

EDITH RANKIN MEMORIAL UNITED CHURCH

ANNUAL REPORT 2015



*"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

2015 ANNUAL REPORT

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STAFF DIRECTORY 2015

Ministerial Team	Rev. Dr. Wayne Soble Rev. Dr. Jean Stairs Beth Elford
Ministers in Voluntary Association	Rev. George Lavery Rev. Earl Taft Rev. Dr. Neil Elford
Music Director	Laurence Rowbotham
Church Administrative Secretary	Tanya Bax
Caretakers	Barry Servage (Jan-Aug 15) Jo-Ann Thomas (Jan-Jun 15) Barry Van Hooser (Sept 15-)

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AGENDA FOR
THE ANNUAL CONGREGATIONAL MEETING
OF
EDITH RANKIN MEMORIAL UNITED CHURCH
FEBRUARY 21, 2016

1. Call to Order/Welcome
2. Invocation and Commemoration
3. Approval of the Agenda
4. Approval of the Minutes of the Annual Congregational Meeting on February 15, 2015
5. Business Arising from the ACM February 15, 2015 Minutes
6. Approval of the Minutes of the Congregational Meeting on October 18, 2015
7. Business Arising from the Congregational Meeting of October 18, 2015 Minutes
8. Approval of the Minutes of the Congregational Meeting on November 15, 2015
9. Business Arising from the Congregational Meeting November 15, 2015 Minutes
10. Treasurer's Report for 2015
11. Approval of the Nominating Committee's Report, including the Election of Standing Committee Members and Trustees
12. Introduction of Committee Chairs/Questions concerning Committee Reports
13. Acceptance of the 2015 Annual Report to the Congregation
14. Recommendation from Council regarding ERMUC Governance Structure
15. Points from the Floor/Appreciations
16. Benediction
17. Adjournment

**MINUTES OF THE 2015 ANNUAL CONGREGATIONAL MEETING
OF
EDITH RANKIN MEMORIAL UNITED CHURCH
February 15, 2015**

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 despite the frigid weather and, declaring a quorum, called the meeting to order at 12:05 P.M.

In attendance according to the signed sheets: Ruth Allum, Lori Allum, Bill Allum, Elizabeth Amirault, Kathy Baer, Barb Bell, Gord Bell, Susan Bertrand, Les Burgess, Beth Burgess, Wanda Burke, Frank Burke, Lois Butler, Karl Butler, Paul Carl, Fran Day, Gerald Dickson, Anne Dickson, Janet Dubblestein, Naomi Gazendam, Mary Kate Gazendam, Nick Gazendam, Henry Green, Carolyn Green, Margaret Henderson, Bob Hill, Mildred Hill, Bonnie Howse, Diane Huddle, Rhonda Kerr, Mary Lavery, George Lavery, Marg Lawson, Jim Leary, M. Long, Maureen Long, Jim Long, Beryl McAllister, Jim McAllister, Cam McEachern, Margaret Merkle, Peter Merkle, Marlene Metzler, Dave Metzler, Brenda Moyer, John Moyer, Glenn Owen, Al Pickering, Mary Catherine Robb, Andrew Robb, Jan Rubino, Bob Rubino, Laurence Rowbotham, Gil Ryan, Barry Servage, David Sinclair, Anne Sinclair, Eleanor Sinclair, Gordon E. Sinclair, Sandra Sinclair, Gordon W. Sinclair, Wayne Soble, Chris Sproule, Nancy Sproule, Jean Stairs, Lorna Thorne, Isabelle Tompkins, Paul Van Nest, Sharon Van Nest, Jan Watkins **Total: 71**

2. Invocation and Commemoration

Rev. George Lavery led us in prayer and commemorated those adherents and members who died in 2014.

Laurence Charles Gagnon
Rita Ann McCreery
Edith Imogene Bull
Frederick Whitehead
Evelyn King
Russell Wilkie
Cecil Junior Servage
Margaret Ruth Gibson
Herbert Murray Goold
Durl Hubert Smith
Robert James Milne
Michael Dale McMahon
Robert Norman Boyd
Eleanor Lillian Barclay
Scott Harold Armstrong
Barry John Rogers
Gordon Wesley Knight
Eleanor Anne Hartling

3. Method of Voting/Extending the Vote to Adherents\Approval of the Agenda

John explained that according to the United Church of Canada Manual, all votes should be held by secret ballot but that except for specific issues, ERM has traditionally voted by a show of hands. Those present unanimously agreed that voting would be done by a show of any hands. Similarly, the vote was extended to any Adherents in attendance.

4. Interim Congregational Secretary

John explained the absence of Jan D'Agostino and that Rhonda Kerr had volunteered to be Secretary for the ACM. With no objections, John thanked Rhonda for recording the Minutes of today's meeting.

5. Approval of Agenda

Motion: Moved by Barb Bell, seconded by Gordon Sinclair to approve the agenda as circulated.
CARRIED

6. Approval of the Minutes of the Annual Congregational Meeting on February 16, 2014

Motion: Moved by Diane Huddle, seconded by Andrew Robb to approve the ACM minutes of 2014.
CARRIED

7. Business Arising From these Minutes - None

8. Approval of the Minutes of the Congregational Meeting on November 16, 2014

Motion: Moved by Elizabeth Amirault, seconded by Bob Hill to approve the minutes of the Congregational meeting on November 16. **CARRIED**

9. Business Arising from these Minutes - None

10. Treasurer's Report for 2014

Sarah Jackson, ERMUC's Treasurer for 2014, reported that Edith Rankin ended the year with a small surplus of \$476. Offerings are about \$13,500 higher than 2013 with more givings by PAR and less by local envelope. The planned giving fund transfers investment income to operating each year and this year the amount was \$15,400 which is included in other revenue. Council also authorized a transfer of \$19,300 from Planned Giving to Operating this year to cover some property expenditures including replacing hot water heaters and reworking the eaves trough and downspouts and burying some of the drain lines. These projects were not complete at year end and so you will notice \$10,200 of this amount has been set up as deferred revenue on the balance sheet to cover the remainder of the expenses when they are incurred in 2015.

The Capital Campaign has a balance of \$529,500.

Change in Accounting Methods. There has been a change in some of the accounting methods since the audit was performed on the 2013 financial statements and as a result some of the 2013 balances have changed from what was in last year's report. Council approved an external audit of 2014 fiscal year which will begin next week.

A copy of the 2014 Financial Reports will be attached to the Annual Report. The Treasurer's Report will be included in the vote on the Annual Report.

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

Peter Merkley thanked Glenn Owen for all his work on behalf of the Nominating Committee. He announced that Mary Catherine Robb had resigned from Mission and Outreach. John Moyer was thanked for his role as Chair of the Congregation

Motion: Moved by Peter Merkley, seconded by Brenda Moyer to approve the Nominating Committee's Report, including the Election of Standing Committee Members and Trustees as amended. A copy of the Nominating Committee's report as presented is attached to these Minutes

as Attachment 1. **CARRIED**

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

12. Introduction of Committee Chairs/Questions Concerning Committee Reports

John introduced the Chairs of Committees and invited the Congregation to direct questions to chairs regarding their reports which are included in the Annual Report. There were no questions or clarifications.

13. Acceptance of the 2014 Annual Report to the Congregation

Motion: Moved by Kathy Baer, seconded by Al Pickering to accept the 2014 Annual Report, including the Treasurer’s Report, to the Congregation. **CARRIED**

14. Election of the 2015 Chair and Secretary of the Congregation

Motion: Moved by Peter, seconded by Paul Carl that Christopher Sproule serve as the Chair of the Congregation and Jan D’Agostino serve as Secretary of the Congregation for 2015. **CARRIED**
John and Christopher exchanged the ‘gavel’. Chris continued the meeting as Chair of the Congregation. Al Pickering expressed appreciation to John Moyer.

15. ERMUC Capital Campaign Update/Discussion

Gordon Sinclair reported that construction expenses are expected to be paid by mid 2016. We are in a very good position with the money we have on hand, including the Trillium Grant. Hopefully we will have a building permit in the next couple of months. The Fundraising Campaign continues and will be focusing on some of our newer members and those who may have been missed during the initial stages.

Bridge Financing: The Campaign Team is talking to Trustees about the best ways to use the Trust Funds in the church. Another way to increase funds on hand and therefore decrease any bridge financing, is to ask people to honour their pledges earlier.

Peter Merkley spoke briefly on bridging financing. Council has approved the terms of the proposed debenture program. These are: the criteria for a debenture program will be made available to members, adherents and others. An interest rate of 2 % term to December 31, 2018 will be offered. Interest will be paid annually on the 31st of December. Debentures will be a minimum of \$5000, with increments of \$1000. There will be no redemption prior to December 31st, 2016 and after that, at the option of ERMUC. Should the lender need to cash the note due to hardship, ERMUC will make every effort to accommodate the request. In the event of death without joint ownership, all proceeds shall be paid to the estate of the Lender.

There was no indication when any debenture initiative might start.

Gordon Bell reported on the timeline of the project. In response to a question, it was noted that the trees on the north side of the church would not survive being removed and replanted. New trees will be planted. We were reminded that the project has been set at \$1.6 and anything expenditures over that limit would require the Congregation's approval.

16. Points from the Floor/Appreciations

Gordon Sinclair reported the following:

In the life of our church, it's important, from time to time, to acknowledge those among us who help to make it the truly exceptional place of Christian witness that it is.

First of all, there are the people who keep the place clean and tidy and set up events for us. I'm speaking of Jo-Ann Thomas and Barry Servage, who, between them, make sure the place is ship-shape.

Tanya Bax is now well into her role here, where she successfully juggles the job of church administrator with the equally demanding job of being a mother of young children. Always cheery, delightfully direct, and spectacularly efficient, she is a fixture during the daytime hours in the church office. Also, kudos go to Wanda Burke, Rhonda Kerr and Marg Lawson, who fill in for Tanya from time to time, often on short notice.

The Sunday School is one of several areas of the church that is growing, and for this we owe a debt of gratitude to Cindy Pettis, for her leadership of Sunday School teachers and young children in our church.

Music is very important to our worship experience, and it's imperative here to recognize the contribution of Laurence Rowbotham to our worship life week after week. A fine organist and choir director, he is to be admired for persevering with his health challenges through the last few years. The church is blessed with many fine leaders, both in the areas listed above, in church committees, the Trustees, and in the work of Council. A particular gesture of thanks is due to those on Council who are retiring after several years of first-rate service to the church.

The Project Team of Gord Bell, Paul Ireland and others is working tirelessly on our behalf to prepare the groundwork for our addition, which should see construction starting in a few short months.

And to those unsung heroes among us who count offering every Sunday, who work the AV equipment and who organize greeters and ushers each week, we offer thanks for your dedication. We too are blessed with exceptional leadership from clergy in our church. Beth Elford is making her mark in the church with visiting, counselling and spiritual direction. The team of Wayne Soble and Jean Stairs is superbly matched in terms of complementary talents and skills to ensure all ministerial bases are covered.

All of this dedication, hard work and leadership are essential to the successful operation of this little corner of God's world. We have many people to acknowledge for sharing their extraordinary gifts in such a way that this church can't help but grow closer to what God has intended. Brenda thanked Property Committee for helping to set up the tables and asked for help to put them away.

17. Benediction

Wayne thanked Gordon Sinclair and Peter Merkley for their work on the Capital Campaign this past year.

18. Adjournment

Motion: Moved by Sandra Sinclair, seconded John Moyer to adjourn the meeting at 12:55.

Chair(s): John Moyer, Christopher Sproule

Secretary: Rhonda Kerr

**MINUTES OF CONGREGATIONAL MEETING
OF
EDITH RANKIN MEMORIAL UNITED CHURCH
Sunday, October 18, 2015**

1. Call to Order

The meeting was called to order by the Chair of the Congregational Meeting, Chris Sproule at 11:30 A.M. Chris welcomed all those in attendance.

Three handouts were distributed and are as noted: 1) Congregational Meeting signed by Gordon Sinclair, Chair of Council; 2) Project Financing, October 18, 2015 and 3) Agenda.

Janice D'Agostino was introduced as Secretary for this meeting.

Attendance was taken in written format with this in attendance as follows:

Gord Bell, Barb Bell, Sue Ariss, Kathy Baer, Charlotte Jones, CF Fred Jones, Jim Crozier, Florence Niven, Don Niven, Betty Campbell, Bill Minish, Gladys Minish, Sandra Sinclair, Gordon Sinclair, Betty Jeanne Kippen, Fran Day, David Ariss, Paul Ireland, Nancy Barber, Margaret Henderson, Beverley Bell-Rowbotham, Lawrence Rowbotham, Carolyn May, Cathy Flynn, Janice Rubino, Bob Rubino, Eleanor Dickey, Lois Butler, Karl Butler, Eleanor Baxter, Marjorie Colwell, Tysie Mitchell, Edie Raymond, Judie Bryant, Penny Steele, Jim Leary, John Moyer, Agnes Glenn, Beverly Gellatly, Eleanor Orr, Susan Bertrand, Bill Molson, Diane Molson, Brian McCracken, Marlene McCracken, George Lavery, Mary Lorenz, Tom Kerr, Rhonda Kerr, Patricia Speck, Frederick J. Peterson, Lorraine Fyke, Alan Fyke, Beth Elford, Neil Elford, Mildred M. Hill, Bill Hartling, Carole Bleecker, Joan Bales, Gordon Bales, Marilyn Rodger, Barb Taft, Earl Taft, Helen Lywood, Denis Lywood, Grace Jackson, Martta Kelderman, Peter Merkley, Marg Merkley, Jim Stevens, Dave Metzler, Marlene Metzler, Cam McEachern, Sandy Byrne, Anne Sinclair, David Sinclair, Gary Arrand, Lisa Slater, Lorna Thorne, Don Douglas, Betty Douglas, Henry Green, Carolyn E. Green, Charmaine Bullett, Pat Bullett, Keith Notley, Yvonne Notley, Faye Dennison, Barb Mallory, Don Mallory, Gord Sinclair (SR), Eleanor Sinclair, Nancy Stokes, Julie Lam, Seng Lam, Diane Spencer, Bill Spencer, Cal Connor, Laurel Connor, Andrew Robb, Mary Catherine Robb, Sharon Van Nest, Paul Van Nest, Bonnie Hazell, Elsie Stitt, Marlene Wentzell, Jean Barna, Kip Brown, Garry O'Neill, Anne Byrom, Mack Bennett, Barb O'Neill, Nick Gazendam, Bonnie Peacock, Mary Lou Weinhardt, Arlis Moore, Phyllis Hannah, Eldon Peters, Liz Peters, Joyce Morrison, Audrey Creighton, Bill Creighton, E. Van Dalen, John Warren, Elly Warren, Annie Dickson, Gerald Dickson, Maureen Wilson, Joan Martin, Bonnie Howse, Lori Allum, Bill Allum, Ruth Allum, Marg Lawson, Gil Ryan, Bev Ryan, Linda Delve, Velma Koop, Stephen Delve, Paul Carl, Mel Hazell, Al Pickering, Brenda Moyer, Nancy Sproule, Ruth Pettis, Hilda Doran, Shirley Brown, Isabelle Tompkins, Glenn Owen, Elizabeth Amirault, Rev. Jean Stairs.

It was stated this number of 150 attendees constituted a quorum for the meeting to proceed.

