



Annual Report 2019

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Reports from the Team Ministers

Jim Ball and Miriam Flynn

Perhaps you remember the poem called 'Autumn' by Rainer Maria Rilke. Translated, it goes something like this:

Leaves are falling, falling from afar.

As though above were withering farthest gardens.

And night by night, down through empty space

the heavy earth falls far from every star.

This hand is falling. We are falling.

All have this falling sickness none withstands.

And yet there remains One whose gentle holding hands

this universal falling cannot fall through.

On one level, the 2019 calendar year at Harcourt seems a blur, in large part because of the continuous experience of significant loss that touched every month and almost every life. Tossed in the emotional deep end by these experiences, we regularly rose to catch our breath only to be submerged again by yet another death. The impact was neither subtle nor small. Betty, Marilyn, Ruby, Norene, Bill, Lucy, Ann, Ken, Fred, Marilyn, Bill, Ken, Brenda, John, Jack, Walter, Akke, Jean, Marilynn, Marianne, Peggy, Norma, Darko. May peace forever be upon them.

Loss both triggers and messes with memory. We forget things. We remember and grieve. We attempt to pilgrim on, only later to learn of the many ways loss deskilled us on the journey. Loss and change struck at both the heart of the congregation and of the staff team this past year. As we turn into a new decade, we pause to reflect on the ways we remain the same community while being a forever changed one.

We began the year with thanksgiving expressed for the staff team, imagining it would continue intact for some time to come. Before the year was out, one had retired and another died, leaving teammates and church leaders both grieving and working hard to adapt and move forward. The exceptional leadership and hard work provided by the M&P committee, the Property committee and the Church Council through these challenging times cannot be overstated. Many came forward to offer assistance and emotional support in big and small ways. All of these efforts contributed to a deeper sense of community and appreciation for one another.

A gift of our faith is its steady reminder that the spring of new life always and inevitably, follows each autumn and winter. As we look back on 2019 we see the many ways that energy, creativity, compassion and faith have been setting bulbs in the soil of our shared life as community.

The first half of 2019 saw the four United Church congregations of Guelph deepen and advance discussions about ways to support one another and collaborate more closely in the future. Approximately 60 people, from Harcourt, Dublin, Three Willows and Trinity participated in plenary conversations facilitated by Rebecca Sutherns and Paul Miller and in

small working groups on topics such as “property,” “communication,” “visioning” and “scenario building.” The group reached an overwhelming consensus that we are called to serve the Guelph community well into the future and that our presence and ministry, as the United Church, is stronger together. Participants endorsed ongoing exploration of our emerging identity as “one United Church, in four locations.” A report delivered to church Councils in the fall resulted in joint approval of the retainer of Paul Miller to advance G.U.M.’s collaborative vision. From January to June 2020, Paul will focus on communicating the shared vision with each of our congregations and assist us in selecting pilot projects that reflect our emerging identity as “one United Church, in four locations.”

2019 saw exciting manifestations of the ways in which collaborative ministry are playing out “on the ground.” Sonya Wu Winter continued as a consultant to Harcourt Council on community engagement during the early part of the year and also facilitated an inter-congregational group that resulted in the sponsorship of a Syrian citizen, from Saudi Arabia. Majd was welcomed to Canada in August and a GUM sponsorship support group continues to assist him in adjusting to his new life in Guelph.

This past spring saw Jim pursuing sabbatical renewal, as Miriam and the congregation’s Sabbatical Committee worked in concert to ensure effective pastoral care and leadership within our community. We welcomed Judy Steers to MANNA leadership during this time and Mary Savage, who assisted with pastoral care. The opportunity to hear from guests and lay leaders gave fresh voice to the ongoing experience of meaningful and inspiring worship at Harcourt.

The spring also saw the beginning of congregational deliberations on the question of reconfiguration of sanctuary seating. Council facilitated a series of meetings allowing consideration of the report and recommendations of the Ad Hoc Committee on Sanctuary Seating. Members of the Spiritual Life Committee lent their gifts to a process that encouraged deep and respectful listening throughout the discernment process. The decision reached at a congregational meeting in the fall came as the result of a process of empathetic listening for collective wisdom and the movement of the Spirit. The experience and outcome reminded us that the means of discernment are often as important as the ends, whenever we seek to live out our identity as a peace-seeking and justice-making community.

In the summer, Pamela Girardi joined the ministry team at Harcourt as MANNA Support Co-ordinator. The summer also saw us bid good-bye to our retiring church administrator, Anne Purkis, with deep gratitude for her contribution and commitment to life at Harcourt. The M&P committee again worked hard to secure excellent grants and summer support while also beginning a search for a new church administrator. In September we welcomed Wendy Guilmette to the role of church administrator on a contract basis.

In July, MANNA families and others again camped and attended together the Skylight Festival in Paris, Ontario. Pamela’s support and leadership within the MANNA group has enhanced on-line communication and facilitated off-site learning and outreach experiences like our Sunday morning visit to Crawford Lake, in October, where we gained deeper appreciation of First Nations history.

In 2019, Harcourt continued to be enriched by the many lay-led initiatives that lent vitality to our shared life of faith. The Spiritual Life Committee again hosted a meaningful congregational retreat on the theme of “Living with Respect in Creation.” An ad hoc Eco Practice group that formed in the spring, planned events and offered practices to enhance the congregation’s worship experience through the Season of Creation. These initiatives included an Eco-Information Fair held after Sunday service, a vegan lunch hosted by one of

our members and a thoughtful meditation guide for focused prayer and reflection throughout the season. The Eco Practice group continues to meet to discern opportunities for our community to live out our call as faithful people to respond to the imperative for ecological justice.

The especially rich and vital Season of Creation, was followed by an equally meaningful Season of Remembrance. Some of the impact and learning from the sabbatical period began to be shared in this time, through sermons and Herald articles, with more to come in 2020. Advent saw a fresh focus on old themes through the festive lens and children's stories of Dr. Seuss.

As always we are immeasurably grateful for the faithfulness, dedication and generosity of the congregation members, church leaders and colleagues on the staff team, who made possible all that we could be and do together in 2019.

With thankfulness for God's continuing presence in the people and life of this community, and with ongoing trust in the Spirit's gifts of grace and peace,

Miriam & Jim

Sabbatical 2019

Submitted by Jim Ball

A sabbatical offers a gift of calm in a quest for clarity and renewal. It provides distance from labour in order to provide space and time for revitalization in mind, body and spirit.

The focus of this past spring's sabbatical focused largely on culture and its impact on community life. By **culture** I mean the outlook, attitudes, values, goals, and customs shared by a society or a group. I was particularly interested in learning more about how, when and why leaders and participants of a community choose to leverage, change or conform to their culture.

Culture concerns **lived values**. Culture is what our behaviour unconsciously defaults to, individually and collectively, in the normal course of our living. It is especially powerful in times of stress. Its influence is everywhere. Culture, like habit, can be our best friend or worst enemy. The culture of a community has the power to aid or overturn strategic plans and processes. Facing the question of culture invites deep reflection on identity and practice. It asks us to look beyond our stated values and objectives. It invites bringing to light the assumptions and behaviours that are actually normative in our lives.

The sabbatical involved a daily mix of prayer, stillness, reading, reflection, note-making, and exercise. It included lots of walking. And coffee. To this daily routine was added participation in formal coursework, conferences and webinars, and a few intentional learning conversations. I participated in programs of the Bartimaeus Institute, the Tamarack Institute, the North American Institute for Indigenous Theological Studies, the Skylight Festival and the ReImagine Conference. I read works by indigenous scholars, religious educators, leadership researchers, community engagement experts, evaluation specialists, psychologists, biologists, poets, artists, and more. I met with theologians, preachers, community workers, and writers.

There is no simple answer to the question, "What are the implications of the sabbatical for Harcourt?" The key phrase I brought back from my first sabbatical was **'do differently'**. Within a year of my return, lay leaders were working to reimagine and relaunch ministry to

and with young families. The result was the participatory, all ages Sunday morning experience we call MANNA. It is still an experiment that is constantly learning and adapting. The word I bring back from the recent sabbatical is **'relocate'**. By this I mean *relocate* our energies, emphases and presence. Relocate physically, emotionally, practically. In relation to our three core narratives of dying, renewing and doing new. And in relation to three key pieces of Harcourt identity and culture: namely, gratitude, thoughtfulness and diversity. These pieces will remain deep and attractive features here, but only to the degree that we, together, continue to embrace the discomfort that accompanies the pursuit of a life of purpose, integrity, empathy and learning. Few behaviours signal openness and safe welcome more than changing, even for a Sunday, where we sit, or where we serve, or with whom we worship or study, or when. We can continue to be who we are, and like what we like. Yet my life, and ours together, would also do well to reflect, in greater measure, the wisdom expressed on a University of Guelph team jacket: *"Nothing great ever emerged from a comfort zone!"*

With deep gratitude.
Jim

Report from Chair of Council

Submitted by Lorraine Holding

Our Harcourt community of faith accomplishes much in a year, enabling us "to welcome and strengthen in community all who wish to serve God and follow the way of Jesus". During my reflections, these words surface – gratitude, experimentation and transition. Each is a constant for us. I share a few examples that might not appear in other pages of this report.

Learning through Experimentation:

- Exploration of our connection to, and engagement with, our external community continued through five months of Sonya Wu-Winter's contract as Community Engagement Animator. She brought a focus on building relationships and forming partnerships, and on seeing possibilities around the edges close to us. She explored Harcourt's connections to local multifaith and multicultural circles. Our pilot one-year membership in 10 Carden (10C) provided a glimpse into shared interests, community projects and cross-connections. In September, we congratulated Sonya on her new position as Coordinator of Multi-Faith Programs at the University of Guelph. Enthusiasm for a good season of hosting Food Trucks was high. Unfortunately, the weather in May and June didn't cooperate. Through cancellation by the vendors, we learned that our goal to offer hospitality to the community wasn't quite enough to satisfy the vendors' financial goals.
- Several from Harcourt attended the Skylight Festival in July and/or the second ReImagine Conference in October. Again, conversations focused on being neighbourly, becoming a community hub, and carrying out God's work inside and outside a church in new ways.
- An important focus this year was discernment about the possibilities that flexible seating in the Sanctuary can offer for experimentation. The process led by the Ad Hoc Seating Committee was thorough, providing opportunity for the Congregation to visualize using a scale model, to discuss issues, and to summarize various scenarios. We offer gratitude to the committee's members and to all who participated in the June Congregational Conversation and the October Congregational Meeting. With forward thinking, the

Congregation approved in principle to move to flexible seating in the lower level of the Sanctuary. Further investigation into the details now continues.

Transition:

- About twenty Harcourt leaders participated in the Guelph United Ministries (GUM) Conversations for Change facilitated process. There is a strong rationale for moving forward to ensure a vital and viable United Church presence in Guelph. Work will continue on how collaboration might unfold.

Roz Stevenson has stepped down after two years as Harcourt's lay representative on the GUM Planning and Management Circle.

- With the creation of Western Ontario Waterways (WOW) Regional Council, Lindsay Lennox stepped out of her role on Council after ten years as lay representative to Waterloo Presbytery. We encourage anyone who has interest in the wider United Church to consider this opportunity.
- We express gratitude to our staff team for their leadership and daily tasks. This year, we supported Jim Ball's sabbatical and welcomed Mary Savage and Judy Steers to work alongside Miriam Flynn. We appreciated the commitment of Alison MacNeill (31 years) and Shaina Ensing in their individual roles. We appreciated the support to MANNA by Pamela Girardi and Shannon Kingsbury. We acknowledged Church Administrator Anne Purkis' retirement in August, and welcomed Wendy Guilmette. In December, we mourned and celebrated the life of Darko Cikovic after his 24 years of dedicated service as Harcourt's Custodian. We value our staff team and support them through each transition.
- We thank all who offer their time, energy and talents to carry out Harcourt's small groups, committees, teams and other volunteer duties. We thank those who have chosen to 'take a break' and we encourage others to 'step up'. We are grateful for the significant financial support by those who value Harcourt and our ministries. We are blessed.

With faith and hope, our journey continues into a new decade and whatever it holds – experimentation, transition and gratitude will be part of our story.

Report from the Guelph United Ministries (GUM)

Submitted by Sharon Huska

The 2018 report said that much of 2019 would be spent on “idea harvesting” with meetings involving multiple participants from each church. This series of meetings wound up in June, with reporting to the Managing Circle in September.

These meetings were quite productive, with many ideas and suggestions coming forward. This result was a mixed blessing. The Managing Circle was left with the task of deciding which ideas should be acted upon first – we couldn’t possibly act on all of them at once. Finally, in November we decided to call upon Paul Miller, who was one of the facilitators of the meetings to help us with the next steps. Church councils of all churches agreed to this action.

Communication is one of the major jobs during the next stage, and a strategy for same will be devised early in the stage. To start this process, everyone should know that one of the major concepts, discussed was the “one church, four campuses” idea. The individual GUM churches will continue, each with their own unique style. But, we will co-operate and share to enhance each one’s activities and programmes. Also, to facilitate actions, a new governance structure will be necessary, and you may be called upon to be part of it.

In the medium and long term, the goal is to ensure that there will always be a United Church of Canada presence in Guelph, in a form that meets changing needs, both theologically and in the community.

GUELPH UNITED MINISTRIES
(operating through Norfolk Street United Church Trust)
FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2019

NET ASSETS ON HAND AT DECEMBER 31, 2019

Operating bank account	<u>\$43,562</u>
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OPERATING FUND

Balance, January 1, 2019	\$62,912
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Cash input

Interest income	833
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Total available funds	<u>63,745</u>
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Expenditures

Operations

Advertising	1,359
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Consulting	15,665
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Internet and website services	1,612
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Property use study	<u>1,547</u>
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Total expenditures	20,183
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Balance, December 31, 2019	<u><u>\$43,562</u></u>
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PREPARED WITHOUT AUDIT FROM THE RECORDS OF THE ORGANIZATION

Standing Committees of Council

Christian Life Umbrella Group

Christian Formation Cluster Committees

MANNA

Submitted by Jim Ball

MANNA is an experiential, all-ages service. We continue to grow and on an average Sunday we have 30-40 worshippers. We follow the lectionary, and try to make Scripture meaningful for every age through a variety of means, such as drama, discussion, crafts and story-telling. We have Shannon Kingsbury, Lynn Hancock, Jerry Daminato and Phil Terhaar leading our music on various Sundays.

