

20  
23

# + Grace

UNITED CHURCH

Belonging. Learning. Connecting in Grace

ANNUAL REPORT



 *Grace*  
UNITED CHURCH

[GraceUnitedChurch  
Burlington.com](http://GraceUnitedChurchBurlington.com)

**Burlington Montessori Preschool**  
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2111



# GRACE UNITED CHURCH

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GRACE UNITED CHURCH

## MESSAGE FROM **THE CO-CHAIRS**

•

*Stacy Goodale & Heather McGavin*

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2023 was a year of progress at Grace. We started the year with a Board retreat to define our strategic priorities and establish goals as part of our Board Ministry Plan. With a focus on Faith, Growth and Connection we have achieved so much this year.

### *Highlights include:*

- Congregational approval to adopt and install 3 Grace crosses
- A successful stewardship campaign - Grace's first!
- The transition of our Consolidation & Renewal Team to our GPS Team – with a mandate to deliver a high-level design and project plan for our sanctuary and entrance
- Approval of Jennifer Henry as our Volunteer Associate Minister
- A 94.3% positive vote to become an Affirming community of faith
- Over 20,000 volunteer hours to deliver our spirit-building services and faith development programs, run countless fundraisers and fellowship events and offer support to our community, plus so much more

### *We have so many blessings at Grace, but particular thanks are extended to:*

- Our Board, for their patience with some of my new ways and for agreeing to continue to lead Grace in 2024.
- Our tremendous staff – Juan Arevalo, Aislinn Doran, Michael Mulrooney, and Rev Richard Bott. Your dedication to our community of faith is seen and appreciated.
- Heather McGavin, as she completed her term as Board Co-Chair on June 30, 2023. Heather has been involved in Board leadership since well before our amalgamation and we are all indebted to her for her diligence, her sage wisdom, and her heart.
- And finally, thank you to everyone who has contributed to the life of the church in 2023. We are Grace because you are Grace.

As we continue to move forward as a community of faith, I hope that more of us will share our gifts and talents by getting involved. Grace has an exciting future ahead, and I'm looking forward to uncovering what God is calling us to be in 2024.

Thank you for being a part of our journey this year.

Respectfully submitted, Stacy Goodale

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GRACE UNITED CHURCH

## MESSAGE FROM **THE MINISTER**

•

*Rev. Richard Bott*

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The General Council of The United Church of Canada has invited communities of faith into an audacious vision: to be people of Deep Spirituality, Bold Discipleship and Daring Justice. Grace United Church, in its desire to be people who are Belonging, Connecting, and Learning in Grace, have been doing wonderful things to live into that vision.

Over 2023 we've found ways to pray together, to sing together, and to laugh and cry together. We have explored the relationships of our spiritual ancestors with God: Creator, Christ, and Holy Spirit, and we've wondered about our own relationships with that God and with each other.

We've continued to find ways of melding old traditions and starting new ones. It may be hard to believe, but it was just one year ago that we had our first post-pandemic potluck on Maundy Thursday 2023! This community of faith

*Called by God, as disciples of Jesus, The United Church of Canada seeks to be a bold, connected, evolving church of diverse, courageous, hope-filled communities united in deep spirituality, inspiring worship, and daring justice.*

has experienced changes and possibilities lived, and in all of that change has thrived. Grace continues to find the ways it can be a community of Christ's disciples in our actions, as well as our words.

As you read these pages, I hope you'll celebrate everything that we've done and experienced, everything God has invited us to be, over this past year - and I hope you'll look forward to the possibilities that God is inviting us into in the days, weeks, and years to come.

Christ's peace and wonder be with you!

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## OUR FAITH STORY

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**Grace United Church Burlington** came into being July 1, 2019, with strong roots from our 3 parent churches, and a desire to continue to do God's work in our community and be more than we were as separate entities.

Almost 5 years later we are indeed a "new creation" – born of many members from our parent churches, but many more who have only known Grace. We are Grace United Church where **Belonging, Learning and Connecting in Grace** is our guiding principle and where

we believe in the Vision and Call of the United Church of Canada for **Deep Spirituality, Bold Discipleship and Daring Justice**.

In 2023, we set priorities for the next 3-5 years that keep our leadership focused and help us continue to grow into what God is calling us to be as a community of faith. Those priorities: **Growth, Faith and Connection** guide our decision making and strategic planning, but also underpin how we live in our world as a community of faith and as individual members.

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## OUR MEMBERSHIP

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Important moments in the changing life of Grace:

### BAPTISMS

- Jeffrey Michael Cauley (adult)
- Isabella Luzia Borges
- Edmund James Marriot Lowry
- Alivia Mackenzie McNally
- Pouyan Hadhar Sahei (adult)

### FUNERALS

- Walter Adams
- Isobel Britt
- Jim Crans
- Jodi Scott Reason

### CHANGES IN MEMBERSHIP

Total Membership (at 31 Dec 2022)	<b>223</b>
Members removed by transfer	0
Members removed through death	3
Members added through transfer	6
Members added through adult baptism	2
Total Membership (at 31 Dec 2023)	<b>228</b>



Our Core Values are:  
Kindness, Spiritual Growth, Leadership, Inclusivity,  
Acts of Service, Fellowship

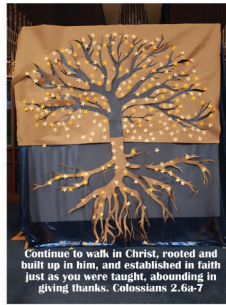
Deepening our Faith in Christ, we Grow through our Connection,  
with one another, with the wider community, and with God.

#### GROWTH



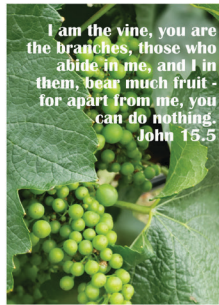
To actively grow in self and in community so that we deepen our knowledge, widen our reach, and expand our resources.

#### FAITH



To guide ourselves and others to both live our faith and express our faith so that we walk the talk and talk the walk deliberately, openly and confidently.

#### CONNECTION



To cultivate connections within and outside our church so that we strengthen our understanding of others, offer a safe space for all & multiply our impact in God's world.

