

# ANNUAL REPORT

## 2023



### St. Andrew's United Church

479 Upper Paradise Road  
Hamilton, ON L9C 5E2

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Conflict within the leadership of the St. Andrew's community divided the community into pieces. It's not easy to open a report with a sentence like that.

During July and August, members and adherents began to express concerns about me and my leadership. Similar concerns were raised about key leaders and staff. There were disagreements and impasses which could not be overcome. Some members took a break from St. Andrew's. Some left.

Conflict and membership loss is not new for St. Andrew's. Sadly, the roll books tell that story.

Conflict is messy, painful and exhausting. It's no wonder so many of us try to avoid it. Unfortunately, conflict is also a part of growth. I don't like that truth but it's a truth I am learning to accept.

Thinking about caterpillars and butterflies helps me accept that truth.

A caterpillar can't become a butterfly until it goes through a messy, painful and exhausting metamorphosis within its own cocoon. During its final stage of emergence, a butterfly has to struggle against the very cocoon which had housed, nourished and protected it. Without that struggle, the wings of the butterfly never develop strength. Without struggle in emergence phase, the butterfly is never able to fly; without struggle, the butterfly never lives out its purpose.



Based on everything we have been through, I have four prayers for St. Andrew's 2024:

that St. Andrew's will emerge from the aforementioned struggles with renewed strength and new clarity;

that the people of St. Andrew's will create brand new ways of getting to know each other;

that St. Andrew's will redefine its purpose in response to God's contextual call in this century;

that new people will continue to come to worship -as they have done through this whole year.

I need to express my gratitude to so many people.

I want to thank Horseshoe Falls Regional Council in particular: Lennox Scarlett, Cheryl-Ann Stadelbauer-Sampa, Micol Cotrell, Lynne Allin, and Pegi Ridout for witnessing and resourcing the conflict. I thank them for replying to all of our calls for help, wisdom and guidance---even in the summer months while I was on vacation. I am grateful for all the

tools they have given our faith community and our board. I want to thank Pegi Ridout, our conflict management

consultant for compiling the report. By the time you read this, the Board of St. Andrew's will have decided how to implement her recommendations. This means we can finally take steps to move forward as a community.

I want to thank everyone who shared their perspectives with Pegi during the early fall. It was so helpful for me to hear what you think about this place and our work together. I hope we can continue to listen to and learn from one another.

I want to thank Donna Dunlop, acting Board Chair. Donna -in the words of video gamers- "leveled up" in 2023. As an acting chair, Donna found herself in the middle of crisis after crisis. Donna had to learn an entirely new style of leadership under very difficult circumstances. Donna rose to each challenge. Thank you, Donna for being so adaptive and so committed.

I want to thank my fellow staffers who showed up week after difficult week. Cindy, Jess and Luke, you are professionals! It is an honour to work with you every week; even more so these past difficult 52 weeks. Knowing that you were still showing up doing your best motivated me to keep on going. I must also say thank you to Jim Witter for bringing the equipment I needed to record the summer services at the last minute. Thanks also, Jim, for sharing your musical gifts on Good Friday, at Catch the Spirit, and on Christmas Eve.

I want to thank Joanne Woods. Joanne, you joined the staff team in the midst of total chaos and have stayed on. The kids at St. Andrew's love you. Thank you for committing to their learning during a less than ideal time to be onboarded.

I want to thank Jen Harwood and Mary Anne Mills for resuming their roles on CD; we continue to be blessed by your passions and gifts.

I want to thank Paul Holder for covering the pulpit on short notice. I want to thank Jen again and Jim Mercer for stepping up and agreeing to be trained to serve on M and P. I want to thank John Lennox, my M and P rep. John, I could not have made it through this year without your support of me and my ministry. I am grateful for your never-ending, seemingly thankless, exceedingly difficult and mostly misunderstood work. John, you are invaluable—not just to me but to all of us on staff.

I pray that our community will have the strength and the ability to emerge from this cocoon with strength in its wings.

Peace and Blessings,

The Rev. Debbie McMillan

(B.A.Hons. MDiv.)

**Isaiah 40:31** New Revised Standard Version Updated Edition

<sup>31</sup> but those who wait for the LORD shall renew their strength;  
they shall mount up with wings like eagles;  
they shall run and not be weary;  
they shall walk and not faint.

**ST. ANDREW'S COMMUNITY OF FAITH  
2022 ANNUAL GENERAL MEETING MINUTES - DRAFT  
SUNDAY, JANUARY 29, 2023**

Welcome - Janis Peters, Board Chair, opened the meeting and welcomed everyone.

***We intentionally remember and acknowledge that our Community of Faith resides on traditional lands of the Mushkegowok, Haudenoshone-Ankwehonway peoples and Anishnabek peoples.***

Opening Prayer – Rev. Debbie McMillan

Lighting of **CHRIST CANDLE** – Treasurer, Alain Beaudin

**Janis Peters, Chair, before we start this meeting, I must commend our Office Administrator, Jessica Edmonson, for the professional job she did on her first church Annual Report. A lot of the information has to be submitted at the last minute due to the year-end number crunching and Jessica approached the challenge with a smile. Rev. Debbie was also on hand to support Jessica in editing this document. Bev and Donna Dunlop stepped up for stapling. Thank you everyone.**

**Next, I would like to introduce your current Board Members: Alain Beaudin, Joan Cooke, Don Brockway, Bob Thomas, John Lennox, Doris Coulter, Lenore Lennox, Diane Cowley, Donna Dunlop, Shanda Licop, Barb Hazen, Janis Webster, Ex-officio, Rev. Debbie McMillan and myself, Janis Peters**

**ADHERENTS** -

***Moved by Rich Cooke, seconded by Bob McPherson, that those who are active Adherents be allowed to participate in the votes and discussions during this Annual Meeting. Carried.***

**MEETING CHAIR** -

***Moved by Joan Cooke, seconded by Margie Thomas, “that Janis Peters Chair this meeting.” Carried.***

**MEETING SECRETARY** -

***Moved by Lloyd Spalding, seconded by Pieter Van der Laan deVries, that Joan Cooke be Secretary for this meeting.” Carried.***

**IN MEMORY OF ... Donna Dunlop, Pastoral Care/Friendly Visitors, read the Memorial List on Page 11.**

**Holy Manners** – Reminder to speak and listen with open hearts and minds and to treat one another with respect.

**Beginning on Page 3**

**APPROVAL PREVIOUS AGM MINUTES**

*Moved by Bob Robillard, seconded by Doris Coulter, that the Minutes of the February 13, 2022 Annual General Meeting, be approved as distributed. Carried.*

**BUSINESS ARISING FROM THE FEBRUARY 13, 2022 AGM MINUTES - None**

**Beginning on Pg 14**

**Standing and Sub-Committee Reports**

*Moved by Donna Dunlop, seconded by Diane Campling, that the 2022 Annual Standing and Sub-Committee Reports (with the exception of the Finance Report & the Trustee's Report be accepted as presented. Carried.*

**Beginning on Page 30**

**TRUSTEES' MOTIONS**

**TRUSTEE RESIGNATION**

*MOTION made by Rich Cooke, seconded by Pieter Van der Laan deVries, that the Resignation of Verna Neil, Trustee, be accepted. Carried.*

*MOTION made by Rich Cooke, seconded by Lloyd Spalding, that David Lelievre be approved as a St. Andrew's Trustee. Carried.*

**Beginning on Page 30**

**2022 Trustee Financial Report Review**

*Motion by Paul Holder, seconded by Pieter Van der Laan deVries, that the Trustees' 2022 Financial Report be accepted as reviewed and presented. Carried.*

*Motion by Shanda Licop, seconded by Bob Robillard, that the 2022 Trustees' 2022 Memorial Fund Report be accepted as reviewed and presented. Carried.*

**Beginning on Page 33**

## **FINANCE MOTIONS**

### **2022 Financial Report Review**

***Motion by Alain Beaudin, seconded by Rich Cooke, that the 2022 Actual Budget Report be accepted as reviewed and presented. Carried.***

### **Beginning on Page 38**

### **Proposed 2023 Budget Review**

***Motion by Barbara Sherwood, seconded by Margie Thomas, that the Loonie Lunch account be closed and the balance of \$516.53 be donated to Neighbour-to-Neighbour Food Bank. Carried.***

***Motion by John Lennox, seconded by Shanda Licop, that a separate budget line be put in place for funds raised and designated to support the annual Catch the Spirit event 2023. Carried.***

***Motion by Alain Beaudin, seconded by Bob Robillard, that the proposed 2023 Building Capital Budget be accepted as reviewed and presented. Carried.***

***Motion by Alain Beaudin, seconded by Pieter Van der Laan deVries, that the proposed 2023 Operating Budget be accepted as reviewed and presented. Carried.***

### **On Page 37**

### **2022 Flow Through Funds Report**

***Motion by Alain Beaudin, seconded by Janis Webster, that the 2022 Flow Through Funds Report, including Mission and Services, be accepted as reviewed and presented. Carried.***

### **EXITING BOARD MEMBERS    The following people were recognized...**

Joan Cooke, Secretary, Donna Dunlop, Pastoral Care Rep, Bob Thomas, HFRC Rep, Diane Cowley

### **NOMINATING COMMITTEE REPORT**

***Motion by Alain Beaudin, seconded by Linda Monteith, that Shanda Licop be elected as Chair of the Community of Faith Board for a term of one year. Carried.***



**Motion by Margie Thomas, seconded by John Lennox, that Alain Beudin be re-elected as Treasurer of the Community of Faith Board for a term of one year. Carried.**

**Motion by John Lennox, seconded by Alain Beudin that the named candidate Ron Webster be accepted as new member of the St. Andrew's Community of Faith Board. Carried.**

**NOTE – Secretary and Vice-Chair positions were left vacant as of this AGM on Sunday, January 29, 2023, as there were no candidates.**

**\*\*\* Motion by \_\_\_\_\_, seconded by that \_\_\_\_\_ be elected as Vice-Chair of the Community of Faith Board. Carried.**

**\*\*\*Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ that \_\_\_\_\_ be elected as Secretary of the Community of Faith Board. Carried.**