At the congregational meeting, funding for a part-time MANNA coordinator was approved. Pamela Girardi was hired to do this job. She has been invaluable to the MANNA program, offering wisdom and youthful perspective, strengthening the planning and implementation of goals and activities and improving weekly communication.

At the beginning of February, we celebrated our first baptism at MANNA. It was wonderful! Following past practice, we also hosted a Pancake Supper on Shrove Tuesday and donated the proceeds to Chalmers Community Services and the community garden. Additionally, we held a joint worship service with the Scouting groups that are hosted at Harcourt. Throughout the year, MANNA participants enjoyed a few breakfasts and lunches together. We hosted a breakfast at the Guelph Community Centre at the Safe Injection site. We planted the community garden in the spring. And, once again, more than twenty members of the MANNA group attended the Skylight Festival in July. We camped together for the weekend and shared communal meals, while enjoying the various education and music sessions that were offered. In September, during the Season of Creation, we worshipped at the Arboretum. In October we went to Crawford Lake to learn about the indigenous people who lived on that site hundreds of years ago. In November we spent two Sundays doing a visioning activity with MANNA members to guide us in our planning for the coming year. We have enjoyed movie nights and participated in climate action events. Thanks to all the participants, leaders and supporters. We look forward to another year of community.

Mindstretch

Submitted by Jean Jackson

Mindstretch is a place where we focus on listening to each other. Each person is free to speak without fear of judgement or correction.

We started 2019 with thoughts prompted by John Philip Newell's book, *Listening for the Heartbeat of God*, a history and explanation of Celtic Spirituality. Next, we watched a DVD series by John Dominic Crossan, *The Challenge of Jesus*. Crossan has a huge knowledge of Roman times and the setting for Jesus' life. At year end, we are partway through another DVD series: *Does Christianity Have a Future?* with presentations by Crossan, Marcus Borg and Joan Chittister.

During the year we donated \$440 to Chalmers.

The meeting is on Thursday mornings, from 8.45 to 10 a.m. in the chapel. Everyone is welcome to attend. We are usually around twelve people.

Library Committee

Submitted by Janet Webster



The members of this Committee are Mary-Lou Funston, Janet Webster and Barb Shaw.

Each of us does designated activities and projects to ensure that the Library runs smoothly.

Mary-Lou regularly highlights several books for the Herald and selects titles that might be of interest to those at the MANNA service. Janet creates bulletin displays near the office area to remind people of the rich and diverse collection in the Harcourt Library.

All members help with evaluation of donated books and decisions as to which resources should be bought.

One new book was purchased and six books were received by donation.

This committee welcomes anyone who would like to be a part of this work.

Spiritual Life Committee

Submitted by Bill Lord and Peter Jackson (co-chairs), André Auger*, Marion Auger*, Lisa Beattie*, Maxine Lipinski*, Kathy Magee*, Stan Bunston*, Megan Ward*

** covenanted spiritual companions*

Our work continued to have a three-part focus:

1. helping the congregation be open to the movement of the Spirit, by facilitating and encouraging communal discernment practices;
2. helping individuals by offering recurring opportunities for spiritual growth and by supporting the adoption of spiritual disciplines;
3. noticing where the Spirit is moving and where the Spirit seems blocked in Harcourt, and trying to act accordingly.

In our summer retreat, we experimented with a communal discernment process and subsequently offered suggestions for the congregation's 'pews or chairs' process, some of which were implemented in the October congregational meeting.

We prepared meditation materials for Holy Week and Advent, ran the Easter Saturday vigil and the Christmas Day worship service, as well as the regular chapel and sanctuary services on May 26. We conducted Harcourt's congregational retreat at Loyola House on the theme of Living With Respect In Creation. We published articles in the Herald about spiritual life and progressive Christianity, updated the brochure on working with spiritual companions, participated in the emergency planning group and helped establish a MANNA men's spirituality group and a holy listening group following the Sunday service in the sanctuary. We

sponsored the Judy Myers Avis Meditation group's use of the chapel for weekly sessions during the winter with a waived rental of \$630.

We initiated and led the ad hoc working group on eco-spirituality. This group organized the information fair in early September, provided eco-themed library resources, arranged for Harcourt's summer student to hold interviews with eco-leaders in Guelph and summarize them in the Herald, hosted a vegetarian meal, developed and distributed to Harcourters a prayer resource for the season of creation, and organized some social media communications.

The Committee reviewed the state of the covenant relationship between Harcourt and the Covenanted Spiritual Companions, and conducted the annual covenant renewal. The Companions provided spiritual direction to individuals, served as guides during the week of Guided Prayer & Spiritual Exploration, and led prayer series at Wellington Park Terrace. The Companions completed their own journey together through the New Spiritual Exercises (an adaptation of the original to include a more modern theology), and were delighted to see the learnings from this journey incorporated into André Auger's publication of his book 'Companion To The New Spiritual Exercises'.

We note our appreciation of Tammy te Winkel's participation in the work of the Committee until her withdrawal in January 2019, and of Theresa Daly's contribution from January to June 2019.

Women's Spirituality Committee

Submitted by Lorna Rourke

This group of 8-10 women meets once a month, normally on Monday evenings from September to June. Meetings include tea, a check in, and then an activity or discussion facilitated by a member of the group. Activities have included SoulCollage (TM) and Zentangle evenings; in Fall 2019 we have been studying Christine Valters Paintner's book, The Wisdom of the Body. In June 2019 our group was fortunate enough to spend a weekend at a cottage owned by one of our members; she led us in some Brene Brown workshops. In December a solstice celebration and potluck took place at one of our members' homes

Worship Committee

Submitted by Sandy Middleton.

Committee members: Joan Charlebois, Karyn Davies, Dan Ganesh (as of January 2019) Sandy Middleton (Chair), Merrill Pierce (MANNA rep.).

Ex officio members: Jim Ball, Miriam Flynn, and Alison MacNeill.

The committee met ten times (every second Tuesday of the month) over the year. In January we welcomed Dan Ganesh to the committee. However, even with Dan's addition, the committee remained small in number, which meant that it was stretched at times to meet all its obligations.

Further, we were delighted to have Barb Friend assume responsibility for the Chancel Team, and Tony Wagner as our Ushering Coordinator. Tony replaced Jean Haartmans who stepped down in September after 6 years of devoted service.

In addition to planning for regular worship, including baptism, communion, and special services during Lent, Easter, and Advent, some of the notable events of the year included visits by guest speakers, and presentation of lay-led services during times when both ministers were absent (e.g. Hamilton Conference and vacation/study leave periods, including Jim's sabbatical). On 9 June we celebrated Pride Sunday when we welcomed the Rainbow Chorus and Judy Steers, to participate with us in leading worship. During the fall, we again held a Blessing of the Animals Service and on Remembrance Sunday, candle lighting, in memory of loved ones, at the front of the sanctuary. The busy Advent and Christmas seasons followed with the Advent Candle lighting liturgy, Christmas Eve pageant, and two Christmas Eve services.

A major task that was completed this year was a revision of the Worship Committee Handbook. The Handbook can now be accessed, either online or in hard copy in the Church Office.

Weekly worship would not be possible without the quiet and unassuming commitment of many. These include the Worship Team, that weekly plans and delivers our services; our office staff that selects and prepares our weekly bulletins and maintains our web site; our technical staff and booth operators who deliver the audio and visual components for each service; our Ushering Coordinator who arranges for all our ushering requirements; our Communion Coordinators, who prepare the elements as required; our Chancel Team that arranges for weekly flowers and special seasonal decoration; our Prayer Shawl Group whose quiet ministry touches so many; and our Congregational Worship team that provides lay leadership as requested. The efforts of all are deeply appreciated.

For those who served on the Worship Committee during 2019, it has been our privilege to serve Harcourt in this way.

Chancel Team

Submitted by Barbara Friend, Chair

The chancel committee's mandate is to provide floral arrangements in the sanctuary on a weekly basis as well as seasonal decorating. We offer the opportunity for members of the congregation to join together to add to our displays at Easter, Thanksgiving, and Christmas.

Many church members also provide flowers during the year in memory of a loved one or to celebrate a special occasion

Thanks to all those who provided flowers in 2019 in response to our 2018 survey!

Thank you to Anne Piper who has retired after many years of ensuring the lectern and banners corresponded to the liturgical calendar.

We will miss our long-time member Norma Fear.

We are always looking for new members...Many hands make light work!

Present members: Alice Carey, Marta Coutts, Barbara Friend (Chair), Carol Jones, Deb Murray, & Janet Webster

Usher Coordinator

Submitted by Tony Wagner

I would like to thank Jean Hartmans for her many years of service as Usher Coordinator and handing me a well-organized program. It is a pleasure working with the Head Ushers and the people of Harcourt have been very willing to accept the roll of Ushering. While time has taken its' toll on a number of Head Ushers, a number of volunteers for that role would be most welcome to alleviate the pressures on those remaining. The approximate averages for attendance at Harcourt for 2019 are as follows: 09:00 Service, 19; 10:30/10:00 Service, 111; and the MANNA Service, 32.

Music Ministry

Submitted by Alison MacNeill

The Choir continues its dedication to Harcourt worship and pastoral care. The Choir is an integral part of services of weekly worship, and all music is chosen with great care to fit theme and message. Music is very important to Harcourt, and the Choir is particularly involved with special services at Christmas, Good Friday, Easter and other special occasions. We come together to share our love of music, and enjoy friendship, mutual support, laughter and tears.

At our annual **Affirming service**, we were joined again by the **Rainbow Chorus**, a choir of LGBTQ and friends. Alison is the artistic director, which has helped to forge even deeper connections between the chorus and community and Harcourt.

The **Handbell Choir** rings at weekly rehearsals, playing on occasion in church, adding their festive sounds in particular to the Christmas season, ringing out the 9 am folks and ringing in the 10:30 folks in the Greeting Area between the two services. This is a warm, supportive, and friendly group.

The wee **Sanctuary Band**, which may variously include guitars, bass, flutes, drums, and other instruments, continue to offer their music gifts Sunday mornings and at other special services.

The **Music Intern** project has continued with the participation of Emily Steers, presently enrolled in the Masters of Community Music program at Wilfrid Laurier University. With her background in singing and conducting, she has enhanced the choir as well as the music program in MANNA service.

Music in MANNA is led by Shannon Kingsbury and volunteers. MANNA joins the Sanctuary congregation at special services – Easter, baptisms, Blessing of the Animals, Christmas Eve and summer services.

Park 'n Dance is a music/movement therapy program offered for those with Parkinson's disease. It is effective and fun, and is co-sponsored by Harcourt. It is led by Sarah Jane Burton, with Alison providing live piano accompaniment.

Christmas Eve at 4 pm – the church was again filled to watch the Pageant play and sing the old carols. We had our first “no-rehearsal” pageant. Families were greeted at the doors by hosts bearing costumes and props. It was very successful, and we plan to continue this tradition next year.

Later in the evening, for **10 pm**, the church filled again for a quiet, candlelit communion service, with the singing of many familiar and beloved carols.

And so has passed another busy year... many blessings to all in the one to come.



Congregational Life Umbrella Group Fellowship Committee– (Inactive)

Caroline Harcourt Friendship Circle

Submitted by Jean Hume

The Caroline Harcourt Friendship Circle is an organization open to all women of the church. The group is organized by a committee of volunteers. The contact person is Jean Hume. The gatherings are composed of lunches, business, special programs, devotionals and plenty of treasured fellowship. The group generally meets on the second Monday of the month in the Friendship Room between 11:45 am and 2:15 pm. The women bring their bag lunches. Tea and treats are served. The members are divided into four groups and each group is responsible for two meetings and the organizing committee looks after the two special party/meetings in December and June.

There are 35 active members on the phone list and an average attendance of 28.

Cards are sent to those who are ill or suffering a loss in their family.

This year, donations were made to our speakers from outside the church (\$100.00), five Christmas Bags to Chalmers Community(\$250), a gift to Darko's family, and a special donation of \$500.00 to the fundraising project to replenish the Property Pillar, Honorariums to the Youth Leaders (\$400.00), supplies for the Quilters (\$150.00) and \$50.00 to buy organizers for the kitchen drawers. The women were also asked to contribute cookies for the Pysanka fundraising project and to help at the Garage sale and the All Things Christmas fundraisers.

The topics covered at the meetings included: The Gleaners; Favourite Hymns including demonstrations of the musical development to enrich the power of the message; Justification of changing pews to chairs; Missionary work of the Isaiah Projects, Interpretations of pictures and readings, Mary, Mother of Jesus, and Personal Stories through Aprons.

Let it be emphasized that not just members, but ALL WOMEN and their friends who may find a program of interest, are welcome.

Men's Group

Submitted by Dave Mowat

The Men's Group held 9 monthly gatherings during 2019, with an average attendance of 18 people. We meet on the second Wednesday morning of the month, except summer.

One meeting was canceled due to weather.

On two occasions we invited the women of our congregations.

We gather at around 7.30 a.m. for fellowship with coffee/tea followed later with a little ceremony of a hymn, invocation, welcome and then speaker beginning at 8.00. The meeting leader may plan a discussion or source a speaker from within the group, congregation or outside Harcourt, so that a wide range of topics are addressed. The atmosphere is relaxed and informal and there is plenty of opportunity for fellowship with both old and new friends.

Every man contributes around \$3.00 each meeting for expenses and charity. During 2019 we donated \$300 to Chalmers Community Services Centre, \$300 to Property Pillar and \$150 to Quilting Group of Harcourt. All men in our church or community are welcome.

Pastoral Care Committee

Submitted by Esther Devolin

The Pastoral Care Committee has been struggling to keep the committee alive in 2019. Our committee is small with only three members and Esther Devolin has resigned as Chair of the committee after 10 years on the committee. Some of our visitors are ill and unable to visit others, but those who can visit, are very faithful to visit the people they have been visiting for several years.