It was announced the meeting was also recorded.

2. Invocation

Invocation was led by Reverend George Lavery.

3. Method of Voting/Extending the vote to Adherents

The method of voting would be by secret, printed ballot to be distributed and counted by Rhonda Kerr and Nancy Sproule.

Moved by Chris Sproule that the vote to be taken be extended to adherents. **CARRIED**

4. Approval of the Agenda

Moved by John Warren and seconded by Paul Carl that the agenda as distributed be approved. **CARRIED**

5. Presentation of Council Recommendation

Gordon Sinclair, Davis Ariss, Architect and Project Coordinator Paul Ireland led in a review of the project to date. The building permit is now available and the Trillium Funds can then be released. Betty Jean Kippen then spoke about her family’s long involvement with Edith Rankin and their wish to donate to the building fund. Gordon then thanked all those who had helped with the planning and had donated to date. The Project Financing, October 18, 2015 as distributed to those in attendance and projected overhead, was explained.

Motion by Gordon Sinclair and seconded by Gord Bell as displayed on PowerPoint and as written on paper ballot:

“Whereas the total cost of our project has increased from \$1.6 M to \$2.4 M, and whereas the money needed to complete the project is \$380,000, Council recommends to the Congregation that we accept the lowest bid of \$1,538,000 and that the \$380,000 be funded from debentures which Council will seek from members and adherents, and if required as necessary using money from the Trust Fund ensuring that at least \$150,000 remain in the Trust Fund.”

Discussion followed with all questions answered by the most pertinent individual.

Some of the questions asked answered included: the property line is the same; the Trust Fund is intact at this time and that the Operating Fund in the past has pulled interest from that fund; service in kind has been considered; fee permit costs were reviewed; Operating Deficit at this time is \$56,000; debentures were explained and 7 contractors were invited from Kingston and Ottawa with 6 successful bidders.

The paper motion (same as on PowerPoint and as recorded) was then distributed, given to the counters with all votes then returned to the Chair. The line for casting a vote was:

If you support the motion from council, indicate**YES**

If you do not support the motion from council, indicate.....**NO**

Yes vote numbered 128 and the No vote numbered 22 with a total of 150 votes. **CARRIED**

Benediction

Rev Dr Jean Stairs thanked everyone for their ongoing help towards the future of Edith Rankin and led the prayer of benediction.

Adjournment by Chris Sproule declared at 12:50 p.m.

Minutes as recorded by
Janice D’Agostino, Secretary

**MINUTES OF CONGREGATIONAL MEETING
OF
EDITH RANKIN MEMORIAL UNITED CHURCH
Sunday, November 15, 2015**

1. Call to Order

The meeting was called to order by the Chair of the Congregational Meeting, Christopher Sproule at 11:45 A.M.

Christopher welcomed all those in attendance who signed in accordingly:

Glenn Owen, Bev Ryan, Gill Ryan, Isabelle Tompkins, Al Pickering, Paul Carl, John Warren, Elly Warren, Eldon Peters, Liz Peters, Elizabeth Amirault, Rev. Jean Stairs, Rev. Wayne Soble, Bill Hartling, Linda Lain, Mary Lou Weinhardt, Sharon Van Nest, Nancy Stokes, Carole Bleecker, Rhonda Kerr, Beth Elford, Neil Elford, George Lavery, Mary Lavery, Brian McCracken, Marlene McCracken, Bill Molson, Diane Molson, Susan Bertrand, Agnes Glenn, Beverly Gellatly, Eleanor Orr, Tysie Mitchell, John Moyer, Lois Butler, Karl Butler, Bob Rubino, Fran Day, Betty Jeanne Kippen, Bill Minish, Gladys Minish, Frank Burke, Wanda Burke, Fred J. Peterson, Tony Bauer, Les Burgess, Beth Burgess, Katie Schutz, Margaret Pickering, Sheila Billings, Janet Dubblestein, Maci Dubblestein, Gerrie Dickson, Linda Lain, Wally Parks, Barb Parks, Margaret Baker, John Warren, Elly Warren, Edie Raymond

2. Invocation

Paul Carl led the invocation to the meeting.

3. Welcome

Christopher Sproule welcomed everyone to the meeting. The purpose of the meeting was to approve the Council recommended Financial Plan for 2016.

4. Approval of the Agenda

Christopher Sproule indicated that a quorum was achieved and the meeting could proceed as scheduled.

Moved by Marlene McCracken and seconded by Rhonda Kerr to approve the agenda as distributed.

Carried

5. Extending the vote to adherents in attendance

Moved by Paul Carl and seconded by Gordon Bell that adherents in attendance would be included in the vote. **Carried**

6. Method of Voting

Christopher Sproule indicated that the method of voting would be by show of hands. **Carried**

7. The 2016 Financial Plan

Gordon Bell, Chairman, Administration, Stewardship & Resources Committee explained the format of the document titled, Proposed Financial Plan, October 30, 2015, as distributed to those in attendance. Questions were then directed to Gordon and discussion followed.

Moved by Gordon Bell and seconded by Elizabeth Amirault to approve the Financial Plan as presented. **Carried**

8. Motion to establish ERMUC's Mission and Service Target for 2016

Moved by Marilyn Rodger and seconded by Al Pickering to approve the Mission and Service target of \$41,760.00 for 2016. **Carried**

9. Brief Capital Campaign Update

Gordon Sinclair reported that the Trillium funds have been released. There is a delay in the release of the Presbytery funds. Construction is now underway on the upper level. Outside work is proceeding slowly while determining the gas supply. The church may be closed for a day. Tours will be planned eventually.

10. Benediction was led by Elizabeth Amirault.

11. Adjournment was moved by Craig Pettis and seconded by Brian McCracken at 12:15
Carried

Respectfully submitted by,
Janice D'Agostino

Christopher Sproule
Congregation Chairperson

2016 FINANCIAL PLAN

	Plan 2016
<u>PART 1</u>	
<u>INCOME</u>	
Income from Offerings	
Envelopes	\$ 130,000.00
PAR (Local)	\$ 175,000.00
Loose	\$ 7,000.00
Initial Offering & Other	\$ 350.00
Other	\$ 200.00
Easter Special	\$ 7,000.00
Thanksgiving Special	\$ 5,000.00
Christmas Special	\$ 12,000.00
TOTAL	\$ 336,550.00
Other Income	
Income from Groups e.g. Catering, Music, Cmttees, (Observer prev)	\$ 9,000.00
Observer Income	\$ 1,500.00
Kagita Mikam Employment Benefit	\$ 4,884.30
Rentals	\$ 5,000.00
Interest on Investments	\$ 12,000.00
HST Rebates	\$ 4,800.00
Miscellaneous	\$ 1,000.00
TOTAL	\$ 38,184.30
TOTAL OPERATING INCOME	\$ 374,734.30
<u>EXPENSES</u>	
Church Council	
Contingencies	\$ 1,000.00
Events	
TOTAL	\$ 1,000.00
Administration, Stewardship & Resources Committee	
Bank Charges	\$ 1,600.00
PAR Fees	\$ 550.00
HST on Purchases	\$ 6,000.00
Offering Envelopes	\$ 400.00
Stewardship, Training & Development	\$ -
Presbytery Assessment	\$ 12,750.00
Office Supplies	\$ 3,000.00
Photocopier Lease	\$ 6,000.00
ADP Fees	\$ 300.00
Postage	\$ 2,390.00
Computer Services	\$ 1,400.00
Telephones	\$ 1,800.00
Professional Audit	\$ 7,000.00
Miscellaneous	
TOTAL	\$ 43,190.00

Congregational Life Committee	
Caring Connections	\$ 250.00
Name Tags	\$ 100.00
Events: Couples; Family; Sept. BBQ	\$ 800.00
Fellowship	\$ 500.00
Resources/General	\$ 50.00
Miscellaneous	\$ -
Welcoming Team Expenses	
Training & Development	\$ -
TOTAL	\$ 1,700.00
Faith Formation and Development Committee	
Adult Faith & Life	\$ 250.00
Confirmation Resources & Meal	
Christian Initiation (Baptism & Confirmation)	\$ 1,450.00
Curriculum & Resources	
Teacher Appreciation Dinner	
Church Picnic Activity Expenses	
Pageant Expenses	
Kids Alive Program (formerly Sunday School Team)	\$ 1,950.00
Youth Ministry Team	\$ 575.00
Leadership Dev. / Summer Ministries	\$ 750.00
Study Group Materials	
Other (VBS)	
Printing/Copying	
TOTAL	\$ 4,975.00
Media and Communications Committee	
Mailing and Supplies	\$ 800.00
Advertising and Promotion	\$ 800.00
Copyright Licenses	\$ 375.00
Maintenance	\$ 100.00
Miscellaneous	\$ 100.00
Software/Equipment	
Observer Subscription	\$ 1,500.00
Internet Expenses	\$ 750.00
Website Expenses	\$ 150.00
TOTAL	\$ 4,575.00
Ministry and Personnel Committee	
General M&P Expenses (Police Checks, First Aid)	\$ 200.00
Miscellaneous	\$ 250.00
TOTAL	\$ 450.00
Mission and Outreach Committee	
Mandate Subscriptions	\$ 200.00
UCC Mission Educational Materials	\$ 100.00
Discretionary:	\$ 300.00
Queen's School of Religion	

Project 1: El Salvador	\$	1,000.00
Project 2: Camp Quin Mo Lac	\$	500.00
Project 3. Student Bursary Fund BayQC	\$	500.00
Project 4: Kingston Community Chaplaincy	\$	500.00
Training and Development		
Miscellaneous	\$	300.00
TOTAL	\$	3,400.00
Property Committee		
Utilities	\$	18,300.00
Insurance	\$	5,000.00
Snow Removal	\$	6,000.00
Maintenance/Building	\$	8,000.00
Ground Maintenance	\$	4,000.00
Elevator Inspection	\$	-
Miscellaneous - (tables 2015)	\$	-
TOTAL	\$	41,300.00
Worship Committee		
Church Service Supplies	\$	1,200.00
Guest Speakers	\$	750.00
Decorations	\$	250.00
Access Assistance (taxi)		
Music Ministry - Guest Musicians	\$	500.00
Music - (Misc Expenses)	\$	100.00
Music - Purchases	\$	1,200.00
Music - Handbells	\$	300.00
Workshops/seminars-members	\$	100.00
Miscellaneous	\$	300.00
Transportation	\$	600.00
Anniversary Sunday		
TOTAL	\$	5,300.00
Trustees		
Copying & Misc.	\$	-
Security Upgrades	\$	-
TOTAL	\$	-
TOTAL OPERATING EXPENSES		\$ 105,890.00
COMPENSATION		
Worship & Pastoral Care Minister		
Salary - 40 hours (2015 New comp model incl housing in salary)	\$	71,397.00
Housing		
Allowances	\$	5,093.00
Relief Minister/Preaching	\$	-
TOTAL	\$	76,490.00

Education, Outreach & Pastoral Care Minister	
Salary - 40 hours (2015 New comp model incl housing in salary)	\$ 71,397.00
Housing	
Allowances	\$ 5,093.00
TOTAL	\$ 76,490.00
Congregational Designated Minister	
Salary - 10 hours (2015 New comp model incl housing in salary)	\$ 15,235.00
Housing	
Allowances	\$ 1,363.00
TOTAL	\$ 16,598.00
Director of Music Contract	\$ 26,316.00
Other	\$ 1,800.00
TOTAL	\$ 28,116.00
Administrative Secretary	
Salary - 35 hours	\$ 39,931.00
Allowances	\$ 125.00
Relief	\$ 2,430.00
Travel	\$ 410.00
TOTAL	\$ 42,896.00
Caretakers/Custodians	
Barry Servage (10 hours per week) Salary *	\$ -
JoAnn Thomas (19.5 hrs per wk) Salary *	\$ -
Barry Van Hooser (32 hours per week) Salary (Sept 15 onward)	\$ 23,970.00
Relief Caretaker/Custodian	
* including Kitchen Cleaning @ 2 hr / wk	
TOTAL	\$ 23,970.00
Payroll Liabilities (UCC Pension & Benefits, CPP, EI)	\$ 40,000.00
Payroll (Res Care Plan)	
TOTAL COMPENSATION	\$ 304,560.00
TOTAL OPERATING EXPENSES	\$ 410,450.00
TOTAL OPERATING INCOME	\$ 374,734.30
Surplus/(Deficit)	\$ (35,715.70)
Mission and Service Income	
Envelopes	\$ 20,380.00
PAR	\$ 20,380.00
UCW	\$ 1,000.00
M&S Other	
TOTAL	\$ 41,760.00

MINISTER OF WORSHIP, PASTORAL CARE AND ADMINISTRATION

In preparing to write this report I had a brief panic attack. I wanted to re-read previous reports I had written and couldn't find them stored anywhere on my computer. Yes, you might have thought I would have created a file called "Annual Reports" but no such luck! And, yes, I do have hard copies of old reports, but that's not the point. If the reports were still on my computer, I could have cut and pasted words of yore, confident that nobody ever reads these things anyway and therefore wouldn't notice the repetition. So now I have to write "from scratch" as it were. Trouble is, this my 12th report to the all the saints who are at Edith Rankin Memorial United Church still sounds a lot like the 11 previous ones! I get to comment on a year of challenges and opportunities, thank a bunch of folks, identify a concern or two that merits some extra attention in the coming year and do my best to end on a positive note. And, oh yeah, somewhere in there I'm supposed to give an account of how I spent most of my time so that, unlike my mother, you won't think I only work one hour a week (okay, maybe an hour and 15 minutes!) and, even then not that hard. So, even if some things bear repeating, here goes....

Challenges and Opportunities. There were plenty of both. Obviously the biggest challenge was fretting about whether we'd ever get our building project underway. Tada! That challenge is now an amazing opportunity for fresh ways to be church in our time place. Just you wait and see. Paying for it has been a challenge, too. While we still need a few more shekels to make sure we finish the job up right and don't end up with unnecessary debt, most ERMUC folks have contributed enthusiastically and generously and by the time we cut the ribbon, odds are God's amazing grace and our shared grit will accomplish more than we ever imagined. Okay, maybe giving to Peter has robbed Paul a tad and the financial resources for our daily operational needs have taken a bit of a hit; but a renewed wave of awareness of today's costs of doing the kingdom's business plus an emerging culture of real generosity are strengthening our capacity to minister to one another and to the world around us in bold and meaningful ways. I am encouraged. Coping with the chaos of construction, figuring out ways to share limited space, keeping our curiosity in check while we wait for sanctioned occasions to sneak a peek have tested us a little, too, but we have responded remarkably and graciously well to it all. The greatest global displacement of humanity in history is a challenge for the whole world, to be sure. But what an opportunity it has created for us, along with many other Canadians – notably Canadian Christians! – to offer hospitality and hope to "the other". And so I am immensely proud of the many Rankinites who have stepped up to give outstanding leadership in the West Kingston Refugee Partnership as we look forward to welcoming the Syrian Al-Salkhadi family to the Kingston community in the very near future. In retrospect, last spring's rather intensive triennial review of Jean's and my ministry now seems, in some ways, much ado about nothing but, at the time, it seemed more traumatic than it merited. Nevertheless, we received considerable affirmation, excellent feedback and support from the Ministry and Personnel Committee and we learned a few things about how to do and not do annual and triennial reviews! On a personal note, recovering from the effects of radiation therapy, rehabbing from a new knee and two cataract surgeries have sapped my energy a tad, but your support and understanding has been tremendous and my 2015 bionic improvements should have me in great shape for whatever lies ahead. It's remarkable how renovation and rejuvenation go hand in hand for ministers as well as congregations.