#### **HORSESHOE FALLS REGIONAL COUNCIL REP –**

**Motion by Margie Thomas, seconded by Pieter Van der Laan deVries that Bob Thomas replace Tom Allin as HFRC Rep for the balance of 2022. Carried.**

**Motion by Diane Cowley, seconded by Paul Holder that Bob Thomas's resignation as HHFRC Rep be accepted. Carried.**

**\*\*\*Motion by \_\_\_\_\_, seconded by \_\_\_\_\_ that \_\_\_\_\_ be elected as HFRC Rep. Carried.**

**NOTE – HFRC Rep position was left vacant as of this AGM on Sunday, January 29, 2023, as there was no candidate.**

**Rich Cooke, Co-Chair Trustees, expressed the severity of these vacancies in the sufficient operation of St. Andrew's United Church and encouraged everyone to go home and think about their ability to step up and participate.**

**NEW & OTHER BUSINESS - None**

**INTRODUCE THE NEW CHAIR – Shanda Licop was welcomed and the 'gavel' ownership transferred!!!**

**REMARKS FROM NEW BOARD CHAIR - SHANDA LICOP – Shanda spoke about how HOPE can move St. Andrew's forward and asked everyone to help her in the role of Chair of the Community Faith Board and to keep HOPE in their hearts and minds as we continue our work within the church and in the community.**

**ANNOUNCEMENTS** – Coffee Hour listing has open spots.

**CLOSING THE MEETING – Shanda Licop** - Having completed the business as in the Agenda, I declare the 2022 Annual General Meeting adjourned and ask Rev. Debbie to close in Prayer. And, thank you everyone for participating.

**REV. DEBBIE MCMILLAN** – Closed the meeting in prayer.

**ADJOURNMENT 1:30 p.m.**

**Next Annual General Meeting is in January 2024 where these  
Minutes will be approved.**

**St. Andrew's United Church Community of Faith  
Congregational Board "Motions" Made in 2023  
Compiled for the February 2024 - AGM**

**BOARD ACTION MOTIONS OF 2023 with exception of "IN CAMERA" motions**

January 17, 2023

MOTION made by Don Brockway and seconded by Donna Dunlop that **"the December 13, 2022 Board Minutes be approved as distributed."** Carried.

MOTION was made by Barb Hazen and seconded by John Lennox **"that the Board commission a Task Group to create an Accessibility Policy by April 18, 2023."** Carried.

February 21, 2023

MOTION was made by Barb Hazen and seconded by Don Brockway **that the following names be added by transfer of faith to the Historic Roll:**

*Aislinn Mierau      Kiran Mierau      Nathaniel Mireau      Meghan Gilholm*  
*Janis Webster      Ron Webster*

Carried.

MOTION was made by Diane Cowley and seconded by John Lennox **that the following names be removed from the Historic Roll due to death:**

*Wayne Atanas      Anna Brockbank      Ray Dunmore      Yvonne Harrison*  
*Doug Hood      Earlene Hood      Doug dePass      Neil Galloway*  
*Enid Irving      Dorothy Kerr      Helen Lawrence      Lois McPherson*  
*Jack Mutton      Stella Pissey      Sharlene Smiley      Lee Stitt.*

Carried.

MOTION was made by Janis Peters and seconded by Lenore Lennox **that the minutes of the January 17, 2023, Community of Faith Board Meeting be approved as distributed.** Carried.

MOTION was made by Alain Beaudin and seconded by Don Brockway **to merge the Homework Club Fund and the Social Club Fund into the General Fund, as discussed at the Annual Meeting.** Carried

MOTION was made by Ron Webster and seconded by John Lennox, **that an IT Task Group be created to determine the needs of the church (sanctuary and other areas of the building) and write a proposal to access grant money.** Carried.

April 18, 2023

MOTION was made by Donna Dunlop and seconded by Barb Hazen **that the following names be removed from the Historic Roll due to death:**

*Shirley Wheeler*                      *Don Clarke*                      *Melda Clarke*                      *Betty Mercer*  
Carried.

MOTION was made by Diane Cowley and seconded by Don Brockway **that the following name be removed from the Historic Roll by personal choice:**

*Elizabeth Van Ry*  
Carried.

MOTION was made by John Lennox and seconded by Ron Webster **that the minutes of the February 21, 2023, Community of Faith Board Meeting be approved as distributed.** Carried.

MOTION was made by Barb Hazen and seconded by Lloyd Spalding **that the Accessibility Policy be adopted.** Carried.

MOTION was made by Diane Cowley and seconded by Ron Webster **that the Office Administrator may spend up to \$200 per month on office supplies without requiring Board approval.** Carried.

MOTION was made by Lloyd Spalding and seconded by Don Brockway **that Ron Webster assume responsibility for coordinating the IT needs of the church.** Carried.

MOTION was made by Janis Webster and seconded by Diane Cowley **that three laptops be purchased for use by the Office Administrator, Minister of Children, Youth and Young Families and the Worship Communications Coordinator. These laptops will be set up by Ron Webster with Office 365, and Ron will install Office 365 on the current laptop used for worship, as well.** Carried.

MOTION was made by Alain Beaudin and seconded by Lloyd **that GIC #31 will be reinvested into a one-year cashable GIC at 4%.** Carried.

May 16, 2023

MOTION was made by Doris Coulter and seconded by Diane Cowley **that the minutes of the April 18, 2023, Community of Faith Board Meeting be approved as distributed.** Carried.

MOTION was made by Lloyd and seconded by Barb Hazen **that prior to any committee spending funds greater than \$5,000, the committee must seek approval from the Finance Committee and then the Community of Faith Board.** Carried

MOTION was made by Pieter Vander Laan de Vries and seconded by Don Brockway **that Hamco be contracted to do this work.** Carried.

June 20, 2023

MOTION was made by Donna Dunlop and seconded by Lloyd Spalding **that representatives of committees/task groups in attendance and who are not COF Board members be allowed to present information and participate in discussion and vote on motions presented to COF Board at this meeting. However, in order to prevent bias, only one member per committee can vote on a motion.** Carried.

MOTION was made by Barb Hazen and seconded by Lloyd Spalding **that the minutes of the May 16, 2023, COF Board Meeting be approved as distributed.** Carried.

MOTION was made by Lloyd Spalding and seconded by Janis Webster **that the motion related to committee spending funds made at the May 16, 2023 COF meeting be amended as follows:**  
**Prior to any committee spending funds greater than \$2000, the committee must seek approval from the Finance Committee and then the Community of Faith Board.** Carried.

August 15, 2023

MOTION was made by Janis Peters and seconded by Don Brockway **that representatives of committees/task groups in attendance and who are not COF Board members be allowed to present information and participate in discussion and vote on motions presented to COF Board at this meeting. However, in order to prevent bias, only one member per committee can vote on a motion.** Carried.

MOTION was made by Diane Cowley and seconded by Barb Hazen **that the minutes of June 20, 2023, COF Board Meeting be approved as distributed with the corrections.** Carried.

MOTION was made by Janis Peters and seconded by Barb Hazen **that Joanne Woods be hired as Sunday School Coordinator as per approved regional job description for St. Andrew's United Church Sunday School and fee schedule for the position to be finalized.** Carried.

MOTION was made by Don Brockway and seconded by Lloyd Spalding **that Barbara Hazen be appointed as St. Andrew's United Church Hamilton, Ontario, Regional Representative to Horseshoe Falls Regional Council.** Carried.

MOTION was made by Barb Hazen and seconded by Diane Cowley **that as an outreach project the rental fee for a tentatively scheduled Interval House Fundraiser Dec 9, 2023 at St Andrew's United Church be used to designate St. Andrew's United Church as a sponsor as part of St. Andrew's Outreach Project.** Carried.

August 24, 2023

MOTION was made by Lloyd Spalding and seconded by Janis Peters **that representatives of committees/task groups in attendance and who are not COF Board members be allowed to present information and participate in discussion and vote on motions presented to COF Board at this meeting. However, in order to prevent bias, only one member per committee can vote on a motion.** Carried.

MOTION was made by Lloyd Spalding and seconded by Barbara Sherwood **to allow individual presentations of sources of conflict without prejudice in an in-camera discussion.** Carried.

September 19, 2023

MOTION was made by Lloyd Spalding and seconded by John Lennox **that representatives of committees/task groups in attendance and are not current COF Board members be allowed to present information and participate in discussion but cannot vote on motions presented to COF Board at this meeting.** Carried.

MOTION was made by Diane Cowley and seconded by Lloyd Spalding **that the minutes of the August 15, 2023 COF Board meeting be approved as distributed.** Carried.

MOTION was made by Lloyd Spalding and seconded by Diane Cowley **that the minutes of the August 24, 2023 COF Board meeting be approved as distributed.** Carried.

The meeting done by email on August 6, 2022 was declared null and void. A new motion was needed.

MOTION was made by Donna Dunlop and seconded by Alain Beaudoin **that the Board approve the hiring of Jessica Edmonson, for the position of Office Administrator, effective Wednesday August 10, 2022. Monday to Friday, 9:30 a.m. to noon, at a monthly pay rate of \$1,126.67 (\$20/hours/week x 13 hours/week x 52 weeks).** Carried

MOTION was made by Lloyd Spalding and seconded by Barb Hazen **that the COF Board of St. Andrew's United church enter into a contract with Pegi Ridout for conflict resolution consulting at the rate of \$150 per hour for a maximum of 33 hours, (\$5000), 50% of cost from \$1000 to \$5000, potentially to be contributed by region.** Carried.

MOTION was made by John Lennox and seconded by Lenore Lennox **that the COF Board of St. Andrew's United Church allow the appointments of both Jennifer Harwood and Linda Monteith to the M&P Committee with the understanding that they both receive the mandatory M&P training offered through HFRC at the earliest date available.** Carried

October 17, 2023

MOTION was made by Diane Cowley and seconded by Barb Hazen **that the minutes of the September 19, 2023 COF Board meeting be approved as distributed.**  
Carried.

MOTION was made by Rich Cooke and seconded by Lloyd Spalding **that B&G contact an exterminator to deal with the problem of wasps in the Church Office.** Carried.