OUR PRIORITIES

OUR PRIORITIES

#### UNITED CHURCH VISION & CALL

*All are welcome in this place*

*In 2023, the Board was focused on Grace's work in these areas.*



*With our plans looking something like this...*



DEC 2023

## Board Ministry Plan



### Spring



Continued focus on a theme of Spiritual Discipleship



Explore how best to connect with newcomers



Faith Connections Welcome Event

### Spring/Summer



Build a culture of abundance

- Initiate Stewardship campaign
- Tea / Shredding / Book Sale



New mandate for the Welcoming Committee



CaR Team mandate review

### Summer/Fall



Build a culture of abundance

- Talent Inventory
- Committee Fair
- E-Recycling event
- Shredding event



Communications materials (on track for 2024)

### Summer



Ministry Plan Check-In & Board change over



4

### Fall/Winter



Affirming Vote & Action Plan



GPS Next Steps



Board Check-In & 2024 Planning



Understand Outreach needs (moved to 2024)



### Ongoing

- Faithful Worship
- Ongoing Outreach
- Property Maintenance
- Staff support & development
- Communications
- Financial management
- Governance & Policies
- Nominations

### Our Priorities



Growth



Faith



Connection

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GRACE'S  
**PRIORITIES**  
BY THE **NUMBERS**

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**48** participants in  
the Lenten Challenge

**5** regular weekly renters  
(up by **2**)

**155** people filled out  
connection sheets

(from September to December)

from that, we've found out

25	8	10	11	50	51
participated in					
worship					
once	twice	three	four	5-9	10-15
times times times times times					

**8** new  
members

**1419** people  
sat in the worship space between  
September and December  
(including **251** for Christmas services)



**3** babies  
baptised!

**147** FACEBOOK FOLLOWERS **192**  
IN IN  
2022 2023

**216** YouTube  
subscribers

**120** backpacks  
filled with  
school supplies

**237** on  
instagram

**285** posts on  
facebook reaching  
**24,400**  
people

**6005** total views  
on YouTube  
(for the year!)

**227** people  
get Graceline  
(each week!)

**22,909**  
HOURS VOLUNTEERED

## COMMUNICATIONS

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Enhancing the Audio/Visual experience for Sunday morning services (both in person and livestream)
- Formalizing and enhancing the promotional support for events and groups at Grace
- Improving the website and social media to ensure our ministry was shared with both those who are already part of Grace, and the wider world

### A FEW ITEMS OF GOOD NEWS FROM OUR COMMITTEE'S WORK...

- We recruited and trained multiple new Audio/Visual booth volunteers
- We introduced lighting effects in the Worship space, to add to the visual appeal on the livestream
- We created Grace T-shirts to be worn at fundraisers and events, making Grace leadership more visible

### SOME THINGS THAT COMMUNICATIONS IS EXCITED TO BE WORKING ON IN 2024...

- Continuing to improve the Audio/Visual for services
- Training more ATEM (camera system) operators, so that we have four independent teams of Sunday morning booth staff
- Improving and expanding the church website to be more friendly to those at Grace and in the wider community

### MEMBERS OF THE COMMITTEE...

- Bob England
- Larry Hatt
- Janice Hatt
- Jack Seedhouse
- Susan Ward-England (Chair)
- A/V Support: Stephen Askew, Wendy De Jaray, Stacy Goodale, Nathan Watkins, Angela Allan, Nico Romero Lopez

## FAITH FORMATION

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Completiong a Faith Development Needs Assessment, so we have ideas for further analysis
- Featured a table called **Grace Space** for children, with worksheets that align to the lectionary and support neurodiverse learning styles
- Supported about a third of the congregation in our first **Lenten Challenge**

### A FEW ITEMS OF GOOD NEWS FROM OUR COMMITTEE'S WORK...

- Held multiple connection events with the community of faith to assess needs for Christian formation
- Proposed a neighbourhood outreach choir (a late-afternoon children's choral practice, to attract families to participate in music and a shared meal)
- Provided Richard with names of potential leaders to support **Immersion** - an adult Christian nurture program
- Provided a safe and sanitized crawl space inside our portable play-yard for babies

### SOME THINGS THAT FAITH FORMATION IS EXCITED TO BE WORKING ON IN 2024...

- Supporting the M&P committee and Board in the recruitment process for a Faith Development Coordinator
- Supporting Richard in the delivery of the **Lenten Challenge 2024** (bassed on Mark's Gospel) and helping organize the **Immersion** program
- Offering to host the **2025 World Day of Prayer** to a dozen or more Burlington churches

### MEMBERS OF THE COMMITTEE...

- Jane Hunter
- Donna Lelievre (Co-Chair)
- Margie Rogers
- Keith Rutherford (Co-Chair)

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## WORSHIP

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### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Coordinating Sunday service, greeting, preparing and serving communion, and ensuring our services run smoothly
- Supporting the delivery of meaningful worship by maintaining a cadre of Lay Worship Facilitators; providing necessary training; adapting and decorating the worship space as required
- Ensuring coverage for services during Richard's absence

### A FEW ITEMS OF GOOD NEWS FROM OUR COMMITTEE'S WORK...

- Celebrated a number of special services:
- the PFLAG, Affirming, and Transgender Day of Remembrance services were particularly impactful
- on Anniversary Sunday (June 25th), the piano and choir gowns were dedicated, the crosses were re-dedicated and engraved communion cups were shared
- Completed the music re-cataloguing project of all music owned by Grace (with publishing information). Massive thanks to Ruth and Jack for the many hours they dedicated to this project!
- Thank you to those who led worship when Richard was away and to Michael and the choir for consistently providing outstanding gifts of music!

### SOME THINGS THAT WORSHIP IS EXCITED TO BE WORKING ON IN 2024...

- Seeking out more realistic artificial palm branches for Palm Sunday to reduce the environmental impact of using real palms
- Explore how to involve the online community more in worship, ensuring they feel a part of our community of faith

### MEMBERS OF THE COMMITTEE...

- |                          |                          |
|--------------------------|--------------------------|
| • Nancy Adams            | • Sheila Young           |
| • Carol Boyle (Co-chair) | • Decorating Team:       |
| • Janice Hatt (Co-chair) | Sharon Allchin,          |
| • Donna Lelievre         | Mary Ruth Crabb,         |
| • Michael Mulrooney      | Ruth Goodale, Barb       |
| • Kathryn Munn           | McKeown                  |
| • Janet Saunders         | • Additional Lay Worship |
| • Jack Seedhouse         | facilitators and         |
| • Amy Watkins            | dramatic readers         |

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## OUTREACH

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### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Investigating options that could help Grace better understand needs in the community
- Sustaining and creating new connections in the community with the Backpack program and the Elf Network, and Christmas Musical Afternoon
- Continuing programming geared to seniors including Cooking@Grace, Line dancing and Strengthen & Stretch yoga
- Continuing to support food security by: providing space and volunteers for the weekly Food for Life food distribution program and, partnering with St Raphael's food donation project to support indigenous communities in Whale Cove

### A FEW ITEMS OF GOOD NEWS FROM OUR COMMITTEE'S WORK...

- Organized Grace's annual backpack program, distributing over 120 backpacks and supplies to students whose families needed extra help
- The Elf Network (TEN) distributed food hampers and gift cards/gifts to approximately 20 families. Thanks to Food for Life, Burlington Food Share and the Grace Community of Faith, almost \$9K was distributed via The Elf Network in 2023
- Continued Grace's benevolent program by supporting multiple families

### SOME THINGS THAT OUTREACH IS EXCITED TO BE WORKING ON IN 2024...

- Partnering with Community Development Halton to understand unmet community needs and partnership opportunities and if appropriate, hire personnel (perhaps an Outreach Coordinator) to help Grace offer sustainable outreach programming
- Continuing current programming of Cooking@Grace, a backpack program and a Christmas Elf Network program

### MEMBERS OF THE COMMITTEE...

- Holly Dobson
- Sharyn Georgas
- May Griffiths- Turner
- Janice Martin (Chair)
- Sherrill McNally
- Michelle Shilton