Thankyou to a Bunch of Folks. This is the hard part because, basically, I want to thank everybody! Few congregations these days are as blessed by the commitment, energy, generosity, good humour, faithfulness and mutual affection and regard for one another that are so characteristic of the members and adherents of Edith Rankin Memorial. But, readers of this report will understand if I single out a few people for particular recognition. Gordon Sinclair has given sterling leadership to

our Council of Elders and Building Campaign from the get-go. Council members as a whole have been diligent and faithful stewards of their responsibilities for our life together. Marg Merkley and the Ministry and Personnel Committee have been especially so as they dealt with a variety of personnel matters. Members of the Project Management Team have likewise done due diligence in working with architects and contractors and we have been blessed to have Paul Ireland bring his considerable knowledge and experience to his role as ERMUC's Project Manager. But I have to give resounding kudos to Gord Bell who has chaired both Council's Administration, Stewardship and Resources Committee and the Project Management Team. Yes, there were several appreciated helpers, but Gord single-handedly did countless chores to make sure things got packed and stored prior to construction getting underway and he continues to hover like a guardian angel over the unfolding process to make sure that the universe unfolds as it should. I can't imagine this project developing so well without his wisdom and expertise.

Mind you, I can't imagine Sunday mornings without Laurence and the Chancel Choir and the Junior Choir and the Limestone Ringers and the Audio-Visual Team. Where would we be if Barb O'Neill didn't arrange for meeters 'n' greeters, or Lorna Thorne for readers, or Florence Niven for folks to have a word with the children and offer the prayers of the people? Mary Leach and Barb O'Neill made sure all things were ready whenever it was time for us to break the bread and share the cup. Nancy Barber and friends made sure the décor was always seasonal and immensely pleasing. Thanks to Fran Day and her team of counters, our offerings got recorded and safely deposited. Thanks to many hands, coffee got made and mugs got washed. Fellowship Breakfasts were planned and catered by willing hands and hearts. The Catering Team fed us and others with great food and good cheer. *The Anchor* got published with exceptional results thanks mainly to Patti Speck and Paul Carl. Our website is among the best church sites available thanks to Pauls Carl and Van Nest and the amazing photography of Craig Pettis.

Other people and programmes will receive the honourable mention they deserve elsewhere in this volume with the assurance that I share the gratitude for the time and talent they have given to our life and work. I'm sure I'll miss a few good nights' sleep worrying about all the other folks I should have named in print, but my forgetfulness does not diminish my gratitude for them and all their labours of love and service. But I need to finish these particular thank-yous by acknowledging once again how blessed I am to be partner in both marriage and ministry with the girl of my dreams. The creativity and energy Jean brings to our team is exceptional. When you read her report you'll realize how exhausted I sometimes get just watching her work! Pastoral Care is better by far at ERMUC because of the presence, sensitivity and spiritual centeredness of Beth Elford. We said goodbye to one Barry and hello to another one last year and both merit our gratitude. Barry Van Hooser has come on board at a time when the construction project creates a host of challenges for the caretaker but he has proven more than up to the task at hand and is a most welcome addition to our team. And keeping her head when all the rest of us are occasionally losing ours is Tanya Bax who, in crowded temporary quarters with too many of us tugging at her sleeve all at the same time demanding her undivided attention, juggles more than is humanly possibly most days. Thanks is too small a word to express what it means to work with this crew.

A Concern or Two. As we experiment in the coming year with a revised model of governance and the means of carrying out the ministries to which we are called, it is absolutely essential that everyone give prayerful consideration to how God is calling them to exercise their spiritual gift(s) for the tasks at hand. Won't it be great to be doing the work of ministry in various ways with a sense of joy and satisfaction because the work of our hands and hearts reflects our interests and talents? Being the church for our time and place is an awesome opportunity for Edith Rankinites. Let's just do it!

Adapting to our new and renewed physical environment will be a lot of fun but not without some challenges and a few hiccups. It will need intentionality, patience and creativity to make the best use of our new space and the ministries that the new digs make possible. And, of course, let's not forget to have a real bang up celebration!

It would be marvellous if we never had to worry about paying the monthly bills. Edith Rankinites are sufficiently blessed with financial resources that, notwithstanding the economic anxiety that bedevils the evening news, we should never have to worry. In fact, if every household did even a little bit more (go on PAR, increase PAR, add the price of a cup of coffee to your weekly offering or even the cost of dinner out now and then, etc.), we'd never be in the red and would have the resources to accomplish even more for the kingdom's sake. Something to think and pray about.

How I Spent Most of my Time. One of the questions asked last year on the triennial review self-assessment form was "What gives you the greatest personal and professional joy and satisfaction in your ministry?" Here's what I wrote in response: "After 45 years 'in the biz', my energy may be flagging somewhat but I still like being 'in the biz.' Most days anyway. After 11 years at ERMUC, I still find joy and satisfaction whenever I am entrusted with opportunities to provide meaningful *pastoral and spiritual care* in some of the most holy/human moments in people's lives. As a wannabe biblical scholar and educator, I thrive on 'teaching moments' and especially enjoy leading *adult bible study* sessions. But, it is unquestionably *worship and preaching* that still give me the greatest personal and professional joy and satisfaction. It is not only what I think I do best, but it is also what I do when the 'family' is together doing their best to hunger after a little holiness and inch a little closer towards the heart of the Holy Mystery we call 'God.'" So I guess that's pretty much how I spent my time – pastoring, preaching, teaching, hanging out. Some days I functioned better than others, but ministry continues to be both life-giving and life-draining. I expect, given my nature and personality, the two will always be inseparable. With other members of our church family, I grieved the loss of some dear friends even as I celebrated their lives in services of remembrance and hope. In general terms, I could cut and paste the types of things I do from one annual report into the next. The freshness and vitality and delight and even the occasional bouts of dismay are in the details.

A Positive Note. God is good. Life is good. Ministry is good. The future of Edith Rankin Memorial United Church is good. The Spirit roams among us and will continue both to agitate and invigorate our partnership in the gospel. So what else is new? Everything, my friends. Everything.

*Respectfully submitted,
Dr. Wayne Soble*

**MINISTER OF CHRISTIAN EDUCATION, OUTREACH
AND FAMILY PASTORAL CARE**

Most people have a "least favourite" thing about their work. In my time as an educator, it was grading papers. At ERMUC, it's probably writing annual reports. How does one summarize adequately a year of ministry, pastoral care, programs and events in a scintillating way for readers? What really matters, I guess, is that *ministry happened, children and youth were valued and Edith Rankin continued to live out its neighbourhood reputation of being a people and place that cares, is welcoming to all and does stuff that makes a difference locally and globally.* When it comes down to it, ERMUC is "the word made flesh" through the living out of our mission, vision and core values.

Ministry happens because of the excellence of your ministry in the life of ERMUC. I also appreciate immensely our ministry team, which includes the wisdom, humour and effectiveness of the man I work and live with (Wayne Soble) and the woman whose listening skills, spiritual direction and theological gifts I daily admire (Beth Elford).

While by no means an exhaustive list, here are some *highlights* of the past year that reflect my portfolio and commitment to ministry among and with you:

Children, Youth and Families

- An amazing youth service in May on the theme of the “Top Ten” (ie., commandments!) and a Children’s and Youth Service in November on the theme of children and food;
- A “first” collaborative confirmation program with 5 youth (3 from ERMUC, 1 from Bath UC and 1 from Chalmers UC) and an adult confirmation program with 2 adults, culminating in a celebration dinner and confirmation on the first Sunday of June (ERMUC Youth = David McLeod, Alicia Dawson and Serina Sproule; Adults = Jane Furter and Jean Leach);
- A newly established “Tween Ministry” providing social occasions for tweens (grs 4-6) to gather and form friendships with their other church-attending peers;
- Several youth events that provide connecting opportunities and outreach with friends of our youth (bowling, corn maze, backpack outreach event, etc.), and writing reference letters for youth seeking jobs, scholarships, awards, etc.;
- Supporting Cindy Pettis, whose innovative and sparkling leadership of “Kids Alive!” takes my breath away;
- The third year of “Summer in the City”, a successful and inspiring youth leadership employment and training program and a children’s day program that runs the first two weeks of August (this year involving 21 children, 7 youth, 4 adult volunteers, 4 guest presenters and 3 ministry staff from ERMUC, Chalmers and Crossroads UC’s), made possible by grants from Four Winds Presbytery and Canada Summer Jobs (federal);
- Celebrating the relationships that develop and the faith formation that happens with younger children and families at “TGIF” (Thank God, It’s Family Nite), now viewed as a model for other congregations in the region (reaching 50 ERMUC adults and children);
- Securing Advent candlelighters for four Sundays who represent our younger families in the church;
- Designing and leading ERMUC’s early Christmas Eve service for the neighbourhood (~300 in attendance) on the theme of the nativity in Canadian Contexts, based on the writing and paintings of William Kurelek;

Adult Faith Formation

- A successful Lenten Film Series, inviting participants to reflect on spiritual and religious themes raised up by means of popular culture;
- A well-attended (40+) pot-luck supper and presentation by Elder Cliff Standingready as follow-up on the Truth and Reconciliation Commission’s Report and the UCC’s involvement in the Residential School system;

- An inspiring year of reflection by the Spirit Sisters Planning Team, facilitating Spirit Sisters on the year-long theme of “Journeying with Women”, culminating in a Spirit Sisters led service and a year-end party at the home of Kathy Thomas;

Outreach

- The historic signing by our Church Council of an official “twinning agreement” with UCC Mission and Service Fund partner Iglésia Bautista Emmanuel in El Salvador and Pastor Miguel Tomas Garcia’s visit to us in late August (with IBE’s gifts now hanging in our sanctuary and our Council Chair’s presentation of a framed picture of ERMUC to carry back);
- Training by Correctional Service of Canada at Collins Bay Institution for four ERMUC’ites (Tom Kerr, Elgin Bock, Jean Stairs and Wayne Soble + two previously trained ERMUC’ites Eric Lawson and Sonya Fraser) in order to serve as volunteers with minimum security prisoners, including those who apply for an Escorted Temporary Absence in order to worship at ERMUC;
- The awesome responsibility of establishing and chairing WKRP (West Kingston Refugee Partnership, an action of our Mission and Outreach Committee and comprised of ERMUC + Crossroads, Cataraqui, Cooke’s-Portsmouth and St. Andrew’s By the Lake UC’s + community members – over 30+ people, 10 of whom are from ERMUC, five of which are ERMUC young adults), an enthusiastic and talented group working tirelessly to bring the Syrian Refugee Al-Salkhadi family (dad, mom and 2 pre-school daughters) to Kingston as well as a second family selected from the UCC’s BVOR (Blended Visa Office Refugee) list – work that will be on-going for many more months but without a doubt putting faith into action;

Administration, Pastoral Care and Other Stuff

- Serving on the Search Committee for a new full-time custodian and welcoming Barry Van Hooser who has brought superb skills and work experiences to the job along with a cooperative and cheerful personality;
- Continuing to supervise our amazingly congenial, cooperative and competent staff - Tanya Bax, Administrative Secretary and Barry Van Hooser, Church Custodian;
- Working joyfully in support of committee chairs whose mandates relate to my portfolio and who encourage my work, accept my ideas and are open to new challenges: Millie Hill (Chair of Faith Formation and Development until Nov 2015), Elizabeth Amirault (Chair of FFD since Dec 2015), Janet Dubblestein (Congregational Life), Agnes Glenn (Chair of Mission and Outreach Committee) and Gord Bell (Chair of Administration, Stewardship and Resources).
- Recalling with gratitude the many significant moments spent in privileged and confidential conversations about spiritual, emotional and personal matters with members of our faith community, conducting funeral services for some of our cherished and missed members and facilitating ten ERMUC women who grieve their losses candidly, humourously and faithfully in a monthly group known as “Mourning Glories”;

- Packing up my office and sorting out what to keep, what to throw away, what to give away, what to take home and keep accessible for the duration of the construction period and, of course, trying to figure out how to stay connected with ERMUC folks when working (albiet temporarily) from home;
- An elegant launch reception held in June to celebrate my recent book “Soul Sisters: Re-Imagining Women’s Groups” and hearing about how it is enlivening women’s spirituality groups across the country;
- Participating in the “Minister’s Triennial Review” and experiencing its positive outcome under the wise leadership of Margaret Merkely, Chair of Ministry and Personnel and all of the committee;
- Treasuring all the “yes” responses from people I called over the course of the year to help with something or other (crafts, cooking, costume-sorting; baking, singing, donations, etc.)!

There was, of course, much more to the year than these highlights, not the least of which was our ministry to one another through a time of huge transition and change as our construction project moved from planning and preparation to tearing down, digging and hammering. It will be such a joy to experience its completion and begin to discover all the ways we can use the building more easily, fully and meaningfully, for ourselves, our neighbourhood, seniors, young adults and families.

It remains a challenge to minister with families, children and youth when there are so many competing claims upon their time, such as employment, extra-curricular activities, visits to grandparents, etc. Still, I remain very hopeful about ERMUC’s future. There is a strong cohort of infants in our midst (29) and if the congregation can maintain their connection to ERMUC, there is a future group ready to grow in faith because they’ve been planted in the good soil (ie. Christian learning environment) that ERMUC provides.

All of this makes my skin tingle, which our Celtic ancestors would describe as experiencing a “thin place” – an experience of knowing God is very close to us. I look forward to marking the beginning of my fifth year (in July 2016) with one of Kingston’s most vibrant and bold churches and as a contributor to one of Kingston’s most vibrant and capable ministry teams. I consider myself exceedingly blessed and am grateful to God to be part of the sailing that happens on the winds of the Spirit that surely blow in this place.

*Respectfully submitted,
Dr. Jean Stairs*

CONGREGATIONALLY DESIGNATED MINISTER
FOR PASTORAL CARE

When people ask me what makes my ministry at Edith Rankin Memorial meaningful, I don’t have to ponder the question long. It is the people, of course.

Doing pastoral care in this faith community brings me into relationship with many wonderful, faith-filled people. I am relating to members of our congregation largely later in life. This is when the challenges of transitions of residence, unexpected illnesses, or the roadblocks that aging has a way of throwing onto one’s path can thwart the hopes of continuing on as one always had.

I witness the courage it takes to find new ways of being, and the resourcefulness to find new ways of doing. There is a time when an attentive ear and an understanding presence can help to smooth the way a bit. A pastoral care visit can offer a place for reflection and a space to connect with the deeper stirrings of the one's soul that can happen at times of transition.

Sometimes the challenges faced are more urgent and intense, during hospital stays or with a diagnosis and treatment process newly underway. Prayer, visits and support help to remind us we are part of a community of faith who love us and care about us and remind us too, of God's love gracious and unending.

Sometimes the challenges faced are that nothing much seems to be changing at all. Chronic pain or waiting for placement or experiencing long days with little opportunity for a change of scenery or being involved in a larger world, often come with a sense of discouragement and loss of autonomy.