November 21, 2023

MOTION was made by Diane Cowley and seconded by Don Brockway **to add Ben Ireland, Narisa Masih and Addison Pyke to Historic Church Roll by confirmation.**  
Carried.

MOTION was made by Barb Hazen and seconded by Diane Cowley **to remove Bev Marton and Margaret Burgoin from Historic Church Roll due to death.** Carried.

MOTION was made by Don Brockway and seconded by John Lennox **that the minutes of the Oct 17, 2023 COF Board Meeting be approved as distributed.** Carried.

MOTION was made by Alain Beaudin and seconded by Barb Hazen **that the current COF St. Andrew's Policy re Gambling be amended as follows: St. Andrew's COF Board approve having raffles, Share-the-Wealth, penny sales, etc. with appropriate licensing in place for the benefit of the St. Andrew's Community of Faith which can include organizations with whom we choose to partner and/or sponsor.** Carried.

MOTION was made and seconded by Diane Cowley **that the board purchase 4 laptops (for Jessica, Cindy, Rev. Debbie and Luke). Total cost not to exceed \$3000.** Carried.

December 19, 2023

MOTION was made by Barb Hazen and seconded by Don Brockway **that the minutes of Nov. 21, 2023, COF Board Meeting be approved as distributed.** Carried.

MOTION was made by Janis Peters and seconded by Diane Cowley **that the minutes of the Dec 5, 2023, COF Board Meeting be approved, with the correction, as distributed.** Carried.

MOTION was made by Barb Hazen and seconded by Diane Cowley **that the Community of Faith of St. Andrew's United Church, Hamilton, Ontario votes to accept the establishment of an autonomous national indigenous organization within the United Church of Canada.** Carried.

MOTION was made by Alain Beaudin and seconded by Don Brockway **to present the budget as presented at COF Board Meeting December 19, 2023 at the Annual Congregation Meeting in January 2024.** Carried.

MOTION was made by John Lennox and seconded by Diane Cowley **that the COF Board of St. Andrew's United Church allow the appointment of Jim Mercer to the M&P Committee who has received the mandatory M&P training offered through HFRC, appointment to be approved at AGM in January 2024.** Carried.

January 16, 2024

MOTION was made by Barb Hazen and seconded by Diane Cowley **that the amended minutes of December 19, 2023, COF Board Meeting be approved as distributed.** Carried.

MOTION was made with regrets by Alain Beaudin and seconded by Diane Cowley **to receive Letter of Resignation for Rich Cooke from Chair of finance. Thanks for your years of service.** Carried.

MOTION by Diane Cowley and seconded by Alain Beaudin **to remove Judy Munro and Lloyd Spalding from Historic Church Roll effective December 31, 2023, as per written personal request.** Carried.

MOTION by Barb Hazen and seconded by Don Broadway **to remove Meghan Gilholm from Historic Roll due to transfer to St. Andrew's United Church in Brantford.** Carried.



**Community of Faith Board Members for 2023**

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Donna Dunlop Board Co-Chair (April)	Janis Webster Co-Chair (Jan – June)
Vacant Vice Chair	Vacant Secretary
Alain Beaudin Treasurer	Diane Cowley
Lenore Lennox	John Lennox
Barb Hazen	Don Brockway
Doris Coulter	Jennifer Harwood (June)
Rev. Debbie McMillian (ex officio)	

**Community of Faith Committee Chairs 2023 (Or Contact Person)**

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Buildings and Grounds	George Spencer and Evan Wilson (chair)
Finance and Stewardship	Rich Cooke (chair)
Pastoral Care	Donna Dunlop and Beverley Dunlop (contact person)
Christian Development	Jennifer Harwood and Mary Anne Mills (co-chairs)
Friendly Visitors	Donna Dunlop and Beverley Dunlop (contact person)
Outreach	Barbara Hazen (chair)
Worship	Paul Holder (chair)
Ministry and Personnel	John Lennox (chair)
Board of Trustees	Shelagh Daly and Rich Cooke (co-chairs)
Horseshoe Falls Regional Council Rep	Barb Hazen (contact person)
Affirm Committee	Harvey Hawthorne (contact person)

**Membership Statistics**

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Received: Transferred In	7
Removed: By Death	9
Transfer	5

Number of active members: accurate number unavailable at the time of this report

**In Memoriam 2023**

Jim MacKenzie	Margaret Burgoin
Betty Mercer	Don Clarke
Pat Smith	Melda Clarke
Jane Ross	Beverley Marton

**In Memoriam In Retrospect**

<i>Wayne Atanas</i>	<i>Ray Dunmore</i>	<i>Yvonne Harrison</i>	<i>Doug Hood</i>
<i>Doug dePass</i>	<i>Neil Galloway</i>	<i>Dorothy Kerr</i>	<i>Helen Lawrence</i>
<i>Stella Pissey</i>	<i>Lee Stitt</i>	<i>Majorie Wilkinson</i>	<i>Margaret Harrison</i>
<i>Shirley Wheeler</i>			



The board met 12 +2 times with an average.  
The average attendance as 10.

The sacrament of COMMUNION  
was celebrated 3 times in church and 4 times during visits.



The sacrament of BAPTISM  
was celebrated 2 times.

*Sofia Ava Murillo: Sunday, May 28<sup>th</sup>, 2023*  
*Kenzie Wilkin: Sunday, November 26<sup>th</sup>, 2023*

Rev. Debbie officiated at 4 WEDDINGS:  
*Paul Fahy to Jessie Naburs, February 11, 2023.*  
*Brad "Alex" Duncan to Michelle Gauthier, June 24, 2023.*  
*Nicole Carlson to Jessica Mitchell, August 11, 2023.*  
*Salvatore Esposito to Sarah Farkas, September 3, 2023.*



Rev. Debbie presided over 18 FUNERALS



*Lois Olmstead*  
**Betty Mercer**  
*Phyllis Keegan*  
*Thomas Lake*  
*Sherilyn True*  
*Irene De Rosa*

*Paul Moore*  
*Grace Curzon*  
*John Curzon*  
*Barbara Bard*  
*Irene Buffam*  
**Beverly Marton**

*Agasthya Cisneros*  
*Logan Mcmillan*  
*Jean Robertson*  
*Barbara Curzon Moore*  
**Margaret Burgoin**  
*Ruth Ann Harrison*

**Bold text = member of St. Andrew's**

**Report from the Chair of the Community of Faith Board 2023**      **Donna Dunlop**

I assumed the position of sole Acting Chair of St Andrew's Community of Faith (COF) Board in July 2023, after several changes occurred in the person(s) holding this position since the January 2023 COF Annual Meeting. I will outline the changes to this position over the past year to provide a better picture of the confusion and upset that has occurred, not only in the leadership position of COF Board but also in the ministerial staff and congregation.

At the January 2023 Annual Meeting, Shanda Licop was appointed Chair, having served as Vice Chair in 2022. At that meeting, there were no volunteers to fulfill the positions of COF Vice Chair and COF Secretary. I was not on the COF Board at this time.

In March 2023, Shanda Licop resigned this position for reasons elaborated on in an email letter sent to several of the then COF Board.

Janis Webster, a member of our then Ministry & Personnel (M & P) Committee volunteered to become Chair, requesting me to assume a Co-Chair position with her as she was relatively new to the church and I was a long-time member. Together we could hopefully provide a balanced leadership in this significant position.

In April, the position of Minister of Children, Youth and Young Families, a ½ time position with a three-month probationary period was finally filled, completing the desired ministerial staffing quota as outlined in the original search for St Andrew's ministerial replacement after the departure of our former ministerial team.

In June 2023, however, after consultation and review, the position was terminated without cause. Janis Webster resigned as COF Co-Chair, and member of the M & P Committee. Thus, I became Acting Chair and our ministerial staff, once again, became a one fulltime position.

In July, concern over the ongoing upset and confusing state of affairs at St. Andrew's resulted in the submission of several letters by some members of the congregation to the Horseshoe Falls Pastoral Relations Minister, Rev. Micol Cottrell. There was a request for outside intervention to assist the congregation in identifying sources of conflict and ways in which to resolve them as it seemed we had not been able to do so ourselves.

In September, the COF Board approved the hiring of a conflict mediator, Pegi Ridout, to initiate the process of investigation. Throughout October and November, Pegi held 23 interviews with 40 people and in December, the Mediator Report was presented to the COF Board and attendees. Due to the timing of the presentation of the report, it was decided to delay the Board review until the COF Board meeting in January 2024, prior to the Annual Meeting.

I have attempted to describe events throughout 2023 which has led to the current state of affairs at St Andrew's.

Throughout the turmoil of the past six months, as your Acting Chair, I have tried to remain positive, trying to listen to feedback, allowing for expressions of confusion on the

part of people who are on the periphery and adopting the tenets of “Holy Manners” in my leadership at meetings of COF Board. I thank Pegi Ridout for her support of my often expressions of confusion and doubt.

Our Ministerial Staff/Team of Rev. Debbie McMillan, Cindy Juriga, Luke Witter and Jessica Edmonson have carried on throughout our turmoil, each fulfilling their designated roles and responsibilities. Our minister has provided thoughtful liturgical reflections, our choir director musical enhancement to our services and special musical events, our technical support staff weekly delivery of livestream services and Jess, organization skills to insure weekly communication of events with “In the Loop” and bulletin announcements.

I ask the family of St Andrew’s to ponder the following questions.

What direction has been provided to us by the mediator’s report?

Who are we now? What will we be in 2024? Where are we going? Perhaps it is time to review and redevelop our vision and mission.

Why am I asking these questions? I believe the future of St Andrew’s United Church is dependent on each and every one of us working together to answer these questions.

In conclusion, thanks to all who carried on the work of St Andrew’s despite the confusion and upset of the past months.

Respectfully submitted,

Donna Dunlop, Acting Chair,

COF Board.

**REPORTS FROM STANDING COMMITTEE CHAIRS (OR REPRESENTATIVE)**

**Affirm Committee 2023**

**Harvey Hawthorne**

Throughout the year, the major task has been to recruit new members for the committee as I am currently the only member. I did, (with assistance from others in the Church) participate as our Churches representative during the Hamilton Pride weekend. However, since no new members have expressed interest, it is with regret that I submit my resignation from this committee.