## PROPERTY

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Ensuring the church building and property are properly maintained and being proactive in planning for necessary upgrades (e.g., new/future replacement of existing furnaces)
- Provide ongoing support/resources to other committees/groups as needed (e.g., allocating endowment funds for AV equipment; set-up/take-down for events)
- Providing ongoing support/resources to tenants/renters (e.g., meeting set-ups for renters and on-site support personnel)

### A FEW ITEMS OF GOOD NEWS FROM OUR COMMITTEE'S WORK...

- Executed a successful fundraising campaign within the community of faith along with Endowment funds for the purchase of our new baby grand piano
- Replaced the Garbage Shed
- Had a new internet line installed in the office to improve internet connection, along with new office phones and a new photocopier
- Refurbished and installed two of the crosses
- Decluttered various items from storage and repurposed other items

### SOME THINGS THAT PROPERTY IS EXCITED TO BE WORKING ON IN 2024...

- Continue to put aside residual Endowment Funds for a future parking lot reconstruction
- Initiate (with Bell) the installation of Fibre Optics to the building.
- Provide support to the GPS Team as it continues its work on possible renovations
- Grace still needs a kitchen convenor to monitor/manage our kitchen and areas

### MEMBERS OF THE COMMITTEE...

- Bob England (Co-Chair)
- Gary Goodale
- Garry MacDonald
- Kathryn Munn (Co-Chair)
- Kathy Seedhouse
- Ross Stephen
- Associated volunteers: John Allchin, Wayne Burroughs, Jeff Cauley, Mike Lawton, Dale McKeown, Bill Nicholson, Doug Smith

## FINANCE

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Increasing envelope givings through a stewardship campaign
- Working with the Board to increase financial support received from our on-line community
- Monitoring and supporting the church's financial health

### A FEW ITEMS OF GOOD NEWS FROM OUR COMMITTEE'S WORK...

- Supported a successful stewardship campaign in April/May 2023, resulting in an increase in commitments to giving
- Overall results for 2023 show a "Net Profit" of \$8,193 - thanks in large part to increased rental income and strong fundraising. Thank you to all those involved in supporting the church
- *NOTE: Financial results are provided in the "Grace by the Numbers" section of this Annual Report*

### SOME THINGS THAT FINANCE IS EXCITED TO BE WORKING ON IN 2024...

- Undertake additional analysis of our envelope givings to identify reasons for our flat growth
- Look to reach out to the growing number of people watching our services on-line and solicit their financial support
- Undertake a review of our rental rates to determine if we are maximizing the amount of rental income being generated

### MEMBERS OF THE COMMITTEE...

- John Allchin (Donation Steward)
- Sandy McKeown (Treasurer)
- David Shilton (Chair)

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## MINISTRY & PERSONNEL

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### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Meeting the mandate and expectations set by the United Church for Ministry and Personnel Committees.
- Meeting with staff and establish performance goals for 2023, and meet periodically with minister and staff for check-ins
- Ensuring our staffing levels are maintained as needed, and support other committees as requested to cover any staff vacation

### A FEW ITEMS OF GOOD NEWS FROM OUR COMMITTEE'S WORK...

- Finalized the hiring of a new Office Administrator.
- Supported staff in ensuring they had the tools they needed to fulfill their roles and encouraged them to take their vacation time
- All members attended and participated in the development of Strategic Goals for Grace United Church

### SOME THINGS THAT MINISTRY & PERSONNEL IS EXCITED TO BE WORKING ON IN 2024...

- Ready and willing to work with Outreach and others in developing position description for additional staff once the needs are established
- Ready and willing to work with Faith Formation as clarity is given to establishing a role for First Third Ministry at Grace

### MEMBERS OF THE COMMITTEE...

- Paul Bartu
- Shirley Bottaro
- Mark Goodale (Co-Chair)
- Sue Stephen (Co-Chair)

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## MINISTRY OF CARE

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### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Coordinating all aspects of pastoral, spiritual, and community care at Grace to reduce overlap and eliminate gaps

### A FEW ITEMS OF GOOD NEWS FROM OUR COMMITTEE'S WORK...

- Began functioning as a network in late summer/early fall 2023 with representation from Care Network at Grace, Welcoming & Membership, Funerals, Prayer Shawls, Prayer Chain and Prayer Wall
- Increased the number of people being cared for, and offered more consistent options for care because of increased communication and coordination between committees

### SOME THINGS THAT MINISTRY & PERSONNEL IS EXCITED TO BE WORKING ON IN 2024...

- Develop a way for each member of the community of faith to have someone who is their connection to the church. (Similar to the role of "Elders" in the past who were responsible for a certain number of church families. NOTE: The concept and role of Elders will NOT be reintroduced)
- Continue to improve coordination and communication between and amongst the groups who make up the Ministry of Care
- Excite others to join us in our ministry

### MEMBERS OF THE MINISTRY OF CARE...

- Sue Stephen (Ministry Lead)
- Chairs/Coordinators of: Care Network at Grace, Welcoming & Membership, Funerals, Prayer Shawls, Prayer Chain and Prayer Wall

## WELCOMING & MEMBERSHIP

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Reinventing the committee to clarify the core duties and best meet the needs of Grace
- Staffing and maintaining the Welcome Table each Sunday
- Ensuring Connection Sheets are put out and collected each week during the service
- Watching for visitors or new faces each Sunday and making sure they are greeted and chatted with
- Aligning activities under the umbrella of the

### A FEW ITEMS OF GOOD NEWS FROM OUR COMMITTEE'S WORK...

- Created new name tags and lanyards and a method to create new name tags when needed
- Created Committee and group buttons to wear on the Grace lanyards to signify one's membership in various groups/committees
- Implemented Connection Sheets which allow us to welcome new members and to keep track of current members
- Worked with the Care Ministry to develop a method of tracking and contacting those who have not been at church for at least 3 weeks

### SOME THINGS THAT WELCOMING & MEMBERSHIP IS EXCITED TO BE WORKING ON IN 2024...

- Expand our team with new members
- Expand our support of the membership part of our committee and hopefully encourage current attendees to become full members of Grace

### MEMBERS OF THE COMMITTEE...

- Janice Edworthy
- Barb McKeown
- Michelle Shilton
- Susan Ward-England (Chair)
- Sandy Wright

## CARE NETWORK

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Offering support to our community of faith in need via phone, cards (homemade by our Crop Circle friends), email or even home visits
- Delivering meals and/or baked goods to those requesting them
- Making friendly phone calls to check in on those who have been absent from church for a few weeks. We continue to have a very good response to these calls
- Aligning activities under the umbrella of the Ministry of Care

### A FEW ITEMS OF GOOD NEWS FROM OUR COMMITTEE'S WORK...

- Offered special support (in the form of cookies!) at Christmas (and Easter too) to shut-ins, friends who need to join online, and those who lost a loved one over the last year
- Moved from 3 Care Coordinators to one (thank you to Janet Saunders and Marilyn Martin for your leadership in the past and your ongoing dedication as committee members)

### SOME THINGS THAT THE CARE NETWORK IS EXCITED TO BE WORKING ON IN 2024...

- Explore ways to offer our ministry to the growing on-line community of Grace
- Continue to collaborate with the Ministry of Care groups to ensure consistent and integrated support to those in need

