeting was being recorded to ensure an accurate record of any discussion was captured. This was not for attribution but to ensure the sense of questions/answers /concerns was recorded.

Participants were requested to legibly sign the attendance sheets being circulated.

4. Approval of the Agenda

It was moved by Gordon Sinclair, seconded by Jim Leary, that the agenda be approved as circulated. There were no additions or amendments.

CARRIED

5. Extending the vote to supporting Adherents in Attendance

John explained that the UC Manual defines conditions under which adherents can be extended the vote, principally on financial matters. Considering the issues at hand were financial, he asked if there were any objections to extending the vote to adherents in attendance. When none were voiced, he declared that adherents were eligible to vote.

6. Method of Voting

The Chair explained that the UC Manual also specifies that voting on motions is assumed to be by ballot unless the Congregation decides otherwise. He recommended that the method on Item 7, the expenditure of the Capital Stewardship Campaign Funds, be by paper ballot with a yes or no choice to the motion. Ballots would be counted and the decision duly recorded. Traditionally, a simple majority is required for a motion to carry. Should the vote be close, the Church Council will need to discuss any impact. He noted that, unless there is a tie, the Chair of the Congregation does not have a vote.

Concerning the method of voting on the 2015 Financial Plan (Item 8) and on the Mission and Service Target for 2015 (Item 9), ERM has traditionally used a show of hands and the Chair proposed employing this method for these items.

When asked, there were no objections.

7. Motion to Approve the Expenditure of Capital Stewardship Campaign on the ERMUC Addition

Gordon Sinclair, Chair of the Church Council, provided the following introductory remarks.

“Good morning. Due to the impressive generosity of this Congregation, we are set to embark on an adventure of a generation – adding some badly needed facility to our church. Once the addition is completed in 2016, we will enjoy a full-sized elevator, a barrier-free entrance and many other enhancements to this building. Your task as a congregation this morning is to cast a vote on the expenditure of \$1.6 M to make this addition a reality.

Over the last few weeks, you’ve had a chance to look at the drawings in the narthex, and I’m hoping you liked what you saw.

The cost of construction is set at \$1.2M. Our architect, David Ariss, has been advised that this is our limit in spending. In addition to this, some other related costs, totaling \$400K, will bring the total required to the \$1.6M figure. These related costs are:

- Professional fees
 - JD Klote (Chuck Wilson) \$100K
 - Norr Associates \$142K
 - Civil Engineer \$13K
 - Taxes
 - HST \$156K (Rebate will significantly reduce this expenditure)
 - Other fees \$50K
 - Cost over-run/inflation \$50K
- Total \$386K

We have available to us \$1.36 M in committed pledges. Most of you will know that we have applied for a Trillium grant for \$150K. We were hoping to be able to announce the result today, but suffice to say that our grant application to Trillium has been well received and we expect to have good news to share with you shortly.

As rosy as this picture is, the money is pledged, in most cases, over five years. Most of our expenses will be incurred by the end of year 3. This fact points up the need for bridge financing to meet our financial obligations to contractors and suppliers as construction gets underway. This is something we have anticipated for some time now, and Peter Merkley is going to explain just how we plan on dealing with this.”

It was moved by Gordon Sinclair, seconded by Fran Day, that the Congregation of Edith Rankin Memorial United Church approve an expenditure not to exceed \$ 1.6 Million in order to fund the construction of a new addition. The expenditure will be drawn from the Capital Stewardship Campaign Fund and will be comprised of \$1.2 million in construction costs and up to \$400 thousand in related costs such as professional fees, taxes, and city and provincial approvals.

The Chair then recognized Peter Merkley, Past Chair of the Church Council to make a few remarks concerning the options available for bridge financing the construction of the addition.

“Thank you, John. Good Morning. Gordon has just let us know we have a project that will have a total cost of just under \$1,600,000 and we have raised a total of almost \$1,400,000 (including an estimate of the Trillium grant). I want to add my thanks and appreciation to what you have done – it is absolutely remarkable that we have raised this much money towards this project – congratulations to all the donors and to everyone who helped with the campaign.

I have assumed a Trillium grant of \$50,000. The actual amount will be announced in a few weeks, but I think we are safe to assume that we will receive some amount. For the purposes of this presentation, I have just picked \$50,000. When we know our actual number, the information in this presentation can be adjusted.

On this basis, this means we have a gap of only \$200,000 – I know that through our ongoing efforts, we will be able to raise this relatively small amount. Once we know the actual amount of the Trillium grant, we can put together a plan to close this gap. While there is this gap that needs to be addressed I am here to talk about the need for bridge financing. This is the same concept as some of you may have found yourself in when you have personally bought and sold houses in the past. If you have bought a new home, say closing on July 1 but the sale of your existing house does not close until July 15, then you have gone to the bank, or perhaps your parents and arranged a bridging loan for a temporary period – in this case, for a period 15 days. This has allowed you to buy your new house on July 1 and pay off the bridging loan when you collected the cash from the sale of your old house on July 15.

Before I go any further, I would like to explain the purpose I want to achieve with my time this morning:

- First, I am not looking for an approval of any specific course of action
- Second, I do want to give you the confidence that your Council has given careful thought to this whole project, including the financing

- And third, I want to outline some options that Council is considering – and Council wants to hear your feedback on these options

Back to the story about your houses and the bridge loan. We have a very similar cash flow situation. We want to pay for the construction of the new addition before we collect the cash from our pledges.

In the case of the bridge loan for the new house, the arithmetic is quite simple. For the “cash going out” there is only the purchase of the new house. And for the “cash coming in” there is only the cash from the old house.

In our situation, the arithmetic is more complicated, but the concept is exactly the same. We need to understand how much cash goes out and how much cash goes in.

First, in each month, how much cash comes in and from where?

- From the Monthly pledges
- In December each year, from the Annual pledges
- Quarterly, from those pledges
- And from the Trillium Grant

In each month, how much cash goes out?

- For hard construction costs
- For fees, interest (for the bridge loan) etc.
- For HST

Right now, we have \$430,000 in the Campaign bank account – and with the above arithmetic, we can estimate whether the cash in the bank each month will go up or down and by how much.

I have prepared a spreadsheet to do this and the basic picture is:

- Our cash in the bank goes up over the next few months until we start construction
- Then, for about twelve months, the “cash going out” exceeds the “cash coming in” during construction
- At some point, we have a negative balance – meaning we need to borrow. So we need a bridge loan
- After construction, the cash continues to come in and repays the bridge loan

The maximum shortfall is \$700,000 – and this is the amount of the bridge loan that we require and just like your house, this loan will be for a temporary period. It will be more than 15 days, but it will be temporary.

Where do we go for this bridge loan?

Just like you and your house, we can go to the bank, or perhaps to other folks who might be prepared to lend us the money for a temporary period.

I want to outline some options for the Congregation to consider. We are not looking for an approval of any of these options – Council will decide what we do. What I want to do is:

- Give you every confidence that your Council has thought through the financing questions associated with the project
- Assure you that the bridge financing will be temporary
- Outline a few different sources we can approach for the bridge financing

Just like the bridge loan for your house, we can go to the bank – let me come back to that option later.

Also, just like the bridge loan, we can go to our parents – in this case, I am thinking of friends of the Congregation. This is the concept of Debentures – and again, let me come

back to this option later.

Another option is to borrow the money from ourselves. Your Trustees have funds invested, that over the years have come to be known as the Planned Giving Fund. These funds are invested and earn a certain rate of return – say about 7% per year. So an option we can consider is for the Trustees to invest the Planned Giving Fund into the bridge financing – and continue to earn about the same rate of return. The project would pay the interest.

There is about \$350,000 in the Planned Giving Fund and if we went ahead with this option, the \$700,000 bridge loan would be down to \$350,000.

This brings us to Debentures. With this option, we would ask members of the Congregation to invest in the project and earn a certain rate of return. This rate might be comparable to current GIC rates. Again, the project would pay the interest. This congregation has done this in the past. As an example, we might find 35 people who would invest \$10,000 each to raise the \$350,000.

If we did decide to use these two options, we would not need to approach a bank at all. We could decide to mix and match these options.

If we did need to approach a bank, it would be for a relatively small amount for a temporary period. The bank would want security on the real estate of the church, but it would not be a mortgage in the traditional sense.

To conclude, I want to let you know that:

- the spreadsheet that I have prepared will be checked and double checked to make sure our estimates are as accurate as possible
- If you approve the motion in front of you this morning – to approve the expenditure of \$1,600,000 for the project, then Council will consider all options for the bridge financing required to fund the project.
- If there are any questions or comments, Gordon and I would be please to address them.”

Before opening the floor to discussion, the Chair recognized David Ariss, representing the architectural firm. David spoke on the consultative model with the church that resulted in the conceptual design on display in the Church Narthex. David outlined the features of the design which include: an accessible main entrance and full service elevator; maximizing the use of Upper Clark Hall; an addition facing Bath Road; administrative functions on the main level; the foyer as a welcoming area and a main level nursery. There will be minimum renovations on the lower level, but full excavation under the addition will allow for storage and a prominent entryway.

During the discussion that followed, concerns were expressed regarding the potential use of debentures to raise additional funds, and the possible consideration of using the Planned Giving investments to provide funds. Generally, it was stated that any funds raised through debentures, or using Planned Giving, would earn a competitive interest and be repaid as the pledges made during the Capital Campaign were realized over the next few years.

There was some concern expressed about the design recommended for the addition, mainly the use of available space, and whether or not the Congregation was going to be allowed to vote on the final design. Chair of Council responded that the conceptual design had been approved by the Church Council and that there was no plan for a Congregational vote. During discussion, Chair of Council also stated that the design was preliminary and that ‘tweaking’ would undoubtedly occur before a final design was available. Others also expressed concern that the use of certain space should be re-visited.

The point was raised that during the Capital Campaign, it was stated that if the then-proposed design (\$2.5M) underwent substantial change, those pledging would be re-visited and provided an opportunity to amend their pledge. Chair of Council responded indicating that, given the revised design, if anyone who has pledged wished to amend their pledge, they could do so.

There was a question raised concerning the potential of construction cost overruns. The Congregation was informed that should costs exceed \$1.6M, it would have to be consulted on how to proceed.

After discussion ended, the ballot (see attachment 1) was then distributed. The vote was counted by Rhonda Kerr and George Lavery.

Of the 120 ballots cast: 106 were YES and 14 were NO.

CARRIED

8. The 2015 Financial Plan

Gord Bell, Chair of AS&R, gave an overview of the proposed 2015 Financial Plan that had been distributed, highlighting several of the more significant items.

“Just a few words before I move the acceptance of the 2015 Financial Plan.

On behalf of Council and ASR Committee, we would like to express our heartfelt appreciation to the congregation both present and not here for your continuing financial support of the Financial plans plus willingness to increase your support when asked.

As the Governor General Johnson is saying in a current advertisement; if you ask, people will give. We see it on a daily basis in the constant health and social fund raising appeals. Our recent Capital Stewardship and the 2014 Operating Budget campaign is living proof.

As of September 30, PAR and Envelope givings are up 4%. In January, we will be able to determine the final percentage increase.

- PAR numbers have increased significantly: in Sept 2013 there were 86 PAR givers which has risen to 113 this September, an increase of 27 or 25%
- Of the current 113 PAR givers-37 have chosen to provide their Capital Campaign pledges by means of PAR

Once again Council sincerely appreciates the switch to PAR as it significantly levels out the yearly fluctuations in givings /income.

Finally great news! We have just received the Federal/Provincial HST Rebate cheque for all of 2013 and the first half of 2014 totaling \$ 15,405. This means that the 2014 Financial Plan initial deficit of \$42,755, which stood at \$30,462 as of September 30, is now down to \$15,057. The Congregational goal of eliminating 2014 Financial Plan deficit by December 31 is quite achievable with your continued support.

With this good news I will now move the adoption of the 2015 Financial Plan. After it has been seconded I will give a very brief overview of the changes between the current 2014 and proposed 2015 Financial Plans.

I now move the following Motion: **That the Edith Rankin Memorial United Church Congregation approve the 2015 Financial Plan as recommended by the Church Council. The motion was seconded by Elizabeth Amirault.**

Now a quick overview of the proposed 2015 Financial Plan.

In accordance with several requests the Administrative Secretary has successfully merged the multiple Financial Plans and the actual expenditures for 2012, 2013, 2014 (up to September 30th), plus the proposed 2015 Financial Plan. To be noted:

- 2015 Income is projected to be \$362,350; up by \$6,350 over 2014.
- 2015 Expenses are projected to be \$410,947; up by \$12,191 over 2014.
- 2015 Deficit is projected to be \$48,597; up by \$5,823 over 2014.

Now what new expenditures did Council and the Committees add to last year's figures other than inflation?

- ASR - \$7,000 for a second year professional Audit
- Congregational Life - no change
- Faith, Formation and Development - No change
- Media and Communications - \$1,500 increase required for maintenance of equipment
- Mission & Outreach – no change
- Property - \$3,000 to replace tables in the Lower hall
- Worship – \$1,200 - access assistance
- Staff Compensation – UCC Recommended a 0.9% Cost of Living increase over 2014 which totals \$9,055 or 3.6%
- Administrative Secretary increased to 35 hours subject to Council approval (30hrs = \$33,556, 35hrs = \$39,149, a difference of \$5,593.00
- Kitchen cleaning cost \$1,362 transfer from UCW to Property.”

As there were no questions, discussion or clarifications, a vote was called.

CARRIED

Motion to establish ERMUC's Mission & Service Target for 2015

It was moved by Gordon Bell, seconded by Beverley Bell-Rowbotham that ERMUC's Mission & Service target for 2015 be \$45,000. There was no discussion of the motion.

CARRIED

Benediction

The Rev. Dr. Wayne Soble thanked the lay leadership at large and all Congregants for their leadership and generosity towards the future of Edith Rankin and led the prayer of benediction.

Adjournment

It was moved by Chris Sproule and seconded by Diane Huddle that the Congregational Meeting be adjourned at 12:29 PM.

CARRIED

John Moyer
Chair of the Congregation

Janice D'Agostino
Secretary of the Congregation

I agree that the Congregation of Edith Rankin Memorial United Church spend an amount not to exceed \$1.6 M in order to fund the construction of a new addition. This expenditure will be drawn from the Capital Stewardship Campaign Fund, and will be comprised of \$1.2M in construction costs, and up to \$400K in related costs such as professional fees, taxes, and city and provincial approvals.

YES

NO

ERMUC FINANCIAL PLAN 2015

Attachment 2

<u>PART 1</u>							
<u>INCOME</u>			9 months				
	Plan 2015	Plan 2014	Actual 2014	Plan 2013	Actual 2013	Plan 2012	Actual 2012
Income from Offerings							
Envelopes	\$ 130,000.00	\$ 175,000.00	\$ 101,192.75	\$ 175,000.00	\$ 178,446.92	\$ 190,000.00	\$ 181,385.73
PAR (Local)	\$ 175,000.00	\$ 130,000.00	\$ 121,813.25	\$ 130,000.00	\$ 121,471.67	\$ 135,000.00	\$ 122,827.00
Loose	\$ 7,000.00	\$ 6,000.00	\$ 3,977.65	\$ 6,000.00	\$ 7,313.42	\$ 6,000.00	\$ 6,543.68
Initial Offering & Other	\$ 350.00	\$ -	\$ 356.00	\$ -	\$ 452.00	\$ -	\$ 443.00
Other	\$ 200.00	\$ -	\$ 192.20	\$ -	\$ 595.82	\$ -	\$ 9.61
Easter Special	\$ 7,000.00	\$ 6,000.00	\$ 6,981.00	\$ 6,000.00	\$ 7,111.00	\$ 6,000.00	\$ 7,501.00
Thanksgiving Special	\$ 5,000.00	\$ 5,000.00	\$ 1,685.00	\$ 5,000.00	\$ 4,755.00	\$ 4,000.00	\$ 2,331.00
Christmas Special	\$ 12,000.00	\$ 12,000.00	\$ 200.00	\$ 12,000.00	\$ 12,812.00	\$ 12,000.00	\$ 10,955.00
TOTAL	\$ 336,550.00	\$ 334,000.00	\$ 236,397.85	\$ 334,000.00	\$ 332,957.83	\$ 353,000.00	\$ 331,996.02
Other Income							
Income from Groups e.g. Catering, Music	\$ 9,000.00	\$ 3,000.00	\$ 7,227.43	\$ 3,000.00	\$ 8,776.67	\$ 3,000.00	\$ 6,510.92
Rentals	\$ 5,000.00	\$ 5,000.00	\$ 3,859.50	\$ 5,000.00	\$ 6,412.00	\$ 5,000.00	\$ 4,635.00
Interest on Investments	\$ 6,000.00	\$ 7,000.00	\$ -	\$ 7,000.00	\$ -	\$ 6,000.00	\$ 377.11
HST Rebates	\$ 4,800.00	\$ 6,000.00	\$ -	\$ 4,000.00	\$ 6,168.46	\$ 4,000.00	\$ 13,779.48
Miscellaneous	\$ 1,000.00	\$ 1,000.00	\$ -	\$ 1,000.00	\$ -	\$ 1,000.00	\$ 604.00
TOTAL	\$ 25,800.00	\$ 22,000.00	\$ 11,086.93	\$ 20,000.00	\$ 21,357.13	\$ 19,000.00	\$ 25,906.51
TOTAL OPERATING INCOME	\$ 362,350.00	\$ 356,000.00	\$ 247,484.78	\$ 354,000.00	\$ 354,314.96	\$ 372,000.00	\$ 357,902.53
<u>EXPENSES</u>							
Church Council							
Contingencies	\$ 1,000.00	\$ 1,000.00	\$ 524.75	\$ 1,000.00	\$ 1,150.00	\$ 1,000.00	\$ 2,750.00
Sacred Space		\$ 1,500.00	\$ -	\$ 1,500.00		\$ 500.00	
TOTAL	\$ 1,000.00	\$ 2,500.00	\$ 524.75	\$ 2,500.00	\$ 1,150.00	\$ 1,500.00	\$ 2,750.00
Administration, Stewardship & Resources Committee							
Bank Charges	\$ 1,500.00	\$ 1,600.00	\$ 1,235.68	\$ 1,000.00	\$ 2,173.33	\$ 1,000.00	\$ 3,468.69
PAR Fees	\$ 550.00	\$ 550.00	\$ 482.78	\$ 550.00	\$ 530.76	\$ 550.00	\$ 533.00
HST/GST/PST on Purchases	\$ 6,000.00	\$ 7,500.00	\$ 5,052.70	\$ 5,000.00	\$ 8,994.92	\$ 5,000.00	\$ 8,871.68
Offering Envelopes	\$ 600.00	\$ 500.00	\$ 587.60	\$ 500.00	\$ 647.12	\$ 600.00	\$ 410.76
Stewardship, Training &	\$ -	\$ 250.00	\$ -	\$ 250.00	\$ -	\$ 250.00	\$ -