Respectfully Submitted: Harvey Hawthorn Affirm Committee

**Buildings and Grounds Committee 2023**

**George Spencer & Evan Wilson**

Committee Members: Evan Wilson, George Spencer, Pieter van der Laan de Vries, Don Brockway, Don Thorne, Ken Drake, Leon Mitchell, Dave Lelievre, Mark Clark, Jim Langfrey, and Edith Langfrey. Bob Thomas left our committee, as he moved to eastern Ontario. His past contributions to our committee are much appreciated. Allan Ross continues to provide specialty guidance. Our committee met several times this year on an "as needed" basis, as we had a large number of maintenance and repair projects underway, as well as several capital projects. Capital projects that were carried out this year includes: an air conditioning system for the Sanctuary (consists of 4 heat pumps that tie into the air duct work in the furnace room, making use of the existing hot air below grade distribution system). These heat pumps also provide a back-up heating system for the Sanctuary. The second major project is the air exchange/humidity control of the lower level of the CE Hall, consisting of an air exchange system ventilating the downstairs washrooms/janitor's closet/storage room, and a heat pump ventilating remaining areas. This system greatly reduces the humid air and mold issues that we have traditionally dealt with, making the lower level usable during the summer. The third project was the completion of the electrical works, including a new electrical panel in the kitchen, rationalizing the circuits, and exterior deteriorated outside duct replacement. The fourth project is the upgrading of the CE Hall sound system, making use of more up to date equipment. Capital projects proposed for 2024 are much more modest, being repairs to the two parking lots. The safety issues in the front parking lot have to be dealt with (at least 2 members of our congregation have tripped and fallen down), The repair to the rear parking lot does not have as high a priority, but would improve water drainage (ice). Minor upgrades to the CE Hall sound system may continue. Our committee would like to express our appreciation for the assistance of Allan Ross, as he has given of his time, talents, and materials for the audio/video system installation in the Sanctuary, and the sound system in the CE Hall, as well as designing and installing the camera surveillance system. Edith and Jim's continuous involvement with gardens and pop tin recycling are likewise appreciated. Again, this past year, there have been a large number of maintenance and repair projects underway, including the continued upgrading of the audio/video system, continuing maintenance of the lawns/gardens/trees, and plumbing repairs. Routine maintenance and documentation related to the exit signing, smoke detectors, fire extinguishers, clean-up of kitchen waste, plumbing repairs, and many other works taking place, requiring several visits each week. The above noted capital projects are being financed from the "Building Fund". We continue to encourage contributions to this fund, but not in place of your

regular Church donations. As we come to the end of our twenty-eighth year as co-chairs of this committee, we would like to thank all those who have supported and assisted us. We continue to appeal for the support of volunteers who have practical skills.

### **Christian Development Committee 2023 Mary Anne Mills and Jennifer Harwood**

2023 was a much more normal year for CD with a few exceptions. As we still are without a Family and Youth Leader, our committee has been relying on our old calendar of events to try to offer programming to the children and youth at St Andrew's. Originally, Jennifer Harwood and Mary Anne Mills had stepped down from the committee in June but with an unexpected staffing change, they stepped back into their roles.

Sunday School ran three times a month from February to June due to a lack of volunteers. Megan Winchester resigned from her position as Sunday School Coordinator in June to pursue other opportunities and Joanne Woods was hired as a replacement and full time Sunday School teacher. Since September, Sunday School has been running weekly once more. Finding volunteers is still a challenge.

Youth group participated in a 30 Hour hunger event in May but have not been meeting regularly. 5 youth members participated. They raised over \$900 and volunteered a morning at Triple C Farms. The money was donated to several local charities of their choosing. Regular meetings were discontinued due to lack of participation.

SOS returned in October! SOS – St Andrew's Supporting Our Sisters is an event for the ladies in the church where we go out for a meal. It was planned this way so that no one ended up in the kitchen! 29 women signed up for a brunch at Southcote 53. They had us set up in our own room and they had an extensive brunch menu with a little bit of everything.

One Stop Shopping is still our main source of fundraising. Two successful events were held this year and two more will be held in 2024 – one in May and the second in November.

Breakfast with Santa was held again this year on Saturday, December 9th. A continental breakfast was served. 49 tickets were sold including 16 children. Santa was a huge hit and the time he spent with each child was inspiring!

Plans for 2024 include One Stop Shopping, family games night/movie night, Breakfast with Santa, and possibly Rendezvous 2024 if the Youth are interested.

Sunday School Attendance Nursery & Kinderkids (0-6): 5, Kids in the Hall & Seniors (6+): 12

Guiding Groups: 22 Embers, 16 Guides, 4 Leaders, 1 Junior Leader

Scouting Groups: will send in their own report

## **Finance and Stewardship 2023**

**Rich Cooke**

The financial affairs of St. Andrew's United Church are entrusted to the Finance and Stewardship Committee consisting of the following members;

Acting Chair Rich Cooke, Secretary Lloyd Spalding, Treasurer Alain Beaudin, Assistant Treasurer Neal Pyke and members Lynda Barr and Jim Mercer.

Thanks to a record December monthly revenue of \$39,600 which included a one-time donation from the UCW of \$7,200, total budgeted revenue for the year fell short by only \$3,500.

Expenses were slightly over budget by \$2,000 for the year primarily due to extra Administration costs (computers & legal) & higher Utility costs for both heating & air conditioning.

The bottom line is that we incurred a Deficit of \$27,000 for 2023.

The 2024 budget has been developed with the following basic assumptions;

- 1) Offering revenue has been projected based on the current rate of giving's which is some \$40,000 less than Pre-pandemic levels. The UCW will no longer be donating approx. \$6,000 per year to help offset Building & Grounds expenses.
- 2) Staffing, as per the direction of the Board, has been set at 1 full time minister, 1 half time minister for 1/2 the year, plus one Music Director, one Administrative Assistant, & one Technical Support for the full year & one Sunday School Co-ordinator for 1/2 the year.

The 2024 budget reflects a **deficit** for the year of approx. **\$71,000**. This will liquidate all but approx. \$20,000 of our 2023 cash surplus carryover. Treasurer Alain will be reviewing this budget in detail at the AGM.

In 2023 the Building & Grounds Committee updated the Major Projects requirements to maintain our facilities. The Finance Committee then projected the finances needed to support this plan. Annually we need to contribute an additional \$15,000 to the Building Fund to have sufficient funds to do so.

A special thank you to Lloyd Spalding who volunteered countless hours to review & update our rental agreements & contracts & also build our rental income from a Pre-pandemic level of \$12,000 per year to \$32,000. Unfortunately, Lloyd has resigned from the Finance Committee & both Lloyd & Judy have left St. Andrew's. I have also resigned as a member of the Finance Committee.

Our thanks again goes out to Alain Beaudin who also volunteers countless hours as our treasurer. Alain has tendered his resignation effect January 2025 & presents a major challenge for us, the congregation to find a replacement for this critical roll in our church.

Thank you to everyone not only for the financial support that you provide but also for your generous support of "time and talent" in the work and ministry of St. Andrew's.

## **Horseshoe Falls Regional Council 2023**

**Barb Hazen**

The entire fall regional councils meeting concentrated on “a season of hope” and the participants were tasked with focusing on God's new plan for all even if we don't know what that plan is. President Scarlet talked about opening ourselves up to whatever plan that God has for us. This same theme coloured the entire weekend and we were encouraged to support each other within the transforming times in which we now live.

As a part of our Holy Manners in our workbook, we were asked to be “BRAVE” and I thought this was very appropriate for us also, so I have quoted from the meeting workbook:

For our time together, we commit to being brave by ...

**B**eing accountable for the impact of both our words and our silence  
**R**eflecting on and naming our own biases  
**A**ctively listening  
**V**ocalizing questions that arise from our learning  
**E**ncountering new ideas with curiosity and wonder

The council passed the Remit motion which we as a congregation must vote on. We also had time for various discussions on wide ranging topics. My overall impression from the meetings is that we aren't alone in our struggles. Many clergy are working many more hours than they are supposed to, and everyone seemed tired and discouraged.

The COF Board voted yes for the remit at the December 19, 2023, COF board meeting. The form had been completed and mailed January 2024.

However, by the end of the meetings, it appeared that a more positive atmosphere was achieved. Folks sounded better, and our own Rev. Debbie closed the meeting speaking again about hope. I left the meetings feeling much more open and encouraged, and I'm looking forward to participating in another one. In fact, I want to end my report with the poem that Rev. Debbie shared as a part of her closing words. I found it very uplifting:

### SEEK HOPE

Hope is the empty tomb.  
Hope is light that punches through a thick fog.  
Hope is the enemy of apathy.  
Hope is a perspective, not a cliché.

Hope is offensive.  
Hope is defensive.  
Hope can be angry.  
Hope wears a smile.  
Hope is never passive.

Hope seeking is intentional and requires discipline.  
Hope is not idealism.



Hope is a call.

Hope makes you laugh and cry all at the same time.

Hope is a response.

Hope works through the “what ifs” and “why nots.”

Hope casts visions.

Hope dreams.

Hope can fall but it always rises.

Hope reflects critically, moving forward using what has been learned.

Hope gets scared but seeks the soothing discomfort of truth.

Hope can be zealous.

Hope is resilient but bruised.

Hope trusts.

Hope listens.

Hope paves paths.

Hope shapes prayer.

Hope sands against the grain.

Hope can be a last resort and a first choice.

Hope opens closed doors and keeps the keys.

Hope walks on water.

Hope is given.

Hope can be shared

### **Ministry and Personnel Committee 2023**

**John Lennox**

2023 started off with so much promise and hope at St. Andrew's, with the impending arrival of a new half time minister for children, youth & young families.

The addition of a new half time minister meant our church was expanding and adding another member to an already outstanding group on staff. It also meant new opportunities were presenting themselves to St. Andrew's with hopes of welcoming new families to the congregation by adding a youth minister.

In April of 2023 we introduced and welcomed Meghan Gilholm to our St. Andrew's family with hope and faith that this was the right move for our church despite some financial challenges.