### MEMBERS OF THE COMMITTEE...

- |                        |  |
|------------------------|--|
| • Cheryl Caldwell      | • June Richardson                            |
| • Gary Goodale         | • Janet Saunders                             |
| • Ruth Goodale         | • Sue Stephen (Ministry of Care Coordinator) |
| • Donna Lelievre       | • Sandy Wright                               |
| • Marilyn Martin       |  |
| • Barb McKeown (Chair) |  |
| • Lynn Merwart         |  |
| • Kathryn Munn         |  |
| • Sandra Newcombe      |  |



## FUNERAL TEAM

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Planning, supporting and running all funeral services at Grace
- Aligning activities under the umbrella of the Ministry of Care

### A FEW ITEMS OF GOOD NEWS FROM OUR COMMITTEE'S WORK...

- Developed a new process for funeral planning that ensures a standard for support
- Created support information/guidelines for families so they have a clear understanding of the responsibilities of Grace vs the family. A support person is assigned to the family to help with any of their needs during the planning phase
- Successfully transitioned away from Grace supplying the food for funeral services

### SOME THINGS THAT THE FUNERAL TEAM IS EXCITED TO BE WORKING ON IN 2024...

- Work towards creating a team of people who can act as a lead at any funeral

### MEMBERS OF THE TEAM...

- Susan Ward-England (Chair)

## PRAYER SHAWLS

- The group meets monthly to knit (or crochet) prayer shawls, chemo caps and winter wear that are distributed through Grace
- As we work, we hold in prayer members of the Grace family, friends, church and international issues. Finished items are blessed by the group

### MEMBERS OF THE TEAM...

- Sue Paquette (Coordinator)

## PRAYER CHAIN

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Praying for our world, country, community and community of faith
- Praying for individuals who request and/or need more prayers
- Using the power of prayer and inviting the Holy Spirit to help people feel less alone
- Aligning activities under the umbrella of the Ministry of Care

### A FEW ITEMS OF GOOD NEWS FROM OUR MINISTRY'S WORK...

- Provided support and answers through prayer
- Those who have requested prayers have felt the extra love and expressed gratitude for the support

### SOME THINGS THAT THE PRAYER CHAIN IS EXCITED TO BE WORKING ON IN 2024...

- Confidentially checking in monthly with those who have requested more prayers

### MEMBERS OF THE TEAM...

- Shirley Bottaro
- Cheryl Caldwell
- Ruth Goodale
- Donna Lelievre
- Sherrill McNally (Chair)
- June Richardson
- Margaret Rogers
- Janet Saunders

## PRAYER WALL

- Inspired by the Western Wall in Jerusalem, Grace's Prayer Wall is a special place for prayer in our sanctuary
- Our tradition is to prayerfully burn any prayers left in the wall, and scatter their ashes in the Grace garden

### MEMBERS OF THE TEAM...

- Janice Hatt (Coordinator)

## AFFIRMING TEAM

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Helping to create an environment of openness and learning about issues facing the 2S & LGBTQIA+ community
- Leading Grace to a vote on becoming an affirming community of faith
- Developing an Affirming Plan of Action
- Partnering with Halton PFLAG to reach into the local community

### A FEW ITEMS OF GOOD NEWS FROM OUR COMMITTEE'S WORK...

- The congregational affirming vote in October 2023 was 94.3% in favour of Grace becoming an official affirming community of faith
- Grace participated in and sponsored the Halton PRIDE festival held in Milton in June 2023 alongside St. Paul's and Port Nelson. This was the first PRIDE festival in Halton organized by PFLAG
- Partnered with PFLAG who helped us with after-church educational workshops and services

### SOME THINGS THAT THE AFFIRMING TEAM IS EXCITED TO BE WORKING ON IN 2024...

- Planning, preparation and being part of the Affirming Celebration on Jan 28th 2024
- Exploring how to re-invent our Committee, so that we might carry out the broader mandate of our Affirming Vision Statement
- Ongoing partnership with PFLAG to understand how Grace can support the 2S & LGBTQIA+ community

### MEMBERS OF THE TEAM...

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

## GPS TEAM

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Planning for a proposed transformation of our physical space at Grace, that reflects our core values, how we operate/function today, and where we are headed
- Accentuating and improving the function of how Grace's space works

### A FEW ITEMS OF GOOD NEWS FROM OUR COMMITTEE'S WORK...

- Created a checklist of criteria to address in our physical space and generated ideas and schematic drawings that reflected those criteria
- Sought and received considerable feedback from Committee chairs and the community of faith
- All suggestions were reviewed, considered and incorporated into new schematics where feasible

### SOME THINGS THAT GPS IS EXCITED TO BE WORKING ON IN 2024...

- Taking the plans to the Official Board for more feedback and revisions to the plan
- Establish a budget and timelines for a proposed project
- Present the plans adopted by the Official Board to the community of faith

### MEMBERS OF THE TEAM...

- Ruth Goodale
- Dennis Marshall
- Janice Martin (co-chair)
- Heather McGavin (co-chair)
- Michael Mulrooney
- Kathryn Munn
- Jack Seedhouse
- Dave Shilton
- Ross Stephen

## BOOK CLUB @ GRACE

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Providing the readers of Grace a safe and welcoming space to discuss the interesting books chosen by the members of the Club

### A FEW ITEMS OF GOOD NEWS FROM OUR GROUP'S WORK...

- Raised approximately \$5800 for Grace at our annual Book Sale
- Started meeting again in person in the fall

### SOME THINGS THAT THE BOOK CLUB @ GRACE EXCITED TO BE WORKING ON IN 2024...

- Continue to read and discuss the books chosen in June 2023
- Collectively choose new books to read starting in the Fall of 2024
- Coordinate another successful Book Sale on June 7th & 8th 2024

### MEMBERS OF THE BOOK CLUB...

- Jennifer Brezina (Coordinator)
- Janice Hatt (Coordinator)
- Sue Stephen (Coordinator)
- Sheila Young (Coordinator)
- Plus over 22 active members of the Club

## FUNDRAISING TEAMS

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Organizing a variety of community events designed to contribute to Grace's fundraising efforts, while offering a way for the community to learn about Grace and the work that we do

### A FEW ITEMS OF GOOD NEWS FROM OUR GROUP'S WORK...

- Paper Shredding (April 22 and Oct 14): At the April event we greeted 155 people and raised \$3,855. At the October event we greeted 158 people and raised \$3,195 for the Grace Operating Fund
- Electronics Recycling (Sep 16): This was the first time Grace has run this event: 300 cars dropped off items; we collected 14,483 lbs and raised \$1 158.64 for the Grace operating fund
- Book Sale (June 2023) - \$5800 was raised and donated to the Grace Operating Fund
- Spring High Tea and Vendor Market (May 2023) - a first for Grace! Run by UCW and Fun, Food and Fellowship. The elegance was appreciated by all, and the \$3175 raised was shared between Grace's operating fund (\$1500) and Joseph Brant Hospital Foundation (\$1500 donation)