The GUM Pastoral Care Committee met twice during the year and two 'Care for the Caregiver' events were arranged. Three Willows United Church hosted a caregiver tea in the spring, and Dublin St. United Church hosted a caregiver coffee hour in the fall. Both events were well attended by members of all GUM churches.

A sincere thank you to Diana Sterenberg, who has been sending out cards of condolences, get well cards and for celebrations on behalf of Harcourt Church. A total of 48 cards were sent in 2019.

Thank you to Steve Pierce who co-ordinates volunteers to host at funerals held at Harcourt and thank you to those who volunteer to host.

Members of the committee are Don Johns, Malcolm Coutts, Esther Devolin (resigned) and our two ministers, Miriam Flynn and Jim Ball.

Please consider becoming a member of the Pastoral Care Committee

Prayer Shawl Ministry

Submitted by Joan Bowland

The prayer shawl circle meets on Monday from 1:30 till 3:00pm.

We have nine members at present, and we welcome new people joining us anytime.

We are always pleased to receive shawls that mysteriously arrive from unknown knitters, Thank you!!!

If you know of someone who would benefit from receiving a shawl, please feel free to help

yourself from the bins, or if you would like help choosing a shawl, any member of the group would be happy to assist you, just speak to Wendy in the office and she will let us know that you would like help.

We ask if you do help yourself that you enter the name of the person receiving the shawl and the date and your name in the book which is on Miriam's door.

There are blue Prayer Shawl request slips in the pews, which can be put on the offering plate, we will call you and help you choose a shawl.
23 Adult shawls and 1 baby shawl were given this year.

Operational Life Umbrella Group

Communications Committee

Submitted by Joan Barham

MEMBERS: Gillian Joseph (Editor for the Herald), Nancy Ryan, Carolyn Davidson, Joan Barham (Chair)

Carolyn Davidson resigned in November 2019.

Staff Lead

Shaina Ensing - Worship, Communication and Technical Support

Communication Lead Participants

Website: Andy Kwiatkowski and Shaina Ensing - technical

Bulletin Boards: Marta Coutts, Lynn Crow (check their work at both entrances to Harcourt)

Harcourt Walkers – 25 people who deliver 1500 Spring and Fall Flyers. Some of these volunteers also deliver the Harcourt Herald to specific people.

MANNA Facebook – Pamela Girardi

Harcourt Facebook and Twitter – Shaina Ensing

Herald – People who provide copy to the editor, Gill Joseph. 10 on average per year. There are 150 copies printed each month. The Herald is on-line and there are hits from people in 6 countries

Summer Student (1) – support for communication purposes in 2019, digital signage

Video Production – Jerry Daminato, Shaina Ensing

Harcourt Photographers – Shaina Ensing, Jerry Daminato, Mark Sears, Jerry Daminato, Alun Joseph, Gill Joseph. Other images are also sent by the congregation.

Emergency Communication Protocol: - 23 people involved

Shaina Ensing as Worship, Communication and Technical Support, continues to make a significant difference to audio visual work for Worship, and operational work for the website, Twitter, and Facebook. Shaina enables greater efficiency in developing tools for coordinating communication and her availability to support groups and people with their marketing needs, including poster production, is invaluable.

Communication has completed a trilogy of welcoming cards for the church pews and has included these in a Harcourt Welcome Package to provide newcomers with basic Harcourt information.

The Harcourt Emergency Communication Protocol has worked well when twice this year Harcourt needed to close due to the inclement weather. This document has acted as a basis for communication development by the Emergency Response Team, which formed this year.

The focus of Communication is now on improving digital communication. We wish to move forward with digital signage in the Greeting Area and lower hallways. This signage can be easily managed from the Office, can be responsive both to seasonal and community events and also provide themed information (e.g. Harcourt activities at Harcourt and in the community), in a very flexible manner. We have been gathering images for these various purposes so that the many people who use our space can more readily “see” our faith in action. We also wish to have a digital sign to replace the current sign on the front lawn of our church.

Many thanks to the great numbers of participants who make formal communication channels a reality at Harcourt.

Electronic Infrastructure Team (Tech Team)

Submitted by Mark Sears

Our small but dedicated team of electronic ‘techie’s are Jerry Daminato, Petr Vales, and Jock Rutherford and includes Shaina Ensing, Anne Purkis and Wendy Guilmette, our Office liaisons, with support from Larry Smith. We act as a sub-committee of the Communications Committee to deal with all the electronic audio/visual elements needed for worship activities and other needs of groups or individuals during the church year. We recruit and train a number of individuals in the congregation to operate the equipment in the AV Booth for use on Sunday mornings and during special events such as Memorials and community presentations. We welcome any of you that would like to participate in operating our audio-visual equipment.

AV Booth

We have upgraded the visual software that we use in Sunday services called Easy Worship to the current version. It operates nearly the same as the old version, but allows for some new processes that we hope to incorporate in the visual messaging of our worship service.

Office Equipment

We have upgraded all of our computers to the current operating system of Windows 10 as the previous version, Windows 7, is no longer supported by Microsoft. Petr and Jock spent time in improving the effectiveness of our WiFi system by installing some new equipment and repeaters in both the meeting areas and in the sanctuary. Our photocopier is 12 years old and reaching the end of its lease and usefulness as replacement parts are no longer being made and are no longer in stock. We will be examining a lease arrangement of a new machine in the coming year.

Telephone System

Our old telephone system that was purchased through Nortel was giving some problems to our staff. Equipment replacement and repairs to the handsets and routing equipment was no

longer an option. We replaced the handsets and upgraded the routing panel with Bell equipment.

Live-Feed Video

The tech committee along with the Communications Committee has continued to investigate the potential use of digital information screens and of live stream video of the worship services. This technology of communication and of capturing the service for transmission to some of our members who cannot easily attend the services is a much more involved process and will involve considerable discussion and feedback from staff and several committees. The Communications Committee is investigating applying for grant money from several sources to provide start-up funding for this endeavour.

Property Committee

Submitted by Dave Hume

Members of the Property Committee were Frank Webster, Larry Smith, Sarah Lowe, Ben Fear, Cisca Vanderkamp, Michael Hofer and Gary Parsons. Walter Johnson joined the Committee in September.

The loss of Darko Cikovic hit the Committee particularly hard. We learned how much he was doing to keep Harcourt functioning well and how many tasks had to be learned.

Several major activities that we approved or worked on occurred during the year: Replaced existing lighting with LED lights; replaced hot water valves in the gym; repaired a window in a sanctuary door; repaired backs of choir chairs; repaired a bearing in a hot water pump for one of the boilers; participated in AED training; changed the switch on the back door so turning on (or off) the accessible door switch is more easily available; replaced the carpet in the Pre-School "Block Room"; installed a railing in the middle of the steps from the main entrance to the Parking Lot; painted the walls inside the back entrance; had two garden clean-ups; worked on the Garage Sale; had trees planted across the front of the property and in the median between the driveway and the Dunara Home; installed metal plates under the doors in Rooms 202 and 203; placed wooden strips to act as door jambs in the cupboards in the gym; had a good-bye and thank-you celebration with Anne Purkis; had a summer weed and whine session to clean up the flower beds; replaced the flat roof over the offices; reviewed the analysis of rentals completed by Jackson Misner; fixed a relief valve in one of the boilers; participated in All Things Christmas; worked with Wendy Guilmette to help the transition from Anne Purkis; discussed a Reserve Fund Study for the Trustees in order to project future capital expenditures; and contracted with the University Rowing Club for snow shovelling during the winter. In addition, Carol Jones and Joyce Johnson planted Hicks Yew trees outside the Friendship Room and everybody on the Property Committee pitched in during Darko's absences to keep the church clean and tidy.

The Property Committee was approximately \$5,000 over budget, largely because of extra costs installing LED lighting, but there have been rebates from Guelph Hydro and Alectra of \$3,350. Minor increases in rental rates and significant increases in rental payments resulted in a 9% rental increase that more than offset the overage in budget. Thanks to everybody that helped and contributed! Dave Hume, Chair of the Committee.

Outreach Umbrella Group

Justice and Outreach

Submitted by Rosalind Slater

The Justice and Outreach Committee continues to sponsor The Chalmers program which includes Saturday Night Suppers. The last Saturday Night Supper was held on Dec.21st and about twelve volunteers served a delicious meal to our guests. They were all in jolly mood which was helped by some of our new volunteers dressing in festive costumes. This year we have a new team heading up the Dinner programme consisting of Karyn and Brent Davis, Arlene Davies-Fuhr and Edna Miller and we thank these people for coming aboard to organise the four dinners we prepare each year. And many thanks to all the people of Harcourt who donate to this worthy cause.

The SWESH programme has managed to keep going this year. In Spring when we congratulated Sidra Sarafraz (the leader of SWESH) on being accepted to the Medical Programme at Dalhousie we thought the exercise programme she had started would fold but we were able to welcome a new leader Raeshma in the Fall. This is a Sunday afternoon free exercise group run in conjunction with the Muslim Society and all women are welcome. Time 3p.m.-4p.m.

The GUM Churches welcomed a refugee in Fall and he has settled down well and Arlene who is the Harcourt rep. reports that he is very personable. The GUM group are collecting needed household items for him. Please speak to Arlene Davies-Fuhr if you can help.

In December a group from Harcourt shared dinner with around thirty students on campus. They were part of the Ecumenical Campus Ministry. I'd like to thank all who participated with this project and donated food items to share with the students who were most thankful and welcoming to the group from Harcourt. It was so successful that we plan to continue with this outreach in the future.

These are just a few highlights from the year which we hope to continue with the help of interested people from the Harcourt community.

Rainbow Chorus

Submitted by Rachael Lake

The 2018/2019 season was the Rainbow Chorus' 25th concert season. The Rainbow Chorus meets every Wednesday evening from 7:30 to 9:30 p.m. to rehearse in the Sanctuary. Membership typically ranges from 35-55 singing members per term.

In 2019, we had one concert at Harcourt (on Saturday, May 25). Normally we have two concerts per year at Harcourt, one in January and one in late May / early June, but we performed at the River Run Centre for our 25th anniversary concert in January.

The Chorus is a fun and safe space for all members across the gender and sexual diversity spectrums. We are led by the incomparable Alison MacNeill, and receive technical support for our concerts from Jerry and Elizabeth.

The Rainbow Chorus is extremely grateful to Harcourt United for sponsoring the space we use each week. It is particularly meaningful for many of our members return to singing, and to

do so in a space that represents an institution that has, at best, wanted nothing to do with, and at worst, has ostracized, members of the 2SLGBTQ+ community.



Girl Guides of Canada: 3rd Guelph Guides

Submitted by Regan Avis, Contact Guider

For the September 1 2018- Aug 30 2019 Guiding Year. The 3rd Guelph Guides meet on Wednesday evenings in the Friendship Room. For 2018-19 we have 26 girl members and 6 volunteer leaders. Each week has a different theme and activities. The highlights for our Guides were overnight events, special guests, and adventures. We are very grateful to the Harcourt Memorial United Church community for all of your support.

Over the year we developed our skills in ecology, camping, financial literacy, robotics, safety, the arts, being active, and so much more. Many of us participated in the Guelph Remembrance Day parade.

In April, we had the opportunity to help starting vegetable seeds to be grown in the Harcourt gardens. We were also excited to learn about the programs that the gardens support.

Guiding provides a safe, all-girl environment that invites girls to have fun, try new things, challenge themselves, find their voice, meet new friends, and make a difference in the world. Our vision is a better world, by girls. Our mission is to be a catalyst for girls empowering girls.

Girl Guides of Canada–Guides du Canada strives to ensure that girls and women from all walks of life, identities and lived experiences feel a sense of belonging and can fully participate. We are an organization with over 100 years of history and a strong and growing future. For more information, you can visit www.girlguides.ca or call 1-800-565-8111.



3rd Guelph Harcourt Scouting Groups

Submitted by Craig Skinner, Group Commissioner, 3rd Guelph Scouting

For Scouting Year September 1st, 2018 to Aug 31, 2019

The 3rd Guelph Scouting Group consists of 3 sections with 18 Scouts (ages 11-14) on Monday nights, 11 Cubs (ages 8-10) on Tuesday nights, and 10 Beavers (ages 5-7) on Wednesday nights. The program is open to girls and boys and we always welcome new participants. We are most grateful to Harcourt Memorial United Church and its members, for the wonderful facilities and support shown to our organization through the year. Scouts Canada's program is based on 3 fundamental beliefs and principals.

Duty to God, Duty to Others, and Duty to Self.

The mission of Scouting is to contribute to the education of young people, through a value system based on the Scout Promise and Law: To help build a better world where people are self-fulfilled as individuals and play a constructive role in society.

Each section is supported by leaders, who in turn are supported by a Group Committee. In recent years, Scouts Canada has implemented a new program structure - "The Canadian Path" that encourages the youth to be actively involved in planning the activities. Each section has an age appropriate structure with guidelines supporting the program. We are currently in year 4 of this new adventure with our youth. The leaders are enjoying the challenge of adapting to the new program, and to that effect we've seen growth in all the sections this year.

This past year the youth have been involved in crafts, hikes, camping, community visits, Beaver Buggy and Car races, Bowling, Christmas Parties, and visiting local cultural sites including John McCrae House and University of Guelph. The Scouts ended the year with a Canoe Camp at the end of June. There were 2 scouts earning their Chief Scout Award this year. We also had 2 youth attend the World Scouting Jamboree in West Virginia this past year, supported in part by the Ethel Ogilvie Memorial Fund. As a Group we've enjoyed Camps involving all sections. It's quite a delight to see Youth of all ages together, where older Scouts are involved with planning and implementing programming, campfires, and games for the entire Group.

3rd Guelph Scouts, Cubs and Beavers were involved over the past year with fund-raising and planning, in order to purchase tents and other equipment for the Group. Many thanks for Harcourt member's support, during Apple Days, and the Scout Popcorn Sales.