My role in the ministry of pastoral care is to be a companion on this journey, bringing my education, skills and experience to support each person on the path they are on. Humour is often our shared companion, as a little laughter heals and brings hope to many situations. I learn from those I visit too. I share a quote with you from someone who lives this attitude every day. She states simply, "Every day is a Good Day." It is enough to stop one from perhaps grumbling about the weather or complaining about life's little challenges.

When you have come through a life threatening illness or a serious challenge to your sense of mortal well-being, you can choose to live in fear or faith. She chooses to see each day as God's good gift to be treasured. These relationships are treasures to me. I am thankful for each person that I have come to know through this ministry and the ways we can remind each other that each day, no matter what it bring is a gift and we get to share in its challenges and blessings together.

*Respectfully submitted,
Beth Elford*

CHURCH COUNCIL

2015 was a momentous year in the life of Edith Rankin. The over-riding question of the year was the decision to move ahead with our building project. The fact that the congregation voted overwhelmingly in favour of moving forward at our October 18 special congregational meeting says a great deal about the faith, generosity and confidence of this congregation. Add to this that the vote was a culmination of years of discussion and study, debate and compromise, and the October vote takes on increased significance. As a congregation we moved from discussion to action with the vote, and at year-end, construction is proceeding apace, with a completion scheduled for May of 2016.

The primary premise of the project is ministry. Once the projected is completed, ministry to those with mobility issues, young parents, and seniors, as well as community groups will all be significantly enhanced beyond what is currently possible. Everyone stands to gain through increased access to our sacred space. The elevator will make church life easier for many.

As large as the project loomed throughout 2015, Council concerned itself with a host of other issues that will both benefit and challenge the congregation in various ways:

- A new, more streamlined governance model has been approved by Council in the form of a recommendation to the congregation. More information will come forward at our Annual Congregational Meeting, February 21.
- The Syrian Refugee initiative (WKRP – West Kingston Refugee Partnership) has received Council's enthusiastic approval
- A number of Policy and Practice documents were adopted as a result of study and recommendation from committees. Gerrie Dickson is to be commended for his assiduous work on these documents.
- Council approved the partnership with Iglesia Bautista Emmanuel in San Salvador and Pastor Miguel Tomas Castro
- A refined hiring process resulted in the appointment of Barry Van Hooser as full-time custodian.
- Council approved a number of measures to deal with financing the building project and recognition of donors
- Council approved a return May visit from Chuck Wilson, which netted a new \$100K for the Capital Fund.

Council meetings have functioned in a respectful, sometimes spirited dynamic aimed at propelling our church forward in a way that, with God's help, faithfully serves the people of this congregation both now and into our shared future.

*Respectfully submitted,
Gordon Sinclair,
Chair, Council of Elders*

WORSHIP COMMITTEE

The worship committee in 2015 was comprised of Elizabeth Amirault, Nancy Barber (until mid-year), Mary Leach (until September 2015), 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 10 times during 2015 and addressed the following responsibilities as mandated by the Church Council and the congregation.

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;
- Penny Steele: candle inventory management;
- Mary Leach and Barb O'Neill: communion preparation and serving coordinators;
- Florence Niven: coordinator of the rosters for Prayers of the People and Children's Times;
- Florence Niven: wedding coordinator
- Barb O'Neill: coordinator of the rosters for greeters, ushers;
- Lorna Thorne: coordinator of the roster of lay readers;
- Patti Speck: announcements presenter.

Sincere thanks is extended to all those who have helped ensure that everyone attending ERMUC has a personally satisfying worship experience.

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 worshippers 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. We are blessed by his skill as a preacher. The committee assists as requested and required. The committee also provides feedback.

We have also been blessed to listen to Rev. Dr. Jean Stairs during a few services in 2015 along with other groups that have taken responsibility for services.

For summer services, Elizabeth Amirault agreed to act as the worship coordinator for which she was given a small honorarium. The committee also arranged for preachers during five weeks of the summer including Elizabeth (twice), Beth Elford, Rev. George Lavery and Eric Lawson. We greatly appreciate the contribution of these volunteers to the enrichment of our summer services.

Mary Leach has been our able communion coordinator until September, assisted by Barb O’Neill. In September, Barb O’Neill volunteered to fill this role. They arranged for people to serve and provided instruction for the servers before the service. They 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 as well as scheduling people from the congregation to offer ‘Prayers of the People’ during the services.

An important part of team of people who help with worship services is the audio-visual group. Their work with the camera helps people see what is happening in the chancel area and their projection of words for participative parts of the service helps all of us. The ‘podcasts’ and the posting of the audio for each service on the ERMUC web site is appreciated by those who are unable to attend our services in person.

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.

Penny Steele volunteered for the role as our candle coordinator this year.

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

Rev. Wayne Soble developed two guides in 2014, one for weddings and one for funerals & memorial services. The committee adopted these guidelines in 2014. 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 organized a transportation arrangement, with the assistance of all three ministers, which enables people living in retirement homes and without personal transportation to travel to church services and back in a taxi. The trial started in late 2014 and continued through 2015. The cost of this essential service to the end of November 2015 was \$370.

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 service of hymns on 1 November;
- a Remembrance Day service on 8 November;
- a concert on 22 November to dedicate a baby grand piano donated by Edna (Leadbetter) and Don Lane in memory of W. Richard (Dick) Leadbetter as well as additions to our bell choir with money donated in memory of the past leader of the Limestone Ringers, Debbie Lloyd; Laurence Rowbotham arranged for Brian Jackson to be the guest musician for the concert; net income (\$494) from this concert was donated to the West Kingston Refugee Partnership Fund; Barb O'Neill coordinated the concert details;
- a service of Remembrance & Hope on 13 December; about 18 attended;
- a service of carols and readings on 13 December planned by Laurence Rowbotham and Wayne Soble;
- two Christmas Eve services, the second including communion.

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 Laurence Rowbotham, 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 Janet McDonald and the youth choir, trained and lead 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 2016.

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

There were no specific assignments in 2016.

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 \$7,094 leaving

a balance in the fund at the end of December 2015 of \$27,328. Funds were spent to move the donated grand piano and equip it for use in the church and for augmentations to the bell choir.

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, for the Worship Committee*

MUSIC AT EDITH RANKIN

"Next to the word of God, the noble art of music is the greatest treasure in the world."

- Martin Luther

Music at Edith Rankin does indeed have an important role in helping to communicate, in an enjoyable way, the word of God. It is our goal, to complement the psalms, hymns and the words of the sermon through our selection and performance of God inspired script.

It is the noble 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.

We must acknowledge, with gratitude the considerable amount of time donated weekly by our choir members, bell ringers and leaders. If the noble art of music is the greatest treasure in the world, then those who present it must surely be noble too!

Gratitude is 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 2015.

Martin Luther's comment on music inspires us to aspire to our best in leading the musical worship of God.

P.S. There is always room in all our musical ensembles for new members. Please see Tidings for dates and times.

*Respectfully submitted,
Laurence Rowbotham, Director of Music*

SENOIR CHOIR FINANCIAL STATEMENT FOR 2015

The Senior Coir began the year with cash on hand of \$324.00. There have been no revenue or expenses and we still have \$324.00 cash.

*Respectfully submitted,
Don Douglas*

FAITH FORMATION AND DEVELOPMENT COMMITTEE

Although small in number, the Faith Formation and Development Committee are huge in energy and spirit! Without the help of many, our very busy committee could not accomplish the work it does.

In working toward the responsibilities outlined in the Church Council Directory and Structure (2013), the Faith Formation and Development committee have been working at, “plan (ing) and implement(ing) appropriate programs and occasions for the nurture of faith development for all ages and stages:” (page 22). We would like to thank all of those who have contributed their time and energy to bring about successful completion of our mandate as mentioned above. Over the past year we are proud to have facilitated both continuing and stand-alone ministries such as Welcome Back Sunday, Thank God it’s Family Night (TGIF), P.A. Day programs, Pysanka workshops, Lenten Film Series, Summer in the City, and book clubs. Our committee takes pride in its forward-looking planning that address current issues of importance such as our fall program Walking as Witness, which addressed the issue of Residential School and the Truth and Reconciliation Commission of Canada (TRC).

A sincere thank you to Cindy Pettis and her team of teachers and leaders who volunteer their time to bring about a meaningful experience for the young people in our congregation. Cindy and her team coordinate with Rev. Dr. Jean Stairs to plan the Kid’s Alive program based on themes such as this fall, Jesus Feeds 5000, and this current season, Noah’s Ark. Along with child faith formation, we have a full and busy nursery, a program for tweens and a very active youth program. We also want to thank Cindy and her volunteers for putting together our Christmas pageant again this year. We acknowledge that this busy committee operates so well as a result of our energetic and highly committed Minister of Christian Education, Outreach and Family Pastoral Care, Rev. Dr. Jean Stairs. Jean works with our youth through her leadership of youth programming and confirmation preparation. Our committee supports Jean’s work with young families by facilitating ministries of welcome that provide opportunities designed to meet them where they need us. Jean is also the liaison between Faith Formation and Development and other committees such as Media and Communications and Congregational Life to name two. Our committee would like to thank Jean for her dedication to faith formation and her amazing gifts that give us energy and leadership to enable the success of faith formation and faith consciousness ministries at our church.

Thank you to all who participated, volunteered, or donated to the ministries supported by our committee. Faith Formation and Development Committee will continue to bring ministries to our congregation that are relevant and informative. We are currently working on a Lenten Film Series and a learning opportunity regarding Assisted Dying in addition to already in progress, “Meeting People, Meeting Jesus, Meeting us, in the Gospel of Luke” led by Rev. Dr. Wayne Soble.

*Respectfully submitted,
Elizabeth Amirault*

SUNDAY SCHOOL

As of January 2016, the Sunday School has 77 registered and participating this year. Sunday mornings remain a weekly event for many families and we do our best to make sure Sunday School is fun and creative to all children and youth that attend. We are now into our second year of the Spark: Activate Faith curriculum and we find it continues to offer a great foundation for innovative teaching ideas. In the Fall of 2015 the Sunday School used "Jesus feeds 5,000" as our learning tool and we extrapolated the theme of food and hunger to participate in a poverty outreach called #CHEWONTHIS, watched YouTube videos on community gardens and did some good old Sunday School teaching of the bible story itself. This winter we are beginning with "Noah's Ark" and will be learning the story through a different medium each week such as art, drama, music, cooking, video or science. Our thanks run deep to our Sunday School, Youth, Nursery teachers and volunteers - without them the Sunday School would not be seeing the success it does! What a team!

*Respectfully submitted,
Cynthia Pettis*

CONGREGATIONAL LIFE COMMITTEE

We had a productive year. We started off with a Fellowship Breakfast with Lisa Osanic as the guest speaker. There were several other breakfasts throughout the year with interesting speakers. We had many TGIF nights which were well attended by Young Families. Hats off to the Pettis' for providing us with a great Easter Breakfast. The Classics Birthday was well attended on April 26, 2015. Many children were baptized during the year. September was our annual Bar-B-Q which was a great success. On Oct. 23, 2015 we had our Fish Fry which was well attended. The Children's' Christmas Pageant following the Family Christmas Dinner was a lovely event. That rounded out another successful year.

*Respectfully submitted,
Janet Dubblestein, Congregational Life Chair*

FELLOWSHIP BREAKFAST

Your Fellowship Breakfast Committee (or should this be called a planning group) meets throughout the year to plan and arrange speakers for our breakfast gatherings which are held on the fourth Sunday of each month. We reach out to speakers who have an expertise in an area of society that would enlarge our understanding of our community. We try to encourage them where possible to incorporate in their talks ways we at ERMUC might engage with them. On the committee are Rev. Wayne Soble, Tony Baker, Glenn Owen, Gordon Bales and Lois O'Hara, who kept a record of our discussions and kept us on topic.

There were eight events in 2015 with an average attendance of about 25. Speakers were: Lisa Osanic, City Councillor; Rev. Dr. Wayne Hilliker, former minister at Chalmers United, who spoke about caring for people with Alzheimer's Disease and related matters; Joanne Bell who talked on Stewardship; Paul Patry, Assistant Chief, Director of Fire Prevention, Kingston Fire and Rescue; Bruce Hutchinson, speaking about changes planned for the governing structure of the United

Church of Canada; Imam Sheharyar Sheikh about Islam; Ms Shera Lumsden, Founder and Director of Music Mates and Eric Lawson on Restorative Justice.

We are grateful to Paul Van Nest and his team of many volunteers for preparing our breakfasts and to Al Pickering who lends his expertise in the use of audio/visual equipment.

*Respectfully submitted,
Gordon Bales*

CARING CONNECTIONS

“For everything there is a season and a time for every purpose under heaven.” Ecc. 3,1.

The ministry of lay pastoral care has been delivered by Caring Connections over the past twenty years. In May we honoured the dedicated efforts of those who have been committed to this ministry as the group retired from official duties.

Caring Connections was an enlargement of the ministry of visitation begun by Unit Seven of the UCW. Members of the congregation were invited to join. A committee organized training and visits to homes, hospitals, senior’s residences and nursing homes.

The reasons for visits included a new family member, a move to a new home, the loss of a loved one, an illness or injury. Phone calls were made and cards were sent along with the visits. Birthday cards to the “Classics” (Edith Rankin members who have celebrated their eightieth birthday) were sent as part of this ministry.

Cards and the bulletins continue to be mailed out, as well as phone calls and visits on an informal basis. There is a time for everything and as the Caring Connection ministry, as such, drew to a close, the ministry of pastoral care continues on. The ministry team looks forward to finding renewed ways to bring lay pastoral care to our faith community.

We acknowledged the many persons who have given to this ministry with dedication and commitment and celebrated the difference they have made in the lives of others during worship on May 10, 2015. A small gift and card were presented to each of the current members as well as the Chair, Isabelle Tompkins to thank them on behalf of the congregation for their participation in this ministry.

Pat Bullet continues to mail the bulletin to those who are unable to attend worship and want to receive it. Ina Ray Burke continues to send birthday greetings to each of our Classics of which we have over eighty members in this distinguished group. We appreciate that this link continues and their dedication to it.

*Respectfully submitted,
Beth Elford and Isabelle Tompkins*

SPIRIT SISTERS

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. The June meeting is usually a “garden party”, held in the home of one of the Spirit Sisters.

Usually about 25-30 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 2015, Spirit Sisters completed its exploration of the theme “Journeying with Women.” We purchased and viewed the movie “Walking the Camino: Six Ways to Santiago”, then donated the DVD to the church library. We explored how women journey into late adulthood (age with attitude!) and ways we draw on the wisdom of famous and not-so-famous journeys of women. Starting in September 2015 and carrying through to June 2016, Spirit Sisters is exploring the theme “The Big Questions of the Faith.” Thus far we have discussed: What specifically are our big questions? ”, Why do bad things happen to good people?”, “What about life after death and what sort of legacy would I like to leave?”, “What is our Christian responsibility to displaced people (with special guest Cheryl Bird from Save a Family From Syria)?” and “What does it mean to live my life authentically and how can I be the woman God wants me to be?” A meeting schedule 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 2015 the Spirit Sisters service was held on May 31st on the theme of “Journeying with God.” The service invited members of the congregation to “Be on the Journey, Pause on the Journey and Continue on the Journey.”