Meghan was hired on and given a 3 month probationary period, however the difficult decision was made by the COF Board to dismiss Meghan in June due to performance related issues.

Sunday School Coordinator Megan Winchester gave her notice of resignation that she would be leaving her position in June to move on to new endeavours.

We wish to thank Megan Winchester for being such an amazing person and role model for the church, and for all of the children and youth she shared time with.

With the absence of both a Half Time Minister and Sunday School Coordinator, the M&P Committee started the interviewing process to hire a new Sunday School Coordinator to replace Megan Winchester.

After interviewing multiple candidates, the M&P Committee decided on the hiring of Joanne Woods as the new Sunday School Coordinator.

Although Joanne's hiring came just prior to the summer months, her official start date with St. Andrew's had to wait until the Fall in order for Joanne to receive the proper orientation and support she deserved.

The M&P Committee would like to thank Board Chair Donna Dunlop, CD Committee Co-Chairs Jennifer Harwood & Mary Ann Mills for all of their assistance and expertise in helping to onboard Joanne.

Joanne has fit in very well since her arrival at St Andrew's, and we are grateful to have her on board.

Also in June, M&P Co-Chair Janis Webster submitted her letter of resignation from the church & M&P Committee, leaving just John Lennox the other committee Co-Chair as the lone committee member.

With only one representative on M&P by June, a staff meeting was held to discuss all of the ongoing changes surrounding the committee and the church. Discussions regarding vacation schedules was top priority to ensure that all necessary coverages were in place during staff time off during the Summer and Fall months. The meeting was also an opportunity to discuss staff concerns and team building initiatives. A very big thank you goes out to Paul Holder for his Pulpit coverage when called upon during Rev Debbie's time off. Also, a very big thank you goes out to Gwen, Andrew & Adam who always do an amazing job with the music when subbing in during Cindy's time away.

Fall was a busy time of planning at St. Andrew's with several very successful events taking place that involved our staff members including **Catch the Spirit**, the **Coat & Boot** drive, **Candlelight Service & Christmas Eve Service**.

A tremendous amount of appreciation goes out to our staff for their determined efforts to plan and implement these special events given their unfortunate dealings with COVID.

Reverend Debbie, who is always on the go, was able to make time during her very busy schedule to assist and help an individual who came to Rev Debbie with news that she was being evicted from her home. Several members of the congregation along with the COF Board were also instrumental in assisting this individual who is now safe in a Shelter and seeking the help they need.

With regards to the Half Time Minister position, there are no immediate plans to hire anyone, however the COF Board did vote in favour of budgeting for the position for half a year in 2024 at the December Board meeting. This budget request will now need congregational approval at the AGM.

In the Fall of 2023, the COF Board approved the addition of 2 new members to the M&P Committee, and following their completed training through HFRC, we welcomed both

Jennifer Harwood & Jim Mercer. Both Jennifer & Jim bring a tremendous amount of experience with them though their many years as members of St. Andrew's.

Staff reviews will be co-ordinated through the M&P Committee and will likely be conducted in March.

As we now settle in to 2024, we must approach this year with the hope and faith that God will lead us through these uncertain & turbulent times and show us how to come together for the greater good of our church. May the distance in our differences become shorter, and the length of our successes together become longer.

God Bless,

John Lennox - M&P Co-Chair

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### **Outreach Committee 2023**

**Barb Hazen**

Our Outreach Committee is a small but mighty group. It consists of:  
Barb Hazen (Chair), Barbara Brearley, Joanne Carrothers, Nate, and Doug Gedye.

Highlights of our 2023 activities have included:

Collecting donations in January for the Westover Women's Institute, participating in the walk for The Coldest Night of the Year, participating in the Case for Kids walk to support Wesley, holding a fundraising event with Covid Elvis to support The Bridge, holding a coat and boot drive which supported several community organizations including Parkview's Compassionate Ministries and St. Patrick's Church, organized the White Gift Sunday where donations were given to Wesley and Neighbour to Neighbour, ran the Clothes Lines program where donations went to several organizations, helped with organizing, and greeting for the fundraising event in December for Interval House, continued to run our monthly donations to Neighbour to Neighbour with some months concentrating on specific needs and/or age groups, and worked to bring back more info and promotion of the Mission and Service fund.

I have appreciated the help and support that our committee have received from the congregation. We are looking forward to a new year full of perhaps some new ideas, and perhaps even a new member or two.

Respectfully Submitted,  
Barb Hazen  
Outreach Chair

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### **Pastoral Care 2023**

**Donna Dunlop**

Members during 2023:

Pastoral Care - Joan Cooke, Eva Jackson, Lenore Lennox, Elaine Stitt

Friendly Visitors - Barbara Brearley, Bev & Donna Dunlop, Val Lowrey, Diane Cowley, Syd Spera

Due to limited membership and no volunteer to assume Chair for this Committee, the main responsibilities of the Pastoral Care Committee this year have been setting up a schedule for weekly after Sunday service social time and ensuring adequate supplies for the event. Volunteers for this committee are needed to continue its role as outlined in the revised 2021 Church Structure document.

Overseeing of the Church Role in collaboration with the Office Administrator has been ongoing and a notice for people to update their status has been posted each week "In the Loop".

Throughout 2023, cards were sent to people in the congregation who had/were undergoing difficult times or celebrating special occasions if shared with committee, and for holidays such as Easter, Thanksgiving and Christmas. In lieu of individual gifts, at Christmas 2023, a donation in the name of St. Andrew's Ministry Team & Staff and those on the Friendly Visitor list was made to the Neighbour to Neighbour. Food Bank.

Please note that Bev Dunlop has carried out this important pastoral function for over 20 years and, if there is anyone in the congregation who is willing to take over this important pastoral service, please contact her.

Respectfully submitted, Donna Dunlop

### **UCW Report 2023**

**Diane Cowley**

This is a sad day for St. Andrews U.C.W. as we have decided to disband our units. Over the years there has been a big change in the church. Years ago, families would come to church, women were housewives and stayed home. Soon the women started working, less time to be a part of a unit or attend meetings, but they persisted. Now most families need both parents working in order to make ends meet, also children are in so many sports moms have to drive them too. So less new young members. Then Covid hit: 2 years interruption. When we came back a lot of us didn't have the same drive and had aged 2 years. We didn't have new members coming on and our youngest were in their late 60's and 70's or older. We persevered had a bazaar and did well. Stopped lunches, funerals and wedding receptions this year again things changed, went to 2 smaller events making nearly \$3600. Due to losing members, age and no new members coming up we decided to disband. We always gave to 3 to 4 charities a year. This year we did three over \$1000. We always gave our money to building grounds, many thought we didn't give any to the church, this year we have decided to give it to the general account. Someone said when someone closes a door God opens a window. So, the ray of sunshine is we have opened an account like the C.D. of \$1000 within the church under women of the church so those women still able to do God's work and the women who weren't part of the U.C.W units can now continue to take on any new endeavours to help their church. These women, St. Andrews should be very proud of they not only gave of their time, energy, talents, enthusiasm and much more, faith to see things through. I have been privileged to be a part of U.C.W for only 27 years I am a baby compared to some. It has been an honour to serve on the board of U.C.W as well as being president, I am truly proud of all these ladies and God does show in your faces. We will give to the general account the sum of \$7,292.53. To serve our church.

Thank you,  
President Diane Cowley

## **Trustees' Report 2023**

**Co-Chairs Rich Cooke & Shelagh Daly**

The Board of Trustees consists of the following members: Rich Cooke (Co-Chair & Treasurer) and Shelagh Daly (Co-Chair), Grant Martin, Alain Beaudin, Don Brockway, Neal Pyke, (Insurance Representative), Jane Ross, Peter Vander Laan de Vries and Dave Lelievre.

The Trustees met once during the year. At this meeting Financial and Insurance Reports are presented for review, discussion, and to make decisions that ensure that the church assets and insurance coverages are kept at the appropriate levels. In addition, Quarterly Financial Statements are circulated for review by the Trustees. The Trustees are also responsible for overseeing the upkeep of the church property. Trustees would like to thank the Buildings and Grounds Committee and other members of St. Andrews who do an excellent job of maintaining the building and grounds of behalf of all people who come to use the church and property.

Neal Pyke, our Insurance Representative, ensures that our church property is adequately insured. 2023 was the first full year we paid insurance premium to the new United Church of Canada program. During the year, an error was found in the broker's computer system administering the new program and we had to pay an additional premium of \$1,496 for the 2023 year for a total of \$9,402.

The insurance premium is \$10,149 for 2024. This compares to last year of \$9,402. This is a year-over-year increase of 8%.

The church investments are monitored by the Trustees' Finance Committee consisting of Rich Cooke, Grant Martin, and Peter Vander Laan de Vries. As investments mature, the Church Board provides direction on whether to re-invest the monies or to hold in cash for a specific project. In 2023, invested monies earned a total of \$14,400.

Memorial Fund donations are administered by the Trustees, assisted by Jessica Edmonson (Office Administrator) and Janis Peters who maintains the Memorial Book. In 2023 donations were made in memory of the following: Margaret Burgoin, Lucille Iszczuk, Claire Lahie, Beverley Marton, Betty Mercer, Catharine Peace, Gordon Peace, Jane Ross and Pat Smith.

A special thank you to Jane Ross who served on the Trustees for many years until her passing in 2023.

## **Worship Committee 2023**

**Paul Holder**

The worship committee is definitely in a state of flux at this point with Larry Pearson, Chiara Pearson and myself as the only members. We have not been holding meetings and have been handling things via email and phone calls. We have no chairperson at this time. Reverend Debbie McMillan and organist/choir director, Cindy Juriga, are ex officio members of the committee. In reality, they together are responsible for the planning of all worship services, and the selection of scripture readings, messages and music. During the year, Reverend Debbie continued to present thought-provoking themed message series, and Cindy selected and supplied complimentary music via hymns and choir anthems. Often, video clips and illustrations enhanced the worship experience. In the fall Joanne Woods took over as leader of the junior congregation

with help from several volunteers. We have a dedicated Tech Team which is led by our worship communications coordinator, Luke Witter. He was assisted in the live streaming of the services this year by Jim Witter and John Lennox. We really appreciate their hard work in making the services audibly clear and visually appealing. Finally, a big thank you again to our office administrator, Jessica Edmonson, for assisting us behind the scenes in many ways over the year. She has been invaluable.