We welcome parents, grandparents and others in the community to become involved with our Group Committee or Scouting Sections, with your effort to enhance the program for our youth. Please speak with any of our leaders or "drop in" to a meeting to see how you may be able to contribute.

For more information about Scouts Canada please visit www.scouts.ca

Tai Chi Chuan

Submitted by Helen Esch

Wednesday afternoons at 1:30 p.m. we meet for gentle exercise and fellowship in the Friendship room. We are studying the Yang Set of Tai Chi from Dr. Zaiwen Shen, instructed by Helen Esch. Everyone, regardless of their fitness level is welcome. Overtime you will see improvement in your balance, strength and co-ordination, all which is done in a loving and supporting environment.



After Stroke a program of March of Dimes Canada

Submitted by Barbara Moore

After Stroke a program of March of Dimes Canada. Guelph Wellington hosts a chapter which connects survivors and caregivers with a network of support and a sense of community while thriving after stroke.

Transitioning from hospital to home can be a very complex and challenging process for stroke survivors and their families. March of Dimes Canada's After Stroke Guelph Wellington Chapter is here to support everyone involved in the process.

Guelph Wellington Stroke Chapter hosts monthly meetings at Harcourt United Church on the 3rd Tuesday every month where guest speakers, community experts attend and share knowledge on stroke recovery. The Chapter also hosts SipNstroll walking group, Book club, Befriending program and Thrive and Survive caregiver group (external location) all facilitated by volunteers.

The Guelph Wellington Seniors Association

Submitted by Cheri Herdam

The Guelph Wellington Seniors Association's Community Support Services (United Way funded) runs a 55+ gentle exercise class through its' Feeling Better Move Well program. The class takes place in the gymnasium on Tuesday mornings from 10:00-11:00 a.m.

The peer-led class is run by volunteer exercise leader, Lois T. The class is currently at its' safe capacity of 14 registered members. The class is free, although a \$2 donation is always gratefully accepted.

The 60-minute class consists of a cardiovascular component, a balance component, strength training and ends with a stretching cool down.

The Feeling Better Move Well runs six gentle exercise sites across the city, three of which are in United Churches. The Community Support Services is most grateful for the ongoing support in this community, we could not afford to offer these classes to seniors without you!

SWESH

Submitted by Reshma Khan

The SWESH: Sweat Sessions exercise class for women has kept a steady momentum going this fall and winter. There are 6 individuals who attend on a regular basis. One of whom is a high school student accompanying her mom. This younger individual's quickness motivates the other members to push themselves. In fact, a member has expressed that, the Swesh class has played a big role in their overall fitness this past year. That they continue to come every Sunday, which supposed to be their rest day, because of the open and supportive environment we have so far fostered in our class.

Sadly, we have had to say goodbye to our amazing instructor and our founding member. But in her absence, some of the regular attendees have stepped up to help Swesh continue to run. For instance, one individual is the key holder, another ensures to bring enough mats (provided by Muslim Society of Guelph, MSOG) each week, while another comes prepared with a different workout for each week's class, and another is always sending out reminders to us, to not forget to attend Swesh each week. This is very encouraging to see because it reflects that these members are striving to become better physically with little motivation from others. Sidra, the founder of Swesh, continues to operate Swesh and be involved remotely by always sending out encouragement and new workouts with variety to keep the class interesting.

Although we miss our instructor dearly, we continue to use her workouts because her workouts are excellent in that any individual can do them. Her workouts are challenging for everyone; it challenges people to push themselves further than what they believe they are capable of. A side effect, individuals are in competition with their previous selves rather than with others. There's plenty of modification to each exercise which makes them do-able for all skill levels yet still challenges individuals. Moreover, her workouts serve as a benchmark to see the improvements of individual's stamina level based on a time value.

When one the members initially started bringing their basketball to Swesh we had women who had never touched a basketball in their life (let alone knowing the rules) having fun playing competitively against one another. Playing basketball in the last 10-15 minutes has become a favourite past time, whether it be a casual game or simply practicing free throws. This gives the members an opportunity to continue to be active while also providing a moment to connect with each other. As a result, individuals are always open about sharing exercises that they have learned elsewhere, and members feel comfortable providing suggestions for other exercises they would like to try doing the following week.

As a group we have been discussing the matter of how to bring in new members. At present we are working on fleshing out some causes as to what's preventing new folks from coming out to join. I am hoping that by asking the 'what' & 'why' questions it will provide some insight as well as direction for promoting Swesh and improving our numbers. Although our number has been small this winter our attendance has been consistent. Some feedback I have received from individuals are that our exercise sessions are usually the only exercise that they get for the whole week. Furthermore, that when they come and exercise with us, they feel proud of themselves for having done the work out and that it helps them feel good for the rest of the week.

I know that the founder of Swesh tried to attain a space with the U of G and unfortunately it did not pan out. We as a group very much appreciate the space Harcourt United Church has provided to us for this past year. It has definitely made a difference in our lives for the betterment of our health and overall wellbeing. If the gym is still available (and there is funding), I hope that we can continue to hold regular exercise/wellness sessions at Harcourt United Church. If so, we will ask MSOG to continue providing insurance.

I want to sincerely thank everyone at Harcourt that helps out with this program. We appreciate the administrative and financial support, and especially for providing the gym space. We would also like to extend our condolences, we heard that Harcourt recently lost a very important member who used to keep the church in excellent shape. Hopefully this partnership and program can continue. I know from personal experience the difference exercise can have on a person's mental well-being. Thank you for providing the space to help us better ourselves.

Old University Neighbourhood Residents' Association (OUNRA)

Submitted by Bruce Ryan

The OUNRA made use of the facilities of Harcourt United Church twice in 2019. On May 11, the Association held its Annual General Meeting in the gymnasium. There were about 80 people in attendance.

On November 14, the Association held its Fall General Meeting which was comprised of an all candidates meeting ahead of the municipal election. All mayor and councillor candidates made presentations and responded to questions. About 120 people were in attendance. The meeting was held in the Sanctuary.

Harcourt Quilting Group

Submitted by Jill Gill

The Harcourt Quilting Group meets monthly on the 4th Monday (9:30 a.m.-1 p.m.) from September until June. We create machine-sewn quilts from donated materials and in turn, donate them to those in need. We welcome donations of 100% cotton quilting fabrics.

This year we donated 16 quilts with matching pillowcases to young adults who are leaving the care of foster families. We arranged this through Carolyn Tait-Guest, Development Coordinator for Family and Children's Services, Guelph-Wellington. We will continue our donation through Family and Children's Services in 2020.

We encourage new participants, who have some quilting experience, to join the group at any time.

Harcourt Communal Garden

Submitted by Jill Gill

All the vegetables, fruit and herbs which are organically-grown in the Harcourt Communal Garden are donated to the food pantry at Chalmers Community Services Centre (CCSC). This is in addition to Harcourt's generous donation of non-perishable foods and clothing to help support some of Guelph's most food-insecure folks. This year's abundance was remarkable. We harvested 772 lbs. of produce which brings our nine-year total to 5,521 lbs. CCSC and their guests are most appreciative.

In June, through the United Way, we welcomed some volunteers from the Farm Credit group to help in garden bed maintenance. We shared a Fresh Salsa Tasting (tomatoes, peppers, parsley and onions from our garden) with members of the congregation. In September we hosted the 2nd Annual Community Gardens Festival (formerly Salsa Fest) where many folks from the Guelph Community Garden Network came together to celebrate the fall harvest.

This important outreach activity would not be possible without the dedicated and committed work of all our volunteers. We would like to specially acknowledge Lisa Mactaggart who plans the garden crop rotation each year, purchases seeds and grows all our vegetable seedlings. Anyone wishing to volunteer in the Communal Garden in 2020 is invited to check out the Harcourt Herald in March for details.

Guelph Community Orchard Project

Submitted by Jill Gill

This diverse orchard, which was planted in September 2012, is fully maintained by volunteers and the fruit and nuts are available for anyone in the community to harvest. We also donate some of the harvest to Chalmers Community Services Centre food pantry.

In May 2019, a new Cherry-Plum tree was planted. In June we had a crew of volunteers from the Farm Credit group through the United Way's 'Days of Caring' who spent a morning weeding, trimming and moving woodchip mulch in place to spruce up the orchard space. They also removed the Stanley Plum that the arborist determined was fully dead. During September's University of Guelph 'Project Serve Day' we had an enthusiastic and capable crew of students help to clean up the orchard and prepare it for winter.



Park'n Dance

Submitted by Sarah Jane Burton

Park'n Dance is a program dedicated to promoting the health and well-being of people with Parkinson's by providing weekly dance classes guided by qualified instructors on Thursdays, 1:30pm-2:30pm at Harcourt. The sequences accompanied by live music provided by Alison MacNeill help promote coordination, creativity, balance and memory, as well as enhance self-esteem confidence, and a general sense of well-being. All levels of ability are accommodated, and caregivers are welcome to attend. An essential part of the program is the social time following each class during which light refreshments accompany friendly chatter. A welcoming community is built through dance. The classes and social time are fun and filled with laughter where friendships are made and confidence is boosted. Participants often report that it is a highlight of their week.

We are delighted that quite a few new participants have joined us. The wonderful senior volunteers enjoy helping to make the program run smoothly. The success of this program has been directly dependent on the important sponsorship of Harcourt Memorial United Church. This support is deeply appreciated by everyone associated with Park'n Dance.

Park'n Dance is honoured to be a founding member of the Dance for Parkinson's Network Canada: <https://dancepdnetwork.ca/> . Further information about Park'n Dance can be found at: <https://parkndance.com/> . Thank you Harcourt for your generous support of this important program for the health and well-being of people with Parkinson's.

Lightshine Singers

Submitted by Ann Piper

The Lightshine Singers are a community of approximately 15 women who practice Wednesday mornings at Harcourt. This year we sang at three retirement / nursing homes in

Guelph. We are adjusting well to our new director Alison MacNeill and enjoy our pianist, Eni Petheram. We hope to continue sharing our love of singing in the Guelph community.

We welcomed new members and would welcome more if you or someone you know might be interested in joining us.

Thank you to Harcourt for your support!

Stewardship Umbrella Group

Stewardship Committee (Inactive)

Submitted by Kent Hoeg

<<If this report looks suspiciously similar to the last THREE years, it's because it is! We need a Chair of Stewardship to move us forward.>>

What is Stewardship? The United Church of Canada describes it as the faithful and effective use of all the gifts entrusted to us by God. It is a way of life, an attitude. Stewardship is our partnership with God as we thankfully share life's abundant blessings. Stewardship allows us to acknowledge our blessings and live out our ministry - to nurture our faith in Christ and serve the world God loves.

Harcourt is fortunate to have the gifts of so many, whether it be time, talent or dollars. We are all Stewards!

However, there is no active Stewardship Committee. We have no chair to lead us.

Won't you please consider contributing your talents and taking on the Chair role? The United Church of Canada provides many resources (just look up <http://www.stewardshiptoolkit.ca/> for a wealth of ideas). Help Harcourt plant the seeds of faith!

Fundscrip 2019

Submitted by Frank Webster

For those of you that don't know, Fundscrip is the company from which Harcourt purchases grocery cards. Harcourt receives 3% of card value. We have cards for Zehrs, No frills, Metro and Food Basics. The cards are simple to use and saves time at check out. Our team consisted of Julie Henshaw, Edna Miller, Roz Stevenson, Ben Fear, Jack Buykes and myself. We raised \$750. in 2019 for Harcourt. Our team is looking for a new member to replace Roz Stevenson. Please see anyone from our team. Check us out at the Lucy Booth on Sundays.

Garage Sale

Submitted by Janet Webster

The annual garage sale is eagerly anticipated for several reasons. People appreciate the opportunity to find homes for surplus goods, buyers enjoy finding treasures and it raises funds for Harcourt projects. The most recent sale took place on April 27, 2019. Despite the cold temperatures, many attended. By the end of the day, we had collected \$2452 and with several follow-up sales the next week, the final total reached \$2528.

There are no regular meetings, volunteers to run this sale were recruited through the various Harcourt forums as well as personal contact by the Websters. Approximately 20 -30 people sign on to help with this event.

Expenses were kept to a minimum with several people taking unsold items to various charities and of course the willingness of people from the Guelph Food bank to come at noon to select MANY treasures for their own sales. A member of the congregation also allowed us to add unsellable things to their dumpster, saving dumping fees.

At this time there are no plans to hold a sale in 2020.

All Things Christmas

Submitted by Janet Webster



The November sale of greenery, arrangements, treasures and baking continues to be a major effort by most of the members of Harcourt. The 2019 version surpassed the monies raised in previous years with a total of \$8740.08. It would be impossible to list all who contributed but there were several key people as follows: Kent and Heather Hoeg- baking /preserves, Peter and Heather Sullivan - the Cafe, Cisca Vanderkamp - jewellery, Jean Hume-treasures, Marilyn Sears, Lisa Mactaggart, Carol Jones, Ann Middleton -the arrangements and greenery. Each of these in turn recruited assistants. Mark Sears and Frank Webster provided support in many ways.

Factors in our success included good weather for cutting greens as well as wonderful weather on sale day, donations of greenery by Full Circle Tree Care, and Judi Morris of Meadowrock Farm. There were at least six talented arrangers who produced a record number of displays. Thanks go to Dorothea Stephan, Ann Middleton, Elizabeth Bone, Anne Parsons, Lisa Mactaggart, Marta Coutts. Several others contributed to this effort. We prepared an increased number of greenery bundles, but sold out in the first hour. We have developed many ways to increase our efficiency, such as gathering and spraying natural materials, filling pots with soil and preparing the treasures ahead of sale day. Donations to the baking and preserves were also at a record level.

Finance Committee

Submitted by Kent Hoeg

The Finance Committee is responsible for the management of the congregation's operating funds. We strive to conduct business according to the United Church of Canada's financial guidelines and the Canada Revenue Agency's rules and regulations for charitable organizations. We are not fundraisers, but rather overseers of the funds raised.