Members of the 2015-16 Planning Team are Florence Niven, Wanda Mahoney, Sheila Billings, Beth Elford, Carolyn McPhee and the Rev. Jean Stairs.

Spirit Sisters collects 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. In December 2015, Spirit Sisters contributed \$695 to the WKRP Fund.

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*

IUST MEN

It is rare that men meet and talk to one another about matters of the heart and soul but ***Just Men*** is precisely such an opportunity for men to meet together in small groups and talk “man to man” about the ways and means faith and life intersect. Currently, 26 men meet in four different groups (***Just Men, Just Men Too, More Just Men. Some More Just Men***) to discuss 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. At the present time, one group meets monthly, the others twice monthly and, guided by the spiritual practices of *candor* and *confidentiality*, 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. 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

The Bridge Group met 14 times in 2015. From January to June we played on the 2nd and 4th Wednesday evenings in the Upper Room. In September, the decision was made to change from an evening to an afternoon format.

Thus, our 17th year of existence began with play on the 2nd and 4th Monday afternoons in the Upper Room. When renovations commenced, we moved to players' homes.

There are 20 members plus a list of spares. Anyone with a basic knowledge of Bridge is most welcome to join us at any time.

A voluntary donation of \$1 per player was collected each evening/afternoon to offset social costs. At the end of the year, we were pleased to be able to donate \$100 to the Syrian Relief Fund.

*Respectfully submitted,
Brenda Moyer*

FROM THE REGISTERS

BAPTISMS

March 8, 2015

Reece Ann Henderson, daughter of Ryan and Natalie Henderson
Griffin Owen Henderson, son of Ryan and Natalie Henderson

May 3, 2015

Nina Annie Barber, daughter of Joshua and Sarah Barber
Austin Joseph Bertrand, son of Krista Bertrand
Addison Lorena Clayton, daughter of Christopher and Amanda Clayton
Eva Pamela Furter, daughter of Jane Furter
Gwyneth Lily Stacey, daughter of Matt and Rebecca Stacey
Evelyn Mallory Young, daughter of Peter and Sarah Young

June 28, 2015

Emily Lucinda Elizabeth Valletta, daughter of David Valletta and Julie Brown
Mary Mabel McCracken, daughter of Andrew and Lori McCracken
William Theodore Joseph Cairns, son of Rick and Genevieve Cairns
Rebecca Dawn Elizabeth Cairns, daughter of Rick and Genevieve Cairns

October 18, 2015

Jacob William Jackson Cunningham, son of William Cunningham and Sarah Jackson

MARRIAGES

Jeffery Gerard Guay and Beatrix Christina Mueller	September 12, 2015
Eugene Vincent Blas and Alisha Renee Elford	September 23, 2015
Steven Wayne Peterson and Karlene Leslie Prior	October 3, 2015
Mark Jason Randle and Kristen Rose DeJong	November 21, 2015

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

June 7, 2015

Debbie Gilliland

Confirmands

Alicia Dawson
Jane Furter
Jean Leach
David McLeod
Serina Sproule

November 22, 2015

Elizabeth Mills
Everett Mills

MEMBERS REMOVED BY COUNCIL MOTION

(January 16, 2015)

Beverly McNeill
John McNeill

(June 23, 2015)

Katrina Ariss
Julian Catlin
Michael Edgeworth
Scott Edgeworth
Christine Edgeworth
Matthew Edgeworth
David Edgeworth
Sarah Gilmour
Cathy Hendry
Trisha Hunt
Matthew Lane

Michelle LeDrew
Danielle Lee
Jacqueline Lee
Jennifer Lindsey
Leslie MacLean
Caitlin MacLean
Alastair MacLean
Josephine MacLean
Tony Major
Ruth McCallum
Clementine Nixon

Ron O’Kell
Jenny Palmer
Matt Palmer
Nathan Palmer
Brendan Purcell
David Purcell
Leanne Revill
Jae Um
Mihyeon Um
Suhyeon Um

(August 10, 2015)

Beverly Anderson
John Anderson

TRANSFERS OUT

Freda Johnson
Jean Monahan
George Pottle
Kathy Pottle
Gloria Whitehead

DEATHS

*Delbert Edward Billings	January 9, 2015
*Morley P.E. Slack	February 13, 2015
*Gweneth Mary Forkes	February 20, 2015
*Mary Clark	February 27, 2015
*Deborah Anne Lloyd	April 30, 2015
Jeanne Maria Ludovica Ferguson	May 4, 2015
*Neil Elsworth Howie	May 29, 2015
*Robert Matthew Steacy	June 2, 2015
Mary L. Fleming	June 17, 2015
*Beverley Anne Stevens	June 22, 2015
*Keitha Elizabeth Park	August 30, 2015
*Mildred Laura Cunniam	September 22, 2015
*Ivan Ross Caswell	October 19, 2015
*Marion Delve	November 7, 2015
*Elizabeth Joyce Douglas	November 15, 2015
*Harry Peter Stephens	December 11, 2015

* Denotes a Member of our Congregation

*Respectfully submitted,
Brenda Moyer*

CONGREGATIONAL STATISTICS
(to be reported to the UCC in Feb 2016)

Number of Households under Pastoral Care	434
Total Resident Members	536
Total Non-Resident Members	11
Total Members	547
Total Adult Adherents	224

*Respectfully submitted,
Brenda Moyer, Membership Steward*

MISSION AND OUTREACH COMMITTEE

The Mission and Outreach Committee of Edith Rankin Memorial United Church met monthly on the second Tuesday at 7 pm. It was a very active year with many projects being carried out. Some were repeats of previous years' projects while others were newly initiated. Each project was managed by one or more of the seven committee members. Let it be known that the committee's success is due mainly to the donations of the generous congregation.

Annual recurrence of projects such as tending to weekly delivery of food to the *Partners in Mission Food Bank* and of clothing and other articles to the several city shelters was undertaken each week by Pat Bowman and her husband Dick, and in their absence Lois and Karl Butler took on the responsibility for the deliveries.

The Benevolent Fund collected in the *Change for Change* jar at the back of the chancel and the *Blue Envelopes* were cared for by Nancy Sproule who kept count and delivered the donations to the office.

Current projects that M&O budgets for annually are *Camp Quin-Mo-Lac* (financially and promoting), *Kingston Community Chaplaincy* (financial support to ministers who work with released prisoners assisting with their integration into society and with their families), *the Student Bursary Fund* (Bay of Quinte Conference (financial), and *El Salvador Iglesia Bautista Emmanuel* with which ERMUC signed a twinning agreement this year (moral support and financial).

Repeated projects included *Back Packs and School Supplies* for Child and Family Services of Kingston, Frontenac, Lennox and Addington Counties. ERMUC congregates donated 10 back packs that were filled by M&O members with donated supplies. Additional donated supplies filled another 40 backpacks at C&F Services who reported that the 50 backpacks were picked up within an hour of notifying the needy families. Agnes Glenn took charge of that project. And as well, she tended to the *Dobby Sock Project* where more than 100 pairs of socks were donated and given to a project for warm feet for street people.

This year saw a historical landmark by entering into a *Twinning Agreement* signed by Council on August 25 between ERMUC and Iglesia Bautista Emmanuel (Baptist Church) in San Salvador, El Salvador. This is a first of its kind. The agreement – in both English and Spanish – is a formal document that offers moral and spiritual support. It will also aim to give financial support for

special events. Pastor Miguel Tomas Castro, the pastor of the congregation, signed on behalf of his church when he spoke at ERMUC on Sunday, Aug 30.

During the fall of 2015, financial support was given to Iglesia Bautista Emmanuel for their *Schools for Peace* – a children and youth program held in November (during their summer). This program reached out to over 100 children and youth in San Salvador and surrounding communities. Arrangements are progressing for two ERMUC representatives to join a UCC national delegation to be held March 16-20, 2016, in San Salvador. Rev. Jean Stairs and Katharine Schutz (ERMUC young adult) will attend an *Ecumenical and International Conference for Peace and Reconciliation* - a conference intended to provide strategies to deal with increasing youth violence in the Salvadorian context. The Bay of Quinte Conference is sending five representatives including ERMUC's two representatives named above.

Plans have been completed to hold Spanish Classes at ERMUC beginning in the new year. With the twinning of the church in San Salvador, it was believed that offering Spanish lessons to the congregation would be an asset in communicating with our Spanish-speaking partners. Nine members from ERMUC will participate under the instruction of Sheri Creighton.

Two new projects were started by Marilyn Rodger: collecting Batteries for Snowsuits (a CKWS project), and collecting eye glasses for an international project.

A Faith-in-Action project was started this year by Janet Dubblestein. She has a collection bin for donations of babies' and small children's new clothing that she delivers to *Better Beginnings*.

Another Faith-in-Action project has been approved to begin in the spring. A proposal for a food growing program by Beverley and Laurence Rowbotham was given the go-ahead. This project will encourage ERMUC members to plant an extra row – or one row – of vegetables in their garden, flower beds or on their balcony. When harvested, the vegetables will be delivered to a central depot for distribution to the city's needy. The Rowbotham's will supply the seeds and assist with the promotion, collection and distribution process.

The annual *Stone Soup Luncheon* was prepared and served by the M&O Committee members at the Annual General Meeting in November. The money collected was multiplied 4 times by the federal government and forwarded to the Canadian Foodgrains Bank. That amounted to \$1,900. Jan Rubino was in charge of the preparations. Marilyn Rodger helped to procure some of the necessary items.

In October, the Sunday worship service was presented by members of M&O. The topic was *Child Poverty*. Thanks goes to the Worship Committee for supplying the greeters and taking up the collection.

As in the previous year, M&O tended a *Salvation Army Christmas Kettle* for a day. Each volunteer took the post for 2 hours. M&O participants were Margaret Baker, Ina Ray Burke, and Agnes Glenn who was also the contact person. Thanks goes to Fran Day and Pat Bullet as they also took a two-hour vigil.

A Global Outreach Faith-in-Action project was started in 2015 by Marilyn Rodger introducing *Fair Trade for the Palestinian Peoples*. As the fair trade representative for the Bay of Quinte Conference, she has for sale Zatoun products with 10% of the sales being given to Mission and Services at ERMUC. The products for sale are olive oil, spices and soap.

Four persons at ERMUC have now finished the necessary training over the past year and have received their security clearance to take part in the *Prison Escort Ministry Program in Partnership with Collins Bay Institution* (minimum). It is expected that their duties will begin in the new year.

The M&O Committee, led by Rev. Jean, decided to reopen the topic of sponsorship with churches in the west end. An earlier initiative by us to take part in a downtown Kingston Inter-Church Refugee Sponsorship Group to adopt a Syrian family was denied because the downtown churches decided to maintain a downtown partnership. So Rev. Jean did a survey of the United Churches in the west end, and finding sufficient support, the *WKRP (West Kingston Refugee Partnership)* was formed and procedures were taken to file a private sponsorship application to adopt a Syrian family. Margaret Baker has attended the meetings and serves as M&O's representative to *WKRP*. Rev. Jean chairs the *WKRP* that has 10 ERMUC members - five of whom are young adults. To date, *WKRP* has raised cash, cheques and pledges approaching \$35,000 towards the cost of supporting for the first year a Syrian family of four who are expected to arrive by spring.

There was M&O Committee agreement to revive an earlier project (dormant for the past 2 years) to give financial and volunteer support to St. Matthew's United Church in November/December 2016 for their *Christmas Breakfast with Santa* for families in the vicinity of the north end church.

Committee member Marilyn Rodger was given financial support toward her attending *The Annual Fall Advance Meeting* in October in Belleville.

Mission and Outreach Committee members are exceedingly grateful to the generous congregation for their continuous support of donations, prayers and participation in every project we undertake. We thank you.

My sincere thanks to my committee colleagues for their never-failing enthusiasm.

Respectfully submitted,
Dr. Agnes M. Glenn, Chair

MEDIA & COMMUNICATIONS COMMITTEE

This year has seen many challenges and successes for the Media & Communications Committee, and we respectfully submit this report for your approval.

Your M&C Committee continues to strive to provide professional media and communications support internally and externally throughout the year. With our volunteers, we provide the following support:

- **weekly audio and visual support during Sunday worship services and other services as required;**
 - Al Pickering, John Moyer, Mel Hazell, Les Burgess, John Warren, Shaun Martin and Paul Carl

- **weekly podcasts of the service, sermon and music on our ERMUC website;**
 - Paul Van Nest, Craig Pettis and Marg Lawson
- **update the many ERMUC website pages**
 - Paul Van Nest, Craig Pettis and Marg Lawson
- **update FaceBook**
 - Tanya Bax and Paul Van Nest
- **conducted a major revision of the look of the webpage after four years**
 - Craig and Joel Pettis, Paul Van Nest, Marg Lawson with input from Paul Carl
- **maintain email alias lists for council@ and faithteams@**
 - Paul Van Nest
- **provide photographer support;**
 - Craig Pettis
- **bulletin and notice boards;**
 - Kathy Baer
- **post messages to the road sign on request**
 - Glenn Owen & Mel Hazell
- **coordinate and submit PSA's and paid advertising for important events;**
 - Paul Van Nest & Mel Hazell
- **organize church mail outs and maintain mail out databases;**
 - Paul Van Nest & Glenn Owen
- **congregational subscription sales and renewal of the United Church of Canada "Observer";**
 - Glenn Owen & Kathy Baer
- **administer copyright licenses and report on use;**
 - Glenn Owen
- **compile the "The Anchor" newsletter**
 - Patti Speck, Paul Carl

And to do this we realized we need to actually review and ask ourselves, "Is what we are providing still relevant and are we missing anything that we need to do?"

In April 2015 the M&C Committee undertook a Needs Assessment Review to look internally at what and how we provide our services. We also reached out to other ERMUC committees and ministries to see if what we are doing for them is what they need, and if they would like to see any changes.

While many great ideas and suggestions were received, it was clear that we need to look at the following:

- Replacing our current video/camera presentation equipment with a newer digital system.
 - At this time we are still reviewing our equipment upgrade options.
- Replacement of the hearing assist equipment.
 - At this time we are still reviewing our equipment upgrade options.
- Replacement of headset microphones as required
 - We have purchased some microphone equipment as needed.

After a request from the congregation, the Website team met in December to review and plan upgrades to the ermuc.ca website. This was to improve and make it more welcoming and accessible, thanks to Paul, Craig and Marg;

Other notable M&C Committee items to report are:

- Consolidated all storage requirements to facilitate the building renovation project;
- Replaced projector bulb
- Edith Rankin Facebook page has currently 73 likes;
- PowerPoint presentations are now designed to ensure visible accessible formatting;
- Weekly large-print bulletins are provided for members of the congregation as required

While many of our costs are associated with set monthly recurring costs, our committee has been fiscally responsible and it is has come under budget for 2015. M&C submitted a 2016 draft budget that will continue to provide the funds as required in a fiscally responsible way. On behalf of the Media & Communications Committee, I respectfully submit our 2015 annual report and thank every one of the M&C Committee members. We also appreciated the support and guidance received from the whole congregation over the year.

Respectfully submitted,
Paul Carl, Media & Communication Committee Chair

ADMINISTRATION, STEWARDSHIP & RESOURCES COMMITTEE

The 2015 Operational account has proven to be subject to several challenges that provided insight into longstanding financial approaches. As background, ERMUC has three Scotia Bank accounts: Operating account; the Capital account; and a High Interest Savings account. In the case of the Operational account there are three aspects that came into play in 2014 and 2015.

