



Belonging, Learning, Connecting in Grace

2022 Annual Report

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Grace's Faith Story

Summary of Our Community of Faith:

Grace United Church Burlington came into being July 1, 2019 – we had been given strong roots by our 3 parent churches and we had a desire to be more than we were and to do God's work in our community. We needed to figure out what God was calling us to do and be. 3.5 years later, we are a "new creation" – while we still have members from each of the parent churches, we also have many members who have only known Grace: we have called our first full-time minister, we have a strong Guiding Principle and 6 purposely chosen Core Values. Now we are looking forward and are focusing on Connecting, Faith and Growth and are working to design specific goals to help us grow in connections (internally and externally) and faith (individual and collectively).

Guiding Principle

Belonging, Learning, Connecting in Grace.

Core Values:

Kindness, Fellowship, Spiritual Growth, Acts of Service, Leadership, and Inclusivity

As followers of Jesus Christ, we believe we are called to live out His commandments; to love God and to love our neighbours as ourselves (Matthew 22:37-39), and to do justice, love kindness and walk humbly with our God (Micah 6:8). We believe that by adhering to our core values: **Kindness, Fellowship, Spiritual Growth, Acts of Service, Leadership, and Inclusivity** we will achieve whatever God calls us to do within our community of faith, our wider community and the world.

Each of our Core Values is linked to scripture, has a definition and descriptors of how we demonstrate or live out each of the values.

The congregation chose our Core Values. The definitions and descriptors were written, and the scriptures chosen, after consultation with the congregation during the Fall/Winter 2020-2021.

Membership

Important information for the community of faith to remember...

Important moments for Grace to remember...

Baptisms:

Max Beaton

Funerals:

Penny Edwards
Myles Merwart
Jennie Turner

Herbert Franklin
William Morgan
Donald Vivian

Dawn Jeffrey
William Sherwood

Weddings:

Sherrill and Andrew McNally
Jane Fox and Tara Vivian

Removed from Membership by transfer:

Florence Martin (July 1/19 to Sept 1/22)
Ruth Matthews (July 1/19 to Oct 1/22)
Sandra Baker (July 1/19 to October 12/22)

Removed from Membership through death:

Ruth Green (July 1/19 to Feb 2/22)
William Morgan (July 1/19 to April 1/22)
Paul DeRoo (July 1/19 to May 26/22)
Joan Fradley (July 1/19 to Sept 19/22)
Penny Edwards (July 1/19 to Nov 1/22)
Pat Murray (July 1/19 to Dec 26/22)

Total Membership on Dec. 31/2021: 232

Total Membership on Dec. 31/2022: 223

Respectfully submitted by the Board

Message from Co-Chairs of the Board

Stacy Goodale and Heather McGavin

2022 was a year of endings and beginnings among many other accomplishments. We said goodbye to Rev. Helen Prior who had led us through our transition from amalgamation until we became Grace United Church with Core Values and a Guiding Principle. We welcomed and said goodbye to Rev. Dale Burkart who supported us during the gap between our interim Minister and our eventual full-time Minister. With Helen's leaving we then put closure to the Transition Team. The Search Committee completed their task and issued an excited and wholehearted invitation to the Very Rev. Richard Bott who we then welcomed as Grace's first called Minister at the beginning of Advent.

During this last year, we started back to in-person services while still maintaining an online presence. The choir returned and resumed its leadership role in the Ministry of Music. Renters returned to the building and groups started meeting again inside the church. The Logo Committee completed its task and the congregation voted to support our new church logo and colour, which represents nature, growth, and new life.

Our Board set goals for the remaining months of the year which were:

- Moving forward with the concept of Committees working within Ministries
- Working towards completion of our unity by addressing the duplicate symbols of our faith within the sanctuary – which led to the Creation of a Consolidation and Renewal (CaR) Team
- Challenging everyone to get involved somehow in supporting our Outreach activities
- Accelerating our journey forward to becoming an Affirming Ministry
- Building a stronger stewardship culture

Being back together in person assisted us in accelerating the pace of our journey moving forward and this was due to the efforts of everyone who has shown a commitment to the church by helping in a myriad of ways. Every small contribution helps. Particular thanks are extended to:

- Dale Martin as he completed his term as Board Co-Chair
- The Search Committee for their diligence and excellent choice
- The Affirming Committee members who have continued their journey of learning and sharing their knowledge
- The Transition Team for their amazing work with Helen over her 3-year tenure which led to the development of our new name, our core values and our guiding principle

- Those who completed their terms with various Committees and those who stepped up and took on leadership roles
- Everyone who has contributed to the life of the church

We also would like to acknowledge and thank our excellent staff:

- Susan Ward-England, who has filled in as our Administrative Assistant for much longer than anticipated and who has done an incredible job
- Michael Mulrooney, who is a musical genius and provides wonderful leadership to both the choir and the congregation
- Juan Arevalo, our custodian who is always behind the scenes keeping our facility clean and up to the increased public health standards required since COVID
- Rev. Richard Bott, who in a few short weeks has brought a new life and energy to our congregation

As we continue to move forward, we hope that more of you will want to join in and become involved with many of the aspects of church life. We are on an exciting journey, and we thank everyone for their ongoing support and look forward to what the future brings. It is ours to build.

Respectfully submitted, Stacy Goodale and Heather McGavin

Minister's Message

In Paul's letter to the community of faith at Ephesus, he wrote, "But each of us was given Grace according to the measure of Christ's gift." And he was right – Helen, Dale, and I were all given "Grace" to be the community of Christ's people with whom we were called to serve. In so many ways, it has been a "measure of Christ's gift!"

I do know that's not what Paul was talking about, but, as I read his letters to the various communities of Christ's people for whom he had been given responsibility to lead, teach, and serve, I think he would probably have agreed with what I wrote. Grace United Church is a wonderful community of Christ's people, come together to live out his call in *this* part of Burlington, in Ontario, in Canada, in God's creation, in *this* day and age.

We are, by God's grace, Grace United Church. Alleluia!

Grace started off 2022 with the leadership of the Rev. Helen Prior, who joined you in Interim Ministry in August 2019, continuing until June 2022. Along with

your Transition Team and other congregational leadership, she helped “New Church” become Grace. She used her considerable skills, gifts, and abilities, to help this community come together – to articulate its core principles, and to begin to live them out. Grace was fortunate to have someone with her specific skill set because, as the pandemic set in, she was able to offer not only the fundamental ministries of Word, Sacrament, and Pastoral Care, but also to continue the work of this Interim ministry, even when you couldn’t meet together, face-to-face.

2022 marked Helen’s final five months with the congregation, during which she, along with the Transition Team, worked to articulate the next steps in Grace’s ministry. It is clear to me that she came to love the folks of Grace United Church. As the “called” minister who followed her, I am deeply thankful for all of the ministry she shared with you.

From July until November, the Rev. Dale Burkart served with you. Although his primary ministry was weekly worship leadership, emergency pastoral care, and the oversight of the congregation required by The United Church of Canada, Dale did much more than that. He preached engaging sermons, inviting the folks of Grace to consider their lives as people of God. Although it was a bit of a drive from his home, he took part in the Men’s Breakfast, the Prayer Chain Ministry, UCW evenings, and in Grace’s outreach to the community. Dale not only participated in the celebration of life for Penny Edwards, he was the minister who also celebrated Grace United Church’s first baptism! Dale recognized that he was building a bridge between Helen’s ministry and my own – and he used his pastoral style of ministry to help the congregation in that transition. I am deeply thankful for all of the ministry he shared with you.

As I was here for only six weeks of 2022, I have very little to say on my own behalf other than I believe that we are off to a great start in the ministry we share. We dove right into Advent and Christmastide, and experienced together what change could be like for us. The minister, the liturgy, the church furnishings – a lot got changed or moved around, sometimes things disappearing and showing up later. You held on to the twists and turns of the rollercoaster of Richard! The coming year will have some shifts and shakes, I’m sure. But in all of that – past and future – there have been some things that have stood sturdy: Grace’s community, its willingness to learn, and to help people belong. But, even more than that, Christ’s solid presence has remained, symbolized by Grace’s crosses. They have (and will!) help us to remember that our community’s ever-changing life in is anchored in the breadth and height and depth of Christ’s love for us, and for all of Creation.

I am hopeful for our future, and excited by the energy, passion, gifts and skills that the congregation is putting towards its ministry.

God has done amazing things here, God is doing amazing things here, and God is calling us into an amazing future together. Alleluia!

Christ's peace – Richard



GRACE UNITED CHURCH BURLINGTON

CONGREGATIONAL MEETING AGENDA - March 26, 2023

1. Start of hybrid meeting 11:30 AM

Note – This meeting will be recorded for Minutes.

2. Acknowledgement of Territory

For thousands of years, First Nations people have walked on this land; their relationship with the land is at the centre of their lives and spirituality. We are gathered on the traditional territory of the Anishinaabe (Ah-nish-naah-bay) First Nations - part of the Treaty Lands and Territory of the Mississaugas of the Credit - and acknowledge their stewardship of this land throughout the ages. May WE strive to be the stewards whom God calls us to be and whom Mother Earth needs us to be.

3. Grace – FULL Conversations

At Grace United, we live out our core values by abiding by our Guiding Principles: Belonging, Learning, Connecting in Grace. Therefore, when we gather to do the work of the church we are all invited to join in the conversations and dialogues. Each person's idea or opinion is to be equally considered and valued. We remember the importance of "listening so we may understand and not simply respond" and the wisdom of the Dalai Lama who says (paraphrased) that when we talk we are only repeating what we already know, but when we listen there is the possibility of learning something new.

We strive to engage in Grace-FULL conversations. GRACE-FULL is defined here as:

We covenant to keep G = GOD at the centre of our listening, silence and speaking

We covenant to take R = RESPONSIBILITY for what we say and feel without blaming others.

We covenant to A = APPROACH new ideas with curiosity and wonder

We covenant to C = CONSIDER our own assumptions and perceptions, what we hear and feel before we speak

We covenant to E = ENCOURAGE sensitivity, kindness, compassion, patience, courage, and open-mindedness

Being FULL = Of God's Spirit, we covenant to lean into God's transformative love, as we seek a safe community where each person's dignity and worth are affirmed and celebrated.

4. Opening Prayer

- a. Memorial for members who have passed.

5. Process for voting and asking questions.

- a. This meeting will be recorded.

- b. Participants online:

- i. Will be muted except during discussion times to avoid interference from background noise.
- ii. You will be asked to vote on Motions only if you disagree and do so by physically raising your hand and keeping it up until we have counted.
- iii. If you have a question, click on the chat icon at the bottom of your screen and type your question. The Chair will read out the question before it is answered.

6. Motion: To allow members and adherents to vote at the meeting.

7. Motion: To elect Heather McGavin as Chair and May Griffiths-Turner as recording Secretary for the meeting.

8. Motion: To approve the Agenda as presented.

9. Motion: To approve the March 2022 AGM minutes as presented

10. Presentation of Board and Committee Chairs for 2023-2024

- a. Motion: To accept the Board & Committee Chairs as presented by Nominations Committee.

- b. Motion: To allow the Board to fill open positions throughout the year.

11. Finance Report & 2023 Budget

- a. Motion: To accept the 2023 Budget as presented

12. Endowment Funds Reports

13. Committee Reports
 - a. Motion: To approve the Committee Reports as presented.
14. Recommendation from the Consolidation and Renewal Committee
15. Affirming Ministry Update
16. Strategic Goals for Grace United Church
17. Other Business
18. Motion to Adjourn
19. Benediction

GRACE UNITED CHURCH BURLINGTON

ANNUAL CONGREGATIONAL MEETING

MINUTES - March 13, 2022

Attendees: Nancy Adams, Walter Adams, Marsha Ahrens, John Allchin, Louise Allchin, Claire Andoff, Steve Askew, Paul Bartu, Shirley Bottaro, Steve Bottaro, Carol Boyle, Mike Boyle, Jennifer Brezina, Shirley Bruce, Liz Burroughs, Wayne Burroughs, Cheryl Caldwell, Ron Caldwell, Christine Cameron, Mary-Ruth Crabb, Sherill Dobson, Aislinn Doran, Maureen Doran, Linda Draddy, Joan Eagle, Colleen Edwards, Bob England, Sharon Georgas. Gary Goodale, Mark Goodale, Ruth Goodale, May Griffiths-Turner, Janice Hatt, Larry Hatt, Bob Hayworth, Irene Hayworth, Peter Hobden, Shirley Hobden, Nancy Holman, Don Hunt, Joan Hunt, Mike Lawton, Cliff Lelievre, Donna Lelievre, Dale Martin, Janice Martin, Marilyn Martin, Margery McCormick, Heather McGavin, Barb McKeown, Dale McKeown, Sandy McKeown, Bruce Merwert, Lynn Merwert, Bill Morgan, Kathryn Munn, Sandra Newcombe, Bill Nicholson, Cathy Nicolson, Sue Paquette, Jo Parkinson, Betty Patterson, Bruce Patterson, Lloyd Pong, Rev. Helen Prior, Chisanga Puta-Chekwe, Jane Roach, Larry Roach, Margaret Rogers, Helen Rutherford, Keith Rutherford, Janet Saunders, Rod Saunders, Janice Scott, Jack Seedhouse, Kathy Seedhouse, Dave Shilton, Michelle Shilton, Ross Stephen, Sue Stephen, Susan Ward-England, Kim Wilson, Sandy Wright, Lorraine Yamamoto, Sheila Young
Marilyn Parsons (Horseshoe Falls Regional Council Liaison to the Search Committee)

Regrets: Sandra Baker

20. Sign in to Zoom – meeting opened at 12:00 PM for participants to sign in prior to the start of the meeting at 12:30 PM
21. Start of meeting –12:30 PM. Everyone was welcomed to the Annual Meeting
Attendees were advised meeting was being recorded for minutes.
22. Acknowledgement of Territory

We acknowledge that we gather for worship on the traditional territories of the Anishinaabe (Ah-nish-in-ah-bay) First Nations. This territory is covered by the Upper Canada Treaties and is within the lands protected by the “Dish With One Spoon” wampum agreement. We live this by honouring and respecting the four directions, and the land, waters, plants, animals, and ancestors that walked before us, their history, spirituality and culture. We acknowledge the land on which we gather is part of the Treaty Lands and Territory of the Mississaugas of the Credit.

23. GRACE-FULL Conversations

At Grace United, we live out our core values by abiding by our Guiding Principles: Belonging, Learning, Connecting in Grace. Therefore, when we gather to do the work of the church, we are all invited to join in the conversations and dialogues. Each person's idea or opinion is to be equally considered and valued. We remember the importance of "listening so we may understand and not simply respond" and the wisdom of the Dalai Lama who says (paraphrased) that when we talk we are only repeating what we already know, but when we listen there is the possibility of learning something new.

We strive to engage in GRACE-FULL conversations. GRACE-FULL is defined here as:

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We covenant to E = ENCOURAGE sensitivity, kindness, compassion, patience, courage, and open-mindedness

Being FULL = Of God's Spirit, we covenant to lean into God's transformative love, as we seek a safe community where each person's dignity and worth are affirmed and celebrated.