Development							
			9 months				
Presbytery Assessment 2013-2014 Ave.	\$ 12,750.00	\$ 13,450.00	\$ 8,685.00	\$ 13,350.00	\$ 13,890.00	\$ 13,350.00	\$ 13,424.05
Office Supplies	\$ 3,000.00	\$ 3,000.00	\$ 2,502.58	\$ 3,000.00	\$ 2,234.68	\$ 2,500.00	\$ 2,822.98
Photocopier Lease	\$ 5,000.00	\$ 7,000.00	\$ 3,747.39	\$ 8,000.00	\$ 6,515.78	\$ 8,000.00	\$ 6,697.78
ADP Fees	\$ 300.00	\$ 300.00	\$ 229.38	\$ 500.00	\$ 280.54	\$ 850.00	\$ 241.79
Postage	\$ 1,600.00	\$ 500.00	\$ 1,248.88	\$ 1,000.00	\$ 236.26	\$ 1,000.00	\$ 639.00
	\$ 1,400.00	\$ 1,400.00	\$ 1,253.00	\$ 1,000.00	\$ 821.81	\$ 1,000.00	\$ 1,864.33
Telephones	\$ 1,800.00	\$ 1,800.00	\$ 1,386.28	\$ 1,800.00	\$ 2,347.28	\$ 2,700.00	\$ 1,701.10
Miscellaneous - Professional Audit	\$ 7,000.00	\$ 200.00	\$ 90.21	\$ 200.00	\$ 292.22	\$ 200.00	\$ 61.64
TOTAL	\$ 41,500.00	\$ 38,050.00	\$ 26,501.48	\$ 36,150.00	\$ 38,964.70	\$ 37,000.00	\$ 40,736.80
	Plan 2015	Plan 2014	Actual 2014	Plan 2013	Actual 2013	Plan 2012	Actual 2012
Congregational Life Committee							
Caring Connections	\$ 250.00	\$ 250.00	\$ 247.63	\$ 250.00	\$ 139.13	\$ 250.00	\$ 164.29
Name Tags	\$ 100.00	\$ 100.00	\$ 135.00	\$ 100.00	\$ 140.34	\$ 100.00	\$ 191.62
Events: Couples; Family; Sept. BBQ	\$ 800.00	\$ 800.00	\$ 776.04	\$ 800.00	\$ 360.96	\$ 1,000.00	\$ 203.86
Fellowship	\$ 500.00	\$ 500.00	\$ 471.69	\$ 500.00	\$ 629.17	\$ 500.00	\$ 756.94
Resources/General	\$ 50.00	\$ 50.00	\$ 230.46	\$ 50.00	\$ 21.00	\$ 50.00	\$ 328.06
Miscellaneous	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 112.49
Training & Development	\$ -	\$ -			\$ -	\$ -	\$ -
TOTAL	\$ 1,700.00	\$ 1,700.00	\$ 1,860.82	\$ 1,700.00	\$ 1,290.60	\$ 1,900.00	\$ 1,757.26
Faith Formation and Development Committee							
Adult Faith & Life	\$ 300.00	\$ 50.00	\$ 1,350.00	\$ 300.00	\$ 97.50	\$ 300.00	\$ 11.72
Christian Initiation (Baptism & Confirmation)	\$ 1,450.00	\$ 1,200.00	\$ 1,457.79	\$ 1,200.00	\$ 826.43	\$ 700.00	\$ 978.54
Sunday School Team	\$ 2,250.00	\$ 2,650.00	\$ 957.15	\$ 3,000.00	\$ 1,863.79	\$ 3,350.00	\$ 2,279.84
Youth Ministry Team	\$ 850.00	\$ 850.00	\$ 161.04	\$ 850.00	\$ 474.14	\$ 1,000.00	\$ 655.73
Leadership Dev. / Summer Ministries	\$ 750.00	\$ 750.00	\$ 226.18	\$ 400.00	\$ 511.25	\$ 400.00	\$ 639.00
Printing/Copying	\$ 150.00	\$ 250.00	\$ -		\$ -		\$ -
TOTAL	\$ 5,750.00	\$ 5,750.00	\$ 4,152.16	\$ 5,750.00	\$ 3,773.11	\$ 5,750.00	\$ 4,564.83
Media and Communications Committee							
Mailing and Supplies	\$ 1,200.00	\$ 1,600.00	\$ 287.60	\$ 1,285.00	\$ 1,342.74	\$ 1,500.00	\$ 628.85
Advertising and Promotion	\$ 500.00	\$ 750.00	\$ 467.50	\$ 525.00	\$ 782.50	\$ 300.00	\$ 1,064.04
Copyright Licenses	\$ 375.00	\$ 575.00	\$ 332.30	\$ 550.00	\$ 572.68	\$ 550.00	\$ 245.00
Maintenance	\$ 1,750.00	\$ 300.00	\$ 151.73	\$ 500.00	\$ 158.14	\$ 500.00	\$ 245.62
Miscellaneous		\$ -	\$ 66.00		\$ 50.73	0	\$ 45.17
Software/Equipment	\$ -	\$ 850.00	\$ -	\$ 4,000.00	\$ 519.12	\$ 1,500.00	\$ -
Observer Subscription	\$ 1,200.00	\$ -	\$ 1,117.34	0	\$ 1,135.04	0	\$ 1,028.84
Internet Expenses	\$ 750.00	\$ 720.00	\$ 539.55	\$ 600.00	\$ 838.22	\$ 880.00	\$ 1,192.10
TOTAL	\$ 5,775.00	\$ 4,795.00	\$ 2,962.02	\$ 7,460.00	\$ 5,399.17	\$ 5,230.00	\$ 4,449.62

	Plan 2015	Plan 2014	Actual 2014	Plan 2013	Actual 2013	Plan 2012	Actual 2012
Ministry and Personnel Committee							
Police Record Checks	\$ 200.00	\$ 200.00	\$ 145.00	\$ 200.00	\$ 335.65	\$ 200.00	\$ 175.85
Miscellaneous	\$ 250.00	\$ 250.00	\$ -	\$ 250.00	\$ -	\$ 250.00	\$ -
TOTAL	\$ 450.00	\$ 450.00	\$ 145.00	\$ 450.00	\$ 335.65	\$ 450.00	\$ 175.85
Mission and Outreach Committee							
Mandate Subscriptions	\$ 200.00	\$ 200.00	\$ -	\$ 200.00	\$ 200.00	\$ 200.00	\$ 148.75
UCC Mission Educational Materials	\$ 100.00	\$ 100.00	\$ (458.00)	\$ 100.00	\$ 44.91	\$ 150.00	\$ -
Discretionary incl. poss. St. Matthew's	\$ 300.00	\$ 750.00	\$ -	\$ 1,000.00	\$ 813.00	\$ 1,000.00	\$ 302.62
Project 1: El Salvador was Queen's School	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 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	\$ 250.00
Project 3. Student Bursary Fund BayQC	\$ 500.00						
Project 4: Kingston Community Chaplaincy	\$ 500.00	\$ 500.00	\$ -	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
Miscellaneous, e.g. Education/Printing	\$ 450.00	\$ 500.00	\$ 2,170.00	\$ 500.00	\$ 80.00	\$ 500.00	\$ 64.40
TOTAL	\$ 3,550.00	\$ 3,550.00	\$ 2,712.00	\$ 3,800.00	\$ 2,637.91	\$ 3,850.00	\$ 2,265.77
			9 months				
Property Committee							
Utilities	\$ 18,300.00	\$ 19,200.00	\$ 12,092.39	\$ 17,500.00	\$ 14,682.50	\$ 17,500.00	\$ 12,388.88
Insurance	\$ 5,000.00	\$ 4,700.00	\$ 3,285.34	\$ 4,500.00	\$ 5,105.06	\$ 4,300.00	\$ 4,499.00
Snow Removal	\$ 6,000.00	\$ 12,400.00	\$ 4,000.00	\$ 13,000.00	\$ 3,200.00	\$ 12,600.00	\$ 7,800.00
Maintenance/Building	\$ 8,000.00	\$ 4,400.00	\$ 3,841.41	\$ 8,000.00	\$ 5,706.02	\$ 8,000.00	\$ 15,418.10
Ground Maintenance	\$ 4,000.00	\$ 4,600.00	\$ 1,931.12	\$ 2,000.00	\$ 4,169.93	\$ 2,000.00	\$ 3,303.05
Miscellaneous - Tables	\$ 3,000.00	\$ -	\$ -	\$ -	\$ 233.21	\$ -	\$ 46.31
TOTAL	\$ 44,300.00	\$ 45,300.00	\$ 25,150.26	\$ 45,000.00	\$ 33,096.72	\$ 44,400.00	\$ 43,455.34
Worship Committee							
Church Service Supplies	\$ 1,500.00	\$ 1,200.00	\$ 558.01	\$ 1,200.00	\$ 703.33	\$ 1,250.00	\$ 965.82
Guest Speakers	\$ 1,500.00	\$ 1,200.00	\$ 127.93	\$ 1,000.00	\$ 200.00	\$ 1,000.00	\$ 1,100.00
Decorations	\$ 250.00	\$ 250.00	\$ -	\$ 250.00	\$ 249.18	\$ 125.00	\$ 1,069.17
Access Assistance (taxi)	\$ 1,200.00						
Music Ministry - Guest Musicians	\$ 500.00	\$ 500.00	\$ 300.00	\$ 500.00	\$ -	\$ 2,150.00	
Music - (Misc Expenses)	\$ 150.00	\$ 150.00	\$ -	\$ 150.00	\$ -	\$ -	\$ 45.00
Music - Purchases	\$ 1,200.00	\$ 1,200.00	\$ 848.77	\$ 1,200.00	\$ 851.03	\$ -	\$ 1,017.77
Music - Handbells	\$ 300.00	\$ 300.00	\$ -	\$ 300.00	\$ 93.00	\$ -	\$ 33.97
Workshops/seminars-members	\$ 100.00	\$ 100.00	\$ -	\$ 100.00	\$ -	\$ -	
Miscellaneous	\$ 300.00	\$ 300.00	\$ 19.36	\$ 300.00	\$ -	\$ 200.00	\$ 437.90
TOTAL	\$ 7,000.00	\$ 5,200.00	\$ 1,854.07	\$ 5,000.00	\$ 2,096.54	\$ 4,725.00	\$ 4,669.63

		\$ 50.00	\$ -	\$ 50.00	\$ -	\$ 50.00	\$ -
Trustees		\$ 50.00	\$ -	\$ 50.00	\$ -	\$ 50.00	\$ -
Copying & Misc.	\$ 350.00	\$ 950.00	\$ -	\$ 950.00	\$ -	\$ 950.00	\$ -
Security Upgrades		\$ 1,000.00	\$ -	\$ 1,000.00	\$ -	\$ 1,000.00	\$ -
TOTAL	\$ 350.00	\$ 2,000.00	\$ -	\$ 2,000.00	\$ -	\$ 2,000.00	\$ -
TOTAL OPERATING EXPENSES	\$ 111,375.00	\$ 109,295.00	\$ 65,862.56	\$ 109,810.00	\$ 88,744.40	\$ 106,805.00	\$ 104,825.10
			9 months				
COMPENSATION							
	Plan 2015	Plan 2014	Actual 2014	Plan 2013	Actual 2013	Plan 2012	Actual 2012
Worship & Pastoral Care Minister							
Salary - 40 hours	\$ 50,430.00	\$ 49,980.00	\$ 37,485.00	\$ 49,100.00	\$ 49,100.04	\$ 48,136.00	\$ 48,135.97
Housing	\$ 20,260.00	\$ 20,080.00	\$ 15,059.97	\$ 19,783.00	\$ 19,782.96	\$ 19,395.00	\$ 19,395.12
Allowances	\$ 5,093.00	\$ 5,093.00	\$ (103.38)	\$ 5,100.00	\$ 3,109.93	\$ 5,725.00	\$ 1,591.40
Relief Minister/Preaching		\$ -	\$ -	\$ -	\$ 2,850.00	\$ -	\$ 200.00
TOTAL	\$ 75,783.00	\$ 75,153.00	\$ 52,441.59	\$ 73,983.00	\$ 74,842.93	\$ 73,256.00	\$ 69,322.49
Education, Outreach & Pastoral Care Minister							
Salary - 40 hours	\$ 50,430.00	\$ 49,980.00	\$ 37,485.00	\$ 49,100.00	\$ 49,100.04	\$ 24,068.00	\$ 25,800.03
Housing	\$ 20,260.00	\$ 20,080.00	\$ 15,059.97	\$ 19,783.00	\$ 19,782.96	\$ 9,698.00	\$ 9,227.90
Allowances	\$ 5,093.00	\$ 5,093.00	\$ 1,111.43	\$ 5,100.00	\$ 2,260.96	\$ 2,862.00	\$ 1,039.51
TOTAL	\$ 75,783.00	\$ 75,153.00	\$ 53,656.40	\$ 73,983.00	\$ 71,143.96	\$ 36,628.00	\$ 36,067.44
Congregational Designated Minister							
Salary - 10 hours	\$ 9,827.00	\$ 9,739.00	\$ 7,304.22	\$ 9,595.00	\$ 11,993.70	\$ 4,662.00	\$ 3,885.25
Housing	\$ 5,110.00	\$ 5,064.00	\$ 3,798.00	\$ 4,989.00	\$ 4,989.00	\$ 2,424.00	\$ 2,020.30
Allowances	\$ 1,363.00	\$ 1,363.00	\$ 865.52	\$ 1,363.00	\$ 1,758.66	\$ 520.00	\$ -
TOTAL	\$ 16,300.00	\$ 16,166.00	\$ 11,967.74	\$ 15,947.00	\$ 18,741.36	\$ 7,606.00	\$ 5,905.55
Director of Music Contract	\$ 25,800.00	\$ 25,570.00	\$ 18,898.58	\$ 25,193.00	\$ 22,849.48	\$ 24,483.00	\$ 23,418.76
Other	\$ 1,800.00	\$ 780.00	\$ 700.00	\$ 780.00	\$ 2,050.00	\$ 2,250.00	\$ 875.00
TOTAL	\$ 27,600.00	\$ 26,350.00	\$ 19,598.58	\$ 25,973.00	\$ 24,899.48	\$ 26,733.00	\$ 24,293.76
Administrative Secretary							
Salary - 35 hours	\$ 39,149.00	\$ 33,260.00	\$ 25,974.92	\$ 32,760.00	\$ 34,910.75	\$ 35,100.00	\$ 34,890.00
Allowances	\$ 125.00	\$ 125.00	\$ -	\$ 535.00	\$ 147.07	\$ 535.00	\$ 274.29
Relief	\$ 2,382.00	\$ 2,350.00	\$ 1,320.00	\$ 2,315.00	\$ 2,006.25	\$ 2,250.00	\$ 2,205.00
Travel	\$ 410.00	\$ 410.00	\$ 69.00				
TOTAL	\$ 42,066.00	\$ 36,145.00	\$ 27,363.92	\$ 35,610.00	\$ 37,064.07	\$ 37,885.00	\$ 37,369.29

Caretakers/Custodians							
Barry Servage (10 hours per week) Salary	\$ 7,374.00	\$ 7,308.00	\$ 5,526.69	\$ 7,200.00	\$ 7,620.00	\$ 6,997.00	\$ 6,996.96
JoAnn Thomas (19.5 hrs per wk) Salary *	\$ 14,266.00	\$ 12,788.00	\$ 9,523.96	\$ 12,599.00	\$ 10,499.20	\$ 12,244.00	\$ 12,244.08
Relief Caretaker/Custodian	\$ 400.00	\$ 398.00	\$ -	\$ 392.00	\$ -	\$ 360.00	\$ -
* including Kitchen Cleaning @ 2 hr / wk							
TOTAL	\$ 22,040.00	\$ 20,494.00	\$ 15,050.65	\$ 20,191.00	\$ 18,119.20	\$ 19,601.00	\$ 19,241.04
Supply							
Salary	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,743.38
Housing	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,146.60
Allowances	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 728.98
TOTAL	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,618.96
Youth Leader		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,661.76
TOTAL	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,661.76
Payroll Liabilities (UCC Pension & Benefits, CPP, EI)	\$ 40,000.00	\$ 40,000.00	\$ 32,005.74	\$ 32,000.00	\$ 49,850.10		\$ 23,844.21
Payroll (Res Care Plan)	\$ -	\$ -	\$ -	\$ -	\$ (9,863.75)	\$ -	
TOTAL COMPENSATION	\$ 299,572.00	\$ 289,461.00	\$ 212,084.62	\$ 278,197.00	\$ 284,797.35	\$ 234,830.00	\$ 228,324.50
			9 months				
	Plan 2015	Plan 2014	Actual 2014	Plan 2013	Actual 2013	Plan 2012	Actual 2012
TOTAL OPERATING EXPENSES	\$ 410,947.00	\$ 398,756.00	\$ 277,947.18	\$ 388,007.00	\$ 373,541.75	\$ 374,074.00	\$ 333,149.60
TOTAL OPERATING INCOME	\$ 362,350.00	\$ 356,000.00	\$ 247,484.78	\$ 354,000.00	\$ 354,314.96	\$ 372,000.00	\$ 357,902.53
Surplus/(Deficit)	<u>\$ (48,597.00)</u>	<u>\$ (42,756.00)</u>	<u>\$ (30,462.40)</u>	<u>\$ (34,007.00)</u>	<u>\$ (19,226.79)</u>	<u>\$ (2,074.00)</u>	<u>\$ 24,752.93</u>
PART 2 (SEPARATE VOTE)			9 months				
	Plan 2015	Plan 2014	Actual 2014	Plan 2013	Actual 2013	Plan 2012	Actual 2012
Mission and Service Income							
Envelopes	\$ 22,000.00	\$ 22,000.00	\$ 10,992.10	\$ 28,000.00	\$ 17,763.00	\$ 30,000.00	\$ 19,974.34
PAR	\$ 22,000.00	\$ 22,000.00	\$ 17,138.50	\$ 19,000.00	\$ 20,076.00	\$ 17,000.00	\$ 19,819.00
UCW	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 3,000.00	\$ 1,500.00	\$ 3,000.00	\$ 1,000.00
M&S Other	\$ -	\$ -	\$ -	\$ -	\$ 40.00	\$ -	\$ -
TOTAL	\$ 45,000.00	\$ 45,000.00	\$ 29,130.60	\$ 50,000.00	\$ 39,379.00	\$ 50,000.00	\$ 40,793.34

MINISTER OF WORSHIP, PASTORAL CARE AND ADMINISTRATION

Even I know how frustrating I can be at times! Jean asks me what I plan to preach about on Sunday and I mutter, “Oh, the usual. God and stuff.” My mother asks. “Anything special happening at church this week?” “Not really,” I’m apt to reply. “Just the usual.” “What’s happening down by the Bay these days?” asks a colleague. “Pretty much the same old, same old,” I say. “You know, the usual.” Somebody ought to give me a shake, I suppose. I wish I could chalk it up to humility or pious reticence about bragging overly much about God’s people in this place. But truth be told, familiarity has a way of breeding, not necessarily contempt – not at all! – but a tendency to take for granted things that others might find quite extraordinary. “God and stuff” is scarcely a ho-hum subject for preaching or any other conversation! “The usual” around this corner of the vineyard consists of, at times, near dizzying expressions of activity, creativity, mutual care for one another and service that reaches way out and beyond our own interests and concerns. The year 2014 has been no exception and it’s tempting to review it with a shrug, albeit a grateful one, and pack it away with “Yeah, pretty much like other years. You know, God and stuff. “The usual.” True, the opportunities and challenges – blessings both – that came our way may have been typical of what make us, well, us, but they merit more than a shrug.