Cash accounting: This is the long standing approach used by the Church Office based on continuous flow of revenue and expenses during the calendar year with book keeping expenses and revenue starting at zero each January 1st. Basically, revenue is recorded when received and expenses are recorded when paid. However, in reality, there is a flow through of revenue and expenses, i.e. cheques issued in December are paid in January with the influx of funds in late December plus the early January revenue.

Accrual accounting: This is the approach used by Secker Ross & Perry LLP accountants. Basically expenses and revenue are recorded in the period they relate to rather than when they are actually paid.

Line of Credit: This is an option on the Operational account that prevents overdrafts fees when the normal revenue cycle does not match expenses, such as in the summer.

The following 2014 financial year end demonstrated the difference in accounting approaches:

2014 Financial Plan

Planned Revenue: \$ 356,000	Planned Expenses: \$ 398,756	Deficit: (\$42,756)
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2014 Cash Accounting

Dec. 31 Revenue: \$ \$391,246	Expenses: \$ 390,770	Surplus: \$476
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2014 Accrual Accounting

Dec. 31 Revenue: \$ 408,293 Expenses: \$ 423,533 Deficit: (\$15,240)

The 2014 difference between the Cash and Accrual Method was due to the transfer of \$19,300 Trust Fund to undertake to eliminate flooding and associated settlement on the lakeside due to rainwater runoff (\$9,100 +HST) and the replacement of the two high cost rental electric hot water tanks with a hot water tank that utilized the transfer of low cost natural gas heat from the natural gas boiler (\$7,937 +HST). At the end of 2014, the unspent \$10,200 was brought forward to replace the hot water tanks in 2015 contrary to the planned 2014 replacement. The unspent trust funds resulted in Cash Accounting surplus in 2014 and an Accrual deficit in 2014. However, the resulting payment of the balance of the drainage work and the hot water tank replacement invoices caused an early 2015 larger than normal deficit being carried. This early deficit was subsequently adjusted with book keeping revision that recognized the 2014 \$10,200 Trust fund balance from 2014 to 2015.

At the time of this Report was written, the following 2015 year-end figures were known:

2015 Financial Plan

Planned Revenue: \$ 362,350 Planned Expenses: \$ 410,947 Deficit: (\$48,597)

2015 Cash Accounting

Dec. 31 Revenue: \$ 386,604 Expenses: \$ 411,358 Deficit: (\$24,754)

2015 Accrual Accounting Audit is currently being undertaken.

Dec. 31 Revenue: \$ TBD Expenses: \$ TBD Deficit/Surplus
TBD

The next challenge was the consolidation of internal designated accounts into ERMUC's Scotiabank High interest Savings Account in April. These designated funds (Memorial, Landscaping, Benevolent and temporarily held funds, such as VBS & Syrian funds) have been kept in the Operational Account and were vulnerable to be used as operating cash. This separation was the last step in fully separating the designated funds and trust funds from the Operational Account. In addition, this transfer would allow the High Interest Savings account reach the \$25,000 amount that triggers the high interest rate.

It was after the transfer of the Designated Funds that the role the funds played as a financial 'cushion'/operating cash reserve during the normal periods of low revenue/givings for a number of years. Without this cushion, the role of the Line of Credit (\$30,000 backed by a \$30,000 GIC) came into play several times (\$2,000 in August and \$10,000 in early November). Based on these experiences the removal of the cash 'cushion' will require more careful cash flow monitoring and actions, such as installment payments as opposed to lump sum payments, especially during periods of low revenue, such as summer.

In response to the use of the Line of Credit, ASR requested Chairs to refrain from discretionary spending in November and December 2015. In addition, ASR requested Chairs review their 2016 Financial Plan expenditures with the goal of delaying early 2016 expenditures until the financial status of the 2015 year end and January 2016.

From a revenue generation aspect, several initiatives were pursued by ASR. Gerrie Dickson attended the UCC Transformational Workshop (Dare to Dream) March 7 and brought back

documentation and his view on application of this approach. This was followed by Gerrie's attendance at the UCC Conference's Open the Doors to Generosity Sept 18 & 19 Cornwall. The seminar centred on an American approach of a narrative budget /campaign as opposed to the traditional numbers campaign. Based on materials provided and observations, Gerrie recommended that a Faith-in-Action team evaluate its feasibility of implementation for ERMUC.

Finally, in response to ASR's concern over the use of the Line of Credit, Council requested a comprehensive discussion paper exploring all possible revenue generation ideas be generated for delivery in February.

Based on the success of initiating the long sought after documentation of ERMUC Policy and Practices in 2014, the Committees, under the guidance and hard work of Gerrie Dickson, have achieved a Council approval of 80-90 % of the possible Policy and Practices Documents. Gerrie also achieved the ultimate goal of not only creating an index of the P&Ps on the ERMUC website but also a hard copy manual of the P&Ps kept in the Church office. The index and manual will allow any member to access individual P&P.

In support of the Capital Construction and Funding, Council requested the ASR Chair create and distributed the following three UCC funding application request letters in early June: 1) UCC Capital Assistance Program - Congregational Development Fund Loan application to provide bridge loan financing to a maximum of \$500,000; 2) Presbytery Provision of Letter of Credit for the Building Permit, subsequently provided by UCC Head Office, in the order of \$100,000; and 3) Presbytery Development Fund, a portion of the Four Winds New Church Development Fund, in the order of \$100,000.

The M&P Triennial review revealed the ministers' need to replace their out dated personally owned computers with up-to-date church owned laptop computers. These replacements will ensure compatibility of programs among the Ministers' and Church Office computers. Due to the work and negotiation skills of Tony Baker, the two new computers were purchased at a discount with no cost features provided from Altair for \$2,243. He also arranged for Altair to provide assistance and service to not only the two new laptops but also the Church Office computer.

On the Resources side, we are at a complete staffing level. Our ministerial side is well served with Wayne, Jean and Beth Elford working for more hours than we pay them. Laurence Rowbotham continues to provide excellent music leadership for the congregation 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 programming and church initiatives coupled with the Capital Campaign and contractor payment administrative work, Council maintained her paid hours at 35 for the renewal of her 2016 contract. Finally, we appreciated the very important 'on call' support when Tanya was not available; Wanda Burke for short notice single days plus Rhonda Kerr and Marg Lawson for longer periods such as vacations. Currently, ASR is searching for a replacement for Marg Lawson who resigned in November.

Special recognition needs to be given to Tanya for her tolerance, patience, skill and knowledge in facilitating a very successful relocation of the Church Office to the old Music Room. The relocation identified Wi-Fi, internet, phone and computer- printer/copier service problems that required the use of new full time service companies as opposed to part-time individuals due to the need for service on an ASAP basis. In addition, Tanya's patience and skills continue to be tested as she juggles the limited space and availability.

Finally, the ASR Committee would like to thank and recognize the dedication, service and assistance of Tony Baker, Gerrie Dickson, Don Mallory, Fran Day (Counter Co-ordinator), John Moyer (Treasurer), Rev Stairs plus Gil Ryan - FIA assistant.

*Respectively submitted,
Gordon Bell, Chair,
Administration, Stewardship and Resources Committee*

ADMINISTRATIVE SECRETARY

Another year has flown by and I am still standing. This past year consisted of the usual...Tidings/Bulletin preparation, administrative assistance, reception duties, membership database upkeep, weddings, funerals, baptisms, income tax receipts, HST rebate applications, preparation and reconciliation of the financial records to name a few.

In addition to the regular items on the roster, some additional things I found myself doing in 2015:

- heading up our second financial audit with the spectacular team at Secker Ross & Perry;
- assisted Chuck Wilson and Gordon Sinclair with a mini financial Capital Campaign;
- managed payroll for the summer Vacation Bible School and maintained financial records on the two summer grant programs;
- started working on ERMUC's social media presence including MailChimp and Facebook;
- assisted one of our committees with some unprecedented research, spreadsheet compilations, and securing/maintaining an additional line of temporary income;
- preparation of the 2014 Charitable Return;
- working alongside many for our "big move" including coordinating our alarm system people, electronics required for copier, phone lines, keys for everyone everywhere, as well as ensuring the culling, storage and packing and unpacking of the administrative office;
- aided those working with the campaign by compiling and providing financial data required to compile their reports;
- helping our ERMUC facility users during the expansion to make the transition as seamless as possible;
- continuously working with Paul Ireland and Cupido to try and smooth out any bumps along the road;
- ending the year with assisting the West Kingston Refugee Partnership with their gift campaign and collecting/sorting/reporting \$33,000 worth of in person, mailed and online donations.

It was an interesting year to say the least, and I still haven't wrapped my head around some of it. I anticipate that in 2016 there will continue to be unforeseen responsibilities falling to this office, but what else is new? Every year has been an exciting challenge and I look forward to many more. I can definitely not complain of being bored with my continually growing role.

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

*Respectfully submitted,
Tanya I. Bax, Administrative Secretary*

ENVELOPE STEWARD

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 2015. Our wide variety of programs depends on your continued support and we express our thanks in advance for your 2016 financial assistance.

On Dec 31, 2015, ERMUC had 165 (178 in 2014, 180 in 2013, 186 in 2012, 189 in 2011, 229 in 2010) assigned envelope contributors and an additional 116 (115 in 2014, 88 in 2013, 87 in 2012, 93 in 2011, 91 in 2010) Pre-Authorized Remittance (PAR) contributors.

In total, during 2015 ERMUC received support from over 375 identifiable sources; envelopes, PAR and visitors. Offerings can be broken down as follows:

< \$52.00 – 112 (78 in 2014)	\$52 - \$260 – 67 (68 in 2014)
\$260 - \$520 – 35 (same as 2014)	\$520 - \$1300 – 75 (82 in 2014)
\$1300 - \$2340 – 60 (50 in 2014)	\$2340 - \$3640 – 28 (27 in 2014)
\$3640 - \$5200 – 20 (16 in 2014)	> \$5200 – 22 (same as 2014)

Looking ahead to 2017, to minimize waste of unused boxed envelopes, we will order 170 boxed envelope sets for distribution. If you haven't picked up your 2016 envelopes, they are available at the back of the Sanctuary. Should anyone require envelopes, 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

On the following pages you will find the 2015 Financial Summaries. These have not yet been audited, so some changes might be required after the audit is complete. The bottom line however, is unlikely to change much.

Following this report, you will find a Capital Campaign Financial Summary covering the years 2013-2015.

In my opinion, these reports highlight two important facts. Firstly, we ended 2015 with an **operating deficit of \$24,754.14**. By my calculations, our 2015 revenue was 1% lower than 2014 and our expenses were 5% higher. The good news is that we have no outstanding invoices to be paid.

At the start of 2016, the main concern is the follow-on impact the operating deficit will have on our operating cash reserves. The Congregation spends, on average, approximately \$35,000 every month in salaries and operating expenses. We receive in the neighbourhood of \$15,000 from PAR donors, so must generate an additional \$20,000 to break even. Any shortages will

reduce our cash reserves and may force us to use our line of credit far earlier in the year than normal.

From a cash management perspective, 2016 promises to be a very challenging year.

*Respectfully submitted,
John Moyer, Treasurer*

INCOME & EXPENSE STATEMENT	Jan - Dec 14 (AUDITED)	Jan - Dec 15	2015 Plan
Ordinary Income/Expense			
Income			
Bank Deposits			
Designated Funds Income			
Mission & Service Fund Revenue			
051 - Mission and Service(Envelope)	15,568.60	17,540.50	
052 - Mission & service (PAR)	23,148.50	20,561.00	
053 - Mission & Service UCW	3,000.00	2,500.00	
Mission & Service Fund Revenue - Other	330.00	315.00	
Total Mission & Service Fund Revenue	42,047.10	40,916.50	
Total Designated Funds Income	42,047.10	40,916.50	45,000.00
Offerings			
001 - Local envelope			
001a - Easter Envelopes	-	7,551.00	7,000.00
001b - Thanksgiving Envelopes	-	6,194.00	5,000.00
001c - Christmas Envelopes	-	14,714.10	12,000.00
001 - Local envelope - Other	175,532.75	115,766.93	130,000.00
Total 001 - Local envelope	175,532.75	144,226.03	154,000.00
002 - Local (PAR)	166,040.11	183,970.08	175,000.00
003 - Loose Cash Offerings	4,572.75	4,050.93	7,000.00
007 - Initial Offering	381.00	213.00	350.00
Offerings - Other	192.20	2,431.56	200.00
Total Offerings	346,718.81	334,891.60	336,550.00
Other Revenue			
013 - UCW Income	-	421.26	
014 - Fellowship Income	79.35	104.40	*other
016 - Mission & Outreach Income	2,904.30	475.00	*other
017 - Worship Income	140.00	2,341.29	*other
018 - Property Income	200.00	1,477.90	*other
019 - FFD Income	2,195.53	2,045.89	*other
020 - Office Income	250.00	383.82	*other
021 - Congregational Life Income	1,164.65	1,224.55	*other
022 - Interest Income	-	23,675.23	6,000.00
023 - HST Rebate/Income	5,279.00	9,246.23	4,800.00

026 - Name Tags Revenue	14.00	25.00	*other
027 - Observer Income	1,120.00	980.00	
029 - Miscellaneous Revenue	-	350.00	1,000.00
030 - Rental Income	5,189.50	5,755.00	5,000.00
031 - Kitchen Cleaning Revenue	990.00	-	
Other Revenue - Other	-	3,207.32	*9,000.00
Total Other Revenue	19,526.33	51,712.89	25,800.00
Restricted Funds Income			
0034 - Landscape/Gardening	1,050.00	-	-
033 - Benevolent Fund Income	8,804.19	3,641.79	-
035 - Memorial Fund Income	3,735.00	7,094.25	-
045 - Vacation Bible School Income	11,547.85	13,420.50	-
061 - Capital Campaign Income	247,628.92	567,007.95	-
062 - Syrian Refugee Sponsor WKRP Inc	-	32,751.62	-
Total Restricted Funds Income	272,765.96	623,916.11	-
Total Bank Deposits	681,058.20	1,051,437.10	
Total Income	681,058.20	1,051,437.10	
TOTAL OPERATING INCOME	366,245.14	386,604.49	362,350.00
Expense			
Admin., Steward. & Res.			
251 - Bank Charges	1,314.97	1,002.07	1,500.00
252 - Envelopes	587.60	391.20	600.00
253 - PAR Fees	627.12	652.01	550.00
257 - HST/GST on Purchases	6,170.60	10,505.04	6,000.00
257CC - HST on Capital Campaign Pur.	17.06	-	
258 - ADP Charges	294.18	304.58	300.00
259 - Stewardship Expenses	-	84.08	0.00
260 - Scotiabank Transactions	300.00	362.92	
261 - Four Winds Presbytery Assess.	11,580.00	10,970.00	12,750.00
262 - Audit Fee	7,500.00	7,650.00	7,000.00
263 - Miscellaneous	-	240.99	
Total Admin., Steward. & Res.	28,391.53	32,162.89	28,700.00
Church Council			
103 - Church Council Events	234.75	316.31	
104 - Church Council Contingencies	290.00	191.30	
Total Church Council	524.75	507.61	1,000.00
Compensation			
601 - Salary- Minister Soble			
601A - Housing Allowance - Wayne	20,079.96	20,259.96	20,260.00
601B - Travel Allowance - Wayne	753.20	1,100.84	2,031.00
601D - Res. & Book Allowance - Wayne	-	265.24	794.00
614 - Relief Minister/Preaching	150.00	500.00	