### SOME THINGS THAT FUNDRAISING IS EXCITED TO BE WORKING ON IN 2024...

- Another recycling event is planned for Saturday April 20, 2024
- 2 shredding events planned for 2024: March 23rd and September 14th
- Spring High Tea is planned for 2024, with some proposed changes
- Book Sale is planned for June 7-8, 2024

### MEMBERS OF THE COMMITTEE...

- Electronics & Shredding: Susan Ward-England (Coordinator)
- Book Sale: Janice Hatt and Book Club @ Grace
- Spring High Tea: Linda Draddy and W<sup>4</sup> (formerly UCW)
- Many volunteers on event days



## FUN, FOOD & FELLOWSHIP

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Preparing coffee and other refreshments after Sunday services to encourage fellowship time
- Organizing and preparing food, drinks (and often activities too!) for a variety of events for Grace and the wider community. These can be one-time or ad-hoc events, or annual recurring events

### A FEW ITEMS OF GOOD NEWS FROM OUR GROUP'S WORK...

- Offered the blessing of food and drinks for one time and ad-hoc events like: Richard's covenanting service (Jan 2023) and the Grace Board retreat (Feb 2023)
- Coordinated the Spring High Tea and Vendor Market in May 2023 with W4 (previously UCW). This was the first High Tea at Grace and it was very well received. Proceeds from the event supported Joseph Brant Hospital mental health programs as well as Grace's operating expense fund
- Organized and ran Grace's 2nd (annual?) Welcome Back old-fashioned picnic (Sep 2023) complete with watermelon, games and prizes. The lovely weather helped make for an enjoyable afternoon
- Designed, organized and ran a "Dinner with Santa" event in Dec 2023 with a pasta & meatballs dinner, ice cream and Christmas cookies. More than 50 people over 2 sittings heard the Christmas story from Santa's point of view ... and had chance to sit with Santa to share their wish list

### SOME THINGS THAT FOOD, FUN & FELLOWSHIP IS EXCITED TO BE WORKING ON IN 2024...

- Continue to support the fun, food and fellowship needs of Grace, and work to improve our annual events based on feedback

### MEMBERS OF THE COMMITTEE...

- Linda Draddy (Chair)
- Ruth Goodale
- Myrna-Gail McDonald (Sunday fellowship time)
- Many volunteers who bake and support event days

## COFFEE TIME

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Gathering to chat and laugh socially every Thursday morning at 10:30am
- Enjoying a time of fellowship in the warmth of the sanctuary or the shade of the trees outside, depending on the weather

### A FEW ITEMS OF GOOD NEWS FROM COFFEE TIME'S WORK...

- Grateful to Kathy Seedhouse and Ruth Goodale for covering during the weeks I was unavailable
- Enjoyed coffee and good conversation; the best weeks were when someone brought treats!

### SOME THINGS THAT COFFEE TIME IS EXCITED TO BE WORKING ON IN 2024...

- Excited to welcome anyone who wishes to join us, no RSVP required. Come as you are and when you are able

### MEMBERS OF THE COMMITTEE...

- Linda Draddy (Coordinator)

## W<sup>4</sup>: WOMEN WHO WORSHIP AND WORK

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Uniting as women who worship and work at Grace United Church for the total ministry of the church, and to provide a means through which we may express our faith and devotion to Jesus Christ in Christian witness, study, fellowship, and service
- Offering opportunities for all those who identify as women, to build relationships with each other, with the church and with God

### A FEW ITEMS OF GOOD NEWS FROM OUR GROUP'S WORK...

- Changed our unit name to make our presence feel more appealing to all women, however we remain under the umbrella of the wider National United Church Women (UCW)
- Worked with Fun, Food & Fellowship to create a 'Spring High Tea and Vendor Market' for Mother's Day. Helped raise \$3,174.50, for Joseph Brant Hospital Foundation (Mental Health) and Grace United Church
- Organized and ran a successful 2023 Candy Cane Traditions Bazaar, raising \$7538.45, disbursing \$5000 to Grace United Church and had Six other disbursements to: Carpenter Hospice, First Nations Child and Family Caring Society, Five Oaks, Food4Kids, Halton Learning Foundation and SOCKS, totalling \$2500
- Blessed by Rev. Jennifer Henry to celebrate a special women's Sacrament of Holy Communion after our Christmas potluck supper
- Coordinated a planning group to address programming suitable for our varied interests

### SOME THINGS THAT W<sup>4</sup> IS EXCITED TO BE WORKING ON IN 2024...

- Fine-tune and plan the Spring High Tea and Vendor Market 2024
- Host the wider Horseshoe Falls Regional UCW Annual General Meeting on Sat April 27
- Host a productive craft night to supplement the Care Network at Grace with more greeting cards
- Organize another planning session in keeping with Grace's Core Values

### MEMBERS OF THE COMMITTEE...

- Carol Boyle (Treasurer)
- Donna Lelievre (Coordinator)
- Members of Grace United Church who identify as women and join our ranks

## BRIDGE

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Meeting every other Tuesday afternoon from 1:30-4:00 PM in the Nelson Room
- Providing fellowship & friendly bridge games

### A FEW ITEMS OF GOOD NEWS FROM THE BRIDGE GROUP'S WORK...

- Started meeting in person in September after playing online since Covid
- 8 of us participate and are excited to welcome new participants or spares

### MEMBERS OF THE GROUP...

- Bonnie Blackie (Coordinator)
- Shirley Bottaro (Coordinator)
- 6 Members of the Group

## MEN'S BREAKFAST

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Providing opportunities for Growth and Connection by meeting on the 2nd and 4th Wednesday of each month at 8:30 AM (currently at the Harvest Table restaurant). Connection and conversation is paramount for the group
- Engaging in faith-based discussions and learning thanks to the spiritual leadership of Rev Richard Bott on the 1st meeting of each month
- Looking for ways to support Grace as a men's group

### A FEW ITEMS OF GOOD NEWS FROM OUR GROUP'S WORK...

- Celebrated the number of men of the church that can get together for great conversation, and to get to know the Minister in a more informal setting. In 2023, the average attendance was 10-14 men/week. It has been wonderful to be back in person after several years of meeting online
- Provided "waiter" support for the 2023 Spring Tea held in May
- Led a Sunday service in July, under the organization of Paul Crittenden
- Provided support to Paul Bartu for the Pancake dinner on Shrove Tuesday

### SOME THINGS THAT MEN'S BREAKFAST IS EXCITED TO BE WORKING ON IN 2024...

- Consider returning to the Alloro Restaurant, despite experiencing good breakfasts and adequate space at the Harvest Table Restaurant. Average attendance has dropped from 20 when we met at Alloro and before Covid when we met at Cora's Restaurant
- Work with the Office to build a secondary list of men of Grace who may not be familiar with the breakfast and format, to establish contact and explain our group

### MEMBERS OF THE COMMITTEE...

- Larry Hatt (Coordinator)
- Many thanks to all the members who enthusiastically support each other and special projects

## LINE DANCING

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Meeting every Friday from 11:00 AM -12:00 PM in the Loft
- Providing the community with an opportunity to keep fit and to exercise together