24. Opening Prayer was given by Rev. Helen Prior, including In Memoriam for members who have passed:

*ⁿLee King January 24

Vivienne LeCoultre January 16

* Doreen Vivian March 11

*James Peachy March 21

*ⁿBetty Russelo July 5

*Janet Hopkins September 6

*ⁿEthel Bell September 23

* member

ⁿ funeral not presided over by Grace Minister

Welcome was extended to Marilyn Parsons, Horseshoe Falls Regional Council Liaison

25. Process for voting and asking questions was provided:
- a. The meeting is being recorded to ensure discussion is captured for the Minutes.
 - b. Participants will be muted except during discussion time to avoid any interference by background noise
 - c. You will be asked to vote only if you disagree, and do so by physically raising your hand and keeping it up until we have counted.
 - d. If you have a question, click on the chat icon at the bottom of your screen and type your question. The Chair will read the question out before it is answered.

26. Motion to allow adherents to vote:

MOTION: That all full members and adherents present to vote on the Motions

Moved by: Kathryn Munn

Seconded by: Susan Ward-England

CARRIED

27. Election of Chair and Recording Secretary for the meeting:

MOTION: That Dale Martin be appointed as Chair and May Griffiths-Turner be appointed Recording Secretary for the Annual Congregational Meeting.

Moved by: Janice Martin

Seconded by: Kathryn Munn

CARRIED

28. Approval of Agenda

MOTION: That the Agenda be accepted as printed

Moved by: Susan Ward-England

Seconded by: Janice Martin

CARRIED

29. Approval of previous Minutes Annual Congregational Meeting March 14, 2021

MOTION: That the minutes of the Annual Congregational Meeting March 14, 2021 be accepted as printed

Moved by: Janice Martin

Seconded by: Kathryn Munn

CARRIED

11. Approval of previous Minutes Congregational Meeting of July 25, 2021

MOTION: That the minutes of the Congregational Meeting July 25, 2021 be accepted as printed

Moved by: Kathryn Munn

Seconded by: Susan Ward-England

CARRIED

12. Presentation of Board and Committee Chairs for 2023 – Nominations Committee. Reported by Carol Boyle.

First, I would like to thank all of our Board members who have served us tirelessly over the last year. Many of you have been in these roles for some time and between an amalgamation and COVID it has been complicated. I do want to take a moment to thank Dale Martin who is stepping down as Co-Chair. Your leadership through the past few challenging years has been greatly appreciated by all.

I would also like to announce that Stacy Goodale has agreed to fill the Co-Chair position. Along with her we welcome Margie Rogers, Jane Hunter and Nancy Adams to the Board.

However, there are still some open positions. I would like to point out the need for a new Chair for our Worship Team. As Grace enters a new chapter in its life with a new minister, this may be the perfect time for YOU to consider being an active participant in the exciting years to come. I challenge each and every one of you to consider where your skills might be used. I am sure that no matter who you are, each of you could become an important part of the Board here at Grace.

In addition to the Board listing, Grace Groups were also included for information only. One group that was missed from this listing was the Archive Team. I would like to thank Shirley Hobden for her work on our archives, however Shirley has stepped back from this. If you enjoy taking pictures, scrapbooking or history this is the ideal way you can help here at Grace.

Feel free to reach out to Carol Boyle or any of the Committee Chairs at any time for this or any other position you may be interested in.

The Board listing, is located on pages 63-65 of the 2021 Annual Report for the Term of July 1, 2022 to June 30, 2023. Please note that we are voting for the Board members only.

- a) Motion to accept the Board & Committee Chairs as presented by Nominations Committee

MOTION: To accept the nominations for the Official Board slate of officers for July 2022 to July 2023 as presented.

Moved by: Carol Boyle
Seconded by: Mark Goodale
CARRIED

- b) Motion to allow the Board to fill open positions throughout the year

MOTION: To allow the Board to fill any open positions as necessary throughout the year.

Moved by: Carol Boyle
Seconded by: Janet Saunders
CARRIED

13. Finance Report & 2022 Budget - Reported by Dave Shilton
PowerPoint slides presented:

2021 Year End		2022 Budget	
• Revenue- all sources:	\$242,502	• Projected Revenue, all sources:	\$260,434
• Expenses all sources:	\$265,726	• Projected Expenses, all sources:	\$268,259
• Net Loss:	(\$23,223)	• Projected Net Loss:	(\$7,825)
➤ Shortfall will be covered by surplus cash		➤ Shortfall will be covered by surplus cash	

2021 Year End Highlights:

- Givings increased \$11,710 (6.2%) over 2020
- The Finance Committee thanks you for your generosity during this challenging year and acknowledge that for givings to increase during COVID when not meeting in person is a testament to the work of Rev. Helen, Committees, Board
- It is also an indication of how we still feel connected with Grace.

- Operating Expenses were impacted by an unplanned Human Resource expense, somewhat offset by decreased Committee and building costs
- Deficit is covered by cash in the bank account from previous years

2022 Budget Highlights:

- Projecting a shortfall of \$7,825 in 2022 to be covered by cash in the bank account
- This includes using the forgivable government of Canada Loan of \$20,000
- Otherwise, our shortfall would be much greater
- We are hopeful with Grace re-opening this spring our rental income and fund-raising revenue will increase to pre COVID levels
- Also, if you have not done so, please consider increasing your PAR givings
- After 2022 we will no longer have cash surpluses to support our losses, which is a potential vulnerability and challenge for 2023
- Finance Team considers the financial situation of GUC to be solid, largely due to the generous support of the congregation

Thanks was extended to the Finance Team on behalf of the Board and congregation for their stewardship of church funds, especially during COVID. Thanks was also extended to the congregation for their dedication, contributions and support.

a. Motion to Accept 2022 Budget on page 54 of 2021 Annual Report

MOTION: to accept the Budget for 2021 as submitted.

Moved by: Dave Shilton

Seconded by: Sandy McKeown

CARRIED – unanimously

14. Endowment Fund Reports

GUC is blessed to have these Endowment funds to support Outreach and capital Property projects.

- Motion to approve Nelson Fund distributions. – Reported by Mike Lawton

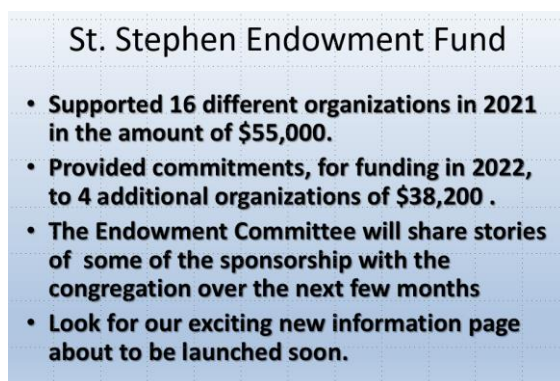
Motion: That the \$ 100,000 in 2021 income from the Nelson Endowment Fund be allocated as follows:

- \$ 32,000 Upgrade to sound system, per request from Communication Team.
- \$ 20,000 New piano, (\$ 20,000 from Nelson Fund + \$ 10,000 from St Stephen Fund).
- \$ 10,000 Front office renovations, per request from Ministry & Personnel.

\$ 10,000 Upgrade of outdoor lighting, per request from Property Committee
\$ 10,000 Various property improvement projects, including but not limited to shed roof replacement, new garden shed, parking lot repairs, landscaping, musical instrument cabinet, ..., per request from Property Committee.
\$ 18,000 To be saved for future replacement of parking lot pavement and/or new accessible washroom in the loft area.

Moved by: Mike Lawton
Seconded by: Carol Boyle
CARRIED

- St. Stephen Endowment Fund Update - Reported by Dave Shilton
PowerPoint slide presented:



- Continued to operate during COVID
- Plan to increase reporting to the congregation of where \$\$ are going, details of the organizations sponsored and how you can be involved
- An information page will be posted to the GUC website, including what the fund is about and how to apply for funding

15. Transition Team Report

- a. Included in Agenda in error
- b. There was no report

16. Committee Reports

- a. Published in the Annual Report
- b. Thanks was extended to the Committees for submitting their reports
- c. Thanks was extended to Susan Ward-England for coordinating, packaging and distributing the Annual Report

d. Thanks was extended to Janice Hatt for proof reading the Annual Report

Message from the Logo Committee – Reported by Heather McGavin

Before we move to the motion to accept the Committee Reports I wanted to give you a brief update on our progress on designing a church logo. A small Committee has been working on this for the last few months along with a designer and we are very excited to let you know that we will be revealing our choice to the Board at our next meeting in a couple of days. We will be asking Committee Chairs to take it back to their committee members over the next month and we will be looking for approval of our choice at our April Board meeting. We asked the designer to create something that is a simple but impactful logo, depicting new life, energy, and forward thinking and we think that she has done that. We hope that you will join in our excitement, and we will be sharing it with you in the very near future.

MOTION: to accept the Committee Reports as submitted in the 2021 Annual Report

Moved by: Carol Boyle

Seconded by: Heather McGavin

CARRIED

17. Statistical Report to UCC

As some of you may know, once a year Grace and every other United Church is asked to complete a Statistical Report. Much of it has to do with our membership, property, finances etc. but the really interesting number is how many folks take part in Groups at Grace. Keep in mind that if a person participates in more than one Group, they are counted in each. While the actual Grace Groups (Choir, Book Club, UCW, Men's Breakfast etc.) total about 125 folks, the "Other Group" totalled 633! Think about that. The Other Group consists of our many Outreach programs and projects and includes not only those who assist with the program but the many folks who benefitted from it. We touched more than 600 lives.

Then add to that, the many who were touched by the Outreach donations made by the St. Stephen Endowment Fund - the Food Bank donations that will more than feed a family of 4 for a month, the children who received a bed kit from the Sleeping Children Organization, The Bridge Program who assists those in transition from Prison to Community; the over 365 families supported by Wesley not to mention the 98 lunches they served daily. And this is not

even the full list of organizations that received donations. Grace may be a relatively small church but the impact we make in our community and beyond is great, and we need to celebrate that!

Thanks was extended to all for their work at GUC on behalf of the Board.

18. Recommendation from the Search Committee - Sue Stephen

On behalf of the Search Committee, (Aislinn Doran, Chisanga Puta-Checkwe, Jane Hunter, Kathryn Munn, Mark Goodale, May Griffiths Turner, Mike Lawton and myself,) I extend thanks from the Committee and, from you, to Dale Martin, Heather McGavin and others for the thoughtful way in which individuals were invited and interviewed to serve on this Committee.

I am pleased to present our report and make a recommendation for the call of a minister to Grace United Church, Burlington.

We have tried to anticipate some of your questions and believe they may be answered within this report.

First, I would like to give you some background on the work that has been done by the Committee. After being elected by the congregation last July we received training from Regional Council in October 2021 and the Regional Council Liaisons, Mel Matthias and Marilyn Parsons, working with our Transition Team were also assigned to support our Search Committee. We have met in excess of 25 times since October. We signed oaths of confidentiality, planned, studied our biases and our positions of power, set out our process, wrote questions, committed to working together until we found the best possible candidate, one that we could unanimously endorse. We interviewed candidates, discerned our recommendation, and PRAYED. Our quorum for our meetings was 5 of the 8 members. Our Liaisons attended the training with us but did not attend meetings or interviews. Marilyn Parsons, readily responded to any questions we raised through email and we want to recognize and thank her and Mel for their ongoing support and prayers.

Because of the pandemic and to ensure consistency in the interview experience, all interviews were conducted via Zoom.

Interviews began in November but we took a hiatus for the Advent and Christmas seasons respecting that ministers had other priorities at that time. Those already in the interview process with us expressed their appreciation for this consideration.

The United Church of Canada maintains a database called ChurchHub. This is where our position description/job ad was posted and where ministers, looking for new calls and appointments post their resumes. The numbers fluctuate but on Wednesday this week there were 222 congregations across Canada looking for new ministers. 19 of these within our region. 296 ministers were looking for new positions, 53 within our region.

An individual must be on ChurchHub in order to apply for a call; this ensures that those applying meet the UCC's requirements regarding training, police checks, and are in good standing. We realized that we could not simply wait for individuals to apply and began the process of reviewing resumes of individuals willing to serve within Horseshoe Falls and where we felt there was a possible fit between an individual's stated skills and interests and our needs we made contact, stating where we felt we had a potential fit and inviting them to review our profile and website and to apply for the position if interested.

We also networked, contacting people we know within the UCC and people they know or know of who might be able to provide leads. We reached out to ministers in Ontario, BC and Alberta. An application was received this week because of this networking. One of our committee members had attended a workshop online led by John Pentland the UCC minister and author of Fishing Tips who spoke about growing the church differently and trying new things. She arranged for us to have a session with John and we were able to talk about what we were doing and he affirmed our process.

Our position description outlined that we were open to finding the best fit for our position and that the role could be filled by ordained, diaconal or designated lay ministers. We made the decision that we would interview ordained ministers eligible to be called, or Diaconal or DLM eligible for renewable appointments.

We set questions for three rounds of interviews. Our questions were prewritten and asked in the same way each time. They went from general questions round one to more detailed questions round two and probing questions in round 3. The questions were based on our needs and strengths as outlined in our position description and community of faith profile. At each stage there was an opportunity for the candidates to ask us questions.

We received 17 applications from candidates in the process of being admitted to the UCC from churches in Africa. While ordained by their churches, these international applicants were not eligible for call or ongoing appointments within the UCC and were not interviewed.

3 ordained ministers applied directly through ChurchHub. One was interviewed twice and two were interviewed three times. None was felt to be the right fit for Grace.

We sent 11 invitations to individuals on ChurchHub. Some replied, most did not. 2 individuals were in the process of negotiating calls and so were not actually available. One felt Burlington was too far from Toronto. 2 made initial contact but did not apply. One application was received this week. 2 invitees did apply and these were our strongest candidates. In summary, although 23 individuals applied for the position, we interviewed 5.

With the candidate considered to be the best fit, we held subsequent interviews in a shortened timeframe. He exceeded our expectations. He had been honest with us that while he was very interested in coming to Grace he had also heard from other congregations but would not begin meeting with them while in the interview process with us. He told us he would celebrate with us whether or not he became our new minister.

The candidate provided references which were checked and found to be exemplary.

The candidate also checked us out beyond reading our Community of Faith profile and position description: by exploring our website, worshipping with us on YouTube, talking to the Executive Minister at Regional Council about us and about our journey, and, by having a long conversation with Rev. Helen.

The decision to offer the call was a unanimous one. Terms were negotiated and accepted subject to approval by Grace today and subsequently by Regional Council on March 23.

Now, let me tell you whom we are recommending. The name will be familiar to many or most of you.

We have come to call him Richard but formally he is known as the Right Reverend Doctor Richard Bott. Yes, he is the current Moderator of the UCC.

You may wonder, why he would want to come to Grace. Richard applied to us as a result of **us contacting him** to say we felt there was a match between the first statement of his profile on ChurchHub: quote **"I am seeking to share in ministry with a community of faith who is excited about the possibilities that God is calling us to in the days ahead"** unquote and our stated desire to do God's work in the world.