Some service highlights for the year: The committee continued to assist with baptism and communion services. We were pleased to include the Scouting Service in late February, with all scouting groups being represented this year in the service. We enjoyed a very moving Good Friday service in April. Summer was somewhat chaotic. Sarah Ferguson, a licensed lay worship leader and member of Delta United Church, returned to us but was only able to lead one service in July. I looked after a couple of July services and Rev Debbie prerecorded a couple of services to fill out the summer schedule. We were fortunate to have Gwen Peer, Andrew Dewhurst, and Adam McNeil provide musical leadership when Cindy was away. Three young people and one adult were confirmed into membership in the church in late October. Our chancel choir presented several choral anthems throughout the year, and also presented the annual Candlelight Service of readings and music on December 17. Needless to say, music continues to be a very important component of worship at this church. With that in mind, we wish to thank Jim Witter for his wonderful musical contributions to the Good Friday, Catch the Spirit (Sept 10), and Christmas Eve services.

It is important to reiterate that this committee is in a transitional phase at this time. Our role remains that of an advisory body and a liturgical and practical support group for the Ministry team. We continue to schedule volunteers for reading (now done by Jessica Edmonson), greeting, and collecting and counting the offerings. The roster of volunteers for these tasks is desperately low at this time, so if you might be interested in helping out in any way, please contact me.

It is the minister and the music director that are the worship service leaders and they plan all aspects of worship services. As part of our ongoing visioning process at St. Andrew's, we are trying to continue carry out our responsibilities, while rethinking our role and considering changes in the nature and structure of the committee (perhaps including a merger with another committee)

We don't know how this will all play out, but we will try to carry out our current responsibilities to the best of our abilities during this time of transition.

We do not have an official chair at this time, but I will continue to prepare reports, receive comments and answer questions to the best of my ability. If anyone is interested in joining us in this venture, please contact me, and I will try to answer any questions if I am able.

Thank you for your support, as always.  
Paul Holder (report compiler)

## **REPORTS FROM SUB-COMMITTEES AND OTHER ST. ANDREW'S GROUPS**

### **1st Hamilton West Mountain Scouting Group 2023**

**Group Commissioner: Gino Sferrazza**

**Group Administrator: Don Gadal**

The 1st HWMSG continues to thrive with 80 youth enrolled in the combined sections at the end of 2023. The numbers include 25 registered in Beaver Scouts, 21 registered in Cub Scouts, 24 registered in Troop Scouts, 3 registered in Venturer Scouts and 7 registered in Rovers. It is hoped that the numbers continue for 2024. The talented leaders are most capable and engaged and always encourage the youth to do their best. This is a key quality of the Scouting initiative! Both St. Andrew's and Barton Stone-Mount Hope United churches continue to be our sponsors and enable the Scouting movement to carry on this youth outreach. St. Andrew's is the "home" for Beavers and Cubs where they, for a great deal of the time, meet outside regardless of the weather. Barton Stone-Mount Hope hosts the Scouts, Venturers and Rovers. Hikes, camping, learning new skills keep the youth excited and eager to take part in all of the activities. The churches' interaction is invaluable.

We thank you for the continued support in all you do for the 1st HWMSG.

Submitted by Joanne Eagles (Secretary of the 1stHWMSG)

### **Choir and Music 2023**

**Cindy Juriga**

What a busy year!

Our St. Andrew's Choir had a fabulous 2023!

We had between 25-28 dedicated members; we will miss those who have since relocated to other cities, and wish them many blessings in the future!

In March, we offered a Hymn Sing and Chili lunch following a morning service. It was fun to sing so many hymns at once! (and a bit of a marathon!)

Before the summer break, the Choir prepared 12 Anthems for Sunday morning, Good Friday and Easter services, as well as additional music and solos for a fantastic Spring Concert with the Kaleidoscope Singers, April 30th.

In Feb, March, May, and Nov, we enjoyed "Coffee House" evenings. Many thanks to those (choir members and non-choir members) who sponsored the evenings by setting up and hosting drinks and treats. We had a growing number of performers, and hope to see this progress again this year!

We missed having the Bell Choir this year, due to a lack of members. If you are interested in knowing more about being in the Bell Choir, please speak to me or to Linda Kawamoto.

From Sept until Christmas, the Choir prepared approximately 17 Anthems and songs, for Sunday services, concerts, and Christmas services.

I am always grateful to the Choir for their dedication, but this Christmas, they really committed to so much! On Dec 9, we hosted a celebrity reading of "A Christmas Carol," in a fundraising partnership with Interval House. This was a new opportunity for us, that was well attended, and

very enjoyable! The following day, the Choir sang at the morning service, then returned to sing and participate in our annual afternoon Christmas concert with the RHLI Band. The following Sunday, the Choir sang in the morning again, and returned for our beloved Candlelight service at 7pm, featuring anthems, soloists, readings and stories.

Many thanks to Joanne Woods, for offering Childcare at the December events; it was noted by many, that there were a lot of unfamiliar faces at these concerts, and childcare is a wonderful thing to offer to those wishing to attend.

I am once again grateful and blessed to have such an amazing Choir family. Dedicated, committed, fun-loving and caring, the Choir continues to minister to the congregation, community, each other and to me. We have a great balance of fun and work, and a strong sense of Faith; not only to succeed musically, but Faith in knowing that music heals, offers peace and praise, and lifts our Spirits. Singing is so worthwhile, and we thank God for this gift, and return it to Him.

Respectfully submitted,

Cindy Juriga  
Organist/Choir Director

### **Feast of Fiction Group 2023**

**Linda Clark**

The Feast of Fiction Book Group (currently 13 members)

The Feast of Fiction group meets on the third Wednesday of each month from September to May, often in the homes of our group members. We have refreshments as well, provided by a rotating schedule of hosts. We will always welcome any others to the group, and you don't have to commit to each month either. Heck, some participate even if they haven't quite finished reading the book yet!

At our final meeting of the season in May of 2023, we met to not only discuss the May book, but to also pick out the books for the 2023-2024 season.

You may not know that we rate each book and then the book with the most points, is the 'winner' for the season. So, the winner for the 2022-2023 season was The Last Bookshop in London, by Madeline Martin, with a score of 27.46 out of 30.

The rest of the books for the 2022-2023 season scored as follows (note the tie for second): 2nd: The Home for Unwanted Girls by Joanna Goodman - 26

2nd: Giver of Stars by Jojo Moyes – 26

3rd: The Maid by Nita Prose – 25.91

4th: When we were Young and Brave by Hazel Gaynor – 25.7

5th: Operation Angus by Terry Fallis – 22.75

6th: The Forest of Vanishing Stars by Kristen Hamel – 22.30

7th: Two Steps Forward by Graeme Simsion and Anne Buist – 22.17

8th: The Mozart Code by Rachel McMillan – 14.75

At the time of writing, we still had five sessions left in the current 2023-2024 reading season, during which time we will discuss the following books:

- Go As A River by Shelley Read
- The Love Story of Missy Carmichael, by Beth Morrey



- A New Season, by Terry Fallis
- Lessons in Chemistry, by Bonnie Garmus,
- The Gown by Jennifer Robson

Feel free to reach out to me, Linda Clark, lindaclark60@sympatico.ca if you want further information about the group.

Respectfully submitted,  
Linda Clark

### **Giving Hands 2023**

**Val Lowrey**

Over the past year, Giving Hands have seen 25 to 30 ladies from our St. Andrew's family and friends from around the community come to our Monday morning gatherings. We have fun, socialize a lot and just enjoy one another's company while working on projects. We'd love to have you join us at any time between 9:15 and 12noon in the C.E hall. (We meet September to May, every other Monday)

We knit, crochet (and sometimes sew) lots of hats, scarves, mittens, slippers, bears (toys) and blankets for those in need in our community. Items made are regularly delivered to Interval House, Neighbour to Neighbour, Wesley Centre and where there's a need.

PRAYER SHAWLS are also part of our Ministry. They are "handmade" by some of our volunteers to be given to those in hospital, grieving the loss of someone, or even to celebrate a happy time. Please call the office or see Val if you are in need of one.

Blessings to all!  
Be Well! Be safe! Most of all, Be Kind!  
Respectfully submitted by Val Lowrey

N.B. Many thanks to the ladies who look after Giving Hands (especially Ann) when I am unable to do that.

**St. Andrew's United Church**  
**CATCH THE SPIRIT – Event Meeting**  
**Tuesday, August 22, 2023 @ 10:30am**  
*Actual Event Date – Sunday September 10, 2023*

Present: Don Brockway, Barbara Sherwood, Jessica Edmonson, Barb Hazen, John Lennox, Cindy Juriga, Mary Anne Mills, Rev. Debbie McMillan

**1. WELCOME & OPENING PRAYER** by Rev. Debbie McMillan

**2. SETUP**

- a. Sat, Sept 9<sup>th</sup> at 10am
- b. Mary Anne, Chirs, Jen, Ron, and Jess
- c. Diagrams were shown (see attached) for the hall and sanctuary

**3. FLYERS & ADVERTISEMENT**

- a. Social media: Club Mom (Jess), Brantford Mom to Mom (Jess), Advertise Yourself Hamilton (Mary Anne)
- b. Post on You Tube service slideshow – sent to Luke
- c. Connect with regional newsletter in August – Debbie
- d. Share with councillors Mike – Jess
- e. Scouts share with families – Jess

**4. COMMITTEE & VENDOR TABLES**

- a. Karen Cumming will be promoting her book and advertising speaking on a later date at St. Andrew's
- b. Regular Renters requesting a table: SOS kids, Kaleidoscope group, Mayada (Alamal Learning Centre), Scouts, and Guides will showcase their info on a rolling board.
- c. Welcome table setup proposal would be the Northex of the sanctuary – all agreed
- d. Face painting and craft table to be setup outside if weather permits and if raining, they will be in the sanctuary – diagram was shown and all approved

**5. FOOD**

- a. Mac & Cheese will be served by Loonie Lunch Team and Eva will provide desserts
- b. \$200 advance to purchase food was requested by Barb – all agreed
- c. All that is needed will be provided by the Loonie Lunch ladies i.e. plates, utensils, coffee, tea etc.