We worshipped regularly, eagerly and, most of the time, vibrantly, meaningfully and gladly. The blend of rich tradition and contemporary relevance..., fine music from chancel choir, junior choir, bellringers, various soloists and the inspirational leadership provided by Laurence Rowbotham, Kathy Lee, Debbie Lloyd and Janet McDonald..., significant lay participation that goes way beyond tokenism with children’s moments and prayers of the people..., creative and inspiring services designed and led by youth, Spirit Sisters, UCW, Sunday School, Mission and Outreach Committee, excellent summer preachers, high season expressions of prayer and praise including decor that creates that special ambience..., helpful audio-visual enhancements – these all testify to the health and vitality of our life together. Every member of the Worship Committee (Andrew Robb, chair) is to be zealously thanked and commended for their leadership and many, many hands-on efforts to enrich our worship experiences. There is much to commend our weekday “life and work” but, as Patti Speck and others remind us every week, “on Sundays we gather for worship” which is, by God’s grace, the life-giving heartbeat of who we are and what we do. “The usual” as it pertains to our habit of worship is no small matter indeed. “God and stuff” make sure of that!

We baptized, broke bread, laughed with those who rejoiced, wept with those who mourned, searched the Scriptures, nurtured one another’s spiritual growth through Decisive Issues, Spirit Sisters, Just Men groups, bible study, Lenten and autumn study series and fine programmes for children and youth. I say “we” because, while Jean, Beth and I do a fair bit of the heavy lifting when it comes to ERMUC’s ministry and mission, so do many, many others. Sometimes we may coach, coax, nudge, (occasionally whine or wince!), but mostly we note with great delight and immense gratitude the quality faithful efforts of officers, elders, teachers, group leaders, committee members and all who carry out countless tasks and do so many chores – often behind the scenes, too often overlooked and under appreciated. Beth and Jean are amazing colleagues with whom to share leadership in ministry, but all three of us are blessed by the company we keep with all God’s people in this place. You know, “the usual”.

The Council of Elders has given us excellent leadership throughout the year. As we draw closer to the realization of our building expansion project, I suspect few people truly appreciate the hours, efforts and thoughtful diligence contributed by Council and Project Team members, their respectful attentiveness to people's concerns and suggestions, their determination to be good stewards of our shared financial and other resources. It's fairly easy to be an armchair critic or press one's nose to only one small part of the glass that peers in at the entire project. But Architect David Ariss, Project Team Chair Paul Ireland, successive Council Chairs Peter Merkley and Gordon Sinclair, AS&R chair Gord Bell and every member of Council have all had their eyes on the big picture as well as the details and we can't thank them enough. Ditto for Doug Ronson who drafted our successful Trillium Grant Application and Chris Sproule who has shepherded that undertaking from start to finish. But, as important as our expansion project has been and will continue to be throughout the coming year, all the other aspects of our life and work continue apace thanks to the initiatives and efforts of these same people as well as all of Council's committees and Faith-in-Action teams. Read their reports and, once you catch your breath, pause to give thanks that "the usual" has been quite extraordinary.

"The usual" also includes the remarkable stick-handling and multi-tasking done by our affable AdminSec, Tanya Bax. How she manages to keep her patience and sense of humour about her when all the rest of us are often losing ours astounds me. It's not easy to have 400+ households all tugging on your sleeve while trying to juggle the simultaneous demands of those who barge into the office at the same time wanting what they want yesterday. But somehow Tanya seems to do it with cheerful grace. It's probably okay to cut her some slack if you find a typo in the bulletin! The Property Committee (Bill Spencer, Chair) deserves huge credit for all that its members do to keep the place in shape and looking better all the time, but our custodians Jo-Ann Thomas and Barry Servage are always on top of their game, too. With all the construction going on, the coming year will be a challenge for all of them to keep the dust down and the floors swept so those of us who tend to get picky with our white glove tests might want to give it a rest for awhile. They will do the best they can and if that means "the usual" we can expect some pretty stellar efforts.

"God and stuff" and "the usual" may be how I occasionally sum up what I'm about and what we're about together but that doesn't mean I ever take any of it granted. Not at all. "The usual" around here won't permit it. On May 31, 1792, William Carey the famous Baptist preacher and missionary to India preached what is known as "The Deathless Sermon" to a flock assembled at Park Lane Baptist Church in Nottingham, England. He based it on Isaiah 54: 2: "Enlarge the site of your tent, and let the curtains of your habitation be stretched out; do not hold back; lengthen your cords and strengthen your stakes." He was trying to arouse some support for his missionary zeal to India and, although his listeners were not immediately mobilized, the sermon was published and gradually became an inspirational hit. It had two points and two points only: "Expect great things from God; attempt great things for God." As we lean into 2015 and all that is on the horizon for us, it might be a good sermon text to keep in mind as we "enlarge the site of our tent" to reach out beyond ourselves

to serve the wider community. In our prayers, in our participation, in our patience, in our generosity of both spirit and substance, in all that we do, wouldn't it be something if we could "expect great things from God [and] attempt great things for God."

You know, "the usual".

Respectfully submitted,
Rev. Dr. Wayne Soble

MINISTER OF CHRISTIAN EDUCATION, OUTREACH AND FAMILY PASTORAL CARE

Changing Times and Ministry with Young Families One of the things I find most heart-strengthening in the 3rd year of my ministry at ERMUC is that several of our young adults have become more involved in our congregation's life. Paula Laughlin, a recent newcomer with a young family, has assumed coordination of the Nursery. Just last year, Cindy Pettis offered to become the Coordinator of our Sunday School. Other young adults are now teaching in the Sunday School Program (Meg Skinner, Kathleen Bertrand, Paul Thornton, Matt Stacey, Melanie Godin, Angela Cameron and Rebecca Stacey), some are assisting on occasion with TGIF, some have agreed to do a Children's Time in Worship or to assist with the Sunday School Pageant production. Others are serving on committees or Faith in Action Teams or as greeters on a Sunday morning. Bit by bit, it is marvelous to see some of our young families integrating into the fullness of Edith Rankin Memorial's ministry.

Do I find it challenging, frustrating at times and yet extremely energizing to imagine new forms of ministry that respond to the needs of young families, children and youth? You bet! Ministry these days is as much a time of experimentation as anything else. Occasionally I try something new and it falls flat. Other times, something catches on and succeeds. I simply celebrate what works and give thanks for the fact that ERMUC, for whatever reasons, still seems to attract people, including young families, to its life.

Are young families busier than previous generations? Maybe, maybe not. Certainly their stresses and employment patterns are different, with more frequent job changes, part-time contracts without benefits, two-parent-working households, week-end trips to visit grandparents and the ever-constant pull to enroll their children in sports or extra-curricular activities. Current congregational research documents the changing patterns of worship attendance. Young adults and young families may be involved with a congregation at times other than Sunday and consider themselves "actively involved" if they worship or participate in other activities once every 5-6 weeks. Sometimes a young family will disappear for an entire season (often coping with multiple stresses, job changes, etc.) and then re-appear months later as if they had never been missing! Part of my pastoral commitment is to follow-up with these families. Whether they are with us or absent for a time, they still consider us "their church."

In this context, faith formation needs to be imagined differently and, even as valuable as it still is, more broadly than the traditional Sunday School experience. "Thank God, It's Family Nite," PA Day events for children, Tween Ministry (hurray to Jan Watkins and Marianne Wood for coordinating this new ministry for children Grs 4-6), multi-generational seasonal craft events, and summer programming for children and youth are but some of the ways I am attempting to provide multiple entry points for children, youth and their parents.

The latter has meant writing proposals for federal and UCC grants and I am pleased that these have succeeded in providing funds to run an exceptional summer children's program and to employ and offer leadership training for high-school youth. All of these multi-faceted programs are possible because of the assistance received from so many lay people, including Lori Servage, Gail Hanley, Margaret Merkley, Marilyn Rodger, Anne and Gerrie Dickson, Jan Watkins, Elizabeth Amirault, Margaret Henderson, Ken Williams, Nancy Barber and a host of TGIF "cooks" (Patti Speck, Doug and Diane Huddle, Rhonda Kerr, Barb Bell, Jim and Maureen Long, Janet Dubblestein and their many helpers!).

Sunday Morning Faith Formation As of January 2015, we have 75 registered this year in Sunday School. When we include the children and youth who participate in other programs (as mentioned above) we find that we are actually ministering to a community of babies, children and youth that exceed 100. This is very significant ministry in an era when so many churches lament the absence of children and youth. It is cause for us to celebrate!

Because Edith Rankin defies "the odds" and Sunday mornings remain a critical time for the faith community to gather, we give our best to making sure Sunday School is a fun, creative experience that introduces our children to the wonderful stories of the bible that will ground them in faith and help them to develop a living relationship with God. For this reason, our Sunday School is now using a new hands-on curriculum that our children absolutely love – *Spark: Activate Faith*. For six to eight weeks at a time they focus on one scripture passage or story. Each week they enter that story through a different medium such as art, drama, music, cooking, video or science.

This fall, a young adult mother said to me: "*My kids love Sunday School. They tell me we have to go because they don't want to miss.*" My thanks run deep to Cindy Pettis for her coordination of the Sunday School, her warm and collegial style of supporting and assisting our teachers, and for bringing her personal creativity and organizational expertise to the tasks at hand. We are truly blessed by her and our entire teaching team.

Attending to Youth, University and College Students Have I mentioned lately that I love working with our youth and all the adults who assist me in youth ministry (Patti Speck, Mike and Charmaine Bullett, Charlotte Jones, Nancy Barber, Florence Niven, Al Pickering and confirmation mentors)? It is a deep privilege to share this "slice of life" with youth as they journey into and through high-school and on to college or university and that first job. Nothing, however, is predictable when it comes to organizing events, or confirmation, or preparing for Sunday morning Youth Class. Although 20+ youth are actively registered with us, typically on a Sunday morning there will be 2 to 8 present. At a youth event, where they are encouraged to bring their friends, attendance increases to 12–24. This year, we had one youth from Chalmers United Church join us for outings.

Finding a time that works for youth's schedules, which involves part-time job commitments, alternating weekends with their other parent, sports, school musical productions, choir rehearsals and a host of other things, well... it becomes a challenge to organize events and maximize attendance. But, miraculously, things always seem to fall into place, such as arranging for youth to serve communion or lead a youth service.

Hosting a "Home for the Holidays" luncheon in late December for ten of our university/college students gave us insight into just how much ERMUC's commitment to children and youth fostered leadership and ethical values in our young adults.

Mission and Outreach When it comes to Mission and Outreach and supporting Edith Rankin Memorial's various partnerships and mission projects, it is a delight to work with

such able, passionate and committed people. ERMUC is a very generous congregation when it comes to local, charitable outreach. The cumulative annual value of our donations (food, clothing, backpacks, school supplies, Santa sacks, toiletries, toys, cash, furniture, even a bicycle this past year!) astounds me. Yet one of my outreach aims is to find ways to strengthen our collective commitments to The United Church of Canada's Mission and Service Fund and to ministries that move us beyond charity to justice. Thus, the Mission and Outreach Committee is on the verge of establishing a new congregational commitment to "twin" with a UCC Mission Partner in El Salvador (Iglesia Bautista Emmanuel) and are working toward putting in place a prisoner escort ministry (from Collins Bay Institution) for Sunday morning worship and coffee time. These are hands-on-ways for us to participate in life-changing ministries for people near and far.

Implications of the Renovation Project for Families Allow me to go on record as saying that I am thrilled about the congregation's decision to renovate, particularly in light of the way it will impact our hospitality for young families. An elevator will allow parents with strollers to move from one floor to another. A main floor nursery and toddler room will give young parents sightlines from the sanctuary, something many have expressed to me as important for assuaging more contemporary concerns about children's safety. By the way, do you know that we now average 4-6 babies in the nursery every Sunday? There are 11 babies currently registered in the nursery and at least 3 more "in the oven" in 2015! What a joy it will be to have a renovated facility for all of our church events, especially those that fall mid-week and now can offer same-floor supervised child-care as an option.

Supervisory Responsibilities On a daily basis I serve as supervisor for Tanya Bax, our church administrative secretary, and Jo-Ann Thomas, our week-day custodian. Honestly, I wish this did not take up as much of my time as it does but from my experience of supervising faculty and staff, I know that human resources management usually consumes more time than is ever expected. However, this is balanced by the good natured style, cooperative spirits and effective work of both of these women. Upon my recommendation in September to AS & R and to Council, Rhonda Kerr and Marg Lawson were trained as "office supply" for those times when Tanya is on vacation or is unavailable due to illness or other unforeseen circumstances. Rhonda and Marg are serving effectively now in this capacity.

In the spring and summer (for 12 weeks), I supervised Gerard Braithwaite Sturgeon, a mature theological student and a lay Roman Catholic, for his field education placement, which was part of his requirements to complete a Master of Divinity from the School of Religion, Queen's University. I am grateful to Andrew Robb for chairing his "Ministry Reflection Group" and for those who met to reflect with Gerard during the summer period: Beverly Gellatly, George Lavery, Jim Crozier, George Lavery, Eric Lawson and Margaret Henderson. Gerard had a significant and influential experience at Edith Rankin and we appreciated his worship coordination during July.

From mid-July to the end of August, I also supervised Kendra Thompson weekly. Kendra (youth) was our successful applicant under the Canada Summer Jobs Grant and served as Assistant Coordinator for our "Summer in the City Children's Day Program". She did an amazing job and learned a lot about time management, communication with various public groups and her role as a coach for the youth hired to work as leaders with the children.

Gratitude for ERMUC's Ministry Team, Staff, and Council Last, but not least, I am extremely grateful to be part of a ministry team that is so collegial, mutually supportive and competent. It is a joy to work alongside Beth and Wayne and to be partners in ministry and

life in general. I rejoice in the musical gifts of Laurence Rowbotham our choirs and bells, our custodial staff and Tanya Bax, who juggles an impossible set of expectations and responsibilities with professionalism, grace, humour and skill.

This has been a year of momentous decisions and actions on the part of Council. Our committee chairs have worked very hard and ensured that we never lost sight of our mission, vision and core values. Both our past and present Chairs (Peter Merkley and Gordon Sinclair, respectively) and all of our committee chairs deserve our corporate gratitude for their exemplary leadership.

Here's to all that 2015 will bring us by way of God's gifts, surprises and presence roaming among us.

Respectfully submitted,
Rev. Dr. Jean Stairs

CONGREGATIONALLY DESIGNATED MINISTER **FOR PASTORAL CARE**

It's simply hard not to talk about the weather. Winter has a way of grabbing our attention and not letting it go. Just when we begin to relax into some sunnier, warmer days, the winds shift, the temperature drops and we are reaching for the warm gloves and scarf once again. I have been thinking about how the season of winter accompanies us on our life's journey. The first of our four winters in Manitoba taught us about "square tires", those are tires frozen flat from being parked in minus forty degrees that made a thump-thumping sound when you drove away. We learned that frostbite warnings had to be heeded. Our twenty-four years in Alberta gave us short winter days and a long winter season. Yes, we did get snow in every month but July. We bundled up four children and ourselves to skate, ski and toboggan and to wait for the school bus too. Our Kingston winters are cold and sometimes harsh and they too, challenge us to find our strength and determination to live out into them.

Our spiritual journey, I am learning, has its winter seasons too. We can retreat from their challenges or embrace them but the challenges will come. If we bundle up and face into what is coming our way, we discover that God is there in the midst of it all, in the wind and the cold as well as the sparkling snow and the pastel skies of our spiritual journey. When we leave our places of comfort and risk opening the door to what is new, we open ourselves up to new possibilities too. We can acknowledge our fears, respect the "weather," and prepare ourselves with habits of quiet, centring prayer, taking time for meditation, reading holy and inspiring words or keeping other spiritual practices for the journey. These become our warm scarves and toques that allow us to face our spiritual winters and not simply endure but find in them their gifts of beauty and wisdom.

As a church community, we have before us this year of 2015. It is ours to live into with the plans and intentions that we have committed to, seeing how they will unfold. Change is upon us and it brings many things: excitement, challenge and a degree of uncertainty too. Like winter, change will come as regularly as the seasons do. But like the scarves, hats and gloves we wear in winter, our practices of faith will help us go out and meet the challenges of the year ahead with confidence, knowing God not only goes with us but is

already there to meet us. So bundle up and tuck prayer in your pocket. With gratitude, let's keep our hearts open to the growth, strength and beauty that come as we walk this journey of faith with all its risks and challenges. For there we can meet God, know ourselves in new ways and find we are part of an amazing journey of faith. See you on the path,

Respectfully submitted,
Beth Elford

CHURCH COUNCIL - 2014

It will come as a surprise to no one that the major, but by no means only, pre-occupation of Council this past year has been the planning for the addition that is scheduled to begin construction in May of 2015. That decisions have been made to move forward with this project is a milestone in itself, as conversations about making changes in our physical space have been taking place for some years now.

It has fallen, and will continue to fall, to this Council to monitor closely the building of our addition, in all of its financial, technical, aesthetic and spiritual/ministerial aspects.

While the oversight responsibility is significant and very much a fact of Council life, there is also an excitement afoot about the future of the ministry of this congregation that the addition will animate.

In addition to the major emphasis on our building campaign, your Council has also focussed on:

- Ensuring that regular revenues match operating expenses;
- Overseeing policies and practices for each committee of Council; thanks to the assiduous work of Gerrie Dickson in preparing the documents for review;
- Exploring new models of church governance;
- Planning meaningful worship in many forms; and
- Supervision of staff.

In addition to the regular once-a-month meetings, Councillors attended a special presentation by Architect David Ariss and Project Manager Paul Ireland on October 22, prior to their voting to approve the design for the new addition.