601 - Salary- Minister Soble - Other	49,980.00	50,430.00	50,430.00
Total 601 - Salary- Minister Soble	70,963.16	72,556.04	75,783.00
604 - Salary -Minister Stairs			
604EContinuing Education - Jean	304.40	-	1,500.00
604d - Res & Book Allow - Jean Stairs	74.94	226.97	794.00
620 - Interim Minister Stairs	3.75	-	
620A - Housing Allowance - Stairs	20,079.96	20,259.96	
620C - Mileage - Rev. Jean Stairs	1,546.98	1,250.14	2,031.00
604 - Salary -Minister Stairs - Other	49,980.00	50,430.00	50,430.00
Total 604 - Salary -Minister Stairs	71,990.03	72,167.07	75,783.00
605 - Music Dir. Contract			
615 - Relief Organist	1,150.00	1,400.00	1,800.00
605 - Music Dir. Contract - Other	25,013.15	25,800.04	25,800.00
Total 605 - Music Dir. Contract	26,163.15	27,200.04	27,600.00
606 - Salary - Admin. Secretary			
606A - Travel Allowance Admin. Sec.	69.00	127.84	410.00
616 - Office Relief	2,317.50	1,436.00	2,382.00
606 - Salary - Admin. Secretary - Other	34,912.37	40,968.24	39,149.00
Total 606 - Salary - Admin. Secretary	37,298.87	42,532.08	42,066.00
607 - Salary- Caretaker - 2 (Servage)	7,353.69	6,789.49	7,374.00
608 - Minister Pastoral Care - Elford			
608B - Mileage Expenses - Elford	1,050.78	785.15	635.00
608c - Res & Book Allowance - Elford	86.67	113.92	125.00
608P - Housing Allowance - Elford	5,064.00	5,109.96	5,110.00
608T - Education Expenses - Elford	375.00	375.00	3,75.00
608 - Minister Pastoral Care - Elford - Other	9,738.96	10,827.00	9,827.00
Total 608 - Minister Pastoral Care - Elford	16,315.41	17,211.03	16,300.00
609 - Caretaker Salary (Van Hooser)	-	7,837.44	400.00
610 - Salary - Caretaker - 1 (Thomas)	13,044.82	7,062.63	14,266.00
6560 - Payroll Expenses CPP, EI, UCCP	41,439.08	36,936.95	40,000.00
Total Compensation	284,568.21	290,292.77	299,572.00
Congregational Life			
301 - General and Resources	90.39	383.50	50.00
302 - Events	754.42	411.41	800.00
303 - Nametags	169.50	88.50	100.00
304 - Caring Connections	318.23	278.07	250.00
305 - Fellowship Coffee Hour	517.71	512.25	500.00
307 - Contingencies and Misc.	-	121.07	0.00
308 - Welcoming Team Expenses	131.25	57.00	0.00
Total Congregational Life	1,981.50	1,851.80	1,700.00
Faith Formation & Develop			
151 - Ch. Initiation & Baptismal Res	43.95	-	1,450.00

152 · Confirmation Res. and Meal	1,364.87	2,173.18	
153 · Curriculum & Resources	370.40	275.00	
154 · Teacher Appreciation Dinner	409.35	19.99	
155 · Church Picnic Activity Expenses	65.00	-	
156 · Youth Group Expenses	292.25	345.76	850.00
157 · Sunday School Expenses	586.44	933.20	2,250.00
158 · Conference and Workshops	223.83	398.83	
160 · Study Group Materials	79.79	28.61	
161 · Adult Life	1,350.00	-	300.00
162 · Pageant Expenses	-	32.98	
163 · Leadership Dev./Summer Ministry	-	750.00	750.00
Faith Formation & Develop - Other	750.00	-	150.00
Total Faith Formation & Develop	5,535.88	4,957.55	5,750.00
Media & Communications Committee			
201 · Mailing and Supplies	833.98	522.84	1,200.00
202 · Advertising and Promotion	717.50	573.84	500.00
203 · Copyright Licenses	618.98	581.07	375.00
204 · Maintenance	151.73	45.00	1,750.00
205 · Miscellaneous	77.24	13.43	0.00
206 · Software/Equipment	91.49	75.09	0.00
207 · Observer Subscription	1,117.34	1,079.65	1,200.00
208 · Internet Expenses	719.40	779.35	750.00
209 · Website Expenses	-	364.62	0.00
Total Media & Communications Committee	4,327.66	4,034.89	5,775.00
Ministry & Personnel Committee			
353 · General M&P Expenses	195.00	262.35	200.00
354 · Contingencies and Misc.	-	5,912.44	250.00
Total Ministry & Personnel Committee	195.00	6,174.79	450.00
Mission & Outreach			
401 · Mandate Subscriptions	116.84	-	200.00
402 · Projects and Events	2,417.00	-	
404 · Training and Development	105.00	105.00	100.00
405 · Discretionary Funds	1,000.00	2,150.00	2,800.00
406 · Miscellaneous	2,198.27	501.39	450.00
Total Mission & Outreach	5,837.11	2,756.39	3,550.00
Office			
551 · Computer Services	1,253.00	3,374.96	1,400.00
553 · Office Supplies	2,845.42	2,128.36	3,000.00
554 · Photocopier Lease	5,385.69	5,959.64	5,000.00
555 · Postage	2,342.14	3,298.45	1,600.00
556 · Telephone	1,824.54	3,004.19	1,800.00

557 - Miscell. Office	105.21	256.51	0.00
Total Office	13,756.00	18,022.11	12,800.00
Property			
451 - Heating	4,294.09	5,871.33	18,300.00
452 - Hydro	9,085.71	9,147.39	(incl above)
453 - Utilities - Water& Sewer	2,262.97	2,628.54	(incl above)
454 - Maintenance Bldg.	4,066.52	11,023.00	8,000.00
455 - Ground Maintenance	3,171.37	4,646.06	4,000.00
456 - Snow Removal Parking Lot	5,766.66	5,300.00	6,000.00
457 - Insurance- Property	5,302.33	3,614.40	5,000.00
458 - Contingencies and Misc.	-	3,778.56	3,000.00
Total Property	33,949.65	46,009.28	44,300.00
Transfer Funds			
750 - Landscape/Gardening Fund	1,050.00	-	-
753 - Memorial Fund	3,735.00	7,094.25	-
754 - Benevolent Fund	8,804.20	3,641.79	-
755 - Mission & Service	42,047.10	40,916.50	-
768 - Capital Campaign	247,628.92	567,007.95	-
769 - Vacation Bible School	11,548.27	13,420.50	-
770 - Syrian Ref. Sponsor. (WGRP)Fund	-	32,751.62	-
Total Transfer Funds	314,813.49	664,832.61	-
Worship			
501 - Church Service Supplies	807.70	201.67	1,500.00
506 - Decorations	127.93	-	250.00
507 - Miscellaneous	19.36	414.15	300.00
508 - Guests	300.00	-	2,000.00
510 - Music-(Misc. Expenses)	-	635.00	150.00
511 - Music-Purchases	818.77	473.41	1,200.00
512 - Music - Handbells	230.00	430.75	300.00
516 - Transportation	-	261.72	1,200.00
517 - Events	-	696.85	100.00
Total Worship	2,303.76	4,588.55	7,000.00
Total Expense	696,184.54	1,076,191.24	
TOTAL OPERATING EXPENSES	381,371.05	411,358.63	410,947.00
Net Ordinary Income	(15,126.34)	(24,754.14)	
NET INCOME	(15,126.34)	(24,754.14)	(48,597.00)

BALANCE SHEET**Dec 31, 15****ASSETS****Current Assets****Chequing/Savings**

1000 - Petty Cash	\$ 139.17
1002 - High Interest Savings Account	\$ 69,527.05
1003 - Scotiabank Chequing Account	\$ 13,122.55
1007 - Capital Campaign-Chequing Acct	\$ 283,971.62

Total Chequing/Savings \$ 366,760.39**Other Current Assets****Capital Term Invest. SB15401520**

1007 A - Capital GIC 1000000111JWW 1yr	\$ 50,000.00
1007B - Capital GIC 1000000134RPK1yr	\$ 200,000.00
1008 - Capital Campaign Term Deposits	\$ 302,705.92
Capital Term Invest. SB15401520 - Other	\$ (50,382.81)

Total Capital Term Invest. SB15401520 \$ 502,323.11**Planned Giving Term Investments**

1006 - Investment Fund (Scotia-McLeod)	\$ 295,487.00
1009A - Planned Giv Invest Cash1903244	\$ 30,002.88
1015 - Investment FMV Adj Planned Giv	\$ 33,829.41

Total Planned Giving Term Investments \$ 359,319.29**Total Other Current Assets** \$ 861,642.40**Total Current Assets** \$ 1,228,402.79**Fixed Assets****Accum. Amortization**

1150 - Building	\$ (467,664.22)
1151 - Chancel Lights	\$ (13,943.37)
1152 - Furniture & Fixtures	\$ (66,807.37)
1154 - Sign	\$ (5,508.73)
1155 - Sound System	\$ (25,712.56)
1156 - Computer & Other Equip.	\$ (1,498.30)
1158 - Furnace	\$ (48,612.72)

Total Accum. Amortization \$ (629,747.27)**Building**

1100 - Building- Main	\$ 697,658.72
1101 - Chancel Lights	\$ 15,434.95
1102 - Furniture and Fixtures	\$ 67,541.24
1104 - Sign	\$ 5,735.76
1105 - Sound System	\$ 32,706.94
1106 - Computer and other equip	\$ 5,149.97

1107 · Land	\$ 145,000.00
1108 · Furnace	\$ 90,157.12
Total Building	<u>\$ 1,059,384.70</u>
Total Fixed Assets	\$ 429,637.43
Other Assets	
1120 · Construction in Progress	\$ 23,279.48
1300 · HST RECEIVABLE	\$ 2,575.11
1305 · HST receivable - Capital Campai	\$ 1,376.97
1400 · prepaid expenses	\$ 1,446.13
Total Other Assets	<u>\$ 28,677.69</u>
TOTAL ASSETS	<u><u>\$ 1,686,717.91</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Deferred Revenue	
2150 · Def Rev - Property Expenditures	<u>\$ (10,200.00)</u>
Total Deferred Revenue	\$ (10,200.00)
2100 · Payroll Liabilities	\$ (383.66)
2120 · Accts payable & accr liab -oper	\$ 17,419.23
3901 · Transfer from Oper. to Capital	\$ (10,003.05)
4301 · Transfer from Plan Giv to Opera	\$ 34,691.31
7300 · Transfer from Op to Cap Assets	\$ 10,003.05
7500 · Trans Capital from Camp to Fund	<u>\$ 22,720.00</u>
Total Other Current Liabilities	<u>\$ 64,246.88</u>
Total Current Liabilities	\$ 64,246.88
Long Term Liabilities	
Restricted Fund Equity Grouping	
2002 · Benevolent Fund	\$ 2,508.44
2003 · Memorial Fund - General	\$ 27,328.97
2008 · Landscaping/Gardening Fund	\$ 2,825.47
3001 · ERMUC Trust Fund	\$ 369,965.32
4500 · Vacation Bible School Fund	\$ 4,185.27
5000 · Capital Campaign	
5001 · CC Campaign Consultants	\$ (100,000.00)
5002 · CC Office Supplies	\$ (4,052.73)
5003 · CC HST	\$ (45,108.20)
5004 · CC Miscellaneous	\$ (60.77)
5005 · CC Administrative Support	\$ (315.00)
5006 · CC Postage	\$ (574.00)

5007 · CC Events	\$ (7,588.89)
5008 · CC Bank Fees	\$ (2,559.85)
5009 · CC Audit Fees	\$ (7,500.00)
5010 · CC Relocation/Moving Expenses	\$ (10,462.57)
5011 · CC Fees/Permits	\$ (49,886.53)
5012 · CC Expansion Consultants	\$ (128,270.97)
5013 · CC Proposal Writing	\$ (7,424.00)
5014 · CC Legal Fees	\$ (454.00)
5015 · CC Construction Project Manager	\$ (8,350.16)
5016 · CC Construction Contract	\$ (74,587.91)
5000 · Capital Campaign - Other	<u>\$ 1,237,441.81</u>
Total 5000 · Capital Campaign	\$ 790,246.23
6000 · Syrian Ref. Sponsor. (WKRP)Fund	<u>\$ 32,751.62</u>
Total Restricted Fund Equity Grouping	<u>\$ 1,229,811.32</u>
Total Long Term Liabilities	<u>\$ 1,229,811.32</u>
Total Liabilities	\$ 1,294,058.20
Equity	
3500 · Capital Equity	\$ 420,194.35
3900 · Retained Earnings	\$ (2,780.50)
Net Income	<u>\$ (24,754.14)</u>
Total Equity	<u>\$ 392,659.71</u>
TOTAL LIABILITIES & EQUITY	<u><u>\$ 1,686,717.91</u></u>

ERMUC
CAPITAL CAMPAIGN

Revenue & Expenses as of Dec. 31, 2015

	2013	2014	2015	Total
Donations received	362,821.48	252,540.35	382,231.76	997,593.59
Gain on investments	4,716.15			4,716.15
Trillium Fund Grant	-	-	141,200.00	141,200.00
Federal Access Grant	-	-	39,975.00	39,975.00
Coal Miners Daughter	2,180.00	-	-	2,180.00
	369,717.63	252,540.35	563,406.76	\$1,185,664.74
Expenses				
Klote fees	90,000.00	-	10,000.00	100,000.00
Forefront Fees	-	-	9,654.59	9,654.59
Norr fees	-	14,200.00	92,300.00	106,500.00
Office supplies	2,308.90	502.63	199.65	3,011.18
Bank fees	47.59	87.61	2,114.34	2,249.54
HST	12,971.85	3,542.41	28,545.36	45,059.62
HST rebate	(9,179.66)	(2,435.71)	(3,601.19)	(15,216.56)
audit fees	7,000.00	500.00	-	7,500.00
Wages (Tanya)	908.25	5,738.03	-	6,646.28
Kick off event	7,005.04	248.79	-	7,253.83
Proposal writing		5,320.00	2,104.00	7,424.00
Moving flower beds		354.37	-	354.37
Consultants	-	-	12,116.38	12,116.38
Moving/Storage	-	-	10,108.20	10,108.20
Permits	-	-	49,886.53	49,886.53
Legal Fees	-	-	454.00	454.00
Project Mgmt	-	-	8,350.16	8,350.16
Cupid				
Construction			74,587.91	74,587.91
Campaign booklets	2,312.94		-	2,312.94
Total expenses	113,374.91	28,058.13	296,819.93	438,252.97
Net	256,342.72	224,482.22	266,586.83	747,411.77
Sacred space fund balance	48,725.87			48,725.87
Term Investments				-
Funds Available	305,068.59	529,550.81	796,137.64	796,137.64

*Respectfully submitted,
John Moyer, Treasurer*



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

The leading grantmaking foundation in Canada, the Ontario Trillium Foundation strengthens the capacity of the voluntary sector through investments in community-based initiatives. An agency of the Government of Ontario, OTF builds healthy and vibrant communities.