I want to give a heartfelt thank you to those that are part of the Finance Committee and those who assist in many other ways. Marilyn Parr and Jane Peaire are amazing! As our co-treasurers, they pay and record our bills and do our banking. They make sure all our income gets allocated to the correct account. They provide us regular reporting on our financial situation. They put in an incredible amount of work and I cannot thank them enough. John Phelps is our Payroll Administrator. He makes sure that our staff are paid on time. Yet another volunteer who puts in so much of his time to support Harcourt. Leo Medeiros is our

meeting minute taker, has great financial background from which he gives us great insight, and also helps generate observations of our rentals. My work is so much easier with Leo.

Not to be missed is Marilyn Sears who for many years arranges for Sunday morning counters. Getting volunteers at any time can be a challenge. Marilyn sees that we have counters 52 weeks a year! With that, must come the thanks of our Counters. They enter all donations for a Sunday and make sure everything balances. Makes the life of Heather Hoeg, our Envelope Secretary so much easier. Heather takes all donations and records them into our donation software so that we can send tax receipts and report on the congregation's givings. Another hero who commits so much of her time.

I urge you all to read the financial reports contained in this Annual Report and don't be shy to ask questions on what you see.

2019 was a tougher year financially for Harcourt. Our operating budget has expenses at \$4,359 more than revenue. Of course, we cannot continue to run a church in a deficit situation. The greater concern is an overall trend at Harcourt (and other United churches) where our revenue is shrinking, but not our expenses. Taken from our Chair of Council January 2020 Harcourt Herald submission: *We acknowledge that budgeting for 2020 feels different from previous years. We have been in a 'deficit' position before – and the congregation has voted for it, but intentions have not translated into actions. As a community of faith, what kind of vision do we want? How do we plan to support that vision? Can we continue to support that vision? What commitment do we really have for radical change and revitalization? What energy and possibilities grow from making decisions in the context of love and joy (and perhaps personal sacrifice for the greater future) rather than making decisions in the context of fear?*

Blessings.

Rental Report

Submitted by Leo Medeiros and Kent Hoeg

The Harcourt Rental Policy outlines the principles and guidelines for the use of Harcourt space. Rentals include the use of space/facilities where rent is charged, sponsored or for marriages, funerals or other worship. While the Office and the Property Committee does all the heavy lifting, the Finance Committee is responsible for the annual review of revenues received and waived.

The policy contains a rental subsidies target of 33% of the total value of rental usage. Rental income has been a bright spot in our revenue streams. In 2018 total rental revenue was \$47,092, while in 2019 we achieved \$55,519 (this does not include donations that we receive from some renters). Sponsored rent was approximately 31% in 2019 compared to 28% in 2018. Sponsorship represents approximately \$20,000 of waived revenue.

Solar Energy Report

Respectfully submitted by Kent Hoeg

Harcourt generated about 11,766 kWhrs of solar power in 2019 – that means we generated enough carbon-free electricity for 1.5 homes. So far, our \$86,000 investment has generated us over \$83,000 in income. We are on track to recouping our costs by 2020, which was our hope. This still leaves an additional 10 years to produce income via our 20-year microFIT contract. The sun is good!

Offering Counters Team

Submitted by Marilyn Sears, Coordinator

We are a group of about 20 people who record, balance, tally and deposit the monetary offerings that are collected from the weekly Sunday morning services at Harcourt Church. We do the counting in teams of two. The results are passed on to the treasurers and envelope secretary for their records. This is usually done immediately after the final service and can take from 30 minutes to an hour.

As organizer of the group, I email the counters with upcoming dates that need counters to be scheduled. We usually have counters scheduled for about three months ahead. Some counters prefer to count every Sunday for a month and others prefer to count more sporadically according to their availability.

We are always open to accepting new members who would be interested in contributing to this effort.

Other Church Teams & Committees

Memorials Committee

Submitted by Anne Piper, secretary

12 friends were remembered with memorial donations to Harcourt during 2019. Total donations are \$11863.00. Designated amounts went to the following Financial Pillars

Music and Arts \$388

Spiritual Life \$175

Outreach \$900

Property \$1100

Operating \$750

The names of those remembered will be entered into Harcourt's memorial book along with the names of donors and friends. The memorial book is always available for viewing in the greeting area. Donation cards are also available behind the book.

Thank you Esther Devolin for printing the pages.

Ministry & Personnel Committee

Submitted by Pat Martin, Chair

Members: Sandra Welch, Marilyn Sears, John Phelps

The Ministry and Personnel Committee (M&P) oversees the affairs of Harcourt's Ministerial and paid staff personnel by coordinating annual reviews as well as supporting and responding to concerns that arise throughout the year.

It was a busy year, commencing with the budget, which is submitted to the Finance Committee for approval at the Annual Congregational Meeting in February. At that meeting, approval was given to hire a MANNA Coordinator and Pamela Girardi was the successful candidate.

In support of Reverend Jim Ball's Sabbatical, final preparations were completed prior to the start of his Sabbatical in April. We were fortunate to have Reverend Mary Savage assist Reverend Miriam Flynn in covering many of the congregational needs during Jim's absence.

In June the Church Administrator, Anne Purkis, announced her retirement. She willingly worked until we were able to hire a replacement, Wendy Guilmette, on a six-month contract. Thanks to Heather Sullivan for helping to train Wendy.

Noma Vales also announced that she would be stepping down from M&P at the end of June. However, with so much going on for M&P, she kindly remained active on the committee until the end of the summer.

This year we were only able to hire one summer student, Jackson Misener, under the Canada Summer Jobs Program of the Federal Government. Jackson assisted our staff as a Project Facilitator. Projects that Jackson completed included analysis of rental income and archiving of documents.

John Phelps joined M&P in the fall, replacing the vacancy left by Noma.

The untimely death in December of the Custodian, Darko Cikovic, has left a large void in the day to day operation of the Harcourt facility. M&P is currently working with the Property Committee on an updated job description and hopes to advertise for the position in January.

Board of Trustees

Submitted by Lynn Crow

The year 2019 was dedicated to continuing the establishment of a *Legacy Gifting* program at Harcourt, initiated by Brian McGee and Murray Woods. The Board met monthly in order to plan semi-annual opportunities for the congregation to become familiar with the program and ask relevant questions.

In May a second *Lunch and Learn* event was held following the 10:30 service, with guest speaker retired Guelph lawyer Robin-Lee Norris. Its focus was understanding the role of executors. Ms. Norris outlined many changes to Ontario's regulations regarding wills and powers of attorney. The United Church of Canada's will workbook was made available, along with other relevant provincial handouts.

For a fall event the trustees decided to host a coffee-hour question period following the November *Recognition Sunday* services. Again the printed material was made available. The services included the introduction of the new Legacy Binder that will record both *Living Legacies* and *Bequests* made to the Harcourt Pillars. The names of those who made such donations in 2019 were read, and retiring trustee Murray Woods gave a stirring testimonial.

A tribute was given to Murray at the December 2019 board meeting as he completed his term as a dedicated trustee, most of it also serving as treasurer. Murray's contributions have been monumental, leading the Board's investment advisory team through 2 changes of investment firms from *Nesbitt Burns*, to UCC's *Fiera Capital*, to the current *Canoe Financial*. Why the changes? Both of the previous managers informed the Board that our investment fund totals were under the minimum required to remain a client.

In closing please take a close look at the financial statement, prepared by Murray, which follows this report. It is imperative that members of the congregation keep informed of the state of Harcourt's Pillars. It is their earning power that generates the funds available for projects outside the Operating Budget. It is also important to realize that a negative yearend in the Operating Budget means tapping the Pillars. Fortunately, interest returns were high in

2019. However, it is important to keep abreast of these yearend statements as markets fluctuate and this might not always be the case.

The dedication of my fellow trustees – Murray Woods, Carol Jones, John Phelps, Judy Cimino, Larry Smith and Jane Peaire – made my year as 2019 chair a pleasure. I confidently pass the torch to Carol Jones.

Harcourt Trustee Financial Report to December 31,2019

Submitted by Murray Woods, Treasurer

Investment \$	Dec. 31, 2019 \$	Dec. 31, 2018 \$
Canoe Asset Allocation Portfolio Class, Series D	103,176.	53,804.99
Canoe US Equity Income Portfolio Class, Series D	193,591.	172,863.54
TOTAL	296,767.	226,668.53
CIBC - CHEQUING	16,072.	11,973.48
CIBC - SAVINGS	000	2,327.44
Transfer Pending	2146.	19,080.00
TOTAL	18,218.	33,380.92
GRAND TOTAL	314,985.	260,049.45

1. \$15,000.00 was moved from Canoe US Equity Fund in Dec. to CIBC Chequing Account for planned 2020 expenses.
2. \$40,000.00 was transferred to Canoe Asset Alloc. from CIBC in June 2019.
3. The Canoe Funds gained \$45,098.00 or 18.28% in 2019, a very good year.
4. The Outreach Pillar supported the Fuad Ali family with \$14,400.00 in 2019 as well as \$5000.00 for the Darko Cikovic family.
5. The Music and Arts Pillar provided \$2,025.00 for the Music Interns in 2019.
6. The Property Pillar provided \$10,313.00, mainly for Roof Repair, and the New Phone System.
7. Effective Jan.1, 2019 Pillar Funds have had a 10% Market Reserve Holdback which is in addition to the existing Target Reserve for each Pillar. This will allow for market fluctuations that could affect available funds.

Pillars	Property	Outreach	Music & Art	Spiritual Life & Ed.
2020	\$89,657.	\$153,223.	\$43,190.	\$28, 915.
Target				
Hold back	\$25,000.	\$100,000.	\$10,000.	\$10,000.
Market				
Reserve	\$8,966.	\$15,322.	\$4,319.	\$2,891.
Available				
Funds	\$55,691.	\$37,901.	\$28,871.	\$16,024.

Ad Hoc Seating Committee
Submitted by Stephen Pierce

In November 2018, the Ad Hoc Seating Committee was formed. The members of the Committee were: Alison MacNeill, Dave Hume, Sandy Middleton, Lynn Hancock, Roz Stevenson, Elizabeth Bone, Carolyn Davidson and Stephen Pierce (Chair). The task of the Committee as set out by Council was to begin a process of consultation with leadership by an ad hoc group, not to exceed six months, to replace the pews with flexible seating and to present a recommendation to the congregation for approval of an implementation plan". The Committee met on 10 occasions.

Members of the Committee agreed to a broad consultation process involving the following: inviting people to view and provide feedback on a video called "Places of Worship"; holding focus groups for discussion and conversation; distribution of a survey; creation of a model of the sanctuary by Elizabeth Bone which included moveable chairs which offered a visual presentation of how the sanctuary might look with chairs; visiting churches which had made the switch to chairs; consulting with current users/renters of the sanctuary to obtain feedback regarding the potential change in seating and contacting the general community to learn how they might see themselves using the sanctuary with chairs instead of pews. A number of articles on the topic of flexible seating in sanctuaries were also referenced.

In April 2019, the Committee submitted its final report to Council containing the findings from the consultations and recommendations. Additional information was also included in the report that addressed numerous questions addressing type and cost of chairs, and other related costs of implementing this change. While the recommendation from the Committee was not unanimous, it stated that "...Harcourt replace the pews in the sanctuary with chairs and that only the pews in the balcony remain." Pending approval of the motion, another recommendation addressed implementation steps and the issue of fundraising.

Council brought the report and the recommendations to the congregation in June 2019 for information and discussion. No decision(s) were made at this meeting. A subsequent congregational meeting was held in October 2019 at which a motion was passed "in principle" supporting the removal of the pews and replacing them with chairs, pending the provision of additional information, at which point another decision would be made. An implementation committee would be established to gather the additional information.

Church Statistics

WEDDINGS: 1

Mark Thomas Perkin & Alisha Marie Allaer

BAPTISMS: 1

Emily Isabel Hofer

FUNERALS/MEMORIAL SERVICES:15

Lucy Book	Bill Book	Akke teWinkle
Ann Estill	Norma Fear	Peggy Willoughby
Kenneth Murray	Brenda Kelly	Marilynn Hubble
Fred Ryder	Jack Bruce	Marianne Auld
Marilyn Rose	John Stevens	Darko Cikovic

PEOPLE JOINING HARCOURT BY TRANSFER OF MEMBERSHIP: 1

Marjorie Fraser

PEOPLE JOINING HARCOURT BY PROFESSION OF FAITH: 0

REMOVED FROM ROLL BY TRANSFER TO OTHER CONGREGATIONS: 1

Barbara Beattie

REMOVED FROM ROLL BY DEATH: 14

Norma Fear	Ann Estill
Ken Hines	Bill Book
Brenda Kelly	Lucy Book
Ken Murray	Sarah Brett
Fred Ryder	Jack Bruce
Marilyn Rose	Marianne Auld
Peggy Willoughby	John Stevens

Total Membership December 31, 2018	537 (522 + 15 non- resident)
<i>Members received by Profession of Faith</i>	0
<i>Members received by Reaffirmation of Faith</i>	0
<i>Members received by Transfer of Membership</i>	1
<i>Members removed by Death</i>	14
<i>Members removed by Transfer</i>	1
<i>Members removed by Action of Church Council</i>	0
Total Membership December 31, 2019	523 (508 + 15 non-resident)

COUNCIL, STANDING COMMITTEES, TEAMS, STAFF 2019 -2020

COUNCIL

Chair	Lorraine Holding
Vice- Chair	VACANT
Secretary	Carolyn Davidson
Region	VACANT (Council Liaison to Western Ontario Waterways)
Ministry & Personnel	Pat Martin
Vision Implementation	Tammy teWinkel

UMBRELLA COUNCILLORS

Christian Life	Lynn Hancock
Congregational Life	VACANT
Operational Life	Mark Sears
Outreach	Rosalind Slater
Stewardship	Kent Hoeg

TEAM MINISTERS

Rev. Jim Ball, Team Minister

Rev. Miriam Flynn, Team Minister

STANDING COMMITTEES & SUB-TEAMS OF COUNCIL

CHRISTIAN LIFE

Councillor: Lynn Hancock

CLUSTER COMMITTEES:

CHRISTIAN FORMATION

MANNA

Team Leader: Merrill Pierce

Anne Ball

Arlene Davies-Fuhr

Pamela Girardi

Lynn Hancock

Laura Hofer (Stoss)

Melissa Kwiatkowski

Deb Murray

Rev. Jim Ball, Team Minister

Rev. Miriam Flynn, Team Minister

Music Resource – Shannon Kingsbury

Library Committee

Chair: VACANT

Mary-Lou Funston

Barbara Shaw

Janet Webster

SPIRITUAL LIFE

Co-Chairs: Peter Jackson* & Bill Lord

Andre Auger*

Marion Auger*

Lisa Beattie*

Stan Bunston*

Theresa Daly

Maxine Lipinski*

Nicholas Mann

Kathy Magee*

Megan Ward

* Covenanted Spiritual Companions

WORSHIP

Chair: Sandy Middleton

Joan Charlebois

Karyn Davies

Dan Ganesh

Merrill Pierce (MANNA Rep.)