## 6. ENTERTAINMENT

- a. Brown bag treat bags: scavenger hunt for items at tables – Mary Anne, Jen, and Jess
- b. Firetrucks: Debbie sent a request through on May 11, 2023 through the City of Hamilton site. It has been added to the schedule if a truck can come. Pylons to be placed by Don.
- c. Tents: Jessica has a couple 10x10 tents to use for face painter and craft table
- d. Games: bean bag, horse with hula hoop, table games, sidewalk chalk obstacle course
- e. Crafts: colouring garden picture to be posted around church or take home plus some pictures to colour provided - Jess
- f. Jim Witter to perform a simple concert (possible with daughter to attend as well) – John to ask

## 7. SIGNAGE

- a. Welcome pop-up banner for welcome table – John to send sample to group for approval
- b. Nadine Noelle's sign rentals has agreed to put a 14' sign display on the front lawn for the day of Catch the Spirit – she is providing for free – to be placed between outdoor sign and tree

**8. PARKING** – Ron Webster did inform Rev. Debbie that ASCY is ok with using their parking lot. Pylons to be placed at the front of our driveway so no spaces are used by surrounding businesses.

**9. PAYMENT ADVANCES** – fill out cheque request form located on the side of the committee mailboxes on the stairs and put in M&P box for John to distribute and keep track of spending.

**10. CLOSING PRAYER** by Rev. Debbie McMillan

## FEEDBACK “CATCH THE SPIRIT” EVENT

More action is needed on the east side of church another year.

Donna Dunlop sent out thank-you cards for those who donated time and material.

## Visioning Committee 2023

Rev. Debbie McMillan

The process with TUCC (Toronto United Church Council) which was contracted for in early 2023 and was put on hold in June 2023 is still available if and when we resume visioning.

**FINANCIAL REPORTS****2023 Memorial Fund Financial Statement****Rich Cooke****ST. ANDREW'S MEMORIAL FUND****Statement of Operations and Fund Balance****For the Twelve Months ended December 31, 2023****Rev.2****Revenue**

Gifts in Memory	\$ 3,390
Gifts in Memory for Choir	
Bank Interest	140
	<u>\$3,530</u>

**Expenditures**

Canada Helps Fees	33
Memorial Book Supplies	309
Memorial Cards	122
	<u>\$464</u>

**Excess Revenues over Expenditures**

3,066

**Fund Balance, January 1, 2023**

5916

**Fund Balance, December 31, 2023**\$8,982**Balance Sheet****As of December 31, 2023****Assets**

Cash - CIBC	626
- Meridian	8,114
A/R from Operating - CDH	192
A/R from Operating - Cash	50
	<u>\$8,982</u>

**Liability & Equity**

A/P CDH Fees	
Total Equity	
Fund Balance	<u>\$8,982</u>

The Trustees thank Jessica Edmonson for her assistance in the administration of the Memorial Fund and Janis Peters for maintaining the Memorial Book.

**2023 Trustees Fund Financial Statement**

**Rich Cooke**

**ST. ANDREW'S TRUSTEES FUND  
Statement of Operations and Fund Balance  
For the Twelve Months ended December 31, 2023**

**Revenue**

Interest - Bank	468
- GICs	2,168
Operating Fund GIC#31 Matured	982
Building Fund GIC #33 Interest	3,473
Operating Fund GIC#35 Matured	1,728
- GIC Manse Proceeds	3,657
- Transfer In from BF for Sanctuary AC	31,968
- Transfer In from BF for Basement AH	16,152
- Transfer In from OF for Cash	24,824
	<u>\$85,420</u>

**Expenditures**

2024 Insurance Down Payment	878
2023 Insurance Payment	8,718
Transfer to Operating Manse Proceeds	3,657
Building Fund GIC #33 Interest moved to entrusted monies	3,473
Purchase copy of Deed	41
Transfer to Operating for AC	31,968
Transfer to Operating for AH	16,152
GIC #31 Interest Rolled over to new GIC	982
GIC #35 Interest Rolled over to new GIC	1,728
Transfer to Operating for Cash	24,824
	<u>\$92,421</u>

**Excess Revenues over Expenditures** (7001)

**Fund Balance, January 1, 2023** 268,369

**Fund Balance December 31, 2023** \$261,368

**2023 Trustees Fund Financial Statement****Rich Cooke**

**Balance Sheet**  
**As of December 31, 2023**

**Assets**

Cash - CIBC	2,320
- Tangerine	-
- Meridian Credit Union	14,129
- Meridian Credit Union Operating Fund Cash	2061
- Meridian Credit Union Building Fund Cash	3496
	<u>\$22,006</u>

Temporary Investments - Manse Proceeds (1)	140,640
- Bldg Fund Entrusted Monies (2)	81,723
- Operating Fund Entrusted Monies (3)	73,567
- Legacy Funds (4)	106,628
	<u>106,628</u>

**Total Assets** \$424,564

**Liabilities & Equity**

Accounts Payable - Insurance Premium	9,271
Accounts Payable Operating Fund	75,629
Accounts Payable Building Fund	85,218
Fund Balance restricted (Manse Proceeds)	140,640
Fund Balance unrestricted	113,806
	<u>113,806</u>

0 \$424,564

Temporary Investments Breakdown

1. Manse Proceeds - interest paid to	Meridian	7291859-36	3YR	\$ 140,640.00	5.00%	015 Feb. 28
Operating Fund for Housing Allowance						
2. Bldg Fund Entrusted Monies						
	Meridian	7291859-33	3YR R/R	\$81,722.37	4.25%	27 Sep. 25
	Meridian	Cash	Hi Int.	\$3,496.13		
				\$ 85,218.50		
3. Operating Fund Entrusted Monies	Meridian	35153894-38	1Yr Cashable	\$ 42,376.10	4.60%	31 Oct. 24
	Meridian	7291859-37	1YR Cashable	\$ 31,191.83	4.00%	20May 24
	Meridian	Cash	Hi Int.	\$ 2,061.27	3.00%	
				\$ 75,629.20		
Legacy Funds	Meridian	7291859-39	3YR R/R	\$55,728.99	4.85%	2 Nov. 26
	Meridian	7291859-32	3YR R/R	\$ 10,899.34	4.25%	7 Aug. 25
	Meridian	7291859-28	3 YR R/R	\$ 40,000.00	4.25%	6 Feb. 24
				\$106,628.33		

**Operating Fund Statement of Operations**

St. Andrew's United Church  
Hamilton, Ontario

**Operating Fund  
Statement of Operations  
For the Years ending Dec 31, 2023 and Dec 31, 2022**

	<b>2023</b>	<b>2022</b>
<b>Revenue:</b>		
Receiptable Offerings (incl. loose)	164,359.45	164,853.20
Canada Helps Donations	9,925.96	12,856.00
Fundraising	4,385.76	3,916.57
UCW Donation	7,292.53	-
Manse fund interest proceeds	3,656.64	3,656.64
Rentals, Weddings, Funerals	31,830.04	22,121.69
Interest Income	3,239.23	918.60
<b>Total Revenue</b>	<b>224,689.61</b>	<b>208,322.70</b>
<b>Expenses:</b>		
Administration *	12,841.08	7,806.23
Building & Grounds Operating	28,104.87	32,386.39
Christian Development **	-	-
Human Resources		
Salaries	140,223.29	112,610.01
Employment Expenses	1,897.71	1,356.88
Other HR Costs	31,070.73	20,953.93
Outreach	-	-
Pastoral Care	1,098.77	1,275.96
Utilities & Insurance ***	22,834.80	28,586.42
Assessment	10,530.00	7,965.00
Worship	3,084.04	3,931.41
Affirm	106.00	178.00
<b>Total Expenses</b>	<b>251,791.29</b>	<b>217,050.23</b>
<b>Surplus of Revenue over Expenses</b>	<b>(27,101.68)</b>	<b>(8,727.53)</b>

\* - We purchased new computers for all employees in 2023

\*\* - Note - tracked in its own fund in 2022/23

\*\*\* - Insurance of 10k paid by trustees in 2023

Alain Beaudin, Treasurer

**CD Statement of Income & Expenses**

St. Andrew's United Church

Hamilton, Ontario

**Christian Development Fund  
Statement of Income & Expenses  
For the Years ending Dec 31, 2023 and Dec 31, 2022**

	<b>2023</b>	<b>2022</b>
<b>Opening Fund Balance</b>	10,480.83	7,822.41
<b>Revenue:</b>		
Receiptable Offerings (incl. loose)	1,353.00	1,264.00
Canada Helps Donations	-	-
CD Fund Fundraising	2,336.75	2,366.35
<b>Total Revenue</b>	3,689.75	3,630.35
<b>Expenses:</b>		
Police Checks	-	25.00
Curriculum Supplies	885.27	271.90
Giving Garden	-	298.43
Breakfast with Santa Expenses	569.66	376.60
30 Hour Famine Distributions	2,092.00	-
<b>Total Expenses</b>	3,546.93	971.93
<b>Surplus of Revenue over Expenses</b>	142.82	2,658.42
<b>Ending Fund Balance</b>	10,623.65	10,480.83

Alain Beaudin, Treasurer



**Building Fund Statement of Income & Expenses**

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St. Andrew's United Church  
Hamilton, Ontario

**Building Fund  
Statement of Income & Expenses  
For the Years ending Dec 31, 2023 and Dec 31, 2022**

	<b>2023</b>	<b>2022</b>
<b>Opening Fund Balance</b>	133,347.38	161,217.79
<b>Revenue:</b>		
Receiptable Offerings (incl. loose)	6,396.00	17,916.00
Canada Helps Donations	-	-
Building Fund Fund Raising	-	102.00
Building Fund Investment Income	4,348.29	3,266.57
<b>Total Revenue</b>	10,744.29	21,284.57
<b>Expenses:</b>		
Sidewalk Replacement	-	19,185.15
Alarm System	-	2,417.12
Office Air to Heat Pump	-	11,017.64
CD Hall Floor Replacement	-	18,396.45
Electrical Upgrade	5,300.94	-
CE Hall Speaker, sound rack upgrade	1,698.57	-
Sanctuary Air Conditioning	29,404.63	-
Basement Humidity Control	16,152.09	-
<b>Total Expenses</b>	52,556.23	51,016.36
<b>Surplus of Revenue over Expenses</b>	(41,811.94)	(29,731.79)
<b>Transfer HST rebate on sign</b>	-	1,861.38
<b>Ending Fund Balance</b>	91,535.44	133,347.38