We at Edith Rankin are at an important juncture in our history. We are also very fortunate at this moment in our church life to have both quality and quantity of leadership, lay people and clergy, in our midst. Some excellent leadership is at work and in great abundance. We are truly blessed.

I would like here to acknowledge the work of Peter Merkley, my immediate predecessor in the role of Chair of Council. It was his fine work that eased my transition into the role in September, and I remain very cognizant and appreciative of his stature among Council members.

Respectfully submitted,
Gordon Sinclair, Chair

CAPITAL CAMPAIGN REPORT 2014

2014 saw a slackening of the robust energy so evident in the fall of 2013. There was a feeling that there was some fund-raising fatigue in the congregation and also, that if people wanted to support the project, they had been given every opportunity in the previous fall's very visible campaign to do so.

As 2014 wore on, the campaign was given a major boost with the announcement November 30 by our MPP Sophie Kiwala that our Ontario Trillium Foundation application had yielded a grant of \$141,200. Our request had been for \$150,000, so this was a very pleasant surprise to all associated with the campaign. We have Christopher Sproule, who spearheaded this effort, and Doug Ronson, who actually wrote the grant application, to thank for this impressive result.

Our objective from the outset of the campaign was \$1.6 Million, and at year-end our totals looked like this:

Pledges to date	\$1,359,148.38
From Trillium	\$ 141,200.00
New Total	\$1,500,348.38

This new number is tantalizingly close to our objective. I am hopeful that an additional \$100K or more will materialize in the early months of 2015. There are among us a few who are "waiting and seeing" if the addition actually begins construction and may make a decision to support it at that time.

It has been a privilege and pleasure to work as Campaign Chair through the fall of 2013 and into 2014, mainly because of the large number of people who have committed time and talent to make this project a reality.

Respectfully submitted,
Gordon Sinclair, Campaign Chair



An agency of the Government of Ontario.
Un organisme du gouvernement de l'Ontario.

WORSHIP – 2014

The Worship Committee in 2014 was comprised of Elizabeth Amirault, Nancy Barber, Mary Leach, Laurence Rowbotham (Music Director), Barbara O'Neill, Lorna Thorne, Al Pickering, Eric VanDalen and Andrew Robb (chair). Rev Dr Wayne Soble is an essential part of the Committee. The Committee met 11 times during 2014 and addressed the following responsibilities as mandated by the Church Council and the Congregation.

1. *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”.*

Our minister, Rev. Dr. Wayne Soble, is our primary resource. He plans and conducts most of the services. The Committee assists as requested and required. The Committee also provides feedback.

For summer services, the Committee arranged with Rev. Dr. Jean Stairs for the services of a masters student at the Queen's School of Religion, Gerard Bathwaite-Sturgeon, to do the coordination. The Committee also arranged for preachers during five weeks of the summer including Gerard. The other preachers were: Heather Ryan, Rev. George Lavery and Eric Lawson twice. Eric, a deacon in the Roman Catholic Church and a regular participant in our services, brought his experience and perspective to our worship.

Mary Leach has been our able communion coordinator, assisted by Barb O'Neill. She arranged for people to serve and provided instruction for the servers before the service. She and Barb prepared the elements and supervised the clean-up following the services. Lorna Thorne scheduled lay readers to the Sunday services.

Florence Niven maintained a roster of people as resources for the 'Children's Time' during the services.

Florence Niven scheduled people from the congregation to offer 'Prayers of the People' during the services.

2. *Attend to the use, decoration and aesthetics of the sanctuary, and other liturgical space.*
Nancy Barber and her volunteers continued to enhance the sanctuary and enrich our worship experience with the placement of appropriate, seasonal decorations.
Pat Bowman has been our candle coordinator for many years and will leave that position at the end of 2014. She worked closely with the late Marg Gibson who underwrote the cost of the candles for many years. We were saddened by Marg's death during the year.
3. *Attend to policies and practices related to weddings, baptisms and funerals.*
Rev. Wayne Soble has developed two guides, one for weddings and one for funerals & memorial services. The Committee adopted these guidelines. Florence Niven assists couples as 'wedding coordinator'.

4. *Attend to worship hospitality including arrangements for and scheduling of ushers, greeters etc.*

Barb O'Neill has scheduled the greeters and ushers for the regular services on Sunday and special services as required.

Eric VanDalen organised a transportation arrangement, with the assistance of all three ministers, which will enable people living in retirement homes and without personal transportation to travel to church services and back in a taxi. It was implemented for the Advent season. The trial will continue in 2015.

Patti Speck and her helpers welcome participants every Sunday with their cheery greetings and announcements.

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

The Worship Committee helped to facilitate the following:

- a 'Blessing the Animals' service on 5 October in the afternoon in our Prayer Garden;
- a service of memorial hymns on 2 November;
- a service of Remembrance & Hope on 14 December; about 45 attended;
- 'Carols! Carols! Carols!' on the evening of 21 December; well attended;
- two Christmas Eve services, the second including communion; about 325 attended each service.

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

The Committee appreciates the services of the Music Director including the choice of music appropriate to the specific services. The Committee also appreciates the contribution of the senior voice choir, the bell choir under Debbie Lloyd and Janet McDonald and the youth choir, trained and directed by Kathy Lee. A number of individual musicians performed during services throughout the year.

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

A Music Team coordinated by Barb Taft assists the Music Director.

The Worship Committee recommended that the contract of Laurence Rowbotham be renewed for 2015.

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

The Committee was asked to submit documents outlining its policies and practices to be part of the ERMUC Policies and Practices Manual. This was done and presented to the Church Council on 16 December 2014.

A number of people, members of the Committee and others who are associated through "Faith in Action" roles, carried out activities that have helped the Committee fulfill its mandate:

- Nancy Barber: sanctuary decorations coordinator;
- Pat Bowman: FIA candle inventory management;

- Mary Leach, assisted by Barb O’Neill: communion preparation and serving coordinator;
 - Florence Niven: FIA coordinator of the rosters for Prayers of the People and Children’s Times;
 - Florence Niven: FIA wedding coordinator
 - Barb O’Neill: coordinator of the rosters for greeters, ushers;
 - Lorna Thorne: coordinator of the roster of lay readers;
 - Patti Speck: FIA enthusiastic announcements presenter.
- Sincere thanks is extended to all those who have helped.

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 in the church, is credited to this fund. It is to be used in ways that will enhance our worship experience. The Committee has decided that the money will be used to enhance the sanctuary as part of the church expansion project in 2015/16. The total contributed in 2014 was \$3,635 leaving a balance in the fund at the end of November 2014 of \$25,597. During the year, donations were received in memory of:

- | | |
|--------------------|----------------|
| • Scott Armstrong | • Robert Milne |
| • Herbert Goold | • Barry Rogers |
| • Margaret Gibson | • Durl Smith |
| • Eleanor Hartling | |

The Worship Committee recognizes and appreciates the higher attendance during the autumn of 2014. Twenty new households affiliated with ERMUC during 2015.

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

Respectfully submitted,
Andrew Robb, Chair

MUSIC AT EDITH RANKIN - 2014

“The prophets did not make use of any art except music: when setting forth their theology they did it not as geometry, not as arithmetic, not as astronomy, but as music, so that they held theology and music most tightly connected, and proclaimed truth through psalms and songs.”

Martin Luther

(BACH Music in the Castle of Heaven, John Elliot Gardiner (2014) p. 49.)

Music at Edith Rankin does indeed have an important role in helping to communicate, in an enjoyable way, God’s truth. This is not to ignore the contemporary dramatic and visual arts that complement our worship regularly here at the church.

It is the mission of every member of the children’s choir, the chancel choir, the bell choir and our fabulous soloists, not to entertain, but to illustrate and teach about God’s love and proclaim the gospel of Jesus Christ.

Rather than name every group or individual who has participated in musical leadership this year, I applaud their desire and willingness to be God's musical messengers, creating the mystical experience we all enjoy.

Gratitude should be expressed to the sound and visual team who play a vital role in how our musical worship is perceived/received. Thanks to the parents, husbands, wives and families and the music committee who have supported those who have participated in musical worship in 2014.

Martin Luther's comment on music came at a time known as "the enlightenment". The sciences were making important strides that have led to our computer age and are an art in and of themselves. Perhaps Luther was more than anything stating "A safe stronghold our God is still".

Respectfully submitted,
Laurence Rowbotham

FINANCIAL REPORT OF THE SENIOR CHOIR - 2014

Opening Bank Balance		\$343.99
Bank charges	\$20.00	
Final Bank Balance		\$323.99

During the year the Bank began charging a monthly fee of \$2.50. The account was closed to avoid this payment. The choir now has \$324.00 in cash on hand.

Respectfully submitted,
Don Douglas

FAITH FORMATION AND DEVELOPMENT - 2014

FFD attempted to provide faith based learning appropriate to all ages in 2014.

NURSERY CARE - January to June it was coordinated by Kelly Hill. September to December it was coordinated by Paula Laughlin.

SUNDAY SCHOOL - Approximately 75 children registered. The Sunday program is coordinated by Cindy Pettis. In the fall a new curriculum was adopted and it appears to be well received. We are grateful to the devoted teachers who make this experience possible. Sunday School Teacher's Appreciation was recognized in May when teachers were presented with a Chapter's Gift Card. A Sunday Program was available during the summer months. Children and Youth Sunday was held in November and the Christmas Pageant followed in December.

T.G.I.F. (Thank God, It's Family Nite!) - This was a new program in 2013-14. It met 8 times on a Friday evening over the course of the year. It begins with family friendly crafts based on the evening's theme and then a worship-circle time, followed by a simple child-friendly meal, this new program began with about a dozen adults and children and by the end of the year had grown to about 40 adults and children plus adult volunteers. Reverend Stairs feels that the number of children being ministered to is larger than the Sunday School

enrolment would suggest. There are 104 children under our “catchment” (through PA Days, Summer Program, TGIF, etc.) even though many may not be present on Sunday mornings.

PA DAYS - The Epiphany PA Day was a great success with 16 children registered plus adult volunteers. The program included crafts, Godly Play, Chimes, Epiphany Cookie Baking. The September P.A. Day had a low enrolment. In hindsight September may not be a good time as families are still taking advantage of weekends when the weather is good.

TWEENS - This is a new extra- curricular program initiated this fall. It is coordinated by Jan Watkins with assistance from Marianne Wood and Rev Stairs. The program is intended to meet 4 times a year for children in Grades 4-6. It is primarily a social time and an opportunity for bonding with church friends, but will also include an outreach focus.

YOUTH - The Youth Ministry included a Sunday faith-formation experience but was much more than that. Youth were encouraged to be involved with things around the church. Involvement in worship included singing in worship, serving communion, the annual Youth Service in May, the annual Children and Youth service in November and doing a “reader’s theatre” of the gospel. Socially, they took part in the Corn Maze experience and the Advent Craft Event. In terms of Outreach, they once again participated in the Annual Youth/Backpack Activity, which prepared backpacks for youth living on the streets during the winter in Kingston (Kinston Street Health, 235 Wellington St).

SUMMER IN THE CITY - This Year the program was held at Chalmers. There were 16 children, 8 of whom were from Edith Rankin. The Youth Leadership Training Program is a collaborative ministry of ERMUC, Crossroads and Chalmers. This year 4 Edith Rankin Youth were employed for the program - Bethany Delve, Madelin Thompson and Angus Wood served as leaders for the children's program and Kendra Thompson was hired under a Canada Summer Jobs Grant (successfully submitted by Rev. Jean Stairs) to serve as Assistant Coordinator for the Children's Program.

CONFIRMATION – Rev. Stairs led 4 confirmation sessions as well as taking the Confirmands to a Five Oaks Confirmation Retreat. Confirmands were Kaitlyn Weatherdon, Aiden Laughlin, Karli Blondin and Jack Blondin. Mentors were Jim Crozier, Glenn Owen, Lori Servage and Patti Speck. Rev. Soble led 3 sessions for adult confirmation. Confirmands were Mary Lou Weinhardt and Gerrie Dickson. A confirmation celebration dinner was held for parents, Confirmands and mentors.

MISSION AWARENESS - El Salvador Mission Awareness Trip was an educational experience for 4 ERMUC Travelers: Bethany Delve (Youth), Kathleen Bertrand (Young Adult) Linda Delve and Rev. Jean Stairs. Several presentations to the congregation and presbytery followed.

ADULT STUDY/BIBLE STUDY - A Lenten Series of six sessions looking at “How we Speak of God in our Time”. Topics: God Afterwards; Insights from the Global South; God After Sunday School; Ethics and the Sound of Silence; God After Church Scandals; God After The Death of The Messiah. This series had outside speakers and attendance averaged 35. It was planned collaboratively with St. George’s Anglican Cathedral.

In the fall, Rev. Wayne Soble presented a series of 6 sessions on the parables: What Are Nice People Like You Doing in a Place Like This?, Parable of the Sower and the Seed; The Woman Who Made the Man Cry Uncle, Parable of the Persistent Woman and the Unjust Judge; Thy Kingdom Come, Ready or Not, Parable of Divine Intrusions; Excuses! Excuses! Excuses!., The Parable of Entrusted Treasure; You Never Know The People You Might Meet

On The Road, Parable of the Good Samaritan; Home Again, Home Again, Jiggity-Jigg, The Parable Of The Father And The Sons.

SENIORS WELLNESS: ISSUES OF THE HEART - Three sessions were held in November as a follow-up to last fall's series for seniors. Attendance for this Thursday morning series ranged between 10-15. Sessions included: "Learning to Care for the Terminally Ill, Suffering Loved Ones and Ourselves", Marjorie Woodbridge, Chaplain, Kingston General Hospital; "Recognizing Elder Abuse and Strategies for Dealing With It.", Katherine Sutherland and Rebecca Rauws, Queen's University Elder Law Clinic; and, "Writing An Advance Care Plan so Your Values and Wishes are Known", Rev. Dr. Neil Elford, Director, Spiritual Health, Mission and Ethics, Providence Care.

DECISIVE ISSUES - This group meets weekly all year long and is made up of approximately 21 members who under the leadership of Barb and Earl Taft, grapple with issues in detail. In 2014, the group methodically went through the book "Getting to The Heart of Interfaith," authored by three pastors- Don Mackenzie, Rabbi Ted Falcon, Imam Jamal Rahman. The study will continue in 2015

BOOK CLUB – This is a new venture this year. Books are to have a Spiritual Message. This group was initiated in the fall of 2014 and was well received. November's book was "The Sacred Art of Loving Kindness" by Rabbi Shapiro. The club is coordinated by Millie Hill, with Mary Lavery and Beverly Gellatly as discussion facilitators.

HIGH SEASONS INTERGENERATIONALCRAFT EVENTS - Prior to Easter a PYSANKA Workshop (Easter Egg Painting) was led by Brenda Moyer and Margaret Merkley, accompanied by several volunteers. It was for adults and children Gr.4 and up. There were 23 registered, including some people from the neighbourhood.

An Advent Craft Event for 16 adults and children (gr.4 and up) was held on the first weekend of Advent. Guest Rev Charlie Hogg from Burlington taught the making of paper mache angels and shepherds.

Respectfully submitted,
Millie Hill, Chair

SUNDAY SCHOOL - 2014

Enrollment: As of January 2015, enrollment in the Sunday School Program totalled 75 children.

Classes & Teachers:

Nursery – Paula Laughlin, Anne Dickson, Lorna Thorne, Kelly Hill

Ages 3 – Grade 1 – Kathleen Bertrand, Angela Cameron, Rebecca Stacey,

Penny Steele

Grades 2-6 - Janet Dubblestein, Lori Servage, Meg Skinner, Melanie Godin,

Paul Thornton, Matt Stacey

Grades 7-12 - Rev Jean Stairs, Charlotte Jones, Nancy Barber

Class Structure: In September 2014 the ERMUC Sunday School took on a bit of a new look. We decided to combine our older classes resulting in 2 groups of children participating in Circle Time and Classes each Sunday. Combining the groups allows larger groups in the winter months when attendance is lower, but also allows more socialization between the children who are similar in age.

September–December 2014: This year we also changed up the curriculum and it has been a great success! From September to Advent we learned about “Creation”. Each week was a different activity, but all with the same theme. We even used one Sunday to film a short “movie” about the days of creation which debuted to the congregation later in November. The movie idea was such a hit with the kids they have been asking several times to do it again – so if you missed the first one, stay tuned in 2015!

Outreach: At the end of November we had an open session for all children where we rolled up our sleeves and finger-painted and crafted Christmas Cards! Once the paint was dry we attached these cards to gifts the congregation had so generously donated which were then donated to the “Tree of Hope” toy drive through the KFLA Children’s and Family Services. Personally, I feel that understanding the purpose of an outreach program is such an important point for children to understand and participate in so we have several other activities planned for 2015.

Pageant: Our Christmas Pageant this year was a lot of fun! Using a play on words to the classic poem “Twas the Night Before Christmas” we had approximately 30 children participate in our “Twas the Night before Jesus’ Birth” evening pageant in December 2014.

2015: Starting in January 2015 until Easter the Sunday School is now taking on the “Good Samaritan” parable – we’ve already had a drama class and are looking forward to exploring the story and teachings through science, drama and art!

Respectfully submitted,
Cindy Pettis, Sunday School Coordinator

CONGREGATIONAL LIFE - 2014

The Congregational Life Committee had a very active 2014.

Travelogue evenings were conducted in February and March and were well attended.

In April, Craig Pettis and his family organized a fantastic Easter breakfast.

The Classics’ birthday party was held in May.

Throughout the year several TGIF nights were held for young families and were very well attended.

The Rankineers continues to hold a number of lunch and dinner events.

September witnessed our kickoff BBQ to begin the Sunday School year.

In October, Brenda Moyer and her helpers organized the Third Annual ERM Fish Fry.

In November, an Advent craft event was held and beautiful angels were created from paper mache.

December was the Advent art display throughout the sanctuary and the narthex.

For Advent, Sharon Van Nest also organized a Christmas card project that was very successful.

Many thanks to all Members of the Congregational Life Committee for their continued hard work and support of these ventures.

Respectfully submitted,
Janet Dubblestein, Chair

FELLOWSHIP BREAKFASTS - 2014

Our breakfasts have entertained and informed between 28 and 42 men and women on the 4th Sunday morning of each month from September to April (excluding December). We still rely on male cooks but may have to reconsider that male bastion in the coming year!

Our programs have again been well received. Beginning this fall, a program committee replaced Herb Goold who has recruited our speakers for the last three years. Serving on this committee are Gordon Bales, Tony Baker, Glenn Owen, Lois O'Hara and our Wayne. This fall we have heard from Beth Elford on her degree program, Maj. Dennis Newhook who is a newly-arrived military chaplain, and Jamie Swift, a Queen's business professor, co-author of *Warrior Nation* and a proponent of social justice here in Kingston.