Rev. Jim Ball, Team Minister

Rev. Miriam Flynn, Team Minister

Alison MacNeill, Director of Music Ministries

Youth Ministry Team

Team Leaders: Lisette Vanderkamp

Suzanne Webster

Adult Faith Formation Team

Bill Lord

Jim Ball, Team Minister

Miriam Flynn, Team Minister

Chancel Team
Barb Friend (Chair)
Marta Coutts
Norma Fear
Carol Jones
Deb Murray
Anne Piper
Janet Webster

Communion Team
Barb Forestell
Jane Peaire
Sandra Phair

Usher Coordinator
Jean Hartmans - to July
Tony Wagner – from September

CONGREGATIONAL LIFE

Councillor: **VACANT**

CLUSTER COMMITTEES:

FELLOWSHIP

Chair: **VACANT** *Committee is inactive*

Nametag Co-ordinator: Marilyn Reilly
10:30am Coffee time Co-ordinator: Alice Carey

PASTORAL CARE

Chair: VACANT

Note cards to Congregation: Diana Sterenberg

Malcolm Coutts
Don Johns
Rev. Jim Ball, Team Minister
Rev. Miriam Flynn, Team Minister

OPERATIONAL LIFE

Councillor: **Mark Sears**

CLUSTER COMMITTEES:

ACCESSIBILITY

Chair: Joan Barham

Jane McNamee

COMMUNICATIONS

Chair: Joan Barham

Gillian Joseph
Nancy Ryan
Carolyn Davidson

The Herald Newsletter

Gillian Joseph – Editor

Anne Purkis – printing, mailing – to August 2019

Wendy Guilmette – printing, mailing – from September 2019

Shaina Ensing - calendar

Electronic Infrastructure Team (Tech Team)

Chair: Mark Sears

Jerry Daminato
Petr Vales
Jock Rutherford
Larry Smith
Shaina Ensing, Staff Liaison
Anne Purkis, Staff Liaison – to August 2019
Wendy Guilmette from September 2019

PROPERTY

Chair: Dave Hume

Ben Fear
Michael Hofer
Sarah Lowe
Gary Parsons
Larry Smith, Trustee Liaison
Cisca Vanderkamp
Frank Webster

Gardening Team:

Ben Fear
Norma Fear
Sarah Lowe
Dave Mowat
Helen Mowat
Mark Sears

OUTREACH

Councillor: **Rosalind Slater**

CLUSTER COMMITTEES:

JUSTICE AND OUTREACH

Chair and Committee: VACANT

STEWARDSHIP

Councillor: **Kent Hoeg**

Chair and committee: VACANT

FINANCE

Chair: Kent Hoeg

Heather Hoeg, Envelope Secretary
Marilyn Troup Parr, Co-Treasurer
Jane Peaire, Co-treasurer
John Phelps, Payroll Administrator, Trustee Rep
Leo Medieros

M&S Advocacy

Anne Parsons

OTHER COMMITTEES & TEAMS

Not associated with Council Umbrella Councillors

MEMORIALS TEAM

Chair: Dave Hume

Anne Piper, Secretary

Karyn Davies, Worship Committee Rep.

Vacancy, Property Committee Rep.

MINISTRY & PERSONNEL

Chair: Noma Vales, to July 31/19; Pat Martin, from August 1/19

Patrick Martin, Council Rep

Marilyn Sears

Sandra Welch

TRUSTEES

Chair: Marilynn Crow

Judy Cimino

Carol Jones,

Jane Peaire

John Phelps, Insurance, Finance Committee Liaison

Larry Smith, Property Committee Liaison

Murray Woods, Treasurer

Rev. Jim Ball, Team Minister

Rev. Miriam Flynn, Team Minister

OFFERING COUNTERS

Coordinator: Marilyn Sears

Marta and Malcolm Coutts

Jean and Dick Julian

Joyce and Walter Johnson

Joanne and Dale Lockie

Nancy and Roy Pullman

Janet McCallum and Murray Woods

Marnie Allen

Joan Miller

Helen and Dave Mowat

Marilyn and Mark Sears

Janet and Frank Webster

Lorraine Macpherson

AD HOC LEADERSHIP TEAM- PEWS TO FLEXIBLE SEATING PROPOSAL

Team Leader: Steve Pierce

Elizabeth Bone

Carolyn Davidson

Lynn Hancock

Dave Hume

Alison MacNeill

Sandy Middleton

Roz Stevenson

GUELPH UNITED MINISTRIES (GUM) PLANNING & MANAGEMENT CIRCLE REPS

Roz Stevenson
Rev Miriam Flynn

WESTERN ONTARIO WATERWAYS REGION REPRESENTATIVES

VACANT, Council Rep
VACANT, two to three additional Congregation Reps
Rev Jim Ball, Ministry Rep
Rev Miriam Flynn, Ministry Rep

VOLUNTARY ASSOCIATE MINISTERS (VAMS)

Bill Lord
Deborah Shanks

STAFF

Rev. Jim Ball, Rev. Miriam Flynn, Team Ministers
Alison MacNeill, Director of Music Ministries
Anne Purkis, Church Administrator – to August 2019
Wendy Guilmette, Church Administrator – from September 2019
Shaina Ensing, Worship, Communication and Technical Support
Darko Cikovic, Custodian
Sonya Wu-Winter, short-term contract, Community Engagement Animator
Pamela Girardi, MANNA Support Coordinator – from summer 2019
Gabrielle Stringer, Music Intern – to spring 2019
Emily Steers, Music Intern – from fall 2019
Jackson Misener – Summer Student, Project Facilitator

Congregational Meetings
DRAFT MINUTES
Annual Congregational Meeting
Sunday, February 24, 2019

In the gym following the 10:30 a.m. worship services.

Present: Bernard Vanderkamp, Cisca Vanderkamp-Schmal, Frank Webster, Pat Martin, Dick Julian, Jean Julian, Rosalind Slater, Lynn Hancock, Sharon Chapman, Bill Chapman, Sonya Wu-Winter, Steve Pierce, Jill Gill, Mary Harding, Jock Rutherford, Noma Vales, Petr Vales, Anne Purkis, Sandy Middleton, Julie Henshaw, Miriam Flynn, Deborah Murray, Leone Sutor, Karyn Davies, Gary Parsons, Anne Parsons, Jane Peaire, Marilyn Parr, Holly Hu, Bryan Fuhr, Arlene Davies-Fuhr, Tammy teWinkel, Merrill Pierce, Mary Peleschak, Michael Peleschak, Kathleen Brennan, Roz Stevenson, Anne Piper, June Crewson, Joan Bowland, Michael Hofer, Laura Hofer, Joan Johnston, Ruth Kaufman, Lorraine Holding, Kent Hoeg, Sandra Welch, Heather Hoeg, Jon Welch, Larry Smith, Carolyn Davidson, Peter Jackson, Bill Lord, Marion Auger, Ellice Oliver, Jean Jackson, André Auger, Stan Bunston, Marnie Allen, Malcolm Coutts, Marta Coutts, Norma Fear, Ben Fear, Lynn Crow, Jean Hume, Dave Hume, Richard Barham, Joan Barham, Nancy Ryan, Murray Woods, John Phelps, Henk Dykman, Lorraine Dykman (73)

1. Constitution of the Court by Presbytery Representative

Rev. Miriam Flynn called the meeting to order at 11:45 a.m. and constituted the Court on behalf of Western Ontario Waterways Region.

2. Gathering Prayer and Review of Holy Manners

Rev. Miriam Flynn led us in prayer and a review of the holy manners we committed to follow during the meeting.

3. Motion:

To appoint Carolyn Davidson as Recording Secretary and Lorraine Holding as Chair of this meeting.

(Joan Barham, Jean Hume) Carried

4. Outline of Meeting Plan

Lorraine outlined the meeting plan and asked that all present sign the attendance sheets that were circulated.

5. Consent Agenda:

- a) **Speaking and voting privileges are extended to all present; and**
- b) **Approval of agenda as presented; and**
- c) **Approval of minutes of March 4, 2018 Congregational Meeting as distributed and/or amended.**

Motion: That the Consent Agenda be approved.

(Richard Barham, Tammy teWinkel) Carried

6. Business for 2018

a) The 2018 Annual Report

- Lorraine thanked everyone who contributed to the annual report, with special thanks to Anne Purkis for compiling the report.
- Our work highlighted many long-established, new or still-exploratory decisions and activities, all part of our Harcourt 20/20 journey.
- There were no questions or comments on the 2018 annual report.

Motion: That the Harcourt Memorial United Church 2018 Annual Report from Committees, Teams and Groups be accepted as presented.

(Andre Auger, Lynn Crow) Carried

b) Financial Report for 2018

Kent Hoeg presented a report on the results of the 2018 financials.

- Income exceeded expenses by just over \$3,000. This was largely due to an increase of \$37,000 in envelope givings, including donations from three individuals over and above their normal givings totalling \$33,000. There was also an increase of \$12,000 in givings through stocks through the United Church of Canada Foundation.
- The total number of regular givers decreased from 248 to 237, while the percentage of those who gave more than in the year before increased to 43%. Average givings per person in 2018 was over \$1,600.
- Income from rentals was up by \$7,000, but fundraising was down by \$4,000.
- On the expense side, the cost of the annual congregational retreat was covered by attendees. We added 10 hours a week to the Personnel budget for the Worship, Communications & Technical Support person. Council spent just over \$3,000 of the \$4,000 in 20/20 seed money. About \$5,500 of the money budgeted for the community engagement/youth worker role was spent on consultation, and we will spend a further \$4,500 in January and February 2019.
- Property spent \$8,600 to replace lighting in the sanctuary with LED bulbs, and will receive \$3,200 in rebates.

Motion: That the expenditures exceeding the Property Committee's budget allocation by more than \$3,000 be approved, due to the positive environmental impact and future utility savings resulting from installation of LED lights.

(John Phelps, Jill Gill) Carried

Motion: That the 2018 Financial Report be accepted as presented in the 2018 Annual Report pages 42-45.

(Tammy teWinkel, Frank Webster) Carried

- Kent noted that, similar to last year, Finance Committee was unable to find an auditor. Finance Committee will be seeking to find one before next year.

7. Business for 2019

a) Harcourt 20/20 – Continuing Our Journey

- Lorraine introduced the forward-looking portion of the agenda by reminding us that our focus is on the future, not the past. As we continue our journey through

conversation and personal reflection, we have the opportunity before us to make a significant decision about continuing to move forward on the vision created through our 2016 Joint Needs Assessment process.

- Lorraine highlighted the work that has been done on the community support worker/youth minister proposal supported in the 2018 budget. Draft descriptions of two positions were circulated. Both are considered experiments to bring about change.
- Merrill Pierce gave some background for the MANNA Support Worker position:
 - Harcourt is fortunate to be in a position to offer three styles of worship to choose from. Now in its fifth year, MANNA has recently experienced an unusual amount of growth, with more than 50 people attending some weeks.
 - MANNA services and off-site activities are providing an enriching experience for the children and families who attend.
 - Leadership numbers have declined and, in order to remain sustainable, MANNA now needs 5 hours/week in leadership support for times when ministers are not available.
- Sonya Wu-Winter offered a summary of the proposed Community Engagement Animator position:
 - A half-time community engagement animator would help us answer the question: “What must we do to join God in the world?” How can we be with those who have been “othered” and in doing so, be transformed ourselves? The person in this role would have one foot in church and one foot in the wider community beyond Harcourt. Experimentation is key. The purpose of the role is not to “do for” Harcourt, but to nurture the church’s capacity to do this work.
 - Sonya gave six examples: Food trucks, organizational membership at 10 Carden, ongoing conversations with EDGE (we are not alone on this journey), possible sponsorship and support of LGBTQ refugees by GUM churches, Harcourt’s hosting of Guelph Bridging Group’s community pot-luck, and SWESH, a weekly women’s exercise group in partnership with the Muslim Society of Guelph. Do we discern the Spirit dancing through these possibilities, and if so, how do we join this dance?
- Questions for clarification:
 - Is the Community Engagement Animator just for Harcourt, or could this be shared within GUM? Response: Sonya is not sure how this might fit into the current process of facilitated conversations to explore collaboration, but this is a question that others have picked up on and offers food for thought.
 - Is there a plan in place for how we are going to pay for these two positions? Response: Merrill commented that as MANNA is part of the whole church, the church has a responsibility to support it through our commitment to the budget. With regard to the community engagement animator, Sonya stated that this is the question in front of the congregation today. Sonya’s work was to imagine what the role might look like. Support is a question before the congregation.
- Lorraine thanked Merrill and Sonya for the leadership and wisdom they offered to guide our discernment. Council has identified two options that tie together our

evolving vision with the financial resources that will be required this year to further implement Harcourt 20/20 plans.

b) Budget for 2019 and Presentation of Options

- Kent Hoeg presented a narrative budget for 2019 as prepared by the Finance Committee. The presentation outlined the life and work of Harcourt church and our contributions to our community, our city and the world and the choices we are facing today. Budget Option A included the base budget plus a MANNA Support Worker and a Community Engagement Animator, both part-time positions. Budget Option B included only the base budget.

c) Table discussion

- Lorraine introduced the table discussion topics and outlined the process for discussion. The congregation was invited to consider the following two questions:
 - The proposed Community Engagement Animator position could concentrate on two or three Areas of Focus for 2019-2020. Five possibilities are listed in the Core Background Document. Which of these resonate with you? Which could help Harcourt answer the question, “What must we do to join God in the world?”
 - In appreciation for all that Harcourt provides, and could this coming year, how willing are you to support the 2019 proposed enhanced budget (Option A) by maintaining or increasing your annual donation to Harcourt? What percentage of increase would you consider for your donation?
- Discussion:
 - Why were the two positions lumped together? Response: This is because the MANNA amount is quite small. If Option A is defeated, we can amend the motion on the base budget (Option B) to include one **or** the other of the proposed positions. Or all budget motions could be defeated and Council requested to do further work.
 - Concern was expressed about our tendency to propose and approve budgets with significant deficits. Could the budget include a plan for how we will close the gap? We need to acknowledge that we must pay for what we intend to spend. Response: Our current approach is a manner of communicating that we need to step up; hence the question for discussion on how much we are prepared to increase our annual donation to Harcourt. Thanks to the generosity of others we are in the position to take the risk.
 - The United Church of Canada has funds available for experimentation. Has this been considered? Response: It certainly can be. We haven't put in an application because we want to be sure we are on the right track. Depending on the budget decision, this can be pursued.
 - On Harcourt 20/20 and three narratives: This budget and this motion represent **intentionality** on what we agreed to since 2016, to give energy and money to each of Harcourt's three narratives. To not support this motion tells us that we are not willing to support Harcourt 20/20. We still do need to figure out where that money is going to come from. If we cannot be “additive”, then we must

think about being “substitutive”. What are we willing to give up or substitute in order to support all three narratives?