Alain Beaudin, Treasurer

St. Andrew's United Church  
Hamilton, Ontario

**Balance Sheet**  
**Operating, Building, CD, & Other Funds**  
**For the Years ending Dec 31, 2023 and Dec 31, 2022**

	<b>2023</b>	<b>2022</b>
<b>Assets:</b>		
Cash	61,013.79	30,996.46
HST Rebate Receivable	2,817.31	22,239.72
Other Receivables	750.00	497.29
Operating Fund Investments	79,855.36	97,989.00
Building Fund Investments	85,218.50	128,990.00
<b>Total Assets</b>	<b>229,654.96</b>	<b>280,712.47</b>
<b>Liabilities &amp; Fund Balances</b>		
<b>Liabilities:</b>		
Accrued Expenses	6,750.00	-
Payable to Memorial Fund	242.00	-
Deferred Revenue	15,375.00	9,099.96
<b>Total Liabilities</b>	<b>22,367.00</b>	<b>9,099.96</b>
<b>Fund Balances:</b>		
<b>Unrestricted Funds</b>		
General Operating Fund	90,839.48	117,279.81
Christian Development Fund	10,623.65	10,480.83
Benevolence Fund	1,500.00	-
Organ/Choir Fund	6,555.71	5,732.61
Loonie Lunch Fund	-	516.53
Website Development Fund	1,000.00	1,000.00
Homework Club Fund	-	86.84
Social Club Fund	-	574.51
Catch The Spirit	439.68	-
Women of The Church	1,000.00	-
<b>Total Unrestricted Funds</b>	<b>111,958.52</b>	<b>135,671.13</b>
<b>Restricted Funds</b>		
Building Fund	91,535.44	133,347.38
Mission & Service Fund	2,999.00	1,599.00
Wesley Urban Ministries Fund	495.00	545.00
Neighbour 2 Neighbour Fund	300.00	450.00
<b>Total Restricted Funds</b>	<b>95,329.44</b>	<b>135,941.38</b>
<b>Total Liabilities &amp; Fund Balances</b>	<b>229,654.96</b>	<b>280,712.47</b>

Alain Beaudin, Treasurer

**Charitable Organization Contributions**

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St. Andrew's United Church  
Hamilton, Ontario

**Flow Through Funds  
For the Years ending Dec 31, 2023 and Dec 31, 2022**

	<b>2023</b>	<b>2022</b>
<b>Organization</b>		
United Church Mission & Service	16,776.00	18,591.00
Neighbour 2 Neighbour	3,181.53	3,170.00
The Bridge	753.00	330.00
Wesley	2,270.00	3,270.00
<b>Total Distributed</b>	<u>22,980.53</u>	<u>25,361.00</u>

Alain Beaudin, Treasurer

**Proposed St. Andrew's Operating Budget**

**2024 BUDGET**

**St. Andrew's Operating account:**

		<b>2022</b>	<b>2023</b>	<b>2024</b>
		Actual	Actual	Budget
<b>Income:</b>				
1	OFFERINGS:.. Local/Loose	163,368.20	160,161.60	155,000.00
2	Canada Helps Revenues	12,856.00	9,925.96	10,000.00
3	Christmas,Easter,Envelopes	1,485.00	4,197.85	3,000.00
4	Fundraising	3,916.57	4,385.76	3,000.00
5	Rentals & Weddings	22,121.69	31,830.04	28,000.00
6	Manse Fund Proceeds	3,656.64	3,656.64	5,200.00
7	UCW Donation	-	7,292.53	-
8	Interest Income	918.60	3,239.23	-
9	Total:	208,322.70	224,689.61	204,200.00

<b>Operating Fund Balance:</b>				
10	Operating expenses:	217,050.23	251,791.29	275,685.25
11	Surplus/(Deficit)	<b>(8,727.53)</b>	<b>(27,101.68)</b>	<b>(71,485.25)</b>
12	Transfer from benevolent fund	30.52	-	-
13	Opening Balance Jan.1	125,976.82	117,279.81	90,178.13
14	Closing Balance: Dec.31	117,279.81	90,178.13	18,692.88

**Disbursements:**

		<b>2022</b>	<b>2023</b>	<b>2024</b>
		Actual	Actual	Budget
<b>Administration:</b>				
15	Accounting and Donation Software	678.73	453.39	400.00
16	Office Equipment Rentals/Purchases	2,882.18	5,473.11	2,500.00
17	Banking charges	790.15	716.41	800.00
18	Canada Helps Fees	493.01	371.24	400.00
19	Par Fees	456.06	337.06	400.00
20	Office Supplies including Postage	2,306.10	5,289.87	2,000.00
21	Observer Subscriptions	200.00	200.00	-
		7,806.23	12,841.08	6,500.00

**Building & Grounds:**

22	From UCW	-	(5,000.00)	-
23	Maintenance & Repairs	3,012.48	2,436.41	5,000.00
24	Snow Removal/Grass Cutting	11,121.58	6,000.00	9,000.00
25	Custodian Contract	16,834.25	23,105.90	23,000.00
26	Rental Supervision	-	100.00	-
27	Custodian Supplies	669.39	626.56	1,000.00
28	Other Expenses for Sanctuary	-	150.00	-
29	Alarm Monitoring Fees	748.69	686.00	800.00
30		32,386.39	28,104.87	38,800.00

**Christ.Development \*:**

31	Fundraising/Reserves	-	-	-
32	Police Checks	-	-	-
33	Curriculum Supplies	-	-	-
34	Youth Trips	-	-	-
35		-	-	-

\* Christian Development is self-funded in the years above.

**2024 BUDGET**

continued

**St. Andrew's Operating account:**

<b>Disbursements continued:</b>		<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Human Resources:</b>		<b>Actual</b>	<b>Actual</b>	<b>Budget</b>
36	<b>Salaries:</b>	112,610.01	140,223.29	151,210.25
<b>Allowances:</b>				
37	Phone	900.00	1,200.00	900.00
38	Book/Education	106.88	250.39	4,370.00
39	Gifts to Employees	350.00	396.72	200.00
40	Travel Allowance	-	50.60	1,500.00
41	<b>Total Allowances</b>	1,356.88	1,897.71	6,970.00
<b>Employment expenses:</b>				
42	Hiring Expenses	223.95	421.20	1,500.00
43	UC Pension & Group Insurance	12,581.57	19,645.15	15,000.00
44	Canada Pension and EI	7,291.96	9,808.98	10,000.00
45	Payroll Service Fees	401.65	418.63	500.00
46	Workplace Safety Insurance	454.80	776.77	1,000.00
47	<b>Total Employment Expenses</b>	20,953.93	31,070.73	28,000.00
48	<b>Total HR Costs</b>	134,920.82	173,191.73	186,180.25
<b>Outreach</b>		-	-	100.00
<b>Pastoral Care:</b>				
50	Donations & Coffee Fund	(301.25)	(302.25)	(300.00)
51	Other Past. Care exp. Petting Zoo	571.67	83.15	-
52	Food Expenses	507.90	598.80	200.00
53	Postage/Cards	278.19	107.58	200.00
54	Communication Exp. Campaign Mon.	99.45	611.49	800.00
55	Community Support	120.00	-	200.00
		1,275.96	1,098.77	1,100.00
<b>Utilities:</b>				
56	Heating	11,960.38	14,311.99	17,000.00
57	Hydro Service	4,802.79	6,536.23	6,000.00
58	Telephone & internet	1,196.57	1,277.54	2,400.00
59	Water	590.00	709.01	700.00
60	Insurance *	10,036.68	0.03	-
61	Regional Assessment	7,965.00	10,530.00	10,555.00
62		36,551.42	33,364.80	36,655.00
<b>Worship:</b>				
63				
64	Supply: Personnel	948.00	1,506.00	3,250.00
65	Music	-	-	-
66	Licences	485.00	509.00	600.00
67	Musical Equipment Service	1,047.87	919.88	1,000.00
68	Other Supplies	928.08	67.34	500.00
69	Website	522.46	81.82	700.00
70		3,931.41	3,084.04	6,050.00
<b>Affirm Committee</b>		178.00	106.00	300.00
71				
72	<b>Total Disbursements:</b>	217,050.23	251,791.29	275,685.25

\* note - insurance was paid by trustees in 2023 and 2024

Annual Report 2022

**Building Fund**

**CAPITAL BUDGET**

	<b>Actuals</b>	<b>Budget</b>	<b>Variance</b>	<b>Proposed</b>
	<b>31-Dec-23</b>	<b>31-Dec-23</b>	<b>31-Dec-23</b>	<b>2024 Budget</b>
Building Fund Reserve Requirement *	-	-	-	(15,000.00)
Building Fund Basement Humidity Control	16,152.09	10,000.00	(6,152.09)	-
Upgrade CE Hall Speaker, Sound Rack	1,698.57	5,000.00	3,301.43	-
Allowance for Main Level Interior Painting	-	12,000.00	12,000.00	-
Electrical Upgrades - Carry Over	5,300.94	14,000.00	8,699.06	-
Sanctuary Air Conditioning	29,404.63	25,000.00	(4,404.63)	-
Handicapped Openers for Lobby Doors	-	2,500.00	2,500.00	-
Front Parking Lot Repairs	-	-	-	16,000.00
Rear Parking Lot Repairs	-	-	-	12,000.00
	<u>52,556.23</u>	<u>68,500.00</u>	<u>15,943.77</u>	<u>13,000.00</u>

\* - Building Fund Reserve Requirement is what is needed to be raised every year so that we may meet future capital requirements as they come up.