In accepting our invitation to apply he wrote: *"I'd like to begin by thanking you for your invitation to apply for the Congregational Minister position at Grace*

United. It was a wonderful surprise to open up my email on the morning after I had posted by profile on ChurchHub to find your email waiting for me.

I was able to read through the position description posted on ChurchHub, Grace United's Living Faith Story and Financial Worksheet, wandered through graceunitedchurchburlington.com, and had the chance to worship with you through two of the Epiphany services posted on YouTube. WOW! You have an amazing story, and have continued to offer wonderful ministry together despite the difficulties the pandemic has set in front of us. I am very excited about where God has led you to this point, and really have the sense that you are excited about where God is calling this community of faith next.

As I read and watched and prayed with you, there were a number of moments where I found myself thinking, "Yes! I can see possibilities of how we might share in ministry together!" Much of what you offered in the "Definition of Current Ministry" connects with the style and ethos of ministry that I have grown into over my life in The United Church of Canada."

Richard is the eldest of 3 children, born and raised in Marathon, Manitoba, brought up to a life of service, and is a lifelong member of the UCC. Following his graduation from Queen's Theological School in 1994 he was ordained that same year by the Conference of Manitoba and Northwestern Ontario.

He is divorced and has one 19 year old daughter who currently resides in BC.

He is a lifelong learner and in addition to his earned credential holds an honorary Doctorate. Designations by the UCC include Intentional Interim Minister and Supervision Ministry.

In 2018 he was elected to be the Moderator of the UCC at the 43rd General Council. Typically a 3 year position he agreed, because of COVID-19, to stay an extra year. His term ends in August of this year and he is excited to be returning to congregational ministry but first he needs rest.

Prior to becoming the Moderator he served congregations, in Ontario: Trinity in Iroquois Falls and St Marys UC in St Marys, and in BC: St Andrew's Haney and Golden Ears: an amalgamated congregation including St Andrew's Haney, in Maple Ridge, Dunbar Heights, and Pacific Spirit in Vancouver. Dunbar Heights was one of the legacy congregations forming Pacific Spirit United Church.

While living between BC and the GTA during his term as Moderator, his permanent residence is currently in BC. He will take up residency in the GTA.

He is a published writer and has a significant social media presence personally and as Moderator.

Believing that calling Rev Dr. Richard Bott to Grace was an exciting and positive way for Grace to explore and find new ways to do God's work in our world, we proceeded with negotiating the terms of the call.

We worked within the parameters of the Community of Faith Profile as approved by the Board and Regional Council.

The terms are:

- Full time position, 40 hours per week
- Pay as per UCC's minimum salary guide based on number of years of eligible service (category F) and cost of living area (5).
- Annual salary is \$73, 295 + an additional \$11, 705
- Each year there will be a cost of living adjustment covering the comprehensive salary (both minimum and additional), at the percentages noted in The United Church of Canada's annual "Minimum Salaries & Reimbursements for Ministry Personnel" for that year.
- Effective Wednesday, November 23, 2022
- In addition to the mandated minimum of one month of vacation (including 5 Sundays) within each pastoral year and the mandated minimum of three weeks (21 days, including 3 Sundays) of study leave within each pastoral year; the minister is granted three weeks (21 days, including 2 Sundays) for his own use. The minister will arrange dates of vacation, study leave, and additional time away in consultation with the Ministry and Personnel Committee.
- One of the weeks of Study Leave will be set in consultation with the Ministry and Personnel Committee for focused study/learning that will further the ministry plans or goals of the Community of Faith.
- Continuing Education
 - \$1,474 annually
- Telephone/Communications \$1200/year
- Travel expenses
 - .41 per km from church for church business
 - Moving expenses
- Administrative support provided by the Office Administrator
- All other Standard Terms identified in the United Church of Canada Record of Call

It is the unanimous recommendation of the Search Committee that we call the Right Rev. Dr. Richard Bott as Grace United's first called minister. I am delighted to make the following Motion:

Motion:

- a. That we, the congregation of Grace United Church, Burlington, extend a call to the Right Reverend Dr. Richard Bott effective November 23, 2022 as per the terms that were outlined in the report.

Moved by Sue Stephen

Seconded by Kathryn Munn

CARRIED – unanimously

Comments received:

- b. WOW! This is terrific! Thanks and congratulations to the Search Committee who worked to bring this to fruition
- c. Whoa! This is pretty huge, well done!
- d. Wonderful work, so exciting, we will be in good hands.
- e. Many thanks to the Search Committee and our deepest gratitude

Thanks was extended to the Search Committee for their work, which was not easy during COVID.

Subsequent Motions:

- f. That we, the congregation of Grace United Church, make a request to Horseshoe Falls Regional Council to approve this call.

Moved by Sue Stephen

Seconded by Larry Hatt

CARRIED

Please note: Because of Richard's position within the national church after receiving a text message from Mark Goodale, a notice will be posted on the UCC Facebook page this afternoon announcing this call, subject to approval by Regional Council.

Mark Goodale texted Richard that the Motion was unanimous in support of the call. Richard's response was "Wonderful, so happy to hear it. am so looking forward to the start. ☺"

A message from Richard will be sent to all members of Grace's community later today or by noon tomorrow.

- g. That the Search Committee be disbanded, with the congregation's thanks, following the covenanting service.

Moved by Sue Stephen

Seconded by Kathryn Munn

CARRIED

A round of applause was given for the Search Committee for work well done on behalf of GUC.

Special thanks was extended to Sue Stephen who led the Search Committee and did an enormous amount of work, more than people could know and we couldn't have done it without her.

Special thanks was also extended to Rev. Helen. Intentional Interim Ministry is not always well understood, by the majority of the congregation. Without Rev. Helen we wouldn't be where we are today. It is also bittersweet for her since this is the longest time she has spent with a congregation in interim ministry. It is also one of the most challenging positions because there are specific goals they are trying to accomplish in a short period of time.

Question was asked: Will Helen stay until November?

Response: While it will be difficult to say goodbye to Helen we have been blessed that she agreed to stay with us for an extra year. This 3 years minus one month is the longest time she has stayed with any congregation in over 15 years. As an IIM her sabbatical time is approved and governed by General Council and she has been working with a March 1 to July 1, 2022 start date for her sabbatical.

M&P is sending a proposal to the Board for ministry supply coverage during July to November 2022. M&P will ensure there is coverage, however unfortunately it won't be Rev. Helen.

19. Other Business

Question was asked: How is the search for a church Administrator coming along?

Response: Susan Ward-England has been providing excellent coverage part time. She is also evaluating the job profile with time studies to better understand the scope of the job. A posting will be going up in the next few weeks and will be engaging Richard and Helen in the process. The goal is to have someone in place by July.

20. Motion to Adjourn by Don Hunt

Before the benediction Helen expressed: Awesome thank you to the Search Committee. You did a great job. This is a funny stage we are entering, and a bit awkward, you want to be excited, but what about Helen, so I draw your attention to my message in the Annual Report. My calling in interim ministry is to get the plane ready for the next person to fly it off the runway. My apprehension as an interim minister is if a congregation hires the wrong pilot. You have the right pilot, you are going to fly. I have all the assurance that this is going to be amazing. You have made me so happy knowing you will be in the right hands. After putting so much work into a congregation you want to see them grow. I'm so excited to see where you go.

21. Rev. Helen closed the meeting with a Benediction.

---Dale Martin---
Board Co-Chair, Dale Martin

_____May Griffiths-Turner_____
Recording Secretary, May Griffiths-Turner



Reports of the Board Committees

Our Ministries for 2022

Communications

Susan Ward-England (Chair), Bob England, Janice Hatt, Larry Hatt, Jack Seedhouse

Date	In person	Online viewers by end of week
November 27	80	158
December 4	85	90
December 11	81	101
December 18	85	93
Snow service	n/a	97
December 24 7 PM	126	163
December 25	86	86

What did we do in 2022?

We continued to supply weekly support for the in-person services and live-Stream service to those who remain at home to watch. Our team has worked hard to create a new experience for those watching online, Richard has a strong vision of how service should be shown and we are working with him to reflect his wishes.

We have worked with 3 different ministers this year and we have tried to accommodate for their different service styles. We have also worked with the choir as they move around the stage area as they try to find the best location for them and the best way to capture the choir voices. We finally came up with a system so that they can see the service slides more easily and we hope that this method will be helpful when they make their next moves over the coming year.

There was also a big change, as the responsibility of creating the slides for Sunday service and the creation of the Rolling Announcement movies were moved to the role of the Office Administrator. Thanks to all of those who created all of these slides over the past years, I think we are all relieved to have this weekly task no longer on our to-do lists.

New Technology:

We purchased 2 new speakers for the sanctuary space to assist with the removal of the “dead zones”. This seems to be working well.

We still have the hearing assist functions available although they are rarely used. In 2023 we will plan education sessions for the congregation.

Training:

We have trained one additional member on how to use the ATEM PRO (the device used to stream and record the services) as well as a few others to operate the slides and the sound board. We will be reaching out soon to find new members for the Sunday morning team.

Social Media:

Slowly we are seeing “Followers” of our social media liking our posts which is a very simple way to spread the word about Grace. We really need to encourage our many followers to take the bold step and like our posts so that others in the community also get our messages.

We encourage all to reach out to Communications so we can assist you to spread the word about your events and programs.

Submitted by Susan Ward-England

Faith Formation

Members: Donna Lelievre (Co-Chair), Keith Rutherford (Co-Chair), Jane Hunter, Margaret Rogers, Richard Bott, Minister

The purpose of the Faith Formation Ministry of Grace is to nurture, educate and support people of all ages in their faith journeys.

The Faith Formation Ministry has eight fairly distinct responsibilities, all of which are primarily educational. Since education, worship, and socializing often dovetail, we communicate closely with both Worship Committee and Fun, Food, and Fellowship Committee.

1. **PLAN SEASONAL EVENTS** by meeting regularly with clergy and using feedback elicited from other groups and worshippers in the church
2. **PROVIDE CHRISTIAN PROGRAMMING** to engage our children and their parents.
 - As the Faith Formation committee struggled to create projects such as design your own Advent Wreath, to reach out to the congregation throughout 2022 and through various confusing stages of Lockdown, most Grace congregants built on the faith-forming work that the Transition Team, the Search Committee and the Affirming Team were all putting in place.
 - Note that after COVID decimated the children's program, we are inviting input and attempting to reboot a Sunday morning curriculum for primary and junior-aged children. We are always aware of needing to comply with United Church safety measures and all involved will have proof of a clean police background security clearance check, involving the Vulnerable Sector. We are currently using a work table set up every Sunday as an invitation to 'Grace Space', a safe place, monitored by parents who can avail their children of our clipboards, provided with thematic colouring / or paper and puzzles.
 - On a going forward basis the Faith Formation Committee will be focused on nurturing the learning process for not only our children and our youth but also adults. This includes new curriculum resources that engage both body and mind along with activities that will help to build new connections in a safe environment. We are excited about the possibilities that will help people move forward on their spiritual journey of faith.

God's blessings on you all.

Respectfully submitted by, Donna Lelievre and Keith Rutherford,

Grace Care Network (G.C.N.)

Members: Cheryl Caldwell, Ruth Goodale, Gary Goodale, Donna Lelievre, Lynn Merwart, Kathryn Munn, Sandra Newcombe, June Richardson, Sandy Wright Co-Chairs: Marilyn Martin, Barb McKeown and Janet Saunders

The Grace Care Network offered support to anyone who was identified within our Grace United Church community, experiencing a need, or having a special celebration throughout the year. We have enlisted the help of congregation members and friends to assist us by notifying the GCN by email or phone, of these

special occasions to celebrate, or of someone in need, so we may follow up to see how we may offer support.

Support was provided with friendly phone calls to keep in touch throughout the year, home visits especially at Easter and Christmas, meals prepared and delivered by care committee members, drives provided as needed, and sending “thinking of you” cards, sympathy cards, as well as celebratory special occasion cards. In addition, tins of homemade Christmas cookies were packed and delivered to those under our care at Christmas, along with a Christmas card from the Grace Care Network. We also endeavored to make a follow up phone call to family in the weeks following the death of a family member.

We have been blessed by and offer sincere thanks to the ladies in the Grace Crop Circle, who provided the Care Network with a supply of beautifully handcrafted cards, which we shared throughout the year as noted above. These cards were especially appreciated by the recipients!

The role of the Care Network is expanding, recognizing those we aim to support now includes the growing on-line church presence, as well as those who attend church in person. To that end, the co-chairs will continue to meet with Rev. Richard Bott to identify needs and establish pathways for the Care Network to move forward in the coming year. These are exciting times, and if you would like to share in this ministry, speak to one of the Co-Chairs, as additional members are always very welcome!

Respectfully submitted, Marilyn Martin, Barb McKeown, Janet Saunders

Horseshoe Falls Regional Council

(From Grace's Reps to Horseshoe Falls Regional Council) Shirley Bottaro, Gary Goodale, Sue Stephen

Horseshoe Falls Regional Council met virtually twice in 2022 in May and October. Both meetings were hybrid and representatives of Grace United Church Burlington attended them virtually.

The full summary of the May meeting is available at <https://hfrucc.ca/regional-council-minutes/>

Of special note, Rev. Helen Prior was recognized on the occasion of the 30th anniversary of her ordination.

The October meeting's minutes are not yet available on line but will be shared through GraceLine once they are available. The workbook for that meeting is available – please contact the church office.

The next full court meeting of Regional Council is scheduled for June 8, 2023 (virtual) and June 10, 2023 (hybrid) in Font Hill, Ontario. At that meeting the Rev. Lennox Scarlett will be installed as the new President of Horseshoe Falls Regional Council.

Based on the number of members on the roll, and the number of people who receive the weekly GraceLine, Grace United Church is eligible to have 3 representatives of the congregation appointed as Regional Reps, and the three existing reps are willing to continue in these roles.

Regional Reps and our Church Administrator regularly share information from Regional Council but members of the congregation, especially committee chairs and members, are encouraged to individually subscribe to the HFRC newsletters for information about upcoming meetings and events. Visit the HFRC website at <https://hfrucc.ca/> for the most current information and to subscribe (at the bottom of the page) to the regular newsletters.

Respectfully submitted Shirley Bottaro, Gary Goodale and Sue Stephen

Ministry and Personnel

Mark Goodale (Chair), Sue Stephen (Co-Chair), Paul Bartu, Shirley Bottaro, Cathy Nicholson (outgoing)

The committee worked well during 2022 helping to maintain linkages between staff and the congregation through the board and in 1:1 meetings and check ins.

All four members of the committee have agreed to remain on the M+P Committee for the coming year, ensuring compliance with United Church of Canada requirements that the team be comprised of no less than three members and no more than seven.