- One aspect hasn’t been addressed. We talk about radical change, but if the core is not healthy, how can we possibly reach out on these other initiatives? We are running out of “hands” to do this work.
- Do we have to consider both jobs **now**? What if we just do MANNA as a priority? MANNA is here, and they are part of us. The community engagement animator position is more visionary, not concrete. Could we wait and see what kind of grants we might get and present it as a separate entity? Where is this money going to come from?
- Harcourt is already reaching out in many ways, and we are paying for it. These activities are not necessarily bringing people into Harcourt.
- The MANNA community could be challenged to contribute to this budget line as well.
- We have been on this Harcourt 20/20 journey for almost three years, and funding this role is the next step. If we don’t take it now, we are throwing away much of this work. This is not a huge amount of money. We have that within our pillars. There are people sitting here who could fund that on their own, or a significant share. We are not an impoverished congregation. Compared to our visionary expenses, our projection of revenues is realistic to conservative. We have a mismatch: conservative revenues and visionary expenses. “We have the money. It’s in your pockets.”
- In early years, we didn’t have deficit budget. We had a line item known as the “miracle” or “faith” line. We can putter along as we are, but the excitement is in our visions.
- What if we each agreed to a 10% increase? How close would that come to meeting our budget? And then if we were able to get some grants, is it likely we could cover that? Response: An extra 10% would mean \$40,000. However, we are still seeing that each year one-third don’t increase their givings, and 25% give less. So, what would be required is 20%. Extraordinary generosity on the part of a few is not a long-term solution. Harcourt has always traditionally managed deficits this way. Even as individuals we are giving a lot (\$1,600 on average).
- The Outreach Committee is currently vacant with only the Umbrella Councillor active. If Harcourt were to hire the community engagement animator, that would mean an additional person to help take on this work.
- This is about our vision. One thing that happens when we get scared is there is a tendency to withdraw, to turn inward. If we do that, we’re not going to make it. That’s not a threat, it’s just reality. We have to take a chance on our vision.
- We don’t know how GUM’s strategic planning is going to turn out. There may be efficiencies and other new projects. Some of these could be income producing. This is an act of faith, and it’s not the end of the world if it doesn’t pan out, we can try something else.
- Council was encouraged to take advantage of any grants that may be available for innovative initiatives from the United Church of Canada.

- The animator position has a lot of content for small number of hours. It would be a better investment to concentrate on just one or two areas. Response: These positions have not yet been officially approved. They need to be finalized by Ministry & Personnel and prepared for action.
- Another option would be to wait and see whether there are synergies on a potential GUM position.
- Some who didn't support both positions would have liked more money to go to MANNA. On the other hand, there was also discussion about how the community engagement animator could strengthen connections with MANNA.

Motion: That the base Budget for 2019 be approved as presented on pages 46-48 of the 2018 Annual Report plus proposed staffing support for a MANNA Support Worker and a Community Engagement Animator, including a projected deficit of \$49,723.

(Jill Gill, Peter Jackson) Carried (28 to 25)

d) Mission and Service Fund Target for 2019

Motion: That Harcourt's 2019 target for the United Church of Canada's Mission and Service Fund be set at \$85,000.

(John Phelps, Henk Dykman) Carried

Lorraine noted that we will miss Ann Estill's leadership to keep M&S at the forefront of our minds.

e) Comments from the Trustees

- Murray Woods introduced Lynn Crow as the 2019 chair of the Board of Trustees and outlined the role of the trustees (7 people). Murray is the treasurer and there is also an advisory investment committee.
- Lynn noted that we have two pockets – our giving to the operating fund, and bequests to the congregation and special fundraising.
- Murray reported that while Pillar balances have declined, the good news is that the Pillars are active and the money is at work in our church and community. Financial pillars support present and future priorities, planned and emergency. Building new washrooms was a planned project that had unplanned issues. It was a blessing that the funds were there. We should now be replacing these funds.

8. Presentation of Names for Council, Standing Committees and other appointments for February 2019 to February 2020

Motion:

a) That the Congregation of Harcourt Memorial United Church approve the candidates who have agreed to serve for positions on the Council for 2019-2020; and

b) That the Congregation of Harcourt Memorial United Church approve the candidates who have agreed to serve as Chairs of Committees and for positions on Harcourt's Committees and Teams for 2019-2020.

(Sandy Middleton, Norma Fear) Carried

Motion:

- a) ***That Marilyn Troup Parr and Jane Peaire be appointed as Co-Treasurers and John Phelps as Payroll Administrator for 2019-2020 with all the rights and responsibilities attending these positions; and***
- b) ***That Heather Hoeg be appointed as Envelope Secretary for 2019-2020 with all the rights and responsibilities attending that position; and***
- c) ***That the Congregation appoint the Chair of Council, Chair of Trustees, Chair of Finance Committee, Co-Treasurers and Payroll Administrator as signing officers of Harcourt Memorial United Church, with two signatures required for financial transactions.***

(Larry Smith, Richard Barham) Carried

9. Other Business

a) Questions or items from the floor

- Pat Martin reported on behalf of the Sabbatical Coordinating Team and Ministry & Personnel on coverage plans for Jim Ball's sabbatical in April, May and June.
- It was observed that our commitment to the Mission & Service Fund has diminished since our peak of \$100K, but it is up since 2017.
- Dave Hume reported that Marilyn Parr did a wonderful job in obtaining HST and PST rebates. The church gets 50% of HST back, and as a result, \$24,000 will be added to the Property Pillar.
- Jean Hume moved a collective expression of thanks to Gill Joseph for keeping us informed through the Herald.

b) Notice of Congregational Annual Meeting: Sunday, March 1, 2020

c) Closing and thanks

- Lorraine extended thanks to Kent Hoeg for the budget presentation, to Sandra Welch and Heather Hoeg for refreshments, and to Kent Hoeg, Petr Vales and Jon Welch for setting up the room.
- Sandy Middleton moved a collective expression of thanks to Lorraine for her leadership.

10. Closing Prayer

Roz Stevenson offered a closing prayer.

11. Motion:

To adjourn the Congregational Annual Meeting (2:11 p.m.)

(Mike Peleschak)

DRAFT MINUTES
Special Congregational Meeting
Sunday, October 20,2019

In the gym following the 10:30 a.m. worship services.

Present: (81) Dave Hume, Jean Hume, Murray Woods, Anne Parsons, Anne Ball, Jerry Daminato, Nancy Ryan, Lorraine Holding, Carolyn Davidson, Marta Coutts, Marion Auger, Cisca Vanderkamp, Keith Devolin, Esther Devolin, Jane Peaire, Bryan Fuhr, Arlene Davies-Fuhr, Sandy Middleton, Jock Rutherford, Hugh Whiteley, Pat Martin, Stan Bunston, Jon Welch, André Auger, Carol Jones, Sarah Lowe, Colleen Barrett, Laura Hofer, Michael Hofer, Elizabeth Bone, Karyn Davies, Brenda Henry-Ganesh, Alison MacNeill, Joan Charlebois, Fuad Ali, Jane McNamee, Ann Middleton, Elaine Harrison, Earlla Vickers, Dan Ganesh, Marilyn Murray, Ruth Kaufman, Bill Lord, Henk Dykman, Lorraine Dykman, Tammy teWinkel, June Crewson, Joan Bowland, Bernie McNamee, Roger Hacker, Esther Hacker, Pamela Girardi, Lynn Hancock, Kent Hoeg, Lisa Beattie, Mary-Lou Funston, Marilyn Whiteley, Joanne Mitchell, Kathleen Brennan, John Phelps, Cathy Dean, Dan Ashbourne, Lucy Mutharia, Roz Stevenson, Julie Henshaw, Tony Wagner, Cathy Lord, Nancy Haller, Joan Johnston, Judy Cimino, Larry Smith, Merrill Pierce, Steve Pierce, Joan Barham, Janet Webster, Frank Webster, Paul Webb, Heather Hoeg, Sandra Welch, Miriam Flynn, Jim Ball

1. Constitution of the Court by Regional Representative

Rev. Miriam Flynn called the meeting to order at 11:55 a.m. and constituted the Court on behalf of Western Ontario Waterways Region.

2. Gathering prayer and review of Holy Manners

Rev. Miriam Flynn led us in prayer and a review of the holy manners we committed to follow during the meeting.

3. Motion:

To appoint Carolyn Davidson as Recording Secretary and Lorraine Holding as Chair of this meeting.

(Elaine Harrison, Cathy Dean) Carried

4. Outline of meeting plan

Lorraine outlined the meeting plan and asked that all present sign the attendance sheets that were circulated. She thanked Sandra Welch, Heather Hoeg, Paul Webb and Marjorie Fraser for organizing the refreshments.

5. Consent agenda:

- a) Speaking and voting privileges are extended to all present; and**
- b) Approval of agenda as presented**

Motion: That the Consent Agenda be approved.

(Ann Middleton, Dan Ganesh) Carried

6. Presentation

Tammy teWinkel gave a presentation on how flexible seating aligns with Harcourt's Purpose and Core Values.

7. Re-cap

Carolyn Davidson reviewed a summary of comments from earlier discussions and implications of our decision.

8. Small group process

The group broke into smaller circles to participate in a facilitator-led discussion on the focus question "Will flexible seating or stationary pews give Harcourt more energy and better equip us to pursue our purpose?" The facilitators shared key points in the plenary session.

9. Decision time

Motion: That the Harcourt Memorial United Church community of faith approves the move to flexible seating in the lower level of the Sanctuary as recommended by the Ad Hoc Seating Committee and supported by Council.

(Elaine Harrison, Joan Charlebois)

- Merrill Pierce spoke in favour of the motion as the lead person who put forward the Request for Action. We have a vision of reaching out to community. This vision must drive us to accept change, even when it's hard. Three Willows Church has a flexible space because they have chairs instead of pews. MANNA is growing, and most weeks it hits capacity for the Friendship Room. MANNA would be willing to meet at a different time from the 10:30 service. Houses of worship are not just for worship anymore.
- Joan Barham: All our Trustees tell us we have five years before we lose flexibility in financial sustainability. Joan elaborated on consultations occurring through Guelph United Ministries (GUM). A group of students from the University of Guelph is looking at what we might do with our buildings. We must always come back to our mission and purpose as a congregation.

Amendment 1: To add at the end of the motion "with the understanding that the congregation will vote on a final decision after costing and implementation details have been determined."

(Marion Auger, Marta Coutts) Amendment defeated

- Joan Barham: We have been able to make many improvements to our church building (e.g., sound baffles, accessible door, accessible phone, projectors and assistive devices) funded by tax dollars obtained by writing proposals. What was required was a vision of what we needed, not just to serve us, but also the community. If we go to flexible space, if we have a vision for who we might partner with, we can probably write a proposal to get fundraising.
- There was discussion to clarify the procedure for amending the motion.

Amendment 2: To add the words "in principle" after the word "approves".

(Elizabeth Bone, Bernard McNamee) Amendment carried

- Lynn Hancock: If I know that our faith community has decided to move forward to flexible seating, I will have a lot more energy to pursue details of the change. If I leave not feeling supported to move forward, I will feel like I am wasting my time.
- Tammy teWinkel: It comes back to our core value of Trust. Council is not trying to slide anything past the congregation. Decisions on details will need to come back to the congregation. We will need to seek approval. This motion is an effort to clarify our intention as a group about what our vision is. We are the owner of the paths that we might take. Today's decision is not to decide how, or when, or what.
- Brenda Ganesh: A lot of work has gone into this already, and there is trepidation. We have a beautiful space right here in the gym, which could be made more welcoming. Could we try to improve this space for MANNA? If this is where people end up coming, the pews will die a natural death.
- Merrill Pierce: MANNA does not want this space (the gym). We cannot make the gym more welcoming without impacting other groups who want to use it as a gymnasium.
- Lisa Beattie: There is no way we can have answers to all of our questions today. Our small discussion group feel that adding "in principle" addresses this understanding. How do we want to share our "sacred space" with the community?

Amendment 3: To add at the end of the motion "and that further investigation proceed into the details of such a change and how it would be carried out, and that implementation recommendations be presented to the Congregation for approval."