Although our purpose is not to raise money, our breakfasts have earned a modest profit @ \$3 per person. These programs have enhanced our understanding of a variety of issues while giving us all a good time.

Respectfully submitted,
Paul Van Nest

CARING CONNECTIONS - 2014

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 19 years later and though the group is smaller in numbers, it is still very active visiting people connected with ERMUC. 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

SPIRIT SISTERS - 2014

Spirit Sisters, formed in 2006, is open to any woman who seeks to grow in faith, accompanied and nurtured by the Spirit and a caring network of women interested in exploring their spirituality. The group meets from 7:00 – 9:00 pm on a monthly basis (usually the third Monday) from Sept to June in the Upper Room. The June meeting is usually a "garden party", held in the home of one of the Spirit Sisters.

Usually about 30-35 are in attendance, although there are over 50 women on an email list-serve that is used by the group for communications.

From January to June 2014, Spirit Sisters completed its exploration of the theme “Peacequest”, based on the inter-faith/ecumenical movement in Kingston that aims to provide spark conversations about peace during the 100th anniversary period of WWI. Starting in September 2014 and carrying through to June 2015, the group is exploring the theme “Journeying with Women.” A complete schedule with monthly topics related to this year’s theme can be found on the ERMUC website: www.ermuc.ca/groups-adulteducation/spirit-sisters .

For several years now, Spirit Sisters have planned and led a spring worship service. In 2014 the Spirit Sisters service, held on Mother’s Day, Sunday, May 11, reflected the “Peacequest” theme.

Members of the Planning Team are Barb Taft, Florence Niven, Wanda Mahoney, Sheila Billings, Beth Elford and the Rev. Jean Stairs.

Spirit Sisters collect loose change each month to support expenses that may be incurred, such as honoraria for guest speakers, photocopies, DVD or book resource purchases, meeting supplies, thank- you gifts, donations to local women’s shelters or flowers, fruit, etc. for a member experiencing a death or pastoral need.

To be added to the email list and to receive regular information about upcoming sessions, contact Spirit Sisters Communication Coordinator, Florence Niven, fniven7@gmail.com

Respectfully submitted,
Rev. Dr. Jean Stairs

JUST MEN – 2014

How many men does it take to change a light bulb? None! Real men can see in the dark! At least a lot of men try to. We’re notorious for not asking for directions and then pretending we’re not lost, we’re just exploring! ***Just Men*** is an opportunity for men to meet together in small groups and talk man to man about what it’s like to be a man these days and value a little company along the way. Currently, 24 men, meeting in four groups (***Just Men, Just Men Too, More Just Men. Some More Just Men***), are discovering that it’s okay to talk about the ways and means faith and life intersect, work, relationships, current events, stages in a man’s life journey, the men and women who have made us the men we are today, male spirituality, mentors and mentoring, things we can believe and things we can’t, and all kinds of other “guy stuff”. Sometimes we plan ahead and sometimes we simply make it up as we go along. The groups meet twice monthly and, guided by the spiritual practices of ***candor*** and ***confidentiality***, we seek ways to build a network of male support and encouragement as we claim the resources of our faith and one another’s companionship for the journey and seek to be open to the Holy Mystery of God at work in and around us. Oh, yeah... we occasionally eat a meal together or enjoy a shared activity.

Men of all ages, interests and backgrounds are invited to consider the value of belonging to such a group and if, in the interest of keeping the groups small, our existing groups can’t accommodate requests, all it takes is 5 or 6 men to form a new group.

Respectfully submitted,
Wayne Soble

BRIDGE GROUP – 2014

Meeting in The Upper Room on the 2nd and 4th Wednesday evenings of each month, excluding June, July and August, the Bridge Group met 12 times in 2014. There were 22 regular players, plus a list of spares. Most evenings saw 12-16 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 \$110 to ERMUC's Operating Fund.

We have been saddened by the deaths of two of our long-time members. Barry Rogers and Eleanor Hartling loved to play and we shall miss them.

This is our 16th 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 – 2014

BAPTISMS

January 12, 2014

Samuel James McCracken, son of Lori and Andrew McCracken

February 23, 2014

Lucas Emerson Alport, son of Jennifer and Raymond Alport
Finnian Alexander Laughlin, son of Paula and Sean Laughlin
Mason Andrew Fisher, son of Amanda and Christopher Fisher

May 4, 2014

Jack Addison Cook, son of Rebecca and Douglas James Cook

August 24, 2014

Felix James Hourigan, son of Colleen and Russell Hourigan
Wyatt Heath Olvera, son of Heather and Timothy Olvera

September 21, 2014

Spencer Allen Marchand, son of Hannah and Michael Marchand

November 30, 2014

Brian Matthew Fyke, son of Amy and Brendan Fyke
Jack David Fyke, son of Amy and Brendan Fyke
Kerrigan Nancy Kathleen Hope Leary, daughter of Heather and Ryan Leary

MARRIAGES

Patrick Michael Donaghue and Elizabeth Ann Young	May 24, 2014
Jason Manuel Melo and Lindsay Marie O'Connor	May 31, 2014
Bradley John Stevenhaagen and Carolyn May Faubert	July 12, 2014
Adam Lawrence Doric and Meghan Skye Gray	September 6, 2014

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

March 2, 2014

Paula Laughlin
Sean Laughlin
Gordon W. Sinclair

April 20, 2014

Anne Parry
Nancy Weatherdon

June 8, 2014

Carole Allen
Alan Mills
Shirley Mills

Confirmands

Jack Blondin
Karli Blondin
Aiden Laughlin
Kaitlyn Weatherdon
Gerald Dickson
Mary Lou Weinhardt

October 5, 2014

Elizabeth Jeffrey

December 16, 2014
Douglas James (DJ) Cook
Rebecca Cook

MEMBERS REMOVED BY COUNCIL MOTION

(May 27, 2014)
Stan Harwood
Nancy Harwood

(September 23, 2014)
Heather Fewtrell

TRANSFERS OUT

Diane Revill
Oliver Bauer

DEATHS

*Laurence Charles Gagnon	January 3, 2014
*Rita Ann McCreery	January 5, 2014
*Edith Imogene Bull	January 14, 2014
*Frederick Whitehead	January 24, 2014
*Evelyn King	January 30, 2014
*Russell Wilkie	February 27, 2014
Cecil Junior Servage	March 12, 2014
*Margaret Ruth Gibson	March 21, 2014
*Herbert Murray Goold	May 2, 2014
*Durl Hubert Smith	May 10, 2014
Robert James Milne	June 20, 2014
*Michael Dale McMahon	July 1, 2014
*Robert Norman Boyd	July 18, 2014
*Eleanor Lillian Barclay	September 17, 2014
*Scott Harold Armstrong	September 29, 2014
*Barry John Rogers	October 3, 2014
*Gordon Wesley Knight	October 2, 2014
*Eleanor Anne Hartling	November 7, 2014

* Denotes a Member of our Congregation

Respectfully submitted,
Brenda Moyer

2014 CONGREGATIONAL STATISTICS

(to be reported to the UCC in Feb 2015)

Number of Households under Pastoral Care	433
Total Resident Members	577
Total Non-Resident Members	18
Total members	595
Total Adult Adherents	206

Respectfully submitted,
Brenda Moyer, Membership Steward

MISSION AND OUTREACH - 2014

The Mission and Outreach Committee of Edith Rankin Memorial United Church responded to many requests during the 2014 fiscal year – locally, Canada-wide and internationally.

In March, the committee was involved in collecting socks for the *Dobby Project*. In excess of 110 pairs of socks were donated and the project sponsor passed them on to nine different shelters and organizations across the city. M&O has renewed this project in January 2015.

Mid-April, we were asked to contribute to the *Sunflower Seed Project* – a national request from the Sunday school of the United Church in High River, Alberta. ERMUC's Sunday school coordinator, Cindy Pettis, the children and the congregation responded enthusiastically to our appeal with the collection of about 500 packages of seeds that along with the cross-Canada collection were distributed to the approximate 4,000 homes each receiving a couple of packages to plant to restore fertility to the flooded soil after the worst flood in that community's history. Actually, Edith Rankin Memorial supplied 1/8th of their total goal. The colorful positive results were shown across Canada during the summer on CBC TV News.

In May, I personally contributed an article to the Kingston Whig-Standard for ERMUC's Capital Campaign drive. The committee's project that same month was the preparation of a *twinning agreement* that was translated into Spanish and delivered to Pastor Miguel Tomas Castro to consider a twinning of Edith Rankin Memorial with Iglesia Bautista Emmanuel, his Baptist church in San Salvador, El Salvador. We suggested a friendship but did not offer any financial support in the proposal. However, in June, in a response to a request, M&O contributed \$400 along with UCW's \$450 to the Bay of Quinte Conference as a donation to assist Pastor Miguel with the church's *Schools for Peace Project*. Their summer project was held the last week of November in 12 communities for over 700 children aged 4 to 15 years of age - Baptists, Lutheran and Roman Catholic – taught by 95 trained leaders. The preparation for the classes was held in the Youth House in Montepique, the place built by some of the members of our congregation last March. We await the response to the suggested twinning that we expect in February or March. If the response is positive, the

M&O Committee will take the proposed twinning agreement to Council for their approval.

In June, the committee answered the request from *Family and Children's Services, Frontenac, Lennox & Addington Counties* to help prepare disadvantaged children for school. The committee committed ERMUC to supply up to 25 backpacks containing the appropriate supplies for class. Mid-August, we delivered 31 backpacks thanks to the generosity of the congregation. Additional school supplies were collected and a cheque for \$55 was also included in the delivery. On *Mission and Service Sunday*, the last Sunday in September, the M&O Committee members planned and completed the entire service. The committee has committed themselves to attend to this service as an annual event.

The *Annual Stone Soup Luncheon* – that took place on a Sunday in late October – was prepared by the M&O committee members along with volunteers from the congregation. The food was donated by the congregation. With the \$475 collected and topped up 4x by the federal government, \$1,900 was forwarded to the *Canadian Foodgrains Bank*.

The Christmas season saw many outreach projects sponsored by other Edith Rankin Memorial groups such as the UCW Unit 2 with their *Santa Sacks Project* with a return of 115 filled by the congregation with Christmas gifts. These were distributed to Children's and Family Services, (KFLA), Collins Bay Public School, and Street Smart. The *Mitten, Sock and Scarf Tree* in the narthex was laden with knitted articles that were delivered to needy people also.

Another Christmas project was that of the Sunday school children who contributed toys estimated at a value of \$625 to our city's less fortunate children, and the youth of ERMUC who received five backpacks donated by members of the congregation, stuffed them with hygiene items, warm clothing and food to the value of \$75 per backpack. These were delivered to the *Kingston Public Health Centre's Youth Street Program*.

A new project this year was the adoption of a *Salvation Army kettle for a day*. Five volunteers for two hours each tended to the kettle on behalf of Edith Rankin Memorial.

On Thursday mornings, the *Seniors Wellness Walking Outreach Program* (walking and meditation hour) was continued from the previous year. The physical preparations for chat and coffee were tended to by members of the M&O Committee.

In early December, ERMUC became the location for the *Victorian Order of Nursing (VON) SMART Exercise Program* (Seniors Maintaining Active Roles Together). This group meets every Tuesday and Thursday for an hour at 11:15 a.m. Council agreed to a non-rental fee.

Our congregation has provided generous support for *Partners in Mission* (the Foodbank) by filling the barrel in the narthex often to overflowing and with monetary donations as well. Thanks to Pat Bowman (a committee member) and her husband Dick, the donations of food, toiletries and egg cartons reached their intended destinations: *Partners in Mission, Ryandale, Dawn House, St. Vincent de Paul, Interval House and Lily's Place*. In addition to the donation barrel in the narthex, from time to time, special food drives were initiated with the distribution and collection of *Partners for Mission* bags. These organizations are always grateful for the items delivered. Occasionally, food that remained after a church function was delivered to one of the Kingston shelters.

The work completed towards beginning the *Prisoner Escort Program* (Collins Bay Institution, minimum security) was temporarily suspended due to the death of Herbert Goold as he had received the volunteer training required to accompany a prisoner. We expect to continue working towards establishing this program in the coming year and will be carefully

discerning who in our midst is suited to this ministry of accompaniment for worship and coffee time.

Through donations in our *Change for Change* jar and the monthly *Blue Envelope Program*, the *Benevolent Fund* enabled our ministers to provide support to our brothers and sisters who find themselves in desperate need.

Each year, M&O budgets for assisting organizations. Due to the suspension of *Theology Programs* at the School of Religion, Queen's University, 2014 will be the final year that we present a scholarship of \$1,000 designated for a theology student. As in past years, we provided support of \$500 to the *Centre for Christian Studies*, and also \$500 to *Camp Quin Mo Lac* to assist a child to attend summer camp.

The Mission and Outreach Committee members always welcome ideas for new projects from a very generous congregation. We are most grateful to the congregation for supporting us with donations of gifts, money, and their time throughout the year to ensure that we are able to reach out to our community, to Canada and internationally.

Personally, I have the deepest admiration for my committee colleagues for the giving of themselves in every project we undertake. Thank you sincerely.

Respectfully submitted,
Dr. Agnes Glenn, Chair

MEDIA AND COMMUNICATIONS – 2014

INTRODUCTION - The Media and Communications Committee, working as a team, have perfected the screen presentations for the Sunday services, provided an Email version of the Anchor, written press releases, kept the street sign current, and maintained an interesting website.

I am stepping down as the Chair of media and Communications after a very exciting two years. I would like to thank all of the members of the team for their hard work, support and dedication. This annual report is a compilation from the involved principals. Thank you for your inputs.

CAMERA AND POWERPOINT SERVICE This portion of the Media Team continues to work hard to provide visually accessible presentations, video and camera views on the screen. Here are the services that this part of the Media Group provides weekly.

a. On screen camera views - The camera is used to project individuals or groups that are part of the service.

Issues to Report: We work hard to ensure a smooth transition between the camera and PowerPoint presentation, but there are sometimes equipment limitations and unexpected issues which we work hard to limit and rectify quickly with minimum disruption to the service.

We are still limited with our switching capabilities between the camera and presentation mode due to unforeseen software limitations.

We may need to explore a better way that our team could know what the required camera positions are prior to special events such as pageants and special meetings.

b. On screen PowerPoint presentations - After we receive the completed bulletin and Tidings one of the team, prepares the presentation and a large hymn word document. This is completed by using the Voices United Hymn CD program. Feedback has been positive that using large bold 44 to 48 size font with no pictures that can blend or blur words is the most accessible way. This can take around 2 to 3 hours per event to complete depending the complexity.

This is not just limited to Sunday Services, but many other events are now requesting our services to help them.

We estimate that in any given month there is between 8 and 12 hours of preparation completed. And for the month of December alone we will prepare 4 Sunday Services and 5 other events with an estimated total preparation hours between 18 and 24 hrs.

Issues to Report: We do request that any presentation requirements be forwarded to one of the team by the Thursday prior to the Sunday Service or as soon as possible for other events. To ensure that we use the most visually accessible format, there may be the requirement to reformat the presentation that may look great on a computer screen but is not visually accessible on the large screen.

Also maybe the Media team needs to look at a “standard presentation format policy” to ensure visually appropriate formats are used.

c. On screen video clips - Increasingly we are seeing the use of video clips being projected onto the screen during services. This is done by using both the computer media player and audio feed on the sound board.

Issues to Report: There are some limitations, such as the requirement to switch display screen format.

d. Recording of service to be uploaded to ERMUC website weekly - During each service/event we use SoundForge software to record the service. This is then saved to a USB stick which is used to upload the audio portion of the service to the ERMUC website.

Issues to Report: None.

e. Video recording of service or event as required - As requested our team can video record a service or event for upload or future use. This is usually done for special services such as the children’s pageant etc.

Issues to Report: None.

f. Provide back up for Audio team as required - Many of our members are also trained provide back up for the audio team as required.

Issues to Report: None.

g. Provide guidance on presentation and camera requirements - We provide guidance to the congregation that want to use this part of the Media Team but do not know what we provide or the limitations of our equipment.

Issues to report: The camera hardware and software is limited in what it can do, including brightness control, switching and unforeseen software glitches that are happening more frequently. Congregation members that have been training on the camera and presentation equipment include, Mel Hazell, Les Burgess, John Warren, Al Pickering and Paul Carl. Prepared and presented by Paul Carl.

CHURCH WEBSITE The ERMUC website has been maintained by a team of three: Marg Lawson, Craig Pettis and Paul Van Nest. Every week, one of us retrieves the church service, recorded by our Sound Techies, edits it for periods of silence and missteps, extracts the sermon and musical presentations and uploads the resulting files to the Podcast Tab on

our site. Additionally, we have been scanning the Order of Service so listeners can “see the agenda” and Tidings as a reference for church activities that week. The Events Tab also tracks with details upcoming events in the congregation.

We have struggled this year with a virus attack and had to spend many hours trying to regain our functionality. Thanks for reporting problems to us and for your patience.

As an added bonus, our resident photographer, Craig, has been trying to capture many events at ERMUC from a photographic perspective over the past several years. Some of the images make their way to our website on a weekly basis. They can be found on several of the ERMUC.CA pages. The Podcast Page has new pictures each week.

The Photo Album page (The Beauty of ERMUC) has many of pictures of ERMUC in different seasons and lighting conditions and varied perspectives. The idea of this page was to highlight many of the talented and dedicated people we have in our congregation, from our gardener to our church decorators. The pictures can be downloaded and used by anyone who wishes, for their personal use.

Craig has also contributed two images to the United Church Bulletin, again showcasing the beauty of our church.

Submitted by Marg Lawson, Craig Pettis and Paul Van Nest

PRODUCTION OF THE ANCHOR Production of the Anchor is a 3-4 week whirlwind of deadlines and editing! Submission deadline is generally set for 3 weeks prior to printing to allow Patti Speck & Paul Carl sufficient time to ‘paste’ together the various pages. Content is determined by space, usually with at least 2 pages devoted to an article or seasonal feature. The rest of the publication is filled with messages from our ministers, information on upcoming events, and a page on Children and youth activities. Photos from our resident photographer, Craig Pettis and suitable graphics and coloured borders are added for interest and PRESTO..The Anchor is ready for printing and distribution. We are now producing an Email version of the anchor to allow people to see an enlarged full colour version. Many are involved in this task from compilation to the time it is in your hands and we are grateful for the many hours of labour donated to make this happen.

Submitted by Patti Speck

THE ROAD SIGN The road sign continues to be maintained by the committee to inform the community of the various and many events that take place here at Edith Rankin throughout the year. Representatives of all groups are urged to make their wishes and messages known by contacting promotion@ermuc.ca.