Major Initiatives / Issues in 2022:

1. M&P Committee worked with the Re-Entry Committee on continued challenges of opening, closing, and reopening for all our staff/contractors and clergy, as well as the changes that they have had to make in order to change work processes to accommodate working remotely for a significant portion of the year. All staff and ministers worked cooperatively and collaboratively and always in the best interest of the congregation. Sincere thanks are extended to Juan, Susan, Michael, Helen, Dale and Richard.

2. M&P took on the responsibility of searching for a minister to serve the congregation (20 hours a week) between Helen's departure in June 2022 and Richard's arrival in November. The Reverend Dale Burkart was appointed (July 1 – November 20, 2022 inclusive) with prime responsibility for worship, emergency pastoral care, attendance at required meetings. Dale fulfilled these responsibilities and more by being interested and participating in committee work, Men's Breakfast, UCW and the Prayer Chain.
3. M&P recognized Helen's 30th Anniversary of Ordination in May 2022 and the congregation gifted her with a "minister's cross" and participated in the celebration of her ministry with us on June 12. The goals set for her Intentional Interim Ministry with us were either met or initiated during her time leaving us in a good position to continue our work during Dale's leadership and Richard's arrival.
4. M&P was unsuccessful in meeting its goal to have a new Administer in place prior to Richard's arrival but in retrospect this has been a positive and the new incumbent will come to a position where systems and procedures have been created and implemented, and then revised. The search for the new Church Administrator will continue.
5. M&P, the Board and Congregation are unable to adequately thank Susan Ward-England. After the change to the Administrator position in 2021, we reached out to Susan to ask for her help in streamlining the Administrator work and getting the processes ready for the new incumbent. Susan agreed to take on this role (temporarily) and to help build all the training materials and processes for the new individual. Susan has been remarkable in this role, and she has significantly contributed to help the success of the 'new work' of the church. Thank you, Susan for all you do and the manner in which you do it!
6. M&P recognized Birthdays and Christmas for Helen, Susan and Michael on behalf of the congregation in 2021. Property recognized Juan on these occasions.
7. M+P spearheaded a project of Gratitude in October in conjunction with the UCC's "Clergy Appreciation Month". Dale, Michael, Susan and Juan were given token gifts. The congregation was encouraged to send notes, cards, and emails or even to phone people whose work for the church is appreciated but perhaps not fully recognized. The feedback indicates that there was uptake to the project and it will be revisited in 2023. Interestingly, Dale told us he had never experienced "Clergy Appreciation Month" in any other congregation.
8. M&P worked with Finance, the Board and Richard to effect his move to Ontario.

Respectfully submitted, Mark Goodale and Sue Stephen

Outreach Ministry Committee

Sharyn Georgas, May Griffiths-Turner, Janice Martin (Chair), Marilyn Martin, Sandra Newcombe, Michelle Shilton

The Outreach Committee provides opportunities for the congregation to connect with our local community. For 2022, this continued to be a challenging proposition. The Outreach Committee continued to pivot our ongoing programs to a format that was safe for our participants and volunteers.

BUILDING COMMUNITY

- Grace continues to be part of the North BurLINKton Community alongside other North Burlington churches, food security groups, local agencies and community members who have been working together for more than 10 years to create an inclusive and friendly community that helps people connect and increase their sense of belonging.
- Participated in North BurLINKton Leadership Team meetings – sharing of ongoing activities in the community and planning
- The Dinner Night Out program which had shifted to support the Wellington Square Friday Night Community Meal Bag Program during COVID shifted again back to its original format of providing freshly prepared hot meals at Glad Tidings twice a month. Grace volunteers continue to support by volunteering for meal prep, serving and clean up.
- Grace provided hand knit toques to St James United Church, Waterdown in support of the migrant worker initiative in Flamborough and Burlington

Programs focused on youth in our community

- The Boys & Girls Club Chill Zone after-school program remained discontinued throughout 2022. They hope to return later this year.
- Due to the pandemic, we were not able to hire summer students this year to support a summer youth program.
- For the ninth year, we ran a Back-to-School Program to distribute more than 120 backpacks and school supplies including hand sanitizer for students in North Burlington who otherwise would start school without these essential items. The congregation was invited to make an e-transfer in support of this program. We also took the opportunity to survey the parents as to the type of community programming they felt their family would be interested in.

Programs focused on families in our community

- In past years, the church has provided Community Support to many families in our area who needed a friendly ear to listen, food help, housing/kitchen/furniture supplies, child issues, school issues, security and safety, legal issues, income tax etc. and also connected families with community resources that are in a better position to help. Unfortunately, this past year, we did not have the capacity to be able to do as much of this support but we helped as much as we could offering a friendly ear, groceries, grocery gift cards and other funds to some families in need
- With the loss of our admin incumbent at the end of 2021, we lost many connections to families in the community as well as a significant part of our ability to be aware of the needs within the community that we serve.
- The Single Moms Group continues to not be operational for various reasons. A significant rebuilding effort would be required to reactivate this program.
- A Little Free Library continues to be used by the congregation & community
- We supported local families and Outreach groups at Christmas time under The Elf Network (TEN) umbrella
- 23 community families were provided food and gift hampers gift cards for both food and gifts for their children. Thanks to everyone who contributed to The Elf Network this year.
 - St Stephen Endowment Fund who provided overall funding
 - The Grace congregation who donated towards the purchase of gift cards
 - The Grace UCW
 - Those who knit or donated store-bought items for our mitten tree
 - Those who brought in unscented laundry detergent as our white gifts
 - Susanne of Susanne's yoga who donated gifts
 - Food for Life who supplied turkeys, hams, other meats, potatoes, oranges, lettuce and other fruits and vegetables.
 - Cam from Food Share Burlington and Marsha who organized additional non-perishable food items
 - Halton Police donated gifts for our Food for Life families to "shop" for their children
 - To all the elves who helped out with the assembly and distribution to families in the community
 - Seniors who participate in our Cooking@Grace program received amaryllis bulbs which was very well received. They enjoyed sharing how their plants were growing on our zoom calls.
- All groups were offered home-knit/store bought-hats, scarves, mitts etc.
- Donations were also made to Wesley Centre for their Christmas store

Programs focused on seniors in our community

- Grace Moves offer gentle yoga/ strengthen and stretch and line dancing; both programs started up again with in person sessions
 - The line dancing program which started in 2016 has been going strong and has 12-14 participants each week
 - The gentle yoga/ strengthen and stretch program continued with both in person and zoom participants
- The Cooking@Grace program pivoted to a Zoom format with COVID to twice a month. Thanks to Chef Marcia for her continued leadership in this program.
 - Sue Marshall led the Cooking@Grace group in a needle felting workshop where we made woodland gnomes
- The Puzzle Library continued under the direction of Sue and Dennis Marshall where puzzles were donated and then lent out to members of our congregation and community.
- The Christmas musical afternoon took place again after a hiatus of 2 years during the pandemic. Lots of Grace talent and a Christmas carol/song sing-along got everyone into the Christmas spirit! Refreshments were provided

BENEVOLENT FUNDING

- Funding was provided to members of our community who found they were in need on a monthly basis for help to pay for groceries
- In addition, during the year, we were able to provide financial support to a number of individuals in the local community for a specific need.

WESLEY CENTRE

- Donations of knitted goods and toys were provided at Christmas
- The Wesley Case for Kids Run, Walk and Ride was promoted to the congregation and were also made aware of the Wesley Church Contact Network virtual meeting.
- The Wesley dinner formats have changed such that they will be cooking meals for other community agencies funded by grants etc.

FOOD ACCESS/SECURITY

- Food for Life is a food recovery program in Halton that picks up surplus food (mainly fruit, vegetables and baked goods) from grocery stores, restaurants and corporate partners. Weekly on Friday mornings, the church continued to be a depot for between 60-75 families in North Burlington to pick up hampers of

food. We were able to supplement with eggs, milk, oil and other pantry items. We started the year with the program offering pre-packaged bags of food which was then changed to a market-style program where families can choose their own food items

- For Thanksgiving the congregation was invited to bring in personal care items that could be used to supplement the Food for Life hampers with items normally not available
- Thanks to Marsha & the team of both original and new volunteers who pitched in to keep this valuable programming going!
- The Fresh Food for Halton program which had started up again in the summer of 2021 under the leadership of Kerr Street Mission providing hampers of vegetables and fruits. The relaunched program did not include regional support for low-income families so faced distribution challenges and value for the dollar. The program at Grace was discontinued early in 2022.
- The church maintains an Emergency Food Pantry of non-perishable food items to be used for local families coming from Burlington Food Share donations primarily at Freshco from the community.

FIRST NATIONS

- For the 3rd year, Grace collected food (canned meat, canned vegetables and bottles of dish soap) for donation to Whale Cove, a 400 person Nunavut community located on the western shore of Hudson's Bay. We partnered with St Raphael Catholic Church on this program.

GLOBAL PROJECTS

- Milk bag collection resumed for weaving mats for Haiti as well as the collection of prescription eye glasses that are directed to mission work primarily in South America.

OUTREACH FUNDING

- Goal is to have a reserve fund (equal to 6-12 months of funding) in place to maintain sustainability of programming.
- Thanks to the congregation who donated towards Outreach programming throughout the year as well as specific donations towards purchase of gift cards for The Elf Network and the backpack program
- Funding from the St Stephen Endowment Fund (SSEF)
- Funding and donations from community partners

Thanks to all the members of the Outreach Committee and other volunteers from Grace. Special thanks to May who handled the finances for Outreach. Without this support, these community programs would not be possible.

Respectfully submitted, Janice Martin

2022 Outreach Financial Report

	2022 Budget	2022 Actual	2023 Budget
Balance Forward	13,401.83	13,401.83	19,888.03
INFLOWS			
Donations	3,500.00	3,740.50	3,500.00
Envelopes, PAR	5,500.00	4,427.00	4,500.00
Food Share			
Line Dancing*	600.00	1,156.30	600.00
Seniors Yoga	(500.00)	(1,145.50)	(1,200.00)
Endowment Funds**	21,200.00	24,200.00	22,000.00
TOTAL INFLOWS	30,300.00	32,378.30	29,400.00
OUTFLOWS			
Affirming		68.64	
Back to School Supplies Program	4,000.00	5,114.13	6,000.00
Bank Charges		0.68	
Benevolent Requests/Allocations	4,000.00	7,719.55	8,300.00
Cooking @ Grace (via Zoom then live 2nd half of 20	3,000.00	1,098.37	2,850.00
COVID-19 Support	2,000.00	226.00	-
Elf Network	8,000.00	8,239.27	10,000.00
Food For Life (extra food/gift cards)	600.00	317.00	1,750.00
Wesley Dinner	500.00	-	
Indigenous Peoples Initiatives	1,000.00	49.66	
North BurLINJton Dinner Nght Out			1,000.00
Library (Outreach, Inclusivity, Affirming)		58.80	200.00
Resources - marginalized communities	1,000.00	3,000.00	
Youth Programming (After School)***	1,000.00	-	
Single Moms Group***support in lieu of meeting	2,500.00	-	2,000.00
TOTAL OUTFLOWS	27,600.00	25,892.10	32,100.00
BANK BALANCE	16,101.83	19,888.03	17,188.03
*2022 actual includes 2021 receipts			
** Funds awarded since 2020, not received until 2022 due to COVID restrictions on programming plus additional 3000.00 awarded to cosponsor Considering Matthew Sheperd Event			
***Inactive since beginning of COVID			
Note:			
Some 2022 programs remained restricted, virtual or were deferred due to continued precautions for COVID-19 Budget assumes return to live programming in 2023			

Property

The membership on the Property Committee as of January 2022 was as follows:

Kathryn Munn (Co-Chair)

Gary Goodale

Kathy Seedhouse

Bob England (Co-Chair)

Garry MacDonald

Ross Stephen

Associated Volunteers:

Wayne Burroughs

Dale McKeown

John Allchin

Mike Lawton

Bill Nicholson

New Year 2022 saw Property Committee members back in quasi “gatekeeper” roles they played throughout 2020 and 2021 with the onset of the Omicron variant (when in-person Christmas Eve services were cancelled to protect members). These roles included providing the necessary support services to ensure the church remained secure and safe for those individuals that still needed to come into the building - even after the church was opened for Sunday services (and when the building was otherwise “closed”).

Our caretaker, Juan, continued to clean the church building - in accordance with COVID-19 best practices - pivoting cleaning procedures depending upon the current protocols and what activities were occurring in the building during any particular month.

The Property Committee held its annual meeting in February to create a “to-do list” for repairs as well as a capital acquisition list with Nelson Endowment Fund funds (\$100,000) (see below).

Annual Trade Maintenance and Ongoing General Maintenance:

Despite the church being closed, annual and on-going maintenance contractors (e.g., pest control, plumbing back-flow tests, fire and security testing, HVAC maintenance) continued to perform their respective duties – respecting COVID-19 protocols – over the course of the year. As well, a leak in the commercial dishwasher was also repaired and the sanctuary blind chains were extended (lowered) to allow for easier access to them.

A variety of repair work projects were completed over the course of the year (e.g., urinal and window hinge repairs). Thanks to Ron Caldwell, various painting projects were completed, including washroom doors on main floor, the free-standing wall at the front of the sanctuary, and a refresh of Richard's new office.

One of the "to-do-list tasks" was to remove and appropriately dispose of redundant items (e.g., old vacuum cleaner, carpet steam cleaner, small piano, and surplus dishwasher) that had been accumulating in the nooks and crannies of the church building for years.

In May we discovered that the lock and doors on the Outreach garden shed were tampered with (although we concluded that no items were removed from the shed). A second lock was attached to the shed doors and the existing one reinforced.

As a result of the church's internet challenges, Bell was called in to investigate. A new internet line to Richard's office was installed to improve the church internet. Also, new office phones were purchased because the old ones stopped working.

Nelson Endowment Fund (NEF):

The NEF generated \$100,000 in interest (at the end of 2021) to fund capital-related projects. The funds were allocated/budgeted as follows:

Amount	Project
32,000	Sound System Upgrade ¹
20,000	New Piano ²
10,000	Front office renovations ³
10,000	Outdoor Parking Lot Lighting Upgrade ⁴
10,000	Miscellaneous Improvement Projects ⁵
18,000	Future Parking Lot Pavement Replacement ⁶
100,000	Total

1. Request from Communications Committee. Completed in October/November.
2. To be combined with \$10,000 St. Stephen Legacy Family donation and additional funds, as required. As of February 2023, the St. Stephen Endowment Fund will match congregational funds up to a maximum of \$7,500.

A congregational campaign is currently underway as of the writing of this report. Search ongoing – getting close!!

3. Renovations still to be commenced – 2023 project.
4. Outdoor lighting was completed in September 2022.
5. Shed Roof Replacement, New Garbage Shed, Parking Lot Repairs, Landscaping, etc.
6. Residual funds from each year are accumulating for future parking lot replacement.

The Shed Roof Replacement and New Garbage Shed projects were not commenced/completed in 2022 and have been rolled over to 2023.

As the NEF provided no interest funds for 2023, the focus will be on the projects slated for 2022, but not commenced, as well as using surplus funds for minor miscellaneous improvements.