### A FEW ITEMS OF GOOD NEWS FROM OUR GROUP'S WORK...

- Grew to 30 participants in 2023 & had to cap attendance for space reasons. There is now a waiting list
- Grateful to have a teacher (Janis Bunting) who volunteers her time to keep us moving
- Maintained fees at \$6/session with proceeds going to our Outreach Committee

### SOME THINGS THAT LINE DANCING IS EXCITED TO BE WORKING ON IN 2024...

- Learning new dances every week and special dances for holidays
- Keeping in contact with all members to let them know what is going on and see how everyone is doing

### MEMBERS OF THE GROUP...

- Bonnie Blackie (Coordinator)
- Many others that help keep the Program running



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## EMERGENCY RESPONSE

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### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Making the necessary decisions to respond appropriately following or during an emergency situation. This could mean any natural disaster or public health outbreak

### A FEW ITEMS OF GOOD NEWS FROM OUR COMMITTEE'S WORK...

- In 2023, the ERC did not formally meet however in March 2023 we updated our church guidance regarding COVID protocols to remain aligned with the guidance of the Chief Medical Officer of Ontario

### SOME THINGS THAT THE EMERGENCY RESPONSE COMMITTEE IS EXCITED TO BE WORKING ON IN 2024...

- The ERC does not meet on a regular basis. We will monitor the external environment for any circumstances that might require recommendations regarding church closure or a change in protocols

### MEMBERS OF THE COMMITTEE...

- Stacy Goodale (Chair)
- Richard Bott
- Susan Ward-England (Co-Chair, Communications)
- Janice Hatt or Carol Boyle (Co-Chair, Worship)
- Janice Martin (Co-Chair, Outreach)
- Mark Goodale (Co-Chair, Ministry & Personnel)
- Kathryn Munn (Co-Chair, Property)
- May Griffiths-Turner (Infectious disease expert)

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## NOMINATIONS

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### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Endeavouring to fill all Board positions for the coming year
- Seeking Co-Chairs for committees to manage workload and support succession
- Requesting all committee chairs to confirm their committee membership for the coming year

### A FEW ITEMS OF GOOD NEWS FROM OUR COMMITTEE'S WORK...

- Our faithful volunteers are willing to continue in their leadership roles
- We have strong lay leadership at Grace with a variety of gifts

### SOME THINGS THAT NOMINATIONS IS EXCITED TO BE WORKING ON IN 2024...

- Identifying a Board co-chair candidate and building a succession plan
- Supporting our community of faith to recognize their talents and encourage them to get involved

### MEMBERS OF THE COMMITTEE...

- Heather McGavin (Chair)

## TANSLEY PARK COMMUNITY HOUSING INC.

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Providing non-profit housing for individuals and/or families in 14 rent-geared-to-income townhouses located next to the church, in a way that integrates them in the surrounding community.
- Creating opportunities for members of Grace to get Board experience. The governing Board of TPCCH is required to have a majority of members from our congregation
- *Background: TPCCH is closely linked to the original church on this property, at that time operating out of temporary accommodations. In the 1990s the church leadership organized, with the cooperation of UCC, the severance of church property and the sale of a portion of it to a new non-profit corporation. The sale provided considerable funds for the construction of the current church building on the remaining property, as well as the construction of the housing project. The townhouses are rent-geared-to-income units, and play a part in the Community Outreach Program of the Horseshoe Falls Region of the United Church of Canada, to provide affordable housing in our area. TPCCH operates in partnership with the Halton Region's Assisted Housing Programs who provide the rent subsidies for our rent-geared-to-income tenants.*

### A FEW ITEMS OF GOOD NEWS FROM OUR BOARD'S WORK...

- Replaced sagging front steps and sidewalk areas within the development as a result of a long planning process and cooperation from the city
- Saved money by collaborating with Grace's Property Committee for joint snow removal
- Progressed improvements in lighting around the development and parking lot

### SOME THINGS THAT THE TPCCH BOARD IS EXCITED TO BE WORKING ON IN 2024...

- Continue to work with Grace's Property Committee to provide savings in snow removal and other projects that may provide savings to both of us

- Draw membership to the Board as current members retire (mandatory after 6 years)
- Resolve gaps in Policy and Procedures documentation, in cooperation with Halton Region

### MEMBERS OF THE TEAM...

- Edward Adelakun (Treasurer)
- Ron Caldwell (Vice Chair)
- Jeff Cauley (moved)
- Mary Ruth Crabb
- Larry Hatt (Secretary)
- Mike Lawton
- Bill Nicholson (Chair)

## HORSESHOE FALLS REGIONAL COUNCIL

### IN 2023 WE CONTRIBUTED TO GRACE'S MINISTRY & STRATEGIC PRIORITIES BY...

- Actively representing Grace at Horseshoe Falls Regional Council (RC) meetings, ensuring that the Board and congregation is kept up to date on news, information and expectations of RC.

### A FEW ITEMS OF GOOD NEWS FROM OUR COMMITTEE'S WORK...

- Unfortunately, many congregations either do not have Representatives (Reps) elected to RC, or, the Reps elected are inactive. However, Grace is, based entitled to have 3 Reps to RC. All 3 positions are filled and the Reps are active in their roles.

### SOME THINGS THAT THE REGIONAL COUNCIL REPS ARE EXCITED TO BE WORKING ON IN 2024...

- 1 Rep is a Commissioner on the Human Resources Commission (HRC) of RC
- 2 Reps are trained as Liaisons with HRC and represent RC with Search Teams from other congregations when they are looking to Call or Appoint new ministers

### HRFC REPRESENTATIVES...

- Shirley Bottaro
- Gary Goodale
- Sue Stephen

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## TRUSTEES' MINUTES

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### MEETING OF THE GRACE UNITED CHURCH TRUSTEES - 17 JANUARY 2024

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

#### 01. Update on the St. Stephen Endowment Fund

- Dave Shilton provided an update on the mortgage portion of the account. Currently the mortgage is valued at \$ 1,403,500 with an interest rate of 8.45%. The Carpenter Hospice plan to renew mortgage in April at current prime rate + 1%. The mortgage is open and the hospice will pay down the mortgage through the year. Any money received will be deposited into the investment account being managed by TD Wealth.
- Jason Aucoin from TD Wealth provided an update on the St Stephen Investment Account. The value of this account on Dec 31, 2023 was \$ 1,530,000. Interest and dividends earned in 2023 was 6.7%. A key change in 2023 was that holdings were switched from mutual funds to being a managed account where individual stocks and bonds are held. The annual fee for managing the account is 1% and investment risk tolerance is low-medium.

Total value of St Stephen Endowment Fund is \$ 3,096,364.

- Dave advised that after much discussion that the name of the fund would be re-named the Grace-St Stephen Endowment Fund. The name will change on the policy, along with a few procedural changes and will be provided to the Trustees for review & approval.

#### 02. Update on the Nelson Endowment Fund

- Sheyne Fenske from RBC Wealth Management provided an update on the Nelson Fund. The value on this account on Dec. 31, 2023 was \$ 1,118,955. Interest and dividends earned in 2023 was 11.1 %. The annual

fee for managing the account is 1.35% and investment risk tolerance is moderate.