Submitted by Glenn Owen

Respectfully submitted,
John Warren, Chair

ADMINISTRATION, STEWARDSHIP AND RESOURCES – 2014

ASR Review of the 2014 Financial Plan to follow.

The 2014 Operating Budget Campaign has yielded the following beneficial results: PAR and Envelope givings were up 4% over 2013; the number of PAR givers has increased from 86 to 113 (27), a 31% increase. In addition, 37 of the 113 PAR members have chosen to provide their Capital Campaign contribution by PAR.

In June, Council requested that ASR create a Stewardship discussion paper dealing with ideas of increasing offerings plus making best use of offerings through reduced operating costs. In response to the paper, Property Committee is significantly reducing the annual cost to heat hot water by replacing the 2 electric rental hot water tanks with one hot water unit that transfers the heat from the high efficiency natural gas fired boiler to the water. This unit will eliminate the yearly rental cost of \$372.00 plus reduce the cost to heat the water by approximately 73%.

In accordance with one of the professional audit report recommendations, Council requested ASR to review the current practice of using couples to count Sunday offerings. ASR expanded the review to include the current instructions for the Counters, plus a review on how best to deal with funds received by the Administrative Secretary throughout the week. Based on this review, a 5 page *Instructions to Counters* and a modified *Counters' Calculation Worksheet* were created. The practice of using couples was reaffirmed as the best practical method. In addition, an operational improvement was developed where the counters transferred to the bank not only the deposit bag for the Sunday collection but also any deposit bag created by the Administrative Secretary (AS) based on funds received during the week. This solution allows the AS to devote more time to AS duties in the Office as opposed to traveling to and from the bank. It also saves ERMUC mileage costs.

On the Resources side, we are at a complete staffing level. Our ministerial side is well served with Wayne, Jean and Beth working for more hours than we pay them. Laurence Rowbotham continues to provide excellent music leadership for the congregation despite his health challenges.

Our Office is well served by Tanya Bax who does an amazing amount of work for all of us, both paid and unpaid, without fail. With the increased Ministerial programing and church initiatives coupled with the Capital Campaign administrative work, Council increased her paid hours to 35 starting in June with the cost of the extra 5 hours being split between Operational budget and the Capital Campaign funds, until the end of her 2014 contract. At the December Council meeting, Council increased her 2015 contract hours to 35 per week.

With the November congregational vote approving the Capital Campaign expenditures of both \$1.2m for the building and \$400,000 for design and pre-contract approvals, the increased 5 hour will be paid out of the Operating Budget.

At the time of the workload assessment, a risk assessment was also undertaken to determine the implications to the Church Office and Church programs if Tanya was not available for more than one day. This assessment revealed the need for two individuals to be available. Accordingly Rhonda Kerr and Marg Lawson were trained and are on an as need call basis.

Another major accomplishment was the realization of the long sought after documentation of ERMUC Policy and Practices. This much talked about and needed documentation has been achieved through the hard work, perseverance, patience and skill of Gerrie Dickson. Based on his work experience compiling operational manuals, he created an index and status of each Policy and Practice. After this significant step, he then assisted Committees to organize and submit their individual Policies and Practices to Council for approval. Once approved by Council, the Policies and Practices are compiled in hard copy and electronically. At the completion of this project, all ERMUC Policies and Practices will be available to all members either in hard copy or electronically. In addition, each Policy and

Practice can be updated, as needed, in the future while maintaining integrity of the documentation system. At years end, approximately a third of the Policies and Practices have been approved by Council and entered into the system.

ASR would like to acknowledge and thank the following Church Office ‘Team’ members that serve the Ministers, Council, Committees, Congregation and Kingston community.

- Foremost is Tanya Bax, Administrative Secretary, the voice and face of ERMUC to all who phone or walk into the Church Office. Her professionalism, tact, patience and willingness to assist, while juggling all her duties and requests for assistance on a daily basis, are greatly appreciated. These skills and attributes allow her to project the image of ERMUC that we all strive for.

- Rev. Jean Stairs, Tanya’s supervisor, provides daily guidance and determines priorities among the many requests and duties.

- Wanda Burke, who filled in on short notice, when Tanya is ill or must attend to her young family’s emergencies.

- Rhonda Kerr and Marg Lawson, who agreed to fill in when Tanya’s absence is 1 day or more.

- Wanda Burke and Barb Bell, who assist each Friday morning with the assembly of the Order of Service and any other assistance they can provide.

Finally, the Committee would like to thank and recognize the dedication and service of Gil Ryan for his 4 terms and Marg Aitken for her 2 terms on AS&R. The Committee appreciates the continuing service of Don Mallory, Gerrie Dickson, John Moyer and Fran Day.

Respectfully submitted,
Gordon Bell, Chair,

ADMINISTRATIVE SECRETARY - 2014

“The secret of change is to focus all of your energy, not on fighting the old, but on building the new.” — Socrates

With a full year under my belt, one would think that 2014 would be a cake walk. Enough time to get to know everyone, the computer programs, financials, general administrative work, etc. I missed that memo. This year was filled with lots of changes, plenty to keep me busy and challenged.

This year was a year of change for ERMUC, as a whole, and our administrative office (me).

- With our Capital Campaign project beginning, I incurred some steep learning curves on the financial end – inputting pledges and interpreting the contributor’s wishes, inputting a lot of changes and additions for PAR (pre-authorized remittance), working and reworking our database program to produce accurate Quarterly Financial Reports for contributors, creation of financial reports, to name a few.

- ERMUC also had its first official audit (my first as well), performed by Secker Ross & Perry LLP. The audit took over a huge chunk of time on the administrative end, stretching over approximately two weeks. Days with hours running from 6:30am-5:00pm, running around and pulling files from antiquated boxes marked “old” or “historical”, sneezing fits from the dust overload, pulling invoices and contracts, inputting changes and updates into QuickBooks, learning that carbon paper doesn’t photocopy as well as you would hope, etc. Overall, it was an excellent learning experience – for both ERMUC and myself.
- The summer months of 2014 proved busy and full of change as well with ERMUC welcoming two students, Kendra Thompson and Gerard Brathwaite-Sturgeon, who were supervised by Rev. Dr. Jean Stairs. The company was welcome and it was a great experience helping them both with their own learning curves. As Gerard was involved with our summer worship coordination, I was available to him for assistance (and maybe the odd intervention) from time to time. Kendra, the Assistant Coordinator for our Summer in the City Program, was also around and it was my pleasure to help her with our photocopier, assist with supplies or answering questions when necessary. Summer in the City, although not held at our church annually, my office still handles the financial administration of the grant received, processing of all registrations and payroll for all those employed by this wonderful vacation bible school program.
- This past fall also was a time of change for me in the office. From time to time, I cannot be here due to vacation, or unscheduled absences for sickness, etc. We have always relied on my dear friend, Wanda Burke, to drop everything to come in and assist. Thankfully Wanda has always been available, but we wanted to be sure that we have a “pool” of trained individuals, ready to help out. This fall we trained Rhonda Kerr and Margaret Lawson on office duties. What a great learning curve for all involved. Both came in, separately, for 4 days of training on everything from how to run the copier to QuickBooks and Shepherd’s Staff. Before my most recent vacation, I also took the time to create a mini tutorial on “what to do/not to do”, passwords, PIN’s, etc. Thank you Wanda, Rhonda and Marg for keeping me sane and giving me time to heal or time with family.
- A change that has been greatly appreciated is the changing of office hours. We now are open from 9am-1pm, Monday to Friday. Outside those hours, are the “quiet hours”. The office is locked up, phones are not answered and I am hard at work with matters that may require a little more time or sensitivity. Counting dollars donated for a workshop or church dinner, on the phone with ADP (our payroll provider) or Greenshield (employee’s benefits provider) regarding an employee matter, creating back-ups of our computer data, arranging pastoral visits, completing financial inputting or reporting, preparing baptismal and/or wedding certificates and registers, running to the bank to sign documents or make a special deposit, etc --- all that stuff that needs to get done, but during a quiet period. The odd time, I even get some filing accomplished! During the regular office hours, you can find me in or around the office, answering calls from everywhere and everyone – some as simple as “what time is worship” or “what is ___’s phone number” to “why didn’t you deliver my cookies?” I get it all. During office hours, the office may be empty or filled with laughing, inquiring or upset voices. You may see me dealing with the 125+ emails or 20-50 calls I receive weekly or the last minute requests that come in daily. You

may see me helping someone with an upcoming rental or wedding, ordering office supplies, working on weekly bulletins, tidings, entering and printing cheques, creating a new brochure or poster for an event or committee or even on my hands and knees with an oil can fixing the photocopier because our tech can't come out until tomorrow and I need to run reports, now.

No matter how crazy things get, no matter how many changes occur at ERMUC, one thing will remain a constant...I will be here for you. My office may move, I may have to get back to you a little later, or even next week – but I am here to help everyone to the best of my abilities, even if that's just to listen, show someone how to use the photocopier or redirect you to someone better equipped to assist. More often than not, my priorities have to switch here. My well laid plan for the day is more often than not changed to deal with another matter more urgent or pressing. This results in a slight shift of priorities sometimes, but it's always manageable. *"Life is what happens when you are busy making other plans."* – John Lennon

Thank you to all of you at ERMUC for your continued support, patience and friendship.

Respectfully submitted,
Tanya I. Bax, Administrative Secretary

ENVELOPE STEWARD 2014

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 2014. Our wide variety of programs depends on your continued support and we express our thanks in advance for your 2014 financial assistance.

On Dec 31, 2014, ERMUC had 178 (180 in 2013, 186 in 2012) assigned envelope contributors and an additional 115 (88 in 2013, 87 in 2012) Pre-Authorized Remittance (PAR) contributors.

In total, during 2014 ERMUC received support from over 375 identifiable sources; envelopes, PAR and visitors. Offerings can be broken down as follows:

< \$52.00 – 78	\$52 - \$260 – 68
\$260 - \$520 – 35	\$520 - \$1300 – 82
\$1300 - \$2340 – 50	\$2340 - \$3640 – 27
\$3640 - \$5200 – 16	> \$5200 - 22

For 2016, to minimize waste of unused boxed envelopes, we will order 180 boxed envelope sets for distribution. If you haven't picked up your 2015 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 – 2014

(TO BE RECEIVED)

AUDITOR'S REPORT -2014

(THE AUDITOR'S REPORT WILL BE TABLED WHEN RECEIVED)

PROPERTY – 2014

The Property Committee would like to start by thanking all the volunteers who have worked so hard on so many church “property” projects in 2014.

The number of members’ engraved walkway stones stand at 91. The flower gardens around the church and walkway continue to gather visitors to stop and enjoy, eat their lunch or have a quiet moment of reflection. Again thank you to Fred Jones and Craig Pettis and others for their hard work.

Water was leaking through the windows of the nursery windows. Repairs were made using foam and caulking, filling in 2 centimeter holes. This was the driving issue in undertaking the drainage and eaves replacements project. New drainage pipes were installed along the east side of the church and water side. A new larger eave now extends along the top of the church hall with the drains being directed to the bay. A monitoring program is to be established to now determine if settling still is a problem.

The Property Committee took 3 pick-up truck loads of stuff to landfill in an attempt to maintain some storage and work area in our PC room.

We would like to thank again our electrical repair team of Jim Long and Garry O'Neill for their many upgrades throughout the Church. New high efficient lighting has been installed throughout most of the church. New street lights and lights in our outdoor sign are helping immensely to illuminate our driveway entrance.

Our committee of Jim Long, Garry O'Neill, Al Fyke, Seng Lam, Dean Lain, and Bill Spencer have few meetings through the year, but are at the church regularly trying to keep the church current and through their many various tasks they have done that.

2015 will bring new tables to our church hall (which have arrived) and a request for new chairs (to be purchased perhaps say \$20.00 each by members and other groups).

As the Chair of the Property Committee, I would to thank the committee members and our janitorial team of Jo-Ann Thomas and Barry Servage for their contribution through the year. It has made my job much easier.

Respectfully submitted,
Bill Spencer, Chair

MINISTRY & PERSONNEL - 2014

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 seven people on staff during 2014:

- Wayne Soble – settled Minister.
- Jean Stairs – settled Minister.
- Beth Elford- Congregationally Designated Minister for pastoral care working 10 hours per week.
- Tanya Bax - Administrative Secretary. AS&R Committee monitors her work. Her hours were increased from 30 to 35 per week during 2014.
- Jo-Ann Thomas is our main caretaker. In 2014 she assumed the additional duties formerly given to a UCW sponsored kitchen cleaner. Therefore her hours were increased from 17.5 to 19.5 hours per week in 2014. Property Committee monitors her work.
- Barry Servage is our permanent, part time caretaker. Property Committee monitors his work.
- Laurence Rowbotham, our Director of Music was hired as an independent musician-contractor. He was re-appointed under a new contract by the Church Council for

2014. Laurence's contract is for 46 weeks per year. Worship Committee monitors his work.

- Marg Lawson and Rhonda Kerr received training on the Administrative Secretary's duties and tasks. They accepted standing offer contracts to fill in, as required, during absences of Tanya Bax.

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. In 2014 it was Rev. Jean Stairs. 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 2014 M&P completed the lengthy process of developing a plan to deal with the requirements of Ontario Bill 168 concerning work place violence and harassment. We also began a second level review of all (18) policies and practices for which M&P is responsible. The initial review, a massive task, was done by Gerrie Dickson of AS&R.

M&P is responsible for coordinating staff training, including first aid. The first aid station is in the kitchenette on the main floor. It contains the first aid kit, a defibrillator, and a telephone. Tanya Bax, the staff trained first aid responder, is responsible for the station. A course on use of the defibrillator was run for 20 members of the Congregation by Dr. Matt Stacey.

The staff compensation budget for 2015 was prepared and submitted to the Administration, Stewardship & Resources Committee for its consideration. The 2015 Financial Plan, which was presented to the Congregation by the Church Council in November 2014 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 0.9% increase in 2015.

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 they have provided to our church during the year. We also thank Christopher Sproule and Jim McAllister who have reached the compulsory take a year off point after six years' service. Remaining on the Committee will be: Sheila Billings, Dick Bowman, and Margaret Merkley.

Respectfully submitted,
Christopher Sproule, Chair

TRUSTEES - 2014

Rev. Wayne Soble is our chair of Trustees. Current Trustees are Jim Crozier, Don Lane, Cam McEachern, Tysie Mitchell, Gordon E. Sinclair, Hugh Walker, John Moyer and Karl Butler, Deputy Chair.

Trustees held only two face-to-face meetings in 2014, in April and December. Difficulties in finding suitable meeting dates/times resulted in using electronic voting on motions when decisions were required.

Responsibilities: Since Trustees hold the church property in trust for the United Church of Canada, Presbytery requires trustee involvement in all matters affecting the property, such as insurance and the capital expansion project. Church Council requires the Trustees to oversee the investment of trust funds.

Insurance: In 2014, church insurance was provided through the General Insurance Plan of the United Church of Canada underwritten by Hub International. Mr. Scott Lee, our insurance adviser, secured a less expensive quotation from a previous insurance provider, but after careful consideration Trustees decided to stay with our current provider through our 2015 construction year. The premium is about 10% higher than last year at \$5,778.60. We appreciate the very professional manner in which Scott looks after our insurance needs.

Investments: As of Dec. 31, 2014, the balance with ScotiaMcLeod is \$ 326,773.00. In addition, there is a \$30,000.00 GIC held by Scotiabank as collateral for ERMUC's line of credit.

During 2014 the fund gained \$11,385.25 in interest and dividends. This was transferred to the operating account. In addition, Council directed that \$19,300.00 of principal be used to finance the replacement of two hot water heaters and to eliminate a safety hazard on the water side by eavestrough changes and burying the drain lines. Jim Crozier and Cam McEachern are our liaison/signing officers at ScotiaMcLeod and Scotiabank, with Karl Butler as an alternate. Other: The Trustees co-operated with the Capital Campaign Project Committee in securing the Trillium grant and the approval of the project by Four Winds Presbytery.

The Trustees voted against the placement of a communications tower on church property.

Early in the year an ad-hoc committee of Jim Crozier, Cam McEachern and Karl Butler was formed and mandated to combine/review our trust fund policies, and to devise a new trust fund investment policy. The proposed Trust Fund Investment Policy was discussed at our meeting in December, and with some final revisions, was approved by the Trustees. The new policy was forwarded to Church Council in December for their approval/acceptance.

Respectfully submitted,
Karl Butler, Deputy Chair

UCW PRESIDENT'S REPORT - 2014

Kathy Rogers and I took over as your Co-leaders at the beginning of this year. Our first Executive Meeting was held on Jan.7.

Our Annual UCW Service was on April 27. Unit 6 did a great job in putting this service together. Our guest speakers were three of our congregation who had travelled to El Salvador. It was a very enlightening presentation. The same three, along with Jean Stairs spoke to us at our Spring General Meeting in May where we had a further opportunity to ask questions.

Along with the Catering Team, we helped our many "Classics" to celebrate another year of being less young. What a wonderful group they are.

Mostly Apple was cancelled this year, but please look forward to a bigger and better Apple event next year.

The "Artisans Bazaar" was another huge success. Our "Thanks" go out to Judie Bryant et al for all the hard work that went into the day.

Our December General Meeting will be taking on a different than usual format as we will be meeting in the afternoon. The theme of the meeting will be "The Symbols of Christmas". Groups of two or three will get their creative juices flowing by writing a parable on a Christmas symbol of their choice.

Thank you to all UCW ladies for making 2014 another successful year of Christian witness, study, fellowship and service.