(Michael Hofer, Dan Ashbourne) Amendment carried

- Anne Ball: We need to leave here feeling like we have made a decision
- Elizabeth Bone: We are voting for the vision, but these amendments are put in place because there are too many unknowns: When the time comes, can we afford to do it? Do we have the space to store the chairs? When we vote we are voting "yes", but we need more details.
- Steve Pierce: We need to decide whether we are going to make this change – or not. Is it important, or not? If it is important, let's get on with it. Who wants to work on something that we're not really committed to?
- Hugh Whitely: It's very important that we recognize the strength of an "in principle" adoption. It shifts the responsibility to feasibility as the issue. When the details are available, there may be insurmountable barriers. In the absence of insurmountable barriers, this is the decision. This is a strong decision.

Amended motion: That the Harcourt Memorial United Church community of faith approves, in principle, the move to flexible seating in the lower level of the Sanctuary as recommended by the Ad Hoc Seating Committee and supported by Council and that further investigation proceed into the details of such a change and how it would be carried out, and that implementation recommendations be presented to the Congregation for approval.

Amended motion carried

10. Next steps

Lorraine noted that now the detailed work begins. People are needed to offer their service on an Implementation Committee and a Fundraising Committee in order to move forward.

11. Closing remarks and prayer

Rev. Jim Ball thanked all who participated in the consultation, noting that the applause was for the process, and closed with prayer.

12. Motion to adjourn (1:50 p.m.)

(Elizabeth Bone)



Financial Reports
Submitted by Kent Hoeg

2019 Comparative Income Statement (Cash basis)

	2019	2019 Budget	2018
REVENUES			
<u>Congregational Offerings</u>			
Envelope	156,900	190,000	165,166
Par	205,096	200,000	209,771
Sunday School	60	0	60
UCC Foundation	44,870	0	38,180
Loose	4,643	5,000	4,693
Broadview / Observer	1,425	1,750	1,711
Congregational Retreat	4,670	0	5,280
Initial Offering	159	350	180
Sub-Total	417,824	397,100	425,042
<u>Other Revenues</u>			
Recoverables & Misc. Income *	5,399	7,000	8,611
Rent	55,883	50,000	47,092
Donation for Room Use	515	0	4,830
Fundraising & Other Revenue **	22,117	25,000	19,568
Office Income	7,388	0	3,406
Book Sales	45	0	0
Sub-Total	91,347	82,000	83,507
Total Operating Revenues	509,171	479,100	508,549
<u>Outreach & Other Revenues</u>			
Mission & Service - Congregation	77,443	80,000	82,697
Lenten Appeal	90	0	130
Advent Appeal	30	0	170
CCSC - Saturday Night Suppers	215	0	126
Accessibility Grant & Washroom	0	0	0
Total Outreach & Other Revenues	77,778	80,000	83,123
Total Revenues	586,948	559,100	591,672

EXPENDITURES

	2019	2019 Budget	2018
<u>Operating Expenditures</u>			
Worship	4,321	5,980	6,006
Christian Formation	388	3,700	1,824
Spiritual Life	4,875	950	5,758
Fellowship	1,545	1,700	1,629
Pastoral Care	249	400	169
Justice and Outreach	4,000	4,000	4,000
Outreach Teams	1,900	2,000	1,900
Property	51,657	46,700	53,518
Electronic Communication	4,810	8,200	9,428
Accessibility	0	0	0
Finance	31,817	31,753	29,684
Stewardship	60	0	298
Personnel	398,785	402,040	382,063
Events Organized by Ministers	0	200	57
Ministers' Discretionary	500	1,000	500
Council Expenses	8,622	20,200	8,522
Total Operating Expenditures	513,529	528,823	505,354
 <u>Outreach & Other Expenditures</u>			
Mission & Service - Congregation	77,443	80,000	82,697
Lenten Appeal	0	0	1,241
Advent Appeal	0	0	1,245
CCSC - Saturday Night Suppers	909	0	0
Accessibility Grant & Washroom	0	0	0
Total Outreach & Other Expenditures	78,352	80,000	85,183
 Total Expenditures	591,881	608,823	590,537
 Net Operating Revenues/Expenditures	-4,358	-49,723	3,195
Net Outreach & Other	-574	0	-2,060
	-4,932	-49,723	1,135

2019 Comparative Balance Sheet (Cash basis)

	2019	2,018
CURRENT ASSETS		
Bank - Current Account CIBC	40,048	45,276
Bank - Current GIC CIBC & MCU	15,422	45,422
Meridian Account	10,352	142
Pillar (Trustees) Funds	314,985	260,050
Accounts Receivable	-494	6,697
Fundscrip Inventory	8,225	4,575
TOTAL CURRENT ASSETS	388,538	362,161
TOTAL ASSET	388,538	362,161
CURRENT LIABILITIES		
Memorial Donations	2,685	275
Accessibility Grant	597	597
Accessible Washroom	-1,287	-1,287
Lenten Appeal	220	130
Advent Appeal	200	170
HST	336	336
Web Design	142	142
Gifts of Recognition	1,100	0
Men's Breakfast	480	735
Community Garden	137	497
Misc. Events (Christmas Dinners)	932	932
Saturday Night Supper	1,434	2,129
Ignatian Exercise	-22	98
3rd Guelph Scout Group	1,000	
TCOW	-95	-95
Project Funds Payable	511	161
Vacation Payable	943	494
Receiver General Payable	2	77
UC Pension Payable	-1,507	-29
Rental Prepayments	5,588	4,763
GST Paid on Purchases	-1	
HST Paid on Purchases	-337	27,132
TOTAL CURRENT LIABILITIES	13,055	37,255
EQUITY		
Pillars (Trustees' Fund)	314,985	260,050
Beginning Operating Surplus	64,857	61,662
Current Operating Surplus	-4,359	3,195
Total Operating Surplus	60,498	64,857

TOTAL EQUITY	<u>375,483</u>	<u>324,907</u>
LIABILITIES AND EQUITY	<u>388,538</u>	<u>362,161</u>

*** 2019 Recoverables & Misc Income Summary**

	2019	2018
Miscellaneous	151	35
Summer Student Job Grant	4,018	6,780
Insurance Payment for Theft	0	1,565
Basketball Net Repair Refund	0	100
Interest on GICs	1,231	132
	<u>5,399</u>	<u>8,611</u>

**** 2019 Fundraising Summary**

	2019	2018
All Things Christmas	9,040	6,597
Garage Sale	2,528	1,815
Fundscrip Profit	0	750
Solar Sales	8,601	8,726
LED Lights Rebate	0	1,192
Stem Camp & Girl Guides	1,397	0
Food Truck Proceeds	552	487
	<u>22,117</u>	<u>19,568</u>

NOTE #1: Fundscrip profit had not been received yet

NOTE #2: LED rebates went to the Property Pillar

Proposed Operating Budget 2020

	2017 <u>Actual</u>	2018 <u>Actual</u>	2019 <u>Budget</u>	2019 <u>Actual</u>	2020 <u>Budget</u>
REVENUE					
1	Envelope Givings (including PAR & Stocks)	376,240	413,118	390,000	400,000
2	Other Congregational Givings	4,377	4,753	5,000	4,700
3	Rent	44,918	51,922	50,000	53,000
4	Observer/Broadview + Initial offering	2,110	1,891	2,100	250
5	Recoverables & Miscellaneous Fundraising and Other Sustainable	14,731	13,891	7,000	7,000
6	Revenue	26,003	22,974	25,000	25,000
7	TOTAL REVENUE	468,379	508,549	479,100	489,950

EXPENDITURES

	<u>2017 Actual</u>	2018 Actual	2019 Budget	2019 Actual	2020 Budget
<u>CHRISTIAN FORMATION CLUSTER</u>					
WORSHIP					
8	Supplies, books, flowers, baptisms gifts, misc.	3,240	3,277	1,909	3,100
9	Instrument Maintenance & Repair	640	1,185	450	1,350
10	Honorarium (guest preachers 6x/yr.)	1,400	800	1,450	1,800
11	Canadian Copyright Licence	465	744	512	480
12	Worship subtotal	5,745	6,006	4,321	6,730
CHRISTIAN FORMATION					
13	Child, Youth and Family Ministry	1,734	1,227	195	4,450
14	Adult Ministry	200	521	171	250
15	Ecology - Information Campaign	0	0	0	50
16	Harcourt Library	188	75	22	300
17	Christian Formation subtotal	2,123	1,824	388	5,050
SPIRITUAL LIFE					
18	Events, workshops, advertising, training, supplies	685	478	205	550
19	Congregational Retreat	0	5,280	4,670	0
20	Spiritual Life subtotal	685	5,758	950	550
21	Christian Formation Cluster subtotal	8,553	13,588	9,584	12,330
<u>CONGREGATIONAL LIFE CLUSTER</u>					
FELLOWSHIP					
22	Broadview (Observer) Advertising, special events, Minister's	1,659	1,629	1,500	0
23	Soiree	81	0	45	0
24	Fellowship subtotal	1,740	1,629	1,700	0
PASTORAL CARE					
25	Speakers, Events, Training & Support Volunteers	105	169	249	400
26	Pastoral Care subtotal	105	169	400	400
27	Congregational Life Cluster subtotal	1,846	1,798	2,100	400

OUTREACH CLUSTER

		2017 Actual	2018 Actual	2019 Budget	2019 Actual	2020 Budget
	JUSTICE & OUTREACH					
28	Welcome In	2,000	2,000	2,000	2,000	2,000
29	Chalmers Food Shelf	2,000	2,000	2,000	2,000	2,000
30	Misc. Outreach Requests	225	0	0	0	0
31	Justice & Outreach Total	4,225	4,000	4,000	4,000	4,000
	OUTREACH TEAMS					
32	Ecumenical Campus Ministry	1,800	1,800	1,800	1,800	1,800
33	LGBTQA	212	100	200	100	200
34	Outreach Teams subtotal	2,012	1,900	2,000	1,900	2,000
35	Outreach Cluster Subtotal	6,237	5,900	6,000	5,900	6,000

OPERATIONAL LIFE CLUSTER

		2017 Actual	2018 Actual	2019 Budget	2019 Actual	2020 Budget
	PROPERTY					
36	Utilities, Heat	21,400	20,725	21,750	22,777	23,100
37	Repairs, Maintenance, Supplies, Furniture, Other	13,072	21,784	15,750	18,052	25,600
38	Insurance/ Fire Protection/Appraisal	5,485	8,688	6,200	5,991	6,200
39	Snow Removal	2,515	2,321	3,000	4,837	3,000
40	Property subtotal	42,472	53,518	46,700	51,657	57,900
	COMMUNICATIONS					
41	Marketing Team	29	218	1,000	283	500
42	Electronic Team					
43	Sound system, training, honoraria	1,037	700	700	1,175	800
44	AV Equipment and Maintenance	3,279	4,990	2,000	669	2,000
45	Internet/Video licence	1,867	1,627	2,000	1,687	2,000
46	Computer Hardware and Software	3,072	1,893	1,500	995	1,500
47	Computer Service / Website Maintenance	950	0	1,000	0	1,000
48	Communications Team subtotal	10,234	9,428	8,200	4,810	7,800
49	Accessibility	0	0	0	0	0
50	Operational Life Cluster subtotal	52,706	62,945	54,900	56,467	65,700

STEWARDSHIP CLUSTER

		2017 Actual	2018 Actual	2019 Budget	2019 Actual	2020 Budget
	FINANCE COMMITTEE					
51	Bank Charges/Brokerage Fees	1,679	1,901	2,000	1,809	2,000
52	HST Non-Refund Expense	2,524	2,668	2,400	2,365	2,400
53	Supplies/Postage/Miscellaneous	3,101	3,279	3,300	3,669	3,400

54	Machine Rental/Service	3,203	3,424	3,200	3,508	5,400
55	Presbytery Assessment	17,909	18,412	20,253	20,253	20,253
56	GUM membership	0	0	0	0	0
57	Trustee's	0	0	600	213	500
58	Finance subtotal	28,416	29,684	31,753	31,817	33,953
STEWARDSHIP COMMITTEE						
59	Stewardship Campaign	0	298	0	60	0
60	Stewardship subtotal	0	298	0	60	0
61	Stewardship Cluster Subtotal	28,416	29,981	31,753	31,877	33,953
MINISTRY AND PERSONNEL CLUSTER		2017 Actual	2018 Actual	2019 Budget	2019 Actual	2020 Budget
PERSONNEL						
62	Wages + Benefits + Telephone	347,786	359,586	357,169	362,856	362,592
63	Ministers' Travel & Moving Expenses	1,684	1,621	8,321	2,105	8,121
64	Development - Staff	3,161	3,591	4,100	3,699	3,500
65	Staff Replacement & Overtime	1,675	1,076	3,700	9,364	3,200
66	Extra Maintenance and Lockup	11,156	12,289	12,250	8,980	11,005
67	MANNA Music Program	3,800	3,900	6,000	3,600	5,000
68	MANNA Support Worker	0	0	4,000	2,817	6,000
69	CY&F Contingency - Youth Leadership	0	0	0	0	1,000
70	Joint Search Committee	114	0	0	0	0
71	Sabbatical Coverage	0	0	6,500	5,363	0
72	Personnel subtotal	369,376	382,063	402,040	398,785	400,418
73	Ministry and Personnel Cluster subtotal	369,376	382,063	402,040	398,785	400,418
NON COMMITTEE BUDGETS		2017 Actual	2018 Actual	2019 Budget	2019 Actual	2020 Budget
74	Books for resale	0	0	0	0	0
75	Events organized by Ministers	0	57	200	0	200
76	Ministers' Discretionary	500	500	1,000	500	1,000
77	Non Committee subtotal	500	557	1,200	500	1,200
COUNCIL						
78	Miscellaneous	0	0	500	509	500
79	PRE - Community Engagement Worker	0	5,474	4,500	3,435	0
80	Community Engagement Worker	0	0	11,200	4,124	11,200
81	Harcourt 20/20 Action and Experimentation	0	3,048	4,000	555	4,000
82	Non Committee subtotal	0	8,522	20,200	8,622	15,700
83	Grand Total All Expenditures	467,633	505,354	528,823	513,529	535,701
84	Surplus/(Deficit)	746	3,195	-49,723	-4,359	-45,751

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