AUDITOR'S REPORT - 2015
The Auditor's Report will be tabled when received

PROPERTY COMMITTEE

During 2015 the Property Committee continued to function making minor plumbing, electrical and general repairs as required. This Committee does not have a Chair, but all members continue to step in and take a leadership role as required.

Our previous caretakers, Joanne Thomas and Barry Servage have left to be replaced by Barry Van Hooser. We wish both Joanne and Barry all the best with their future plans.

Barry works Sunday to Thursday, approximately 32 hours a week. The hours of this position have been slightly increased to compensate for the expanded Church facility this summer. Also many thanks to Tanya for co-ordinating "repairs and request" for property response and to other members of the congregation for their extra set of hands, often unknown to anyone.

The Property Committee would like to welcome a new chair this year to take up the co-ordinating role and attend Church Council as required.

*Respectfully submitted,
The Property Committee*

MINISTRY & PERSONNEL COMMITTEE

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.

M&P thank all of the staff for their outstanding work throughout 2015. ERMUC is blessed to have such a dedicated and talented staff.

- Wayne Soble, Minister of Word and Sacrament; and Pastoral Care – started the year as a Settled Minister but his position changed to that of Retired Supply effective December 1, 2015. This new designation was approved by Presbytery after Wayne turned 71. On

Sunday, June 21st the 45th anniversary of Wayne's ordination was celebrated with a cake during coffee hour.

- Jean Stairs, Minister of Christian Education, Outreach, Family and Pastoral Care – Settled Minister, full time position
- Beth Elford, Minister of Pastoral Care - Congregationally Designated Minister; 10 hours per week
- Laurence Rowbotham, Director of Music - independent musician-contractor; 46 week contract per year. Works closely with the Worship Committee who monitors his work and the position. He was reappointed under a new contract by the Church Council for 2016.
- Tanya Bax, Administrative Secretary - 35 hours per week. The AS&R Committee monitors her work but Jean Stairs is her direct supervisor.
- Jo-Ann Thomas, Part-time Caretaker - 19.5 hours per week. Resigned June 2015.
- Barry Servage, Part-time Caretaker - 10 hours per week. Position was eliminated in August of 2015 when one 32 hour per week caretaker position was created. On Sunday, August 30th Barry's fine work and service to ERMUC for the past 17 years was acknowledged and celebrated both in the sanctuary and during coffee hour.
- Barry Van Hooser, Part-time Caretaker- 32 hours per week. Property Committee monitors his work but Jean Stairs is his direct supervisor.
- Marg Lawson, Casual Office Supply – to assist as needed or to fill in as required during absences of Tanya Bax. Resigned November 2015.
- Rhonda Kerr, Casual Office Supply – to assist as needed or to fill in as required during absences of Tanya Bax.
- Wanda Burke, Casual Office Supply – to assist as needed or 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 2015 it was Rev. Jean Stairs. 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.

While it is the responsibility of M&P to complete an annual review with all ministerial personnel, every three years a formal performance evaluation with input from groups within the congregation is carried out. In 2015 M&P carried out this review process.

Feedback from this review process was extremely positive and reflected a high degree of satisfaction with the Ministerial team as well as both ministers as individuals. Responses unanimously cited our ministerial team that consists of Wayne Soble, Jean Stairs, and Beth Elford, as “very effective” and reflected an overall feeling that “the entire ministry team of Edith Rankin is appreciated as a blessing and should not to be taken for granted”. There is a strong consensus that Wayne provides excellent spiritual leadership for the members of ERMUC and that he is an exceptional preacher. There is an over-riding agreement that in her role as Minister of Christian Education Jean Stairs nurtures all members of the congregation and provides exceptional leadership. It is widely acknowledged that Beth provides exceptional support and pastoral care.

During 2015 M&P completed second level reviews 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 co-ordinating staff training, including first aid. While Tanya is responsible for the first aid stations, both Tanya and Barry are staff trained first aid responders, A course on the use of the defibrillator was given in February by a company called First Aid 4U. Seventeen members of ERMUC took this course. The defibrillator along with one first aid kits, hangs on the wall of the landing, at the top of the stairway from the Narthex down to the lower hall. In this new location it can be seen through the glass doors and it is available from the lower floor, where many activities take place, even when the upper part of the Church is closed. A second first aid kit is located in the kitchen.

The staff compensation budget for 2016 was prepared and submitted to the AS&R Committee for its consideration. The 2016 Financial Plan was presented to the congregation by the Church Council in November 2015 and approved included salary and employment expenses for the year. Salary and benefit increases were based on the United Church of Canada's recommended CO for 2016.

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/>

*Respectfully submitted,
Margaret Merkley (Chair)
on behalf of Sheila Billings, Dick Bowman, Susan Ariss, and Gayle Owen*

BOARD OF TRUSTEES

The trust fund is managed for ERMUC by Scott Miller of ScotiaMcLeod.

Over the year the value of the Fund declined due to partial exposure to the stock market.

December 31, 2014 value \$326,678.

December 31, 2015 value \$295,487.

Annual loss in value was \$31,191. This is a paper loss since the Fund was not forced to sell any holdings.

On the positive side, the Fund generated \$13,991.94 in Interest and dividends.

In addition to the above the \$30,000.00 GIC held at ScotiaBank earned \$564.00 interest.

The interest/dividends were transferred to the operating account.

100 shares of Sun Life Financial were added to the fund.

A recent publication from ScotiaMcLeod expressed optimism for 2016 with modest returns expected. In the meantime they will take a defensive position and focus on "quality/valuation/dividends.

Trustees Jim Crozier and Cam McEachern meet with Scott Miller semi-annually to review the portfolio.

The next report will be prepared in mid-summer of 2016.

*Respectively submitted,
Karl Butler, Deputy Chair, Trustees*

UNITED CHURCH WOMEN

We still are 6 Units strong with a membership of 114 women. Each Unit meets monthly for Christian witness, study, fellowship and service.

Fund raising is NOT our top priority as we age and our hair grows whiter.

Over the years we have supported many larger needs to enhance our church property both outside and inside. The following are some of those ways:

- Paving of parking lot
- Several donations to the Accessibility Fund
- Sanctuary Lighting Fund
- Card tables
- The Friendship Room upgrade
- Re-upholstering of couches and new carpeting and window blinds
- Purchasing and maintaining of the Church Library
- Most recently, towards the new tables in the lower hall and the purchasing of new commercial taps in the back sinks that had constantly dripped for SEVERAL years.

This past November, we set money aside and as our GIC comes due in the Spring, our goal is to replace the counter tops in the kitchen as well as a deeper sink in the back kitchen for the washing of the large pots.

Contributing to the year-end deficit has never been a top priority as we all contribute to the Church in our weekly/monthly offerings.

The National UCW's challenge over the next 5 years is to focus on Child Poverty in Canada. As you see in the disbursements of our funds for 2015, we rose to this challenge significantly.

*Respectively submitted,
UCW President. Janice Rubino*

EDITH RANKIN MEMORIAL UNITED CHURCH WOMEN

Treasurer's Report 19 Nov. 2014 - 18 Nov. 2015

Balance Forward from 2014**			\$9,011.75
Net Unit Receipts			
	Offerings	\$4,074.17	
	Catering	\$763.00	
	Projects	\$1,066.85	
	Memorial Donations	\$2,150.00	
	Total	\$8,054.02	\$8,054.02
General			
Donation		\$20.00	
Calendars*		\$40.53	
Bazaar 2015		\$3,104.45	
Mostly Apple		\$560.35	
Dish Rental		0	
Catering		0	
Bazaar 2014		\$45.00	
Total		\$3,770.33	\$3,770.33
Total Receipts			\$11,824.35
Balance Forward from 2014			\$9,011.75
Total			\$20,836.10
Disbursements			\$(12,444.84)
adj to agree with bank**			\$330.00
Total			\$8,721.26
Savings for 2016			\$(500.00)
Surplus for 2015			\$8,221.26

*net

**amount incorrectly assumed paid out in 2014, no cheque issued

U.C.W. BUDGET 2016

Estimated Receipts

Balance Forward from 2015	\$500.00
Fund-raising monies	\$5,300.00
sub-total	\$5,800.00

Estimated Expenditures

Mission & Service Fund UCC	\$1,500.00
Presbyterial Dues	\$730.00
sub-total	\$2,230.00

Congregational Purposes

Kitchen Supplies	\$150.00
Special Receptions, Classics, etc	\$450.00
Literature	\$400.00
Gifts, Honourariums	\$300.00
sub-total	\$1,300.00

Expenses-United Church Women(local)

Stationary, annual report	\$100.00
Family Benevolent Fund, Prayer Shawl Ministry	\$200.00
Contingencies, Bank Charges	\$370.00
sub-total	\$670.00

United Church Projects

Student Bursary	\$1,100.00
Camps, Conferences, Leadership, Youth with surplus to go to Quin-Mo-Lac	\$500.00
sub-total	\$1,600.00

TOTAL \$5,800.00

DISBURSEMENT OF UCW SURPLUS FUNDS FOR 2015

Amount to be Disbursed	\$8,221.26
Kitchen Improvements	\$1,500.00
Food Bank	\$500.00
Breakfast Program	\$1,500.00
Syrian Refugee Fund	\$500.00
Almost Home	\$400.00
Better Beginnings	\$400.00
Streetsmarts/Bayridge Centre	\$700.00
In From The Cold	\$400.00
M&S	\$1,000.00
Martha's Table	\$500.00
Lily's Place	\$400.00
Operating Fund	\$421.26
Total	\$8,221.26

Respectfully submitted
Diane Molson, UCW Chairperson

DECISIVE ISSUES

Throughout the first months of 2015 the Decisive Issues discussion group studied the book "Getting to the Heart of Interfaith" by a Pastor , a Rabbi and an Imam. In September we began " The Future of Faith" by Harvey Cox and will continue the discussion in 2016. We are a group of 20 people meeting every other Monday morning from September to June and would welcome new members to our group.

*Respectfully submitted,
Barb Taft*

KOFFEE KLATCH

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

The Catering Team continues to feed our church and community! AND we even manage to enjoy ourselves while doing it! The Executive: Chair -Rhonda Kerr, Secretary-Patti Speck, Treasurer - Wanda Burke is well supported by a dedicated team of volunteers, who are kept organized by our team leaders -Barb Taft for Servers, Helen Lywood for Set up and Anne & Gerri Dickson for Clean Up.

A wide variety of event s were catered in 2015. We celebrated St. Patrick's Day with a congregational stew dinner. The two biggest "church" dinners remain the Classics' Dinner in late April and the family Christmas dinner in early Dec. Outside events included a meal for 4 Winds Presbytery members in April, lunch for the Historical Society bus tour, on 2 Saturdays in the late spring, and a roast beef meal for the Retired Teachers Association in the fall. We have also become a Christmas Tradition for the Limestone Quilters' Guild and look forward to preparing their turkey dinner every December.

The Financial report follows and although profits were somewhat less than previous years, we were able to give 10% of income from events to the Operating Fund, donate \$1000 to Martha's Table and honour our pledge to the Capital campaign with a donation of \$5000.

The Catering Team enjoys its work for the support of the congregation and is always willing to accept any offer of help. Join us in 2016 for fun and fellowship in the kitchen!

*Respectfully submitted,
Patti Speck (patti.speck@gmail.com for more information)*

CATERING TEAM FINANCIAL STATEMENT

December 2015

Bank Balance from Last Statement: 1,286.99

INCOME:

Income from events:	7,720.50		
Expenses for events:	<u>2,211.17</u>		
Profit:	5,509.33	-----	5,509.33
Interest			1.00
From the estate of Dick & Jill Moren			<u>166.08</u>
			6,963.40

DISBURSEMENTS:

Capital Campaign	5,000.00		
ERMUC Operating Fund (10% 2015)	554.00		
Martha's Table	1,000.00		
Cost of New Cheques	61.02		
Bank Fee	2.80		
Kitchen Supplies (foil)	<u>23.72</u>		
	6,641.54	-----	<u>6,641.54</u>
			\$321.86 Bank Balance

*Respectfully submitted,
Wanda Burke, Treasurer*

**MEMBERSHIP OF CHURCH COUNCIL, STANDING COMMITTEES, BOARD OF TRUSTEES
AND OTHER COMMITTEES FOR 2015**

CHURCH COUNCIL (as at 31 Dec 15)

Gordon W. Sinclair	Chairperson*
Peter Merkley	Past Chair*
Ken Williams	Secretary*
John Moyer	Treasurer*
Brenda Moyer	Membership Steward*
Gord Bell	AS&R
Janet Dubblestein	Congregational Life
Elizabeth Amirault (Acting Chair)	Faith, Formation & Development
Paul Carl	Media & Communications
Margaret Merkley	Ministry & Personnel
Agnes Glenn	Mission & Outreach
Peter Merkley	Nominating
_____	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

Gordon Bell (Chair)
John Moyer (ERM Treasurer/Envelope Steward)
Fran Day – Scheduling Counters
Gil Ryan
Don Mallory
Tony Baker
Gerald Dickson

CONGREGATIONAL LIFE

Janet Dubblestein (Chair)
Brenda Moyer (Membership Steward)
Paul Van Nest (FIA)
Sharon Van Nest (FIA)
Barb Bell (FIA)
Jan Watkins (FIA)
Rhonda Kerr (FIA)
Beverley Ryan (FIA)
Isabelle Tompkins (FIA)
Helen Lywood (FIA)

FELLOWSHIP COORDINATORS

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

FAITH FORMATION & DEVELOPMENT

Elizabeth Amirault (Acting Chair)
Millie Hill
Stephen Delve
Jan Watkins
Anne Dickson
Colleen Korderas
Margaret Henderson
Meg Skinner
Kim Mitchell
Cindy Pettis – SS Superintendent

MEDIA & COMMUNICATIONS

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

MINISTRY AND PERSONNEL

Margaret Merkley (Chair)
Sheila Billings
Dick Bowman
Susan Ariss
Gayle Owen

MISSION AND OUTREACH

Agnes Glenn (Chair)
Marilyn Rodger
Ina Ray Burke
Pat Bowman
Margaret Baker
Nancy Sproule
Janice Rubino UCW Rep

NOMINATING COMMITTEE

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

PROPERTY

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

OFFICERS OF THE CONGREGATION

Christopher Sproule Chair
Janice D'Agostino Secretary

WORSHIP

Andrew Robb (Chair)
Nancy Barber
Barb O'Neill
Mary Leach
Elizabeth Amirault
Al Pickering
Lorna Thorne
Beverley Bell-Rowbotham
Eric VanDalen
Laurence Rowbotham - Music Director
Florence Niven (FIA)
Patti Speck (FIA)

SIGNING OFFICERS

John Moyer Treasurer
Gordon W. Sinclair Chair of Council
Gord Bell Chair AS&R (op. acct)
Tanya Bax Admin Secretary

*(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
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

2016/17

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

- a) The Congregation is called to meet for the Annual Meeting for 2016 on: **tba**
- b) The Church Council is tentatively called to meet at 7:00 p.m. on February 23, March 22, April 26, May 24, June 28, August 23, September 27, October 25, November 22, December TBA all in the year 2016, and on January 24, 2017.
- 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
(TO BE INSERTED WHEN RECEIVED)