Respectively submitted,
Janice Rubino

Edith Rankin Memorial United Church Women

Treasurer's Report 14 Nov. 2013 -19 Nov. 2014

Balance forward from 2013 \$ 6,691.18

Net Unit Receipts

Offerings	\$ 3,822.50	
Catering	\$ 800.00	
Projects	\$ 1,160.05	
Donations	\$ 3,250.00	
Total	\$ 9,032.55	\$ 9,032.55

General

Easter Remembrance Donation	\$ 230.00	
Memorial Flowers	\$ 20.00	
Bazaar 2013	\$ 30.00	
Bazaar 2014*	\$ 3,727.27	
Dish Rental	\$ 100.00	
Calendars*	\$ 44.48	
Reimbursement for Mostly Apple	\$ 500.00	
Catering	\$ -	
Total	\$ 4,651.75	\$ 4,651.75

Total Receipts \$ **13,684.30**

Forward from 2013 \$ 6,691.18

Total \$ **20,375.48**

Disbursements \$ (11,341.73)

Adj to bank and surplus \$ (22.00)

Savings for 2015 \$ (500.00)

Surplus for 2014 \$ **8,511.75**

*net

Edith Rankin Memorial UCW			
Treasurer's Report-Disbursements 14 Nov 2013 - 19 Nov 2014			
	Budgeted	Disbursed	Difference
Surplus 2013	\$ 6,191.18	\$ 5,793.31	\$ 397.87
Friendship Room-Blinds	\$ 1,500.00	\$ 1,102.13	\$ 397.87
Prayer Shawl Ministry	\$ 100.00	\$ 100.00	\$ -
El Salvador Trip	\$ 400.00	\$ 400.00	\$ -
Quin-Mo-Lac	\$ 500.00	\$ 500.00	\$ -
Table Coverigs	\$ 400.00	\$ 400.00	\$ -
Food Bank	\$ 691.18	\$ 691.18	\$ -
Canadians 4 Women in Afganistan	\$ 400.00	\$ 400.00	\$ -
Dawn	\$ 200.00	\$ 200.00	\$ -
Kingston Youth Shelter	\$ 300.00	\$ 300.00	\$ -
Better Beginnings	\$ 200.00	\$ 200.00	\$ -
Street Smarts	\$ 300.00	\$ 300.00	\$ -
Ryandale	\$ 200.00	\$ 200.00	\$ -
M&S	\$ 700.00	\$ 700.00	\$ -
"Make Dreams Come True" M&S	\$ 300.00	\$ 300.00	\$ -
Budget for 2014	\$ 6,800.00		
Estimated Expenditures	\$ 1,672.00	\$ 1,640.00	\$ 32.00
Mission and Service UCC	\$ 1,000.00	\$ 1,000.00	\$ -
Presbyterial Dues	\$ 640.00	\$ 610.00	\$ 30.00
Section Dues	\$ 32.00	\$ 30.00	\$ 2.00
Congregational Purposes	\$ 1,400.00	\$ 484.28	\$ 915.72
Kitchen Supplies	\$ 250.00	\$ -	\$ 250.00
Special Receptions, Classics Birthday	\$ 450.00	\$ 178.35	\$ 271.65
Literature	\$ 400.00	\$ 305.93	\$ 94.07
Gifts & Honourariums	\$ 300.00	\$ -	\$ 300.00
Expenses-UCW Local	\$ 2,428.00	\$ 1,894.14	\$ 533.86
Stationary, Annual Report	\$ 250.00	\$ 250.00	\$ -
Family Benevolent Fund	\$ 250.00	\$ 221.37	\$ 28.63
Contingencies, Bank Fees, etc	\$ 508.00	\$ 102.77	\$ 405.23
Kitchen Cleaning, Custodian	\$ 1,420.00	\$ 1,320.00	\$ 100.00
United Church Projects	\$ 1,300.00	\$ 1,300.00	\$ -
Student Bursary-theology	\$ 1,100.00	\$ 1,100.00	\$ -
Conferences, Leadership,etc	\$ 200.00	\$ 200.00	\$ -

DECISIVE ISSUES - 2014

Decisive Issues is a stimulating discussion group of 20 people - average attendance - 18. We meet every 2nd Monday with the exception of July and August. This past year we chose the book ' Getting to the Heart of Interfaith ' written by a Pastor, a Rabbi, and an Imam. It has been well received!

Respectfully submitted,
Barb Taft

RANKINEERS - 2014

Sometimes it is nice to go to a place that has, No Fees, No committee meetings, No set schedule. The 50 plus group of the Rankineers is just that.

We get together over a meal to laugh, reminisce, and have good conversation. This year a Fall Luncheon was held. 38 of the young at heart enjoyed a hot meal put on by the ERMUC Catering Team. Thank you to the 3 members who entertained with a skit and a reading, Bonnie and Mel Hazel, and Eleanor Orr.

If you are looking for a group, try us out at the next activity. (TBA)

Respectfully submitted,
Helen Lywood

KOFFEE KLATCH - 2014

The Koffee Klatch is a group of Edith Rankineers who meet at 9AM 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; or e) have an excuse for existing. What we do have is a good time of conversation and food each month (including summer) from 9 to 10. Anyone is free to attend and if this appeals to you, just show up.

Respectfully submitted,
Don Douglas

CATERING TEAM - 2014

2014 was another enjoyable and successful year for the Catering Team. Rhonda Kerr stepped in to act as chair with Patti Speck and Wanda Burke as secretary and treasurer, respectively. Barb Taft managed the team of volunteers who serve at events and Anne and Gerrie Dickson looked after clean up. We struggled through the year without a Set up Co-ordinator but are happy to advise that Helen Lywood has taken this on for 2015.

The Catering Team fed over 800 people at the various dinners catered. The 10 events included 4 outside groups, 4 congregational events and 2 private receptions. The menus varied from roast beef and turkey dinners, to shepherd's pie, beef stew and turkey a la king. We have become known for the variety of pies we often serve for dessert and we are grateful for the support of many from the congregation willing to donate a pie or 2 throughout the year!

The Catering Team continues to support the community in a number of ways. After each event, leftovers are packaged up and donated to one of the local shelters. Thanks to Pat & Dick Bowman for being ON CALL for this important task. In addition to food donations, each year at Christmas, we donate \$1000 to Martha's Table.

2015 profits allowed for a \$5000 contribution to the ERMUC building fund, honouring our Nov. 2013 pledge to support this venture. We also teamed with the UCW for the purchase of new tablecloths. In addition some funds were used to purchase kitchen supplies over the course of the year. The 2014 Financial statement follows, for your information.

We look forward to catering to special events throughout 2015. The team shares a love for both food and fellowship and would welcome your help at any time. There is always "just the right task" for anyone willing to offer their services! Feel free to chat with one of us if you would like to join in the fun.

Respectfully submitted,
Patti Speck

CATERING TEAM FINANCIAL STATEMENT

December 2014

Bank Balance from Last Statement: \$2,016.30

REVENUE

Income from events:	\$8,722.00	
Expenses for events:	<u>2,526.12</u>	
Net Profit:	6,195.88	6,195.88
Interest		<u>1.24</u>
		\$8,213.42

DISBURSEMENTS:

Capital Campaign	\$5,000.00	
ERMUC Operating Fund (10% 2014)	620.00	
Martha's Table	1,000.00	
Our share on Tablecloths	165.00	
Gift Certificate	70.00	
Kitchen Supplies	<u>71.43</u>	
	6,926.43	<u>\$6,926.43</u>
	Bank Balance	\$1,286.99

Respectfully submitted,
Wanda Burke, Treasurer

**MEMBERSHIP OF CHURCH COUNCIL, STANDING
COMMITTEES, BOARD OF TRUSTEES AND OTHER
COMMITTEES FOR 2014**

CHURCH COUNCIL (as at 31 Dec 14)

Gordon W. Sinclair	Chairperson*
Peter Merkley	Past Chair*
Rhonda Kerr	Secretary*
Sarah Jackson	Treasurer*
Brenda Moyer	Membership Steward*
Gord Bell	AS&R
Janet Dubblestein	Congregational Life
Millie Hill	Faith, Formation & Development
John Warren	Media & Communications
Christopher Sproule	Ministry & Personnel
Agnes Glenn	Mission & Outreach
Peter Merkley	Nominating
Bill Spencer	Property
Andrew Robb	Worship
Jan Rubino	UCW
Elizabeth Amirault	Presbytery Rep
Karl Butler	Deputy Chair, Trustees
Rev. Dr. Wayne Soble	Ministry Personnel
Rev. Dr. Jean Stairs	Ministry Personnel

* Officers of the Church Council

STANDING COMMITTEES

ADMINISTRATION, STEWARDSHIP & RESOURCES

Gord Bell (Chair)
Sarah Jackson (ERM Treasurer)
Fran Day – Scheduling Counters
John Moyer - Envelope Steward/Trustee
Gil Ryan
Don Mallory
Marg Aitken (resigned Dec 14)
Gerald Dickson

CONGREGATIONAL LIFE

Janet Dubblestein (Chair)
Brenda Moyer
Paul Van Nest (FIA)
Sharon Van Nest (FIA)
Anne Prouse
Cynthia Simpson
Nancy Sedgewick
Barb Bell (FIA)
Bev Ryan (FIA)

GROUP CONTACTS

Caring Connections - Isabelle Tompkins
Catering Team - Rhonda Kerr
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

Millie Hill (Chair)
Jan Watkins
Ken Williams
Anne Dickson
Colleen Korderas
Margaret Henderson
Beverly Gellatly (FIA)
Meg Skinner
Susan Bertrand (FIA)
Cindy Pettis – SS Superintendent

MEDIA & COMMUNICATIONS

John Warren (Chair)
Paul Van Nest (Webmaster)
Glenn Owen
Patti Speck
Mel Hazell
Craig Pettis
Kathy Baer
Paul Carl (FIA)
Shaun Martin (FIA)
John Moyer (FIA)
Al Pickering (FIA)

MINISTRY AND PERSONNEL

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

MISSION AND OUTREACH

Agnes Glenn (Chair)
Marilyn Rodger
Jan Rubino
Mary Catherine Robb
Ina Ray Burke
Pat Bowman
Margaret Baker
Nancy Sproule

NOMINATING COMMITTEE

Peter Merkle Chair
Brenda Moyer Membership
 Steward
Lois Butler Cong Rep
Diane Huddle Cong Rep/UCW
Betty Jean Kippen Cong Rep
Glenn Owen (FIA)
Resources: Rev. Dr. Wayne Soble
 Rev. Dr. Jean Stairs

PROPERTY

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

**OFFICERS OF THE
CONGREGATION**

John Moyer Chair
Jan D’Agostino Secretary

WORSHIP

Andrew Robb (Chair)
Nancy Barber
Barb O’Neill
Mary Leach
Elizabeth Amirault
Al Pickering
Lorna Thorne
EricVanDalen
Laurence Rowbotham - Music Director
Pat Bowman (FIA)
Florence Niven (FIA)
Patti Speck (FIA)

SIGNING OFFICERS

Sarah Jackson Treasurer
Gordon W. Sinclair Chair of Council
Gord Bell Chair AS&R
John Moyer Envelope Steward
Tanya Bax Admin Secty
(All disbursements require the signatures
of two Signing Officers)

BOARD OF TRUSTEES

Rev. Dr Wayne Soble (Chair)
Karl Butler (Deputy Chair)
Jim Crozier
Hugh Walker
John Moyer
Cameron McEachern
Don Lane
Tysie Mitchell & 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

2015/2016

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

- a) The **Congregation** is called to meet for the Annual Meeting for 2015 on: **TBA**
- b) The **Church Council** is tentatively called to meet at 7:00 p.m. on February 24, March 24, April 28, May 26, June 23, August 25, September 22, October 27, November 24, all in the year 2015, and on January 26, 2016.
- c) 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 - 2014

(TO BE INSERTED WHEN RECEIVED)

REPORT OF THE NOMINATING COMMITTEE TO THE CONGREGATION

(February 2015)

1. The following are presented as members of the Council of Guiding Elders, Standing Committees and Board of Trustees for 2015:

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 2016.
- 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	Gordon W. Sinclair	(2014-16) (2)
Vice chair	Vacant	
Past Chair	Peter Merkley	(2014-16) (5)
Secretary	Ken Williams *	(2015-17) (1)
Treasurer	John Moyer *	(2015-17) (1)
Membership Steward	Brenda Moyer *	(2007-16) (9)

Members of Council of Guiding Elders (Church Council)

Chair, Administration, Stewardship, & Resources	Gordon Bell	(2014-16) (2)
Chair, Congregational Life	Janet Dubblestein	(2014-16) (2)
Chair, Ministry and Personnel	Margaret Merkley *	(2015-17) (1)
Chair, Worship	Andrew Robb	(2010-16) (6)
Chair, Faith Formation & Development	Millie Hill	(2014-16) (2)
Chair, Media and Communications	Paul Carl *	(2015-17) (1)
Chair, Mission and Outreach	Agnes Glenn	(2014-16) (2)
Chair, Nominating	Peter Merkley	(2013-17) (5)
Chair, Property	Vacant	
Presbytery Representative	Elizabeth Amirault *	(2013-17) (3)
Trustees (Deputy Chair)	Karl Butler	(2)
UCW (President)	Janice Rubino	(2)
Ministry Personnel	Rev. Dr. Wayne Soble	
	Rev. Dr. Jean Stairs	

STANDING COMMITTEES

Administration Stewardship & Resources (AS&R)

Gordon Bell, Chair

Tony Baker *	(2015-17) (1)	Fran Day	(n/a -16) (n/a)
Gerald Dickson *	(2013-17) (3)	Don Mallory *	(2013-15) (3)
John Moyer	Treasurer	Gil Ryan	FIA

_____*
Trustees Representative
Property Representative

Congregational Life (CL)

Janet Dubblestein, Chair

Barbara Bell *	(2015-17) (1)	Helen Lywood	FIA
Paul Van Nest *	(2015-17) (1)	Beverley Ryan	FIA
Sharon Van Nest *	(2015-17) (1)	Isabelle Tompkins	FIA
Jan Watkins	FIA (Family Events)		
Rhonda Kerr	FIA (head of Catering Team)		
Brenda Moyer	Membership Steward		
UCW representative			

Faith Formation and Development (FF&D)

Millie Hill, Chair

Stephen Delve *	(2015-17) (1)	Anne Dickson *	(2013-17) (3)
Margaret Henderson *	(2013-17) (3)	Colleen Korderas *	(2013-17) (3)
Kim Mitchell *	(2015-17) (1)	Meg Skinner *	(2013-17) (3)
Jan Watkins	FIA		
Cindy Pettis	SS Coordinator		

Media and Communications (M&C)

Paul Carl, Chair

Kathy Baer	(2014-16) (2)	Mel Hazell *	(2013-17) (3)
Glenn Owen *	(2013-17) (3)	Craig Pettis *	(2013-17) (3)
Patti Speck	(2012-16) (4)	Shaun Martin	FIA
Paul Van Nest	Web Master	John Moyer	FIA
Congregational Life Representative		Al Pickering	FIA

Ministry and Personnel (M&P)

Margaret Merkley*

Susan Ariss *	(2015-17) (1)	Sheila Billings	(2010-16) (6)
Dick Bowman	(2010-16) (6)	Gayle Owen *	(2015-17) (1)

Mission and Outreach (M&O)

Agnes Glenn, Chair			
Margaret Baker	(2014-16) (2)	Pat Bowman	(2014-16) (2)
Ina Ray Burke	(2014-16) (2)	Mary Catherine Robb	(2012-16) (4)
Marilyn Rodger *	(2011-17) (5)	Janice Rubino	(2010-16) (6)
Nancy Sproule	(2014-16) (2)		
UCW Representative			

Nominating

Peter Merkley, Chair			
Lois Butler	(2014-16) (2)	Diane Huddle	(2014-16) (2)
Betty Jean Kippen	(2014-16) (2)		
_____ *			
Brenda Moyer Membership Steward			
UCW Representative			
Congregational Life Representative			

Property

_____, Chair			
Henry Green *	(2013-17) (3)	Dean Lain *	(2011-17) (5)
Jim Long *	(2013-17) (3)	Garry O’Neill *	(2013-17) (3)
Bill Spencer *	(2015-17) (1)	David Metzler	FIA
Alan Fyke	FIA		
Trustee Representative			
AS&R Representative			

Worship

Andrew Robb, Chair			
Elizabeth Amirault	(2014-16) (2)	Nancy Barber	(2012-16) (4)
Beverley Bell-Rowbotham*	(2015-17) (1)	Mary Leach *	(2011-17) (5)
Barb O’Neill *	(2013-15) (2)	Al Pickering	(2014-16) (2)
Lorna Thorne	(2014-16) (2)	Florence Niven	FIA
Eric VanDalen	(2014-16) (2)	Patti Speck	FIA
Laurence Rowbotham	Music Director		

Board of Trustees

Rev. Dr. Wayne Soble, Chair			
Karl Butler (Dep Chr)	(2011-16) (5)	Jim Crozier	(2012-17) (4)
Don Lane	(2013-18) (3)	Cameron McEachern	(2013-18) (3)
Tysie Mitchell	(2013-18) (3)	Gordon E. Sinclair	(2013-18) (3)
_____ *		Hugh Walker	(2011-16) (5)
_____ *			

Lay Representatives to Presbytery

Elizabeth Amirault *	(2013-17) (3)	Gail Hanley	(2012-16) (4)
Diane Huddle *	(2007-17) (9)	Marilyn Rodger *	(2013-17) (3)

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:

Sarah Jackson	Treasurer	Glenn Owen	Past Chair
Bill Spencer, Chair	Property	Christopher Sproule,	Chair, M&P
John Warren, Chair	M&C		

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

Alan Fyke	Property	Jim McAllister	M&P
Margaret Merkley	M&P	David Metzler	Property
Gil Ryan	AS&R	Cynthia Simpson	CL

- c) who have resigned from their position:

Marg Aitkin	AS&R	Ivan Campbell	Trustees
Rod Harris-Lowe	AS&R	Peter Merkley,	Chair Council
John Moyer	Trustees	Anne Prouse	CL
Nancy Sedgewick	CL		

3. Nominated for independent financial review to February, 2016:
Not applicable – we now have an independent audit

4. Capital Campaign Stewardship volunteers (not elected – this is for information only)
Christopher Sproule
Rhonda Kerr

5. 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

6. The following are nominated as Officers of the Congregation:
Christopher Sproule Chair
Janice D’Agostino Secretary

7. The Nominating Committee recommends that the Church Council be granted the power to elect persons to fill positions up to February, 2016.