Garden/Lawn Maintenance:

Many hands made light work during the months of May and June as countless hours were spent weeding gardens, trimming trees and shrubs, planting annuals and additional perennials, and doing a general clean up in anticipation of Helen's send-off party. Thanks to all who pitched in.

The usual schedule was set up and operational for the lawn care season.

Come autumn, summer was put to bed in preparation for winter.

A diseased tree was removed from the east side of the property in January 2023. Nearby trees are being monitored for this disease and will be removed, if necessary.

Rentals:

Long-time rentals (e.g., Susanne's Yoga) started repopulating the building in February/March.

One-time and short-term rentals began to rise again in April (e.g., theatre troupe and condominium board meetings). As well, Grace became a municipal polling station in October.

Grace signed a three-year lease renewal with Montessori – with a 2.1% annual increase each year (as recommended by the Finance Committee).

A community of faith organization began renting the loft space in August/September and the Nelson Room as of January 2023 on a weekly basis (Saturday evenings).

A non-profit sewing group occupies the narthex on Wednesdays. This activity is under the Grace umbrella and is open to all Grace members who wish to participate.

Additional rental opportunities are being pursued as of the writing of this report.

Provincial Grant Application:

The Property Committee applied for a grant under the "Ontario Grant to Support Anti-Hate Security Measures for Faith Based and Cultural Organizations" program for internal security system equipment. While the maximum grant amount available was \$10,000 – Grace was eligible for a maximum of \$7,500 (based on operating income). The grant was approved in September and equipment installed in November (by C&C Young Security – a long-time supporter of this congregation and supplier of our building fire monitoring – the annual fee a charitable donation). The remaining funds needed came from the NEF.

The decision to apply for this grant was made in response to previous hate-crime graffiti found on an outer building wall and the attempted break-in of the Outreach garden shed, as well, as an increase in the amount and value of A/V equipment and other important items in the building.

Other:

The Property Committee Co-Chairs provided support to the Trustees in completing a property/building appraisal process for insurance purposes.

Grace United Church is blessed with a great group of property crew members whose individual and collective commitment and skills keep the church building and grounds in shipshape. It doesn't hurt that such efforts keep maintenance expenses down too!! The majority of the "crew" has agreed to stay on for another year. We look forward - again - to "happier" times in 2023.

Respectfully submitted, Kathryn Munn and Bob England

Welcoming and Membership

The Welcoming committee had several meetings & arranged for a Welcome Table & a Guest book for newcomers to sign. The table was moved to the front hall to be in full view.

We started to get new clip-on Name tags. Stacy Goodale has the list and is awaiting an order.

We pledged to wear ASK ME buttons to identify & encourage discussion. We made a special effort every Sunday to welcome new faces. Unfortunately people have not been signing the welcome book or using the welcome buttons.

With full group approval The Welcome Committee has agreed to disband. Hopefully a new group with new ideas will be created to ensure new members and guests will continue to be welcomed.

Respectfully submitted, Kathy Seedhouse, Bonnie Blackie co-chairs

Worship

Members: Rev. Richard Bott (Minister), Carol Boyle (Co-chair), Janice Hatt (Co-chair), Michael Mulrooney (Music Director), Kathryn Munn, Janet Saunders, Jack Seedhouse, Amy Watkins,

Decorating Team: Sharon Allchin, Mary Ruth Crabb, Ruth Goodale, Barb McKeown.

Faith Formation: contact Donna Lelievre

Telephone Reminders: Nancy Adams

Volunteer Coordinator: Sheila Young

This was a very eventful year for the Worship Committee, including changes of leadership in the congregation and on the committee. We thank the former co-chairs, Jennifer Brezina and Lloyd Pong, for their great work, along with Rev. Helen Prior, through the pandemic and for the first six months of 2022. They met the challenge of keeping the congregation engaged in meaningful worship through several changes back and forth from online to in-person worship, both pre-recorded and live-streamed. Michael Mulrooney and the choir kept the music portions of these services vibrant and varied. Jennifer and Lloyd provided tremendous help to the new co-chairs, making the transition smooth and easy, with resources and advice.

In July, we welcomed Rev. Dale Burkart, as our supply minister until late November. We are grateful for his leadership through this period and his engagement with Grace's goals and needs. On his second-last Sunday with us, he conducted Grace's first Baptism service.

During both Helen and Dale's vacations, we engaged supply ministers, Walter Reid, Karen Inkster and Sandra Litt and had good feedback on all of their services. We had GREAT feedback on the other two services during that period: the Men's Service and the Pride Service and agreed that for future requirements we'd first ask for groups or individuals from within the congregation to consider leading services.

With the arrival of Rev. Richard Bott on the first Sunday of Advent, we began a new and exciting chapter in the life of the community of faith that is Grace United. As our first called minister, he immediately engaged in shaping the spirit of the church. He works closely with the Worship Committee and the Decorating Team, as well as the Communications team to make every worship service unique and meaningful. He meets with the Worship Committee each month, to plan upcoming services and review recent ones, and with the decorating team whenever they are changing the decorations in the church or preparing the sanctuary for worship.

Christmas Eve services were held at 5, 7 and 11 pm, and a Christmas Day service at 10 am. These were the first in-person Grace Christmas services for two years as COVID had prevented gatherings and were greeted with great enthusiasm.

The Worship team has been part of the efforts to create a worship space that is uniquely "Grace". This includes the continuing project of the decorating team to curate a collection of banners, antependia and communion table linens that suit the space, represent the seasons and celebrations of the Church year, and pay tribute to the spiritual histories of all members of Grace. They sorted and chose from among all the items that had belonged to the three founding congregations, making repairs and alterations as needed, and continue to create and obtain new ones that reflect Grace's spirit.

We were fortunate to receive the donation of a new Christmas tree this year and solicited the help of the congregation to decorate it. During Advent, members of the congregation placed their decorations on the tree, as the beginning of a new tradition. This tree and these decorations will be part of Grace's Christmas for many years to come.

Michael and the choir have worked with Worship to find the best way to situate the choir seating and piano placement for streamed and in-person services.

Grace is in possession of several communion sets, and we have been working to find the best way of using them and of serving communion. During COVID, we used pre-packaged elements, and some people still prefer them. They will continue to be made available for the foreseeable future. Gluten-free crackers will be available, and water, for those with allergies to the contents of the juice. Pure grape juice has not been commercially available recently, so Janet Saunders obtained a supply of grapes

in October, and made and froze a supply of pure juice that should last several months.

One of the changes that has resulted from COVID is how people make their financial offerings. Much of the congregation is on PAR, and many others prefer to donate either through e-transfer or CanadaHelps. The Worship Co-Chairs met with Finance before Christmas and agreed to place offering boxes at the back of the sanctuary and no longer pass collection plates. The Finance team will monitor givings and this policy will be reviewed if necessary.

2022 has been a year of great change for Grace, and many people have contributed to making that change positive and smooth. Thank you everyone!!

Respectfully submitted, Carol Boyle and Janice Hatt



Future Work of the Church

Nominations

Carol Boyle (Chair)

At the present time most of the committees have reported back to me indicating that many of their current members plan to continue serving for the 2023-2024 term. Yeah!

The most important role that is currently vacant is the co-chair position. An individual has been approached and we wait for their decision before doing anything further.

There are three committees that have no one officially in the role – Nominations, Stewardship and Welcoming. Work will have to be done to fill these positions.

At the present time we have many folks who give of their time freely. That said, if you look around the congregation on a Sunday morning there is a great deal of potential for the load to be spread among even more. Realistically, we likely fall into the category of 20% doing 80% of the work. The question is how do we involve others more often. It is important that we add some new blood to committees looking for new and fresh ideas.

The current governance model is task oriented. Trying to get folks to agree to help with one off tasks. We do a pretty good job of this, but I believe we need to reach out even further. I would recommend that we spend some time doing brainstorming as a board to come up with a list of folks who could be approached for the vacant roles but also when there is a task to be done we could then check our "list" to see who we might speak with face to face.

Respectfully submitted, Carol Boyle

Grace United Church Board

2023-2024

Official Board

Co-Chair:
Co-Chair: Stacy Goodale
Past Chair: Heather McGavin

Official Board

Secretary: Jennifer Brezina
Treasurer: Sandy McKeown

Communications

Chair: Susan Ward-England
Members: Janice Hatt
Larry Hatt
Jack Seedhouse
Advisors: Stephen Askew
Bob England
Jane Hunter
Tech Support: Gabe DiMatteo

Endowment – Nelson Fund

Co-Chairs: Mike Lawton
Dave Shilton
Treasurer: Sandy McKeown
Members: Janice Martin (Outreach)
Dale McKeown (Trustee)
Kathryn Munn (Property)
Rev. Richard Bott

Care Network @ Grace

Co-Chairs: Marilyn Martin
Barb McKeown
Janet Saunders
Members: Cheryl Caldwell
Gary Goodale
Ruth Goodale
Donna Lelievre
Lynn Merwart
Kathryn Munn
Sandra Newcombe
June Richardson
Sandy Wright

Endowment – St. Stephen Fund

Co-Chairs: Mike Lawton
Dave Shilton
Treasurer: Dave Shilton
Members: Janice Martin
Sue Paquette
Kathy Seedhouse
Rev. Richard Bott

Faith Formation

Co-Chair: Donna Lelievre
Co-Chair: Keith Rutherford
Children's Services: Donna Lelievre
Members: Jane Hunter
Margaret Rogers

Emergency Response Committee:

Chair:
Chair/Co-Chair of the Board
Ministry & Personnel Rep
Property Rep
Worship Rep
Communications Rep
Minister
Other Board representation as
necessary (subject matter expert)

Finance

Chair: Dave Shilton
Treasurer: Sandy McKeown
Donation Steward: John Allchin

Members at Large (Max 3)

May Griffiths-Turner - Policies
Sandra Newcombe
Holly Dobson

Ministry & Personnel

Co-Chairs: Sue Stephen
Mark Goodale
Members: Paul Bartu
Shirley Bottaro

Nominations

Chair: Heather McGavin
Members:

Outreach committee

Chair: Janice Martin
Members: Sherrill McNally
Sharyn Georgas
May Griffiths-Turner
Sandra Newcombe
Michelle Shilton

Property

Co-Chairs Bob England
Kathryn Munn
Members: Gary Goodale
Garry MacDonald
Kathy Seedhouse
Ross Stephen
Volunteers: John Allchin
Wayne Burroughs
Mike Lawton
Dale McKeown
Bill Nicholson

Stewardship

Chair:
Members:

Regional Council Reps

Shirley Bottaro
Gary Goodale
Sue Stephen

Trustees

Co-Chairs Paul Bartu
Mike Lawton
Members: Minister
Shirley Bottaro
Wayne Burroughs
Sandy McKeown
Dale McKeown
Lloyd Pong
Dave Shilton
Ross Stephen

Welcoming and Membership

Chairs: Susan Ward-England
Members: Janice Edworthy
Michelle Shilton

Worship

Co-Chairs: Carol Boyle
Janice Hatt
Music Dir: Michael Mulrooney
Members: Kathryn Munn
Janet Saunders
Jack Seedhouse
Amy Watkins
Volunteer Coordinator: Sheila Young
Decorating Team: Sharon Allchin
Mary Ruth Crabb
Ruth Goodale
Barb McKeown
Sue Paquette

NOTE: Voting is limited to two members per committee

Feb 28, 2023

Grace Groups

Book Club

Co-ordinators: Jennifer Brezina
Janice Hatt
Sue Stephen
Sheila Young

Bridge:

Co-ordinators: Bonnie Blackie
Shirley Bottaro

Coffee Time

Co-ordinator: Linda Draddy

Fun, Food & Fellowship:

Co-ordinator: Linda Draddy
Members: Ruth Goodale

Fund Raising:

Co-ordinator: Linda Draddy
Shredding Event: Susan Ward-England
Book Sale: Janice Hatt

Funeral Committee:

Service Co-ordinator:
Janet Saunders
Building Co-ordinator:
Susan Ward-England
Gary Goodale
Reception Co-ordinator:
Linda Draddy
(Food & Fellowship)
Ad-Hoc: Cheryl Caldwell
Joan Hunt
Bonnie Blackie

Line Dancing

Co-ordinator: Bonnie Blackie

Men's Breakfast:

Co-ordinator: Rev. Richard Bott

Prayer Chain:

Co-ordinator: Sherrill McNally

Prayer Shawl:

Co-ordinator: Heather McGavin
Co-ordinator: Sue Stephen

Prayer Wall:

Co-ordinator: Janice Hatt

Tansley Park Community Homes:

Chair: Bill Nicholson

UCW:

Co-ordinator: Donna Lelievre

Affirming Ministry Committee:

Co-Chairs: Janice Martin
Kim Wilson
Members: Paul Bartu
Steve Bottaro
Holly Dobson
Sharyn Georgas
Jane Jenner
Kathryn Munn
Janet Saunders
Rev. Richard Bott

Consolidation and Renewal Team

Co-Chairs: Stacy Goodale
Heather McGavin
Members: Shirley Bottaro
Jennifer Brezina
Colleen Edwards
Janice Edworthy
Ruth Goodale
Dale McKeown
Sherrill McNally
Janet Saunders
Jack Seedhouse
Ross Stephen

Grace United Church Trustees

Attendees: Rev Richard Bott, Paul Bartu, Dave Shilton, Sandy McKeown, Dale McKeown, Shirley Bottaro, Lloyd Pong, Kathy Seedhouse, Ross Stephen, Wayne Burroughs & Mike Lawton.

1. Rev Richard Bott officially appointed Mike Lawton and Paul Bartu to be Co-Chairs of the Trustee Committee in accordance with the congregation's wishes and the latest United Church Handbook.
2. Wayne Burroughs spoke to us about the UCC's self-insurance plan which will start this year. This will replace the current HUB Insurance Plan and will reduce our annual premium by 26%. The risk is 100% with the United Church of Canada so there is no downside for Grace United. The risk for the UCC will be distributed across the 1000+ United Churches throughout Canada who are expected to join the new plan in 2023.

Motion: Wayne Burroughs recommended that we re-new our insurance with the UCC Insurance Plan when our current policy with HUB expires in June 2023. Coverage for now will remain the same.

Seconded by Dale McKeown.

Accepted by all Trustees.

3. Dave Shilton updated the Committee on the value of the St Stephen Endowment Fund. Funds are distributed between the mortgage with the hospice, the investment account with TD and cash with CIBC. The hospice has been making regular lump sum payments on the mortgage and these funds are being deposited into the TD Investment Account.

Dave provided a summary of the projects we have funded from the St Stephen Endowment Fund. Over the past four (4) years we have donated \$ 175,200 to twenty-three (23) worthy causes.

Amy Skiba and Jason Aucoin from TD Waterhouse presented the performance results for the investment account. The funds are conservatively invested in a mix of low-medium risk fixed and equity investments. In 2022 the fund was down 8.6% on December 31st. The year 2022 was an anomaly in that both the bond and equity markets were down, so this loss is not unexpected. The fund has gained 3.8% already this year and TD are projecting that fund will gain at least 6% in 2023.