- The base value of the Nelson Fund is \$ 1,000,000. Per discussion with Sandy we agreed that \$ 100,000 could be made available to support capital improvement projects.
- After discussion we agreed that the name of Nelson Endowment Fund would be changed to Grace-Nelson Capital Improvement Fund. The name will change on the policy, along with a few procedural changes and will be provided to the Trustees for review & approval.
- We had a discussion on the mortgage we hold on the Palermo UC manse. The mortgage is valued at \$ 119,000 and is due to be renewed on August 31, 2025. Interest rate is currently set at 0% so Palermo UC do not make payments.

Faithfully, Mike Lawton Co-Chair Trustees



## FINANCE

# ANNUAL REPORT

### AT 31 DECEMBER 2023

The Finance Committee is pleased to provide our 2023 Financial results & the 2024 Budget

#### Financial Results 2023

Results for 2023 show a “Net Profit” of \$8,193. The result is favourable to our 2023 Budget by \$22,034. There are a number of reasons for this positive result:

**Rental and Fundraising Income:** Were in excess of budget by \$8,503. Thank you to those responsible for maximizing our building rental opportunities and the hard-working fund-raising teams.

**Other Misc. Receipts:** Exceeded our budget forecast with the help of a large donation from the W4 Group.

**Payroll:** Expenses were favourable to budget as our office administrator did not assume her position until a couple of months into 2023.

<b>Profit and Loss Statement (31 Dec 2023)</b>	<b>2023 Actual</b>	<b>2023 Budget</b>	<b>Variance</b>	<b>2024 Budget</b>	<b>Change from 2023 Actual</b>
<b>REVENUE</b>					
Offerings - Envelopes & PAR	\$183,494	\$185,000	(1,506)	\$185,000	\$1,506
Easter / Christmas Offering	10,754	5,000	5,754	10,000	(754)
Rental Income	47,711	41,266	6,445	48,000	289
Fundraising	12,058	10,000	2,058	11,000	(1,058)
Other Miscellaneous Receipts	12,282	9,000	3,282	8,000	(4,282)
Loan Forgiveness	21,700	20,000	1,700		(21,700)
<b>TOTAL REVENUES</b>	<b>\$288,000</b>	<b>\$270,266</b>	<b>\$17,734</b>	<b>\$262,000</b>	<b>(26,000)</b>
<b>EXPENSES</b>					
Payroll	\$191,867	\$203,835	(11,986)	\$205,705	\$13,848
Admin & General Expenses	21,473	21,492	(20)	21,200	(273)
Property & Maintenance	37,574	32,630	4,944	39,000	1,426
Committee Expenses	10,705	11,150	(445)	10,000	(705)
Regional Council Assessment	13,277	10,000	3,277	11,115	(2,162)
Other Misc Disbursements	113		113		(113)
HST	4,799	5,000	(201)	5,000	201
<b>TOTAL EXPENSES</b>	<b>\$279,807</b>	<b>\$284,107</b>	<b>(4,300)</b>	<b>\$292,030</b>	<b>\$12,223</b>
<b>NET PROFIT (LOSS)</b>	<b>\$8,193</b>	<b>(13,841)</b>	<b>\$22,034</b>	<b>(30,030)</b>	<b>(38,223)</b>

**Loan Forgiveness:** Our loan forgiveness includes \$20,000 in loan principal and interest of \$1,700 from a GIC where the funds were invested for the past year.

**Other notes:**

In spite of a successful Stewardship campaign envelope givings were below our budget. While we did see an increase in givings from the congregation that came from the Stewardship campaign, this was offset by the departure of a number of envelope givers.

**Budget 2024**

The Grace United Church 2024 Budget projects a Net Loss of \$30,030. This shortfall will be covered from surplus funds in the Operating account. The projected Net Loss is attributable to a number of factors.

- Envelope giving is not increasing at the rate which is needed
- We do not have the benefit of a loan forgiveness amount of \$21,700 in 2024
- Payroll costs are expected to increase by \$13,848

**Balance Sheet (31 Dec 2023)**

<b>Cash</b>			
Operating Funds	\$1,742	<b>Accounts Payable</b>	\$3,097
Petty Cash	150		
CEBA Loan	20,000	<b>Music Fund</b>	227
Parking Lot Fund	22,400	<b>Affirming Committee Fund</b>	200
		<b>Parking Lot Fund</b>	22,400
<b>Amount due from Endowment Fund</b>	12,370		
		<b>Goods &amp; Services Tax</b>	(14,236)
<b>Investment (from CEBA loan)</b>	40,000		
		<b>Loans</b>	
<b>Fixed Assets</b>		CEBA	60,000
Church Building	1,659,021	VIM Capital	484,477
Church Equipment	151,132	HUCEC Capital Loan	203,288
Office / Other Equipment	5,760		
Parking Lot	12,268	<b>Congregational Equity</b>	1,150,680
		<b>Retained Earnings</b>	(19,843)
		<b>2023 Net Gain</b>	24,556
<b>Total Assets</b>	<u>\$1,924,844</u>	<b>Total Liabilities &amp; Equity</b>	<u>\$1,924,844</u>

## Financial Summary (cont.)

While the 2024 Budget shortfall of \$30,030 will be covered from prior year surpluses, this projected deficit is of concern.

The main reason for the projected shortfall is that Envelope givings have remained flat for the past four years.

There are a number of steps the Finance Committee will undertake in 2024 to address our projected shortfall.

- Undertake additional analysis of our envelope givings to identify reasons for our flat growth.
- Look to reach out to the growing number of people watching our services on-line and solicit their financial support.
- Undertake a review of our rental rates to determine if we are maximizing the amount or rental income being generated.

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 will keep the congregation apprised of our efforts throughout the year with regular financial updates.

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, Dave Shilton, Chair

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## NELSON ENDOWMENT FUND **ANNUAL REPORT** AT 31 DECEMBER 2023

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

The name of Nelson Endowment Fund is proposed to be changed in 2024 to the Grace-Nelson Capital Improvement Fund. The name would change on the policy, along with a few procedural changes. The name change will reflect the current purpose of the account which is to fund property and communication equipment upgrades.

The value on this account on December 31, 2023 was \$1,118,955. Interest earned in 2023 was 11.1%. The base value of the Nelson Fund is \$1,000,000. With approval of Trustees we confirmed to the Board and to the Property Committee that \$100,000 would be made available to support capital improvement projects. This is in addition to the \$20,000 in the General Account that was provided by the Fund for contingency during the pandemic.

Faithfully, Mike Lawton, Co-Chair

# OUTREACH FINANCIAL REPORT AT 31 DECEMBER 2023

We are pleased to provide the annual financial report for Grace's Outreach programs.