Respectfully submitted,
Peter Merkley, Chair
Lois Butler
Diane Huddle
Betty Jean Kippen
Brenda Moyer

TREASURER'S REPORT 2014

EDITH RANKIN MEMORIAL UNITED CHURCH

STATEMENT OF OPERATIONS DECEMBER 2014

		Actual YTD	2013 Actual YTD	Budget YTD	Annual Budget Inc./Exp.	Budt. Per Mo. Inc./Exp.
Revenues:						
Accounts						
001-007	Total Offerings	\$ 346,718.81	\$ 333,129.46	\$ 334,000.00	\$ 334,000.00	\$ 27,833.33
011-030	Total Other Revenue	\$ 44,528.12	\$ 21,357.13	\$ 20,000.00	\$ 20,000.00	\$ 1,666.67
	Total Revenue	\$ 391,246.93	\$ 354,486.59	\$ 354,000.00	\$ 354,000.00	\$ 29,500.00
Expenses:						
Accounts						
251-255+702	AS&R	\$ 29,930.91	\$ 26,518.35	\$ 24,150.00	\$ 24,150.00	\$ 2,012.50
102-103	Church Council	\$ 524.75	\$ 1,150.00	\$ 2,500.00	\$ 2,500.00	\$ 208.33
601-656	Compensation	\$ 284,652.31	\$ 284,797.35	\$ 289,981.00	\$ 289,981.00	\$ 24,165.08
301-305	Congregational Life	\$ 2,003.12	\$ 1,290.60	\$ 1,700.00	\$ 1,700.00	\$ 141.67
151-162	Faith Formation and Dev.	\$ 5,485.20	\$ 3,773.11	\$ 5,750.00	\$ 5,750.00	\$ 479.17
202-206	Media & Communications	\$ 4,017.71	\$ 5,399.17	\$ 4,795.00	\$ 4,795.00	\$ 399.58
350-352	Ministry and Personnel	\$ 195.00	\$ 335.65	\$ 450.00	\$ 450.00	\$ 37.50
401-406	Mission & Outreach	\$ 5,837.11	\$ 2,637.91	\$ 3,550.00	\$ 3,550.00	\$ 295.83
551-557	Office	\$ 13,031.74	\$ 12,448.03	\$ 13,900.00	\$ 13,900.00	\$ 1,158.33
451-456	Property	\$ 42,758.66	\$ 33,096.72	\$ 45,300.00	\$ 45,300.00	\$ 3,775.00
570-572	Trustees	\$ -	\$ -	\$ 2,000.00	\$ 2,000.00	\$ 166.67
501-511	Worship	\$ 2,333.76	\$ 2,109.46	\$ 5,200.00	\$ 5,200.00	\$ 433.33
	Bank Reconciliation Adj.	\$ -	\$ -	\$ -		
	Total Expenses	\$ 390,770.27	\$ 373,556.35	\$ 399,276.00	\$ 399,276.00	\$ 33,273.00
Total Revenue		\$ 391,246.93	\$ 354,486.59			
Total Expenses		\$ 390,770.27	\$ 373,556.35			
SURPLUS/(DEFICIT)		\$ 476.66	\$ (19,069.76)			
051-053	Mission & Service Fund	\$ 42,047.10		\$ 45,000.00	\$ 45,000.00	\$ 3,750.00
755	Transfer Funds(M&S only)	\$ 42,047.10				
34-61	Restricted Funds Income	\$ 272,765.96				
749-754, 756-769	Transfer Funds	\$ 272,766.39				

2014 Income & Expenses

	Jan - Dec 14	Jan - Dec 13
Ordinary Income/Expense		
Income		
Bank Deposits		
Designated Funds Income		
Mission & Service Fund Revenue		
051 - Mission and Service(Envelope)	\$ 15,568.60	\$ 17,763.00
052 - Mission & service (PAR)	\$ 23,148.50	\$ 20,076.00
053 - Mission & Service UCW	\$ 3,000.00	\$ 1,500.00
Mission & Service Fund Revenue - Other	\$ 330.00	\$ 40.00
Total Mission & Service Fund Revenue	\$ 42,047.10	\$ 39,379.00
Total Designated Funds Income	\$ 42,047.10	\$ 39,379.00
Offerings		
001 - Local envelope	\$ 175,532.75	\$ 203,296.55
002 - Local (PAR)	\$ 166,040.11	\$ 121,471.67
003 - Loose Cash Offerings	\$ 4,572.75	\$ 7,313.42
007 - Initial Offering	\$ 381.00	\$ 452.00
Offerings - Other	\$ 192.20	\$ 595.82
Total Offerings	\$ 346,718.81	\$ 333,129.46
Other Revenue		
013 - UCW Income	\$ -	\$ 100.00
014 - Fellowship Income	\$ 79.35	\$ 208.15
016 - Mission & Outreach Income	\$ 2,904.30	\$ 513.00
017 - Worship Income	\$ 140.00	\$ 480.00
018 - Property Income	\$ 200.00	\$ 1,575.81
019 - FFD Income	\$ 2,195.53	\$ 2,906.78
020 - Office Income	\$ 250.00	\$ 279.30
021 - Congregational Life Income	\$ 1,164.65	\$ 324.63
022 - Interest Income	\$ 24,501.17	\$ -
023 - HST Rebate/Income	\$ 5,779.62	\$ 6,168.46
026 - Name Tags Revenue	\$ 14.00	\$ 29.00
027 - Observer Income	\$ 1,120.00	\$ 1,040.00
029 - Miscellaneous Revenue	\$ -	\$ -
030 - Rental Income	\$ 5,189.50	\$ 6,412.00
031 - Kitchen Cleaning Revenue	\$ 990.00	\$ 1,320.00
Total Other Revenue	\$ 44,528.12	\$ 21,357.13
Restricted Funds Income		
0034 - Landscape/Gardening	\$ 1,050.00	\$ 3,160.84
0036 - BTU/Furnace Fund	\$ -	\$ 7,480.00
032 - Sacred Space Fund Income	\$ -	\$ 100.00
033 - Benevolent Fund Income	\$ 8,804.19	\$ 4,379.25
035 - Memorial Fund Income	\$ 3,735.00	\$ 10,730.00
040 - Sound System Income Fund	\$ -	\$ 1,500.00
045 - Vacation Bible School Income	\$ 11,547.85	\$ 10,300.00
061 - Capital Campaign Income	\$ 247,628.92	\$ 369,175.63
Total Restricted Funds Income	\$ 272,765.96	\$ 406,825.72
Total Bank Deposits	\$ 706,059.99	\$ 800,691.31
Total Income	\$ 706,059.99	\$ 800,691.31

2014 Income & Expenses

	Jan - Dec 14	Jan - Dec 13
Expense		
Admin., Steward. & Res.		
251 · Bank Charges	\$ 1,314.97	\$ 1,469.57
252 · Envelopes	\$ 587.60	\$ 647.12
253 · PAR Fees	\$ 648.56	\$ 530.76
257 · HST/GST on Purchases	\$ 7,658.01	\$ 8,996.60
257CC · HST on Capital Campaign Pur.	\$ 47.59	\$ -
258 · ADP Charges	\$ 294.18	\$ 280.54
260 · ScotiaBank Transactions	\$ 300.00	\$ 703.76
261 · Kingston Presbytery	\$ 11,580.00	\$ 13,890.00
262 · Audit Fee	\$ 7,500.00	\$ -
Total Admin., Steward. & Res.	\$ 29,930.91	\$ 26,518.35
Church Council		
103 · Church Council Events	\$ 234.75	\$ -
104 · Church Council Contingencies	\$ 290.00	\$ 1,150.00
Total Church Council	\$ 524.75	\$ 1,150.00
Compensation		
601 · Salary- Minister Soble		
601A · Housing Allowance - Wayne	\$ 20,079.96	\$ 19,782.96
601B · Travel Allowance - Wayne	\$ 753.20	\$ 1,341.55
601C · Cont. Education - Wayne	\$ -	\$ 1,573.61
601D · Res. & Book Allowance - Wayne	\$ -	\$ 194.77
614 · Relief Minister/Preaching	\$ 150.00	\$ 2,850.00
601 · Salary- Minister Soble - Other	\$ 49,980.00	\$ 49,100.04
Total 601 · Salary- Minister Soble	\$ 70,963.16	\$ 74,842.93
603 · Salary (Youth Leader)	\$ -	\$ -
604 · Salary -Minister Stairs		
604E Continuing Education - Jean	\$ 304.40	\$ 255.00
604d · Res & Book Allow - Jean Stairs	\$ 74.94	\$ 302.65
620 · Interim Minister Stairs	\$ 3.75	\$ -
620A · Housing Allowance - Stairs	\$ 20,079.96	\$ 19,782.96
620C · Mileage - Rev. Jean Stairs	\$ 1,546.98	\$ 1,703.31
604 · Salary -Minister Stairs - Other	\$ 49,980.00	\$ 49,100.04
Total 604 · Salary -Minister Stairs	\$ 71,990.03	\$ 71,143.96
605 · Music Dir. Contract		
615 · Relief Organist	\$ 1,150.00	\$ 2,050.00
605 · Music Dir. Contract - Other	\$ 25,013.15	\$ 22,849.48
Total 605 · Music Dir. Contract	\$ 26,163.15	\$ 24,899.48
606 · Salary - Admin. Secretary		
606A · Travel Allowance Admin. Sec.	\$ 69.00	\$ 147.07
616 · Office Relief	\$ 2,317.50	\$ 2,006.25
606 · Salary - Admin. Secretary - Other	\$ 34,912.37	\$ 34,910.75
Total 606 · Salary - Admin. Secretary	\$ 37,298.87	\$ 37,064.07
607 · Salary- Caretaker - 2 (Servage)	\$ 7,353.69	\$ 7,620.00
608 · Minister Pastoral Care - Elford		
608B · Mileage Expenses - Elford	\$ 1,134.88	\$ 1,240.20
608c · Res & Book Allowance - Elford	\$ 86.67	\$ 143.46
608P · Housing Allowance - Elford	\$ 5,064.00	\$ 4,989.00
608T · Education Expenses - Elford	\$ 375.00	\$ 375.00
608 · Minister Pastoral Care - Elford - Other	\$ 9,738.96	\$ 11,993.70
Total 608 · Minister Pastoral Care - Elford	\$ 16,399.51	\$ 18,741.36
610 · Salary - Caretaker - 1 (Thomas)	\$ 13,044.82	\$ 10,499.20
6560 · Payroll Expenses CPP, EI, UCCP	\$ 41,439.08	\$ 49,850.10
Compensation - Other	\$ -	\$ (9,863.75)
Total Compensation	\$ 284,652.31	\$ 284,797.35

2014 Income & Expenses

	Jan - Dec 14	Jan - Dec 13
Congregational Life		
301 · General and Resources	\$ 90.39	\$ -
302 · Events	\$ 776.04	\$ 360.96
303 · Nametags	\$ 169.50	\$ 140.34
304 · Caring Connections	\$ 318.23	\$ 139.13
305 · Fellowship Coffee Hour	\$ 517.71	\$ 629.17
307 · Contingencies and Misc.	\$ -	\$ 21.00
308 · Welcoming Team Expenses	\$ 131.25	\$ -
Total Congregational Life	\$ 2,003.12	\$ 1,290.60
Faith Formation & Develop		
151 · Ch. Initiation & Baptismal Res	\$ 43.95	\$ -
152 · Confirmation Res. and Meal	\$ 1,413.84	\$ 826.43
153 · Curriculum & Resources	\$ 370.40	\$ 1,100.71
154 · Teacher Appreciation Dinner	\$ 409.35	\$ 290.00
155 · Church Picnic Activity Expenses	\$ 65.00	\$ -
156 · Youth Group Expenses	\$ 270.04	\$ 474.14
157 · Sunday School Expenses	\$ 586.44	\$ 423.08
158 · Conference and Workshops	\$ 175.00	\$ 511.25
160 · Study Group Materials	\$ 51.18	\$ 22.50
161 · Adult Life	\$ 1,350.00	\$ 75.00
162 · Pageant Expenses	\$ -	\$ 50.00
Faith Formation & Develop - Other	\$ 750.00	\$ -
Total Faith Formation & Develop	\$ 5,485.20	\$ 3,773.11
Media & Communications Committe		
201 · Mailing and Supplies	\$ 833.98	\$ 1,342.74
202 · Advertising and Promotion	\$ 467.50	\$ 782.50
203 · Copyright Licences	\$ 618.98	\$ 572.68
204 · Maintenance	\$ 151.73	\$ 158.14
205 · Miscellaneous	\$ 77.24	\$ 50.73
206 · Equipment	\$ 91.49	\$ 519.12
207 · Observer Subscription	\$ 1,117.34	\$ 1,135.04
208 · Internet Expenses	\$ 659.45	\$ 838.22
Total Media & Communications Committe	\$ 4,017.71	\$ 5,399.17
Ministry & Personnel Committee		
353 · General M&P Expenses	\$ 195.00	\$ 335.65
Total Ministry & Personnel Committee	\$ 195.00	\$ 335.65
Mission & Outreach		
401 · Mandate Subscriptions	\$ 116.84	\$ 200.00
402 · Projects and Events	\$ 2,417.00	\$ 2,313.00
403 · UCC Mission Educat Materials	\$ -	\$ 44.91
404 · Training and Development	\$ 105.00	\$ -
405 · Discretionary Funds	\$ 1,000.00	\$ -
406 · Miscellaneous	\$ 2,198.27	\$ 80.00
Total Mission & Outreach	\$ 5,837.11	\$ 2,637.91
Office		
551 · Computer Services	\$ 1,253.00	\$ 821.81
553 · Office Supplies	\$ 3,008.04	\$ 2,234.68
554 · Photocopier Lease	\$ 5,385.69	\$ 6,515.78
555 · Postage	\$ 1,455.26	\$ 236.26
556 · Telephone	\$ 1,824.54	\$ 2,347.28
557 · Miscell. Office	\$ 105.21	\$ 292.22
Total Office	\$ 13,031.74	\$ 12,448.03

2014 Income & Expenses

	Jan - Dec 14	Jan - Dec 13
Property		
451 · Heating	\$ 4,294.09	\$ 1,324.09
452 · Hydro	\$ 9,182.16	\$ 10,616.85
453 · Utilities - Water& Sewer	\$ 2,262.97	\$ 2,741.56
454 · Maintenance Bldg.	\$ 5,234.57	\$ 5,706.02
455 · Ground Maintenance	\$ 10,925.67	\$ 4,169.93
456 · Snow Removal Parking Lot	\$ 5,766.66	\$ 3,200.00
457 · Insurance- Property	\$ 5,092.54	\$ 5,105.06
458 · Contingencies and Misc.	\$ -	\$ 233.21
Total Property	\$ 42,758.66	\$ 33,096.72
Transfer Funds		
749 · BTU/Furnace Fund	\$ -	\$ 7,480.00
750 · Landscape/Gardening Fund	\$ 1,050.00	\$ 3,160.84
751 · Sacred Space Fund	\$ -	\$ 100.00
753 · Memorial Fund	\$ 3,735.00	\$ 10,730.00
754 · Benevolent Fund	\$ 8,804.20	\$ 4,379.25
755 · Mission & Service	\$ 42,047.10	\$ 39,379.00
756 · Sound System Fund	\$ -	\$ 1,500.00
768 · Capital Campaign	\$ 247,628.92	\$ 369,175.63
769 · Vacation Bible School	\$ 11,548.27	\$ 10,300.00
Total Transfer Funds	\$ 314,813.49	\$ 446,204.72
Worship		
501 · Church Service Supplies	\$ 807.70	\$ 716.25
503 · Guest Speakers	\$ -	\$ 200.00
506 · Decorations	\$ 127.93	\$ 249.18
507 · Miscellenous	\$ 19.36	\$ -
508 · Guest Musicians	\$ 300.00	\$ -
511 · Music-Purchases	\$ 848.77	\$ 851.03
512 · Music - Handbells	\$ 230.00	\$ 93.00
Total Worship	\$ 2,333.76	\$ 2,109.46
 Total Expense	 \$ 705,583.76	 \$ 819,761.07
 Net Ordinary Income	 \$ 476.23	 \$ (19,069.76)
Net Income	\$ 476.23	\$ (19,069.76)

ASSETS

Current Assets

Chequing/Savings

1000 · Petty Cash	\$	139.17
1002 · High Interest Savings Account	\$	15,980.90
1003 · Scotiabank Chequing Account	\$	59,040.82
1007 · Capital Campaign-Chequing Acct	\$	165,245.06
Total Chequing/Savings	\$	240,405.95

Other Current Assets

Capital Term Deposit Investment

1007 A · Capital GIC 1000000111JWW 1yr	\$	50,000.00
1008 · Capital Campaign Term Deposits	\$	300,000.00
1016 · Investment FMV adj Cap Campaign	\$	542.00
Total Capital Term Deposit Investment	\$	350,542.00

Planned Giving Term Investments

1005B · Three Year Term GIC Investment	\$	30,012.74
1006 · Investment Fund (Scotia-McLeod)	\$	292,694.51
1015 · Investment FMV Adj Planned Giv	\$	27,868.97
Total Planned Giving Term Investments	\$	350,576.22

Total Other Current Assets	\$	701,118.22
----------------------------	----	------------

Total Current Assets	\$	941,524.17
----------------------	----	------------

Fixed Assets

Building

1100 · Building- Main	\$	689,429.79
1101 · Chancel Lights	\$	15,434.95
1102 · Furniture and Fixtures	\$	66,855.14
1104 · Sign	\$	5,735.76
1105 · Sound System	\$	32,706.94
1106 · Computer and other equip	\$	4,622.00
1107 · Land	\$	145,000.00
1108 · Furnace	\$	90,157.12
Total Building	\$	1,049,941.70

Accum. Amorization

1150 · Building	\$	(458,252.55)
1151 · Chancel Lights	\$	(13,570.47)
1152 · Furniture & Fixtures	\$	(66,709.66)
1154 · Sign	\$	(5,451.97)
1155 · Sound System	\$	(23,963.97)
1156 · Computer & Other Equip.	\$	(651.38)
1158 · Furnace	\$	(38,226.62)

Total Accum. Amorization	\$	(606,826.62)
--------------------------	----	--------------

Total Fixed Assets	\$	443,115.08
--------------------	----	------------

Other Assets

1300 · HST RECEIVABLE	\$	2,609.64
1305 · HST receivable - Capital Campai	\$	1,376.97
1400 · prepaid expenses	\$	1,314.60

Total Other Assets	\$	5,301.21
--------------------	----	----------

TOTAL ASSETS	\$	1,389,940.46
---------------------	-----------	---------------------

LIABILITIES & EQUITY

LIABILITIES

Current Liabilities		
Other Current Liabilities		
Deferred Revenue		
2150 · Def Rev - Property Expenditures	\$	10,200.00
Total Deferred Revenue	\$	10,200.00
Designated Funds		
2017 · Mission and Service	\$	4,503.50
Total Designated Funds	\$	4,503.50
2100 · Payroll Liabilities	\$	(206.60)
2120 · Accts payable & accr liab -oper	\$	7,500.00
Total Other Current Liabilities	\$	21,996.90
Total Current Liabilities	\$	21,996.90
Long Term Liabilities		
Restricted Fund Equity Grouping		
2002 · Benevolent Fund	\$	2,403.45
2003 · Memorial Fund - General	\$	25,697.10
2008 · Landscaping/Gardening Fund	\$	3,318.55
3001 · Planned Giving Fund	\$	348,356.45
4500 · Vacation Bible School Fund	\$	2,680.13
5000 · Capital Campaign	\$	529,550.81
Total Restricted Fund Equity Grouping	\$	912,006.49
Total Long Term Liabilities	\$	912,006.49
Total Liabilities	\$	934,003.39

Equity

3500 · Capital Equity	\$	443,115.00
3900 · Retained Earnings	\$	12,345.84
Net Income	\$	476.23
Total Equity	\$	455,937.07

TOTAL LIABILITIES & EQUITY	\$	1,389,940.46
---------------------------------------	-----------	---------------------

Respectfully submitted,
Sarah Jackson, Treasurer