4. Sheyne Fenske from RBC Dominion Securities provided an update on the Nelson Endowment Fund. The fund is a mix of investment grade securities and shares of mid to large companies. In 2022 the fund was down 7.6 % on December 31st. Again, this was not unexpected as 2022 was a poor year for both stock markets and bond markets. The stock markets have had a good start in 2023 which Sheyne advised is historically a positive sign. Also, it is expected that in USA/Canada economies will experience a shallow recession in first half of the year. Stock markets are expected to remain volatile in first half of year and then climb in second half. It is expected that central banks will reduce interest rates later in the year to stimulate the economy out of recession which will result in positive returns in the bond markets.

Since the fund did not generate income in 2022 there is no new money to distribute in 2023. However, there is still \$ 70,000 in unspent money from previous years that is available to fund property improvement projects.

5. Paul Bartu led a discussion on our Affirming Journey with Grace United.

Faithfully, Mike Lawton, Co-Chair Trustee Committee

Agenda: Trustee Meeting, Grace United Church-Burlington

7:00 PM Rev Bott will officially appoint Paul Bartu and Mike Lawton, trustees elected by the congregation, as Co-Deputy-Chairs, in accordance with the congregation's wishes.

7:05 PM Discussion on future transition to United Church Insurance Plan. Wayne Burroughs or delegate.

7:25 PM Update on mortgage with Hospice, St Stephen Endowment Fund. Dave Shilton.

7:30 PM Update from TD Bank on investment account for the St Stephen Endowment Fund. Dave Shilton.

8:00 PM Update from RBC on investment account for the Nelson Endowment Fund. Mike Lawton

8:30 PM Discussion with Trustee's on our Affirming Journey. Paul Bartu

9:00 PM Adjourn.

Faithfully submitted, Mike Lawton Co-Chair Trustee Committee

St. Stephen Endowment Fund

December 31 2022

We are pleased to provide the annual report for the St. Stephen Endowment Fund.

The intent of the fund is to provide a means to support the Outreach work of the congregation of Grace United Church, in the areas of "spiritual growth, pastoral care, music, and other ways that the congregation may deem suitable in North Burlington and beyond.

<u>Balance: December 31 2021</u>	<u>\$2,967,600.62</u>
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Income:

Interest Income	\$96,296.68
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Other Income	\$0
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Total Income	<u>\$96,296.68</u>
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Expenses:

Administration Costs	\$7,333.00
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Endowment Payments	\$72,700.00
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Total Expenses	<u>\$80,033.00</u>
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Net Income 2022	<u>\$16,263.68</u>
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Balance December 31 2022	<u>\$2,983,864.30</u>
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Endowment Fund Payments in 2022

• Sleeping Children Around the World	\$500
• Burlington Food Bank	\$1,000
• Wesley Urban Ministries	\$5,000
• Scouts Canada – designated for the troop who operated out of SSUC	\$3,000
• Masomo Foundation -	\$5,000
• The Bridge Program -	\$1,000
• Halton Women's Place	\$1,000
• Compassion Society	\$1,000
• United Church of Canada M&S Fund	\$5,000
• Nina's Place	\$3,000
• Knitted Knockers	\$5,000
• Burlington Concert Band	\$5,500
• Grace United Church Outreach	\$21,200
• Grace United Church – Affirming Committee	\$3,000
• Delta United Church	\$2,500
• Hamilton Christian High School	\$5,000
• Burlington Scouting – World Jamboree	<u>\$5,000</u>
 Total Paid-out in 2022	 \$72,700

Funds Committed but not spent in 2022

• Westdale United Church Palestinian Refugees	\$5,000
• Six Nations Polytechnic	\$13,000

Administration Expenses Detail:

Bank Charges & Other	\$195.91
Software and Printer Costs	\$788.31
Regional Council Assessment	\$3,827.25
Final GST rebate adjustment (St Stephen)	\$1,430.58
Final Payment on Sign (Transition expense)	<u>\$1,090.95</u>
 Total	 \$7,333.00

Thank-you to the Committee members, Mike Lawton, Sue Paquette, Kathy Seedhouse, Janice Martin and Dave Shilton.

The St. Stephen Endowment Fund is accepting applications for funding. To obtain an application please go to the Grace United Church website and click on the "Endowment Fund" tab.

Respectfully submitted, St. Stephen Endowment Fund



Reports from Working Groups

Affirming Ministry

Paul Bartu, Steve Bottaro, Holly Dobson, Sharyn Georgas, Jane Jenner, Janice Martin (Co-chair), Kathryn Munn, Janet Saunders, Kim Wilson (Co-chair)

Following the Grace Board's approval to move forward with the Affirming journey in 2021, the Affirming Ministry committee (AMC) in 2022:

- Met on a regular basis (usually twice per month) focused on discussions on understanding issues related to marginalized communities and understanding the affirming process
- Developed a road map document of our path for 2022 after meeting with Port Nelson and St Paul's
- We developed a mandate document focusing on increasing the awareness and educating the congregation about marginalized communities. We utilized Grace-Line, worship services, the Grace website and exterior sign.
- We developed an interim working definition of what Affirming means for Grace
- As well, a Q&A document and a Definitions document was created that was inserted on the Grace website.
- A calendar of dates of recognition and remembrance relating to marginalized groups was constructed
- Although we start our meetings with the Land Acknowledgement, a suggestion was made to include at least one or two more sentences that goes beyond acknowledging that we share the land but illustrates how we are actively trying to recognize Truth & Reconciliation

Educational Opportunities

When able, participated in educational opportunities offered by the UCC and other churches and communicated with the congregation

Indigenous Justice and Reconciliation

- Horseshoe Falls Regional Council organized a Sunday Evening online Discussion Group focusing on Indigenous Justice and Reconciliation There were 8 events including those with a focus on music, books, films etc. that were the basis for the discussions.

Indigenous Reads Campaign

- Pam Damoff, MP Oakville - North Burlington chose the book Firekeeper's Daughter by Angeline Boulley an Indigenous author as part of Canada's seventh annual Indigenous Reads campaign. This book was highlighted to the congregation and invited to participate in a zoom event that Pam was hosting to reflect on the book and discuss our reactions to it.

Books & Articles

- Broadview's reading clubs often had articles of interest to the AMC
- Some members of the group read the book UnClobbered: Rethinking our misuse of the Bible on Homosexuality by Colby Martin and sections were discussed. Also, The Sins of Scripture by John Shelby Spong was read by some in the group. Both books focused on debunking the scriptures – with language taken out of context - their interpretation is such to not imply that homosexuality is wrong.

PFLAG Halton

Meeting organized with PFLAG Halton which was established in 2019. The focus of PFLAG is peer support and dealing with issue-oriented concerns and advocates when the 2S plus LGBTQ+ community is being excluded. They strive to build visibility, community, and respect in the Halton region.

The AMC met with PFLAG Halton to discuss opportunities for Grace to partner with them.

Conversations with Committees/Groups

As an interim step prior to organizing congregational events, the AMC decided to approach Grace committee/groups first for conversations concerning the process of becoming Affirming

- Developed a discussion guide, pre-reading materials and handouts to use with Grace committees/groups to facilitate/ initiate conversations
- Discussions were held with UCW, coffee time group, men's group and trustees

Worship services

Throughout the year, Grace AMC organized/participated in various worship services or highlighted days of recognition and remembrance:

Black History Month (February)

- Throughout February, various black Canadians (Trailblazers) were highlighted in Grace-Line. We also provided a link to documentaries in recognition of Black History Month.

PIE Day (March)

- The AMC participated in raising awareness with the Grace congregation throughout the month of March with a series of videos hosted by Kathryn Munn
- Members of the congregation submitted pictures with pies to share on PIE Day.
- Monday, March 14th was National PIE Day - P - I - E - Public - Intentional - Exclusive which was a day for Grace to publicly, intentionally and exclusively demonstrate its commitment to embrace members of the 2S and LGBTQIA+ community.

Asian Heritage Month (May)

- During May, we highlighted the many achievements and contributions of Canadians of Asian heritage.

PRIDE Month (June)

- Rev Helen shared her story with the congregation
- The AMC planned a PRIDE Sunday Service for June 26th. We asked the congregation to wear a PRIDE inspired colourful piece of clothing and also provided them with a rainbow patterned mask; The worship service we used was Stories of the Heart created by Linda Hutchinson; testimonials from families and members of the LGBTQIA+ community; Ella G sang True Colours; pride flags displayed
- During the month, information of various PRIDE flags has been shared each week with the congregation in Grace Line.
- The AMC had put forward a motion to the Board to paint the ramp leading up to the main entrance a rainbow of colours as per the PRIDE flag. There was considerable discussion and some concerns raised so the Board did not

vote to approve the motion and thus this idea did not move forward; board agreed we could display pride flags on the Grace property; will be re-discussed in 2023

Indigenous History Month (June)

- During June, Canadians recognize the history, heritage, resilience and diversity of First Nations, Inuit, and Metis People across Canada. The AMC focused on the accomplishments of Her Excellency the Right Honourable Mary Simon, Governor General and Commander-in-Chief of Canada, since July 26th, 2021.

Korea Peace Appeal (June)

- The Korea Peace Appeal is a global campaign that seeks to collect 100 million signatures by 2023, the 70th anniversary of the armistice. The congregation was made aware of the request from UCC of The National Council of Churches in Korea challenge to The United Church of Canada to add Ten Thousand Signatures to a petition by the summer of 2022.

National Day of Truth and Reconciliation (September)

- The AMC was responsible for the Time of Learning where Kim led us in a demonstration of the impact of Residential Schools over 7 generations; the congregation was asked to wear orange shirts
- Information on where orange shirts could be purchased provided to congregation in advance

Spirit Day (October)

- Spirit Day, an annual LGBTQ awareness day observed in October was recognized. Observers wear the color purple as a visible sign of support for LGBTQ youth and against bullying during National Bullying Prevention Month, as well as to honour LGBTQ victims of suicide.

Transgender Day of Remembrance (November)

- We recognized the Transgender Day of Remembrance in November. It commemorates the trans, two-spirit and non-binary people who have lost their lives to transphobic violence. AMC was responsible for the Time of Learning.

The National Day of Remembrance and Action on Violence Against Women December)

- On December 4th, we remembered the 14 young women at Polytechnique Montréal (December 6, 1989) who were murdered. This act of violent misogyny shook our country and led Parliament to designate December 6 as The National Day of Remembrance and Action on Violence Against Women. We distributed white ribbons to the congregation to honour the victims of this tragedy.

Considering Matthew Shepard (September)

- Grace co-sponsored a requiem (a combination of music and spoken word) of a production entitled Considering Matthew Shepard performed by the Elora Singers being hosted by Port Nelson United Church; thanks to the St Stephen Endowment Fund; the congregation was encouraged to attend this amazing musical performance which commemorated the life of Matthew Shepard, a gay college student from Wisconsin who was killed as a hate crime; this was a wonderful opportunity for Grace to partner with other churches in Burlington and Oakville

Affirming Survey

- In order to reach out to the congregation to receive feedback regarding the affirming journey, in November, a survey was made available to the congregation. The responses would allow us to gauge the temperature of the congregation as far as their understanding of affirming and inform us for planning for future direction

Planning for 2023

- Discussions were held as to our direction in 2023 where we will be focusing on the 2S and LGBTQIA+ community as we drive towards a vote currently scheduled for the end of October 2023.

***To become a safe community where
No one feels alone
And everyone feels at home.***

Camrose United Church's Vision
Open Hearts page 21

Respectfully submitted, Janice Martin and Kim Wilson

Consolidation and Renewal Team

Co-Chairs: Stacy Goodale, Heather McGavin Committee members: Rev. Richard Bott, Shirley Bottaro, Jennifer Brezina, Colleen Edwards, Janice Edworthy, Ruth Goodale, Jodi Harrison (who has subsequently resigned), Dale McKeown, Sherrill McNally, Janet Saunders, Jack Seedhouse, Ross Stephen

In August 2022, the Consolidation and Renewal Team (CaR Team) was formed with the goal of fulfilling one of Rev. Helen's last challenges to us – to achieve final unity by creating a worship environment that is uniquely Grace and represents who we are and what we stand for as a congregation.

Crosses and vessels and fonts from all previous congregations adorned the sanctuary but none were identified as being uniquely Grace's. A team was formed with representatives from the 3 legacy churches as well as individuals who had come to be a part of Grace, post amalgamation. Our mandate was to provide recommendations to the Board and ultimately to the congregation regarding opportunities to either repurpose the current "worship furniture" or create new ones that symbolize our church life here at Grace.

We reflected on what we already have done that has helped us to become a unified Grace aside from the physical environment. We have our Core Values, Guiding Principle and a new logo. We have a list of our favourite hymns. We have a new name for our Christmas bazaar. We have also had banners made just for Grace and we are all being diligent about acknowledging that our past as Grace actually only represents the last 3 years.

While trying to ensure that we did not broaden our mandate, we decided that the key items were the baptismal fonts, the communion vessels, and the crosses, along with any recommendations to make our entrance more welcoming and worshipful. We started by looking at baptismal fonts and communion vessels. An inventory was made of our current fonts and vessels and this was made available to the congregation. Input was sought regarding meaningful stories and the histories of these items that could help us determine their futures. Options for new ones are still being explored.

Our next challenge was to address the fact that we have 3 crosses in the sanctuary. Again, input was sought from the congregation about the possible disposition of these crosses as well as what a Grace cross means to them and what the cross should represent for them. What we heard from the congregation repeatedly was how important it was to honour all 3 parent churches while also feeling excited about where Grace United was moving in

the future, including an acknowledgement that for many who have joined our congregation over the last few years ... Grace is all they have known. While the CaR Team had planned to engage with various artisans on possible designs, after reviewing congregational feedback and assessing all the possible options, the Team made a recommendation to the Board to designate all 3 legacy church crosses as 'Grace's cross'. We recommended that the current cross at the front of the sanctuary remain in place with the other 2 crosses being relocated to other vibrant spaces where people gather. Our recommendation for locations is: 1) the stucco wall outside the front entrance, as a welcome to all, and 2) the loft, replacing the birch bark cross there today. A final decision about this will be taken to the congregation.

The Team would like to thank everyone in the congregation who so thoughtfully provided feedback and responded to our requests. This is an ongoing project and we are excited about enhancing our worship environment that represents our core values and who we are as a Christian community.

Respectfully submitted, Stacy Goodale and Heather McGavin

Emergency Response Committee

The purpose of the Emergency Response Committee is to make the necessary decisions to respond appropriately following or during an emergency situation. This could mean any natural disaster or public health outbreak. The focus of the committee during this last year was to decide how the congregation could begin worshipping in person, while following appropriate public health guidelines. We addressed the issue of when we could stop requiring proof of vaccination to attend church and then the issue of mask wearing. By the end of the year, mask wearing was no longer mandatory but strongly recommended.

This committee does not meet on a regular basis (compared to the former Re-entry committee that met regularly during COVID) but as required based on circumstances that might require the committee's recommendations regarding church closure or change in protocols.

Membership includes the Board Co-chairs (who also co-chair this committee), Minister, Chair of Communications, and a Co-chair each of Property, Worship and Outreach. Also included on the committee may be someone with content knowledge regarding the current situation. Currently, May Griffiths-Turner fulfills this role with her expertise in infection prevention.

Respectfully Submitted, Heather McGavin and Stacy Goodale



Reports from Grace Groups

Book Club @ GRACE

Book Club @ GRACE (Great Reads Always Captivate Everyone) is a group of people who enjoy reading and discussing fiction, memoirs and biographies, and socializing with other readers. The group is open to everyone who belongs to, or worships at Grace United Church, Burlington. We meet on the fourth Monday of every month (Sept – June, except December) to discuss a different book, opening and closing the meeting with prayers related to the subject matter of the book. In June, the members of the group nominate books and vote to select 8. Each month we rate the book we discuss, and by May we have a winner to recommend to the congregation. Through 2022 we continued to meet on zoom, with about 20 people joining every meeting. In May, we finished the 2021-22 year, selecting *The Last Bookshop in London* by *Madelaine Martin* as our favourite book for the year. In June, everyone had the opportunity to nominate a book for the next year and give a brief summary of its merits for the book club. When the votes were tallied, the following books were selected:

The Bookwoman's Daughter	Kim Michele Richardson
The Foundling	Ann Leary
The Lies I Tell	Julie Clark
Looking for Jane	Heather Marshall
The Maid	Nita Prose
Nosey Parker	Lesley Crewe
The Thursday Murder Club	Richard Osman
The Violin Conspiracy	Brendan Slocumb

Respectfully submitted,

Jennifer Brezina, Janice Hatt, Sue Stephen and Sheila Young
Book Club Coordinators

Coffee Time

Linda Draddy (Chair)

A group of men and women who gather to chat and laugh and now drink our own drinks from home and sometimes eat treats.

We are back to meeting in the back of the sanctuary after spending the summer outside, we will probably be back outside when the weather warms up, because we like it there.

We had a few zoom meetings at the beginning of 2022, Thank you Janice Hatt for setting those up - hopefully that's the end of that!

I also want to thank Kathy Seedhouse for taking over during my disabled weeks.

Please join us for friendly conversation on Thursdays at 1:00pm - everyone is welcome to join.

Respectfully submitted, Linda Draddy

COVID Dinners

As indicated in the 2021 Annual Report on COVID-19 Dinners, Susan Ward-England stepped down from this initiative and Kim Wilson stepped up.

2022 began with vaccination programs well established and people getting out and about again – including travel adventures. As a result, our average number of meals per month dropped from 25 to 15-20.

Dinners were prepared in Kathryn's kitchen on a monthly basis (salad, main course and dessert, often with homemade bread). Individual bags of food were packed for each family along with a festive napkin and a greeting card to let the recipients know they were cared for by their Grace Church family.

As with most church endeavours like this – it was a team effort – including our dedicated drivers who picked up the meals at Kathryn's house and delivered them all over Burlington, and the Crop Circle team who created the themed

greeting cards. **A big thank you to all who participated.** While the dinners were prepared to provide hot meals to Grace members who were more isolated during the pandemic, the delivery folks also received their own reward by seeing the happy faces of the dinner recipients, and made new connections with those in the congregation who they might not have known.

Our themed dinners in 2022 celebrated the Lunar New Year, Valentine's Day, St. Patrick's Day, Easter, and Mother's Day. Come June, vacation schedules created timing conflicts over the next few months and come September, it was decided that this activity had run its course.

We would like to thank the St Stephen Endowment fund for funding this project to its conclusion.

Respectfully submitted, Kathryn Munn and Kim Wilson

Crop Circle

Janice Hatt: Coordinator

The Crop Circle, a group of paper crafters, has formally disbanded. However, the individuals who made up this group are still available to make cards for any Grace programs that might need them.

Respectfully submitted, Janice Hatt

Fundraising

Linda Draddy (Chair)

With the help of several volunteers, we managed to have a few successful ventures in yet another 6 months of Covid shutdown.

Spring and Fall Paper Shredding Events, organized by Susan Ward-England and her many volunteers showed a profit of \$ 4780 which was donated back to Grace operating expenses fund. (Please note the cost of the truck was done as a gift in kind). Thank you Susan for all your work on these two fundraising days in 2022.

The Big Book Sale finally happened on June 3 and 4. After a two year hiatus, and boy did we have books. Set up was actually the whole week before by many volunteers coming in to organize the books into categories. Day 2 was selling and clean up. Many thanks to Janice Hatt and her army of volunteers for a successful Book Sale for 2022, the final amount raised was \$4,900 which was donated back to the Grace Operating Fund.

Looking forward to great opportunities for fundraising in 2023.

Respectfully submitted, Linda Draddy

Funeral Committee

Janet Saunders, Linda Draddy and Susan Ward-England Co-ordinators

In times of Bereavement preparing for a funeral and dealing with the death of one we love is a difficult time. At Grace we have a team of volunteers who work with the minister to plan for and host a funeral/reception.

There are three parts of this team which each focus on different tasks associated with hosting a funeral:

1. Working with the minister, to assist the family with the planning of the service and being the contact person for the family's wishes about the service and reception.
2. Making sure the service support tools are available (ie A/V support, preparing the church for the event)
3. Planning and serving of food required for the reception.

Grace 2022 hosted the funeral for Penny Edwards.

Submitted by, Susan Ward-England

Fun, Food and Fellowship

Ruth Goodale, Linda Draddy (Chair)

What a busy last 6 months!!!

At Easter time we still weren't allowed to eat in the sanctuary, so we stood outside the door and handed out carnations, small wrapped cakes and Dads cookies.

We had a huge undertaking for Rev. Helen's leaving party. Permission was granted to eat inside the church so BOOM.... a BBQ with hamburgers, hot dogs, all kinds of donated salads and Kathryn Munn made a fantastic cake and wonderful cup cakes. A huge thankyou to the BBQ chefs, everyone who made salads, all the workers, and Kathryn. It was a wonderful send off for Rev. Helen and Barb..

In September we had an Old Fashioned Welcome Back Church Picnic after church, outside (the weather was perfect). Everyone brought their own brown bag lunch, we supplied watermelon and lemonade. Many many thanks to Ruth Goodale for organizing all of the special games and Gary Goodale for making some of the wooden structures, it was such a fun afternoon, I think we might do it again.

Two cakes were purchased from Costco in November, one to say Thankyou and goodbye to Dale and one to welcome our new minister Richard.

FFF provided the lunch for the Celebration of Life for our member and good friend Penny Edwards.

The small afternoon tea for the Nativity Expo, on Dec 3 was enjoyed by everyone attending.

Respectfully submitted, Linda Draddy

Men's Breakfast Group

Larry Hatt, Coordinator

The Grace UC Men's Breakfast Group meets on Wednesday morning at 8:30 AM on the 2nd and 4th week of each month. After meeting via Zoom early in the year, we surveyed the possibilities in nearby restaurants, and found very good space and service at the Alloro Restaurant in the Holiday Inn on the South Service Road near Guelph Line. While the restaurant closed in general for renovations for most of the year the restaurant was opened for us for each of our breakfast meetings.

The group generally meets through the whole year, and does not suspend for the summer. Generally, one of the group members sponsors a discussion topic for the day; however, this year we simplified our meetings through the summer months by concentrating on good conversation and breakfast. In the fall we picked up with Program on alternate weeks. Topics are generally, although not always, spiritually based, and cover about half of the 60-90 minute meeting.

The Breakfast group organized and presented the Sunday service on August 21 based on the history of some of our favourite hymns.

The average attendance through the year has been between 12-14. With the arrival Rev. Bott and his joining the group and taking over program, attendance has increased to as high as 20. The restaurant has assured us that they can handle our increasing numbers.

Meetings are announced in Grace-Line in advance of each meeting; as well an email reminder on preceding Tuesday afternoons.

Larry Hatt

Prayer Chain

Members: Sherrill Dobson, Co-Ordinator, Shirley Bottaro, Cheryl Caldwell, Ruth Goodale, June Richardson, Margaret Rogers, Janet Saunders, Sue Stephen and Rev. Richard Bott

The Prayer Chain at Grace underwent some changes in 2022. Marilyn Stairs is thanked for coordinating this group from Grace's beginnings in 2019 until June of 2022.

In June, Sue Stephen agreed to act as coordinator on a temporary basis until a new coordinator could be found and introduced some changes to the way in which prayer requests were shared providing monthly and as needed written updates on requests. Individuals for whom prayers were made began to give the coordinator updates on their situations. We added prayers of thanksgiving and/or support as the updates were shared. The number of people willing to pray for others almost doubled between July and October and in October Sherrill Dobson stepped forward and volunteered to take on the leadership of this group.

Who/what is the Prayer Chain at Grace? It is a group of caring individuals who call Grace their faith home who are willing to take time each day to pray for others. The time, manner and format of the praying is whatever suits the individual. Rarely are there formal meetings but the group is willing and eager to learn more about the power and mystery of prayer. Membership is open to all. The names and situations for which we pray is confidential UNLESS the individual asking for prayers requests or gives permission for their concern to be made public.

We have been contacted by people from outside our community of faith who have asked for prayers and their names have been added to our list. We now have a generic email address for prayers and it is on the website and published weekly in Grace-Line.

To request prayers, or to learn more about the Prayer Chain, and/or to become a member please speak with Sherrill Dobson or send a message to prayerchaingraceunited@gmail.com

Respectfully submitted by Sue Stephen (Acting Co-ordinator June to November 2022) and Sherrill Dobson, Co-Ordinator

Prayer Shawl Ministry

Chair: Janet Saunders

Attending Members: Susan Stephen, Janice Hatt, Sue Paquette, Joyce Hughes, Dawna McDade, Heather McGavin, Joan Hunt, Kathy Seedhouse, Penny Edwards (deceased 2022)

Associate Members and Contributors: Mary Ruth Crabb and Sheila Young

Once social gathering was permitted, and as members felt comfortable, in-person meetings of the Prayer Shawl Ministry resumed in 2022. The group generally met by the Prayer Wall on the first Monday of the month, year round, switching to the second Monday to avoid statutory holidays.

The group meets to knit (or crochet) prayer shawls, chemo caps, and winter toques, scarves, and mitts which are distributed through Grace. We have also provided items for other groups within the area as needs are identified for our items (baby blankets and hats for hospitals, and toques for migrant workers.)

Our gatherings are opened and closed with prayer and any finished items are blessed by the group.

As we work and visit, we hold in prayer members of the Grace family, friends, church and international issues.

Special mention was made during Advent of Penny Edwards, her skill as a knitter and her many contributions to the group and to the 2022 Mitten Tree.

The Prayer Shawls and Chemo Caps are stored in a designated cupboard within the outer office. These may be picked up for anyone who needs or would benefit from the comfort these items can provide and the prayers they hold.

Membership is open: yarn, needles, patterns and instruction are all available.

Submitted by, Janet Saunders and Sue Stephen

Prayer Wall

Inspired by the Western Wall in Jerusalem, Grace's Prayer Wall is a special place for prayer in our sanctuary. It was designed and built about 10 years ago by Marilyn and Peter Stairs. A sign hangs over the wall and our tradition is to prayerfully burn prayers that have been left in the wall and scattering their ashes in the Grace gardens.

You are invited to sit, read the Bible, wrap yourself in a shawl and pray, alone or with others. Sometimes it helps to write down our troubles and worries. There is a basket of praying hands that you may use to write your prayer. There is a box for you to leave your prayer if you would like the Prayer Chain to pray for you, or you may place the prayer directly into the wall for God's eyes only. All prayers are confidential.

Respectfully submitted, Janice Hatt, coordinator.

United Church Women (UCW)

Donna Lelievre (Coordinator), Carol Boyle (Treasurer)

Grace United Church has a women's group which voted in 2019 to be part of the wider, national United Church Women (UCW).

At Grace, we want to make any person who identifies as a woman to feel welcome and comfortable enough to join in with the activities of the group. We don't collect the dues from people nor do we take attendance. We don't even really like the word 'member' and its implication of eliteness. We have always had healthy financial resources from our fundraising endeavours and paid the annual UCW national dues of \$60.00 from our coffers. Any woman "willing to contribute her prayers, gifts, and services for the work of the Church" may affiliate with the United Church Women (UCW). Along with providing important networking and social bonding opportunities, the UCW has led discussions on, for example, feminism and restorative justice.

Mission Statement: Love God. Foster Christian commitment, faithfulness, and spirituality. Promote respect and love for all God's creation.

ACTIVITY/FUNDRAISER: Candy Cane Traditions Bazaar - co-ordinated by UCW, enabled by Grace Congregation.

MONTHLY MEETINGS: A Sampling: In September 2022, Grace UCW was allowed space in the sanctuary on the second Tuesday of every month.

2022/May: First Live In-person meeting in two years! Note that UCW did not miss a single monthly meeting in 2 1/2 years! Hosted a presentation by Affirming Committee - An initial Defining Discussion.

2022/June: Welcomed guest speaker, Kathy Seedhouse who talked informatively about the Moravian Church in North America.

2022/July: 1. Pickle-making bee hosted by Joan Hunt, included ten + women over 5 days. Made 185 jars of sweet pickles. 2. Janice Hatt and Donna Lelievre attended the Sixtieth Anniversary of UCW in the United Church by travelling to Cape Breton for the 5-day Conference. *Keynote speaker was Cdn journalist, Human Rights Activist, Sally Armstrong.

2022/November: Welcomed guest speaker, Michelle Shilton to update and inform all interested women about Medical Assistance in Dying.

2022/December: Welcomed new minister! Rev. Richard Bott who endeared himself to all 30 women present for Christmas Potluck, with his Christmas Meditation, concluding in the Sacrament of Holy Communion.

God's Blessing on you all.

Respectfully submitted by Donna Lelievre

Grace United Church - United Church Women				
Annual Financial Report - 2022				
Revenue				
	Benevolent Fund		\$ 272.00	
	Candy Cane Traditions - Artisans	\$ 1,535.00		
	Candy Cane Traditions - Admission	\$ 689.15		
	Candy Cane Traditions - Baking	\$ 2,287.00		
	Candy Cane Traditions - Granny's Attic	\$ 1,492.75		
	Candy Cane Traditions - Jar Room	\$ 975.00		
	Candy Cane Traditions - Silent Auction	\$ 1,094.00		
	Candy Cane Traditions - Miscellaneous	\$ 125.00		
	Candy Cane Traditions - Pickles/Christmas Bags/Dish cloths	\$ 120.00	\$ 8,317.90	
	TOTAL REVENUE			\$ 8,589.90
Expenses				
	Bank Charges		\$ 47.44	
	Benevolent Fund -		\$ 80.00	
	Candy Cane Traditions - Advertising	\$ 94.08		
	Candy Cane Traditions - Baking expenses	\$ 111.33		
	Candy Cane Traditions - Banners	\$ 271.20		
	Candy Cane Traditions - pickle expenses	\$ 435.70		
	Candy Cane Traditions - refunds	\$ 60.00	\$ 972.31	
	Coffee Urn		\$ 313.00	
	Dues		\$ 60.00	
	Disbursements			
	Carpenter Hospice		\$ 300.00	
	First Nations Child and Family Caring Society		\$ 1,000.00	
	Five Oaks		\$ 300.00	
	Food4Kids		\$ 300.00	
	SOCKS		\$ 250.00	
	UCC Mission & Service Fund		\$ 300.00	
	Grace United Church - donation general fund		\$ 4,100.00	
	Grace United Church - Elf Network		\$ 690.00	
	TOTAL EXPENSES			\$ 8,712.75
	NET INCOME FOR 2022			-\$ 122.85
	Balance Forward From 2021			\$ 1,015.63
	END OF YEAR BALANCE			\$ 892.78
	NOTES:			
	* Includes \$192.00 UCW Benevolent Fund			
				31-Dec-22



Associated Groups of Grace

Tansley Park Community Homes, Inc. (TPCHI)

Tansley Park Community Homes (TPCH) consists of fourteen non-profit townhouses located next to the church at 4090 Millcroft Park Drive. Of the fourteen townhouse units, twelve are designated as rent-geared-to-income units and two are designated as affordable market-rent units. These play a part in the Community Outreach Program of church, providing much-needed affordable housing in the area.

TPCH operates in partnership with the Region of Halton's Community Housing and Services Department. Halton Region provides rent subsidies to support our rent-geared-to-income units, manages the centralised wait-list of people seeking subsidized housing in Burlington, and ensures our project maintains compliance with various housing regulations. For example, when a tenant moves out of a unit, we must use Halton's centralized wait-list to secure a new tenant. TPCH is a member of the Ontario Non-Profit Housing Association (ONPHA).

In approximately 1990, property held by the United Church of Canada (UCC) was severed and the portion of the land now occupied by the housing was sold to a newly formed non-profit corporation which provided considerable funds for the construction of our church on the remaining property. About the same time the new corporation raised a mortgage to fund the construction of the 14 townhouses. These activities were organized within the group organizing the building of the church, some of whom also formed the new non-profit corporation to build and manage the rent-geared-to-income housing. Support of the Corporation is an on-going outreach providing much needed affordable housing for up to 14 families.

The Board of Directors of TPCCH contracts out the day-to-day property management of the housing units. The current management company is Victoria Park Community Homes Management Project (VPCHP). VPCHP manages financial, operational and project matters, and receives direction from the Board at regular meetings about 5 times a year. VPCHP, which also owns or manages hundreds of housing units in the Hamilton, Brantford, Waterloo and Halton regions, has provided extremely competent management services for our housing since our inception in 1992. In 2021, the Board (through VPCHP) sought and received a \$100,000 grant to conduct long-needed repairs to the concrete steps of several units. The repairs, which commenced in the fall 2022 will be completed this spring. Other work to be completed this spring includes the conversion of the outdoor lighting to energy efficient bulbs.

Board Members serve for 2 years, renewable up to 6 years. Corporate bylaws require that at least four directors be members of The United Church of Canada. TPCCH'S current directors are all members of Grace United Church; and members of the church have predominately formed the Board since inception. The seven members of the current Board of Directors of TPCCH, affirmed at the 2022 Annual Meeting in November are:

Board Members:

Bill Nicholson	Chair
Ron Caldwell	Vice-Chair
Larry Hatt	Secretary
Rhonda Cutler	Treasurer
Edward Adelakun	Board Member
Mary Ruth Crabb	Board Member
Bruce Merwart	Board Member

At the end of 2020 the Corporation became a "Category 2 Independent Incorporated Ministry" pursuant to the Incorporated Ministries Policies of the United Church of Canada. The new designation released the Corporations from direct oversight and accountability to UCC. Although direct reporting has been reduced, the formal corporate documents provide that should the corporation ever be dissolved, and after all debts and liabilities have been paid, that the

remaining properties shall be distributed to Grace United Church or its successors. The continuing management of TPCH depends on Grace UC for voluntary Board appointments. Of course, such formal Corporate Board appointments provide interesting training and experience in corporate governance.

Respectfully submitted, Bill Nicholson, Chair, TPCH Board of Directors



Grace Financials

Finance

Dave Shilton (Chair), Sandy McKeown (Treasurer), John Allchin (Donation Steward)

The Finance Committee is pleased to provide the 2022 Financial results and the 2023 Budget for Grace United Church.

Financial Results 2022:

Results for 2022 show a “Net Profit” of \$24,606. The results are favourable to budget by \$32,431. The favourable results are due largely to payroll costs being well below our 2022 budget forecast.

Our largest source of Revenue is envelope givings. Offering givings are below budget forecast by \$13,193. Our analysis show that in 2022 there was a drop in our monthly PAR and Offering givings. This was due to a number of members leaving Grace and cancelling their PAR enrollment. There is good news regarding our envelope givings. In 2022 we added new members to our PAR list but as at December 31, 2022, our monthly PAR deposit was still down from 2021.

The decline in Offering givings was offset by Rental and Fundraising revenue exceeding budget by \$16,654. Our thanks to the committee(s) that worked diligently on fundraising and finding new sources of income in 2022. We appreciate your hard work.

The planned revenue of \$20,000 from the government loan forgiveness program has been postponed to 2023. This is due to the payment date on portion of the government loan that has to be repaid (\$40,000) being moved from this year to December 31, 2023.

Operating Expenses are favourable to our budget by \$43,420. When the 2022 Budget was prepared, we (prudently) planned our payroll costs to show both the Minister and Administrative positions as being filled at their regular hours even though we anticipated this would not happen. In both cases the roles were not filled at their regular hours in 2022, resulting in the savings.

Relocations costs were greater than planned but are appropriate.

Regional Council Assessment was less than budgeted. A portion of this cost includes an assessment against the Endowment Fund(s). The Endowment Funds pay for this expense.

Budget 2023:

The Grace United Church 2023 Budget projects a Net Loss of \$13,841. This shortfall will be covered from the Net Profit earned 2022. The projected loss of \$13,841 includes \$20,000 in income from the government loan forgiveness program. Without these funds our budgeted loss for 2023 would be \$33,841.

We are projecting an increase in envelope givings of 2.7% to \$185,000.

Payroll costs reflect both the Minister and the Administration positions filled at their regular hours.

Increases in Administration and General Expenses and Property Expenses reflect rising daily operating costs.

The increase in Committee Expenses is the result of more active Committees as we return to normal activities after three years of Covid-19.

Summary:

While the 2023 Budget shortfall of \$13,841 will be covered from profits of prior years, the Finance committee is concerned that on a longer-term basis Grace will face a financial challenge. In future years, we will not be able to rely on income from loan forgiveness to help cover our shortfall.

It is important to note, while Grace United Church is blessed to have two Endowment Funds, neither can provide funding to support the operational costs of Grace.

We must find additional revenue to cover anticipated shortfalls in future years or be faced with reducing Operating Expenses.

Finding a solution to this challenge will be the major goal of the Finance Committee and the Trustees as together we work with Richard on our 2023 Stewardship strategy

Finally, I want to acknowledge the hard work of Finance committee members Sandy McKeown, Treasurer and John Allchin, Donation Steward. Both roles require a lot of time and dedication. Sandy has been instrumental in finding ways to streamline the role of the Treasurer while continuing to provide timely and accurate reporting. John has been involved in increasing our PAR participation which is so helpful in ensuring a reliable monthly stream of revenue.

Respectfully Submitted, Dave Shilton

Grace United Church				
Profit and Loss Statement				
December 31, 2022				
			Variance to	2023
	Actual	Budget	Budget	Budget
REVENUE				
Offerings - Envelopes & PAR	\$ 180,007	\$ 193,200	(13,193)	\$ 185,000
Easter / Christmas offering	7,580	5,000	2,580	5,000
Rental Income	37,881	29,334	8,547	41,266
Fundraising	12,807	4,700	8,107	10,000
Other Misc. Receipts	11,171	8,200	2,971	9,000
Loan Forgiveness		20,000	(20,000)	20,000
TOTAL REVENUES	\$ 249,445	\$ 260,434	\$ (10,989)	\$ 270,266
EXPENSES				
Payroll	143,842	196,694	(52,852)	203,835
Admin & General Expenses	18,296	18,360	(64)	21,492
Property & Maintenance	29,494	28,870	624	32,630
Committee Expenses	4,884	6,335	(1,451)	11,150
Relocation Costs	14,728	5,000	9,728	-
Regional Council Assessment	8,595	10,000	(1,405)	10,000
Other Misc. Disbursements	-	-	-	-
HST	5,000	3,000	2,000	5,000
TOTAL EXPENSES	\$ 224,839	\$ 268,259	\$ (43,420)	\$ 284,107
NET PROFIT (LOSS)	\$ 24,606	\$ (7,825)	\$ 32,431	\$ (13,841)
<i>Mission & Service Receipts</i>	10,489	11,300	(811)	11,300
<i>Mission & Service Payments</i>	10,489	11,300	(811)	11,300
	\$ -	\$ -	\$ -	0
<i>Outreach Revenues</i>	8,580	7,800	780	7,800
<i>Transfers to Outreach account</i>	8,630	7,800	830	7,800
	\$ (50)	\$ -	\$ (50)	0
Operating	\$ 24,606	\$ (7,825)		\$ (13,841)
M&S	-	0		0
Outreach	(50)	0		0
Total	\$ 24,556	\$ (7,825)		\$ (13,841)

Grace United Church			
Balance Sheet as at December 31, 2022			
Cash			
Operating Funds	\$ 1,742	Accounts Payable	\$ 3,097
Petty Cash	150		
CEBA Loan	20,000	Music Fund	227
Parking Lot Fund	22,400	Affirming Committee Fund	200
		Parking Lot Fund	22,400
Amount due from Endowment Fund	12,370		
		Goods & Services Tax	(14,236)
Investment	40,000		
(from CEBA loan)		Loans	
Fixed Assets		CEBA	60,000
Church Building	1,659,021	VIM Capital	494,477
Church Equipment	151,132	HUCEC Capital Loan	203,288
Office / Other Equipment	5,760		
Parking Lot	12,268	Congregational Equity	1,150,680
		Retained Earnings	(19,843)
		2023 Net Gain	24,556
Total Assets	\$ 1,924,844	Total Liabilities & Equity	\$ 1,924,844



Appendix

Core Values

As followers of Jesus Christ, we believe we are called to live out His commandments; to love God and to love our neighbours as ourselves (Matthew 22:37-39), and to do justice, love kindness and walk humbly with our God (Micah 6:8). We believe that by adhering to our core values: Kindness, Fellowship, Spiritual Growth, Acts of Service, Leadership, and Inclusivity we will achieve whatever God calls us to do within our community of faith, our wider community and the world.

Kindness is an overarching value of Christian love promoting friendship, consideration, respect and generosity.

We show *Kindness* when we:

- Engage others empathetically in a welcoming and non-judgemental way.
- Offer companionship willingly.
- Help and share our talents in specific ways with no expectation of reciprocity.

Ephesians 4:32

... be kind [and compassionate] to one another, tender-hearted, forgiving one another, as God in Christ has forgiven you. (NRSV)

Fellowship is a welcoming partnership fulfilled in a community of mutual support, and shared activities, challenges, goals, interests, and duties.

We practice *Fellowship* when we:

- Welcome all people journeying in faith to participate in worship as well as other faith activities, including setting goals and planning.
- Offer help, with compassion, to eliminate barriers hindering the full participation of any member of the faith community.
- Promote honest, supportive relationships as we participate in faith and community activities.
- Share activities, goals, interests and duties with an individual or groups of individuals.

1 John 1:7

... but if we walk in the light as he himself is in the light, we have fellowship with one another... (NRSV)

Spiritual Growth is a lifelong process of knowing God and understanding our relationship with God, community, and society.

We commit to *Spiritual Growth* when we:

- Welcome challenging ideas about the nature and content of our faith.
- Offer and participate in meaningful worship and communion.
- Offer and participate in Bible Study
- Offer and participate in opportunities to meditate, pray, reflect and express gratitude.
- Make available resources for personal reflection, learning, and growth.

Colossians 3:16

Let the word of Christ dwell in you richly; teach and admonish one another in all wisdom; and with gratitude in your hearts sing psalms, hymns, and spiritual songs to God. (NRSV)

Acts of Service are guided by Christ's teachings which call us to humbly commit to the common good.

We engage in *Acts of Service* with our time, talent, and treasure by:

- Supporting grass-roots initiatives consistent with Christian teaching and relevant to our community and beyond.
- Using God-given talents to understand and serve the needs of those within our community of faith and beyond.
- Forming respectful and supportive internal and external partnerships, with integrity and without expectation of acknowledgement.

Matthew 25:35-36 and 40

'... for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me. And the king will answer them, 'Truly I tell you,

just as you did it to one of the least of these who are members of my family, you did it to me.' (NRSV)

Leadership is participation at different levels of the community, and supporting people to reach their potential, taking the opportunity to guide responsibly with selfless duty and empathy.

We *Lead* by:

- Having open decision-making processes in which all are actively encouraged to participate.
- Being civic-minded and making decisions based on information from the community to help ourselves, and those with whom we engage, reach full potential.
- Encouraging and equipping all with the right tools and strategies to grow capabilities and maximize potential.
- Engaging in strategic thinking and action to stimulate innovation and growth.
- Paying attention to the needs of children and youth in developing and encouraging their leadership skills.

Proverbs 11:14

Where there is no guidance, a nation falls, but in an abundance of counselors there is safety. (NRSV)

Inclusivity is all-embracing, and celebrates and honours the full spectrum of humanity and creation by following Christ's example of acceptance.

We aspire to be Inclusive by:

- Educating ourselves and others about our differences and similarities.
- Treating each person fairly and equitably, being alert to conscious and unconscious barriers which may hinder full and equal participation.
- Being aware of unequal distribution of privilege in society and endeavouring to minimise disadvantage.
- Learning to understand and extend Christian love to everyone in an open and healing way.

Galatians 3:28*[In Christ's family] there is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus. (NRSV)*

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Engaging in Grace-FULL Conversations

At Grace United, we live out our core values by abiding by 3 our Guiding Principle: *Belonging, Learning, Connecting in Grace*. Therefore, when we gather to do the work of the church we are all invited to join in the conversations and dialogues. Each person's idea or opinion is to be equally considered and valued. We remember the importance of "listening so we may understand and not simply respond" and the wisdom of the Dalai Lama who says (paraphrased) that when we talk we are only repeating what we already know, but when we listen there is the possibility of learning something new.

We strive to engage in Grace-FULL conversations. GRACE-FULL is defined here as:

G = GOD at the centre of our listening, silence and speaking

R = RESPONSIBILITY for what we say and feel without blaming others.

A = APPROACH new ideas with curiosity and wonder

C = CONSIDER our own assumptions and perceptions, what we hear and feel before we speak

E = ENCOURAGE sensitivity, kindness, compassion, patience, courage, and open-mindedness

FULL = Of God's Spirit, we lean into God's transformative love, as we seek a safe community where each person's dignity and worth are affirmed and celebrated.