## Notes

- \*includes: Food Share, Emergency Food Cupboard, Backpack Program, Elf Program
- \*\*Under budget in 2023 due to backpacks & supplies left over from 2022
- \*\*\*Inactive since COVID

	2023 Actual	2023 Budget	2024 Budget
<b>Balance Forward</b>	<b>\$19,813.03</b>	<b>\$19,813.03</b>	<b>\$28,863.89</b>
<b>INFLOWS</b>			
Donations*	3,255.00	3,500.00	3,500.00
Envelopes, PAR	3,532.00	4,500.00	4,000.00
Line Dancing	2,968.70	600.00	1,000.00
Seniors Yoga	(448.75)	(1,200.00)	-500.00
Endowment Funds	22,000.00	22,000.00	12,000.00
Endowment Funds - Benevolence	5,300.00	5,300.00	0.00
<b>TOTAL INFLOWS</b>	<b>\$36,624.95</b>	<b>\$34,700.00</b>	<b>\$20,000.00</b>
<b>OUTFLOWS</b>			
Affirming	\$2,576.81		\$5,500.00
Back to School Supplies Program**	3,847.42	6,000.00	6,000.00
Bank Charges (cheques, deposit books)	26.71		
Benevolent Disbursements	7,927.81	8,300.00	8,000.00
Community Needs Assessment (by CDH)			5,000.00
Elf Network	8,774.14	10,000.00	10,000.00
Food for Life	1,526.93	2,000.00	2,000.00
Indigenous People's initiatives	400.00		
Library (Outreach, Inclusivity)	383.03	200.00	400.00
North BurLINKton Dinner Night Out	1,000.00	1,000.00	1,000.00
Single Moms Group*** (support in lieu of meetings)		2,000.00	
<b>TOTAL OUTFLOWS</b>	<b>\$27,601.09</b>	<b>\$32,350.00</b>	<b>\$39,900.00</b>
<b>BANK BALANCE</b>	<b>\$28,836.89</b>	<b>\$22,163.03</b>	<b>\$8,936.89</b>



ST. STEPHEN ENDOWMENT FUND  
**ANNUAL REPORT**  
AT 31 DECEMBER 2023

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 work of the congregation, by way of bequests and planned gifts, in the areas of spiritual growth, pastoral care, music, and to support Outreach work in North Burlington and beyond whether through Grace United Church or in the greater community.

The name of the fund is proposed to change in 2024 to Grace-St Stephen Endowment Fund.

The name will change on the policy, along with a few procedural changes.

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,  
Dave Shilton, Chair

<i>St. Stephen Endowment Fund</i>	
Balance (at 31 December, 2022)	\$2,983,864.30
<b>INCOME</b>	
Interest Income	\$100,186.86
Interest & Dividend	\$199,282.93
<b>TOTAL INCOME</b>	<b>\$299,469.79</b>
<b>EXPENSES</b>	
Administration Costs	\$9,824.48
Endowment Payments	\$100,553.37
<b>TOTAL EXPENSES</b>	<b>\$110,377.86</b>
<b>NET INCOME</b>	<b>\$189,091.85</b>
<b>BALANCE (at 31 December, 2023)</b>	<b>\$3,172,956.24</b>

## Endowment Fund Payments in 2023

Sleeping Children Around the World	\$500
Burlington Food Bank	1,000
Wesley Urban Ministries	5,000
Scouts Canada (designated to the troop who operated out of St. Stephen UC)	3,000
Masomo Education 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
Luke's Place Kingston	5,000
Burlington Concert Band	2,500
Grace United - Outreach	22,000
Grace United - Benevolent Fund	5,300
Grace United - Choir Gowns	6,753
Grace United - Piano Fund	7,500
Grace United - Allen Family Piano	10,000
Halton Pride Festival	2,500
Delta United - Edith's Pantry	3,000
The Bridge Program (special)	2,500
Cave Springs Camp	3,000
Burlington Teen Tour Band	5,000
<b>TOTAL Paid Out in 2023</b>	<b>\$100,533</b>
<b>Funds Committed but not spent in 2023:</b>	
Westdale United - Palestinian Refugees	\$5,000
Six Nations Polytechnic	13,000
Wesley Urban Ministries	5,000
<b>TOTAL Committed but not spent in 2023</b>	<b>\$23,000</b>
<b>Administration Expenses Detail:</b>	
Bank Charges & Other	\$110.28
Software & Printer Costs	1,007.95
Regional Council Assessments	7,586.25
BCB Rental Expenses	1,120.00
<b>TOTAL Expenses</b>	<b>\$9,824.48</b>

## GRACE UNITED CHURCH BOARD 2024-2025 (AS AT FEBRUARY 24, 2024)

### Officers

Co-Chair:	Stacy Goodale
Co-Chair:	
Past Chair:	Heather McGavin
Secretary:	Jennifer Brezina
Treasurer:	Sandy McKeown
Minister:	Richard Bott

### Finance

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

### Endowment Fund - Nelson

Co-Chairs:	Mike Lawton
	Dave Shilton
Treasurer:	Sandy McKeown
Members	Janice Martin
	Dale McKeown
	Kathryn Munn

### Endowment Fund - St. Stephen

Co-Chairs:	Dave Shilton
	Mike Lawton
Treasurer:	Dave Shilton
	Janice Martin
	Sue Paquette
	Kathy Seedhouse

### Faith Formation

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

### Communications

Co-Chairs:	Susan Ward-England
	Larry Hatt
Members:	Janice Hatt
	Jack Seedhouse
	Bob England

### Ministry & Personnel

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

### Outreach

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

Note: Per United Church polity, Rev. Richard Bott is a full member of the Board and all of its committees (except for Ministry & Personnel, Nominations, Search). He is active with different groups as needed.

## Ministry of Care Committees\*

Coordinator: Sue Stephen

### *Care Network @ Grace*

Chair: Barb McKeown

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

### *Welcoming & Membership*

Chair: Susan Ward-England

Members: Claire Andoff  
Janice Edworthy  
Barb McKeown  
Michelle Shilton  
Sandy Wright

\*The **Ministry of Care also includes** the following *Activity Groups* at Grace: Funeral Team, Prayer Chain, Prayer Shawls, Prayer Wall (see *Grace Activity Groups*)

## Nominations

Chair: Heather McGavin

Members:

**Stewardship:** Vacant

## Worship

Co-Chairs: Carol Boyle

Janice Hatt

Members: Michael Mulrooney

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

## Property

Co-Chairs: Bob England

Kathryn Munn

Members: Gary Goodale

Garry McDonald

Kathy Seedhouse

Ross Stephen

John Allchin

Wayne Burrows

Mike Lawton

Dale McKeown

Bill Nicholson

Doug Smith

**Members at Large:**

(max 3)

Holly Dobson

May Griffiths-Turner

Sandra Newcombe



## Working Teams

### **GPS Team:**

Co-Chairs: Janice Martin  
Heather McGavin

Members: Ruth Goodale  
Dennis Marshall  
Michael Mulrooney  
Kathryn Munn  
Jack Seedhouse  
Dave Shilton  
Ross Stephen

### **Affirming Team:**

Co-Chairs: Janice Martin  
Kathryn Munn

Members: Paul Bartu  
Holly Dobson  
Sharyn Georgas

## Other Leadership

### **Emergency Response Committee:**

Chair/Co-Chair of the Board

Ministry & Personnel Representative

Property Committee Representative

Worship Committee Representative

Communications Committee Representative

Minister

Other Board representation as required (for subject matter expert)

**Regional Council Reps:** Shirley Bottaro  
Gary Goodale  
Sue Stephen  
(Richard Bott)

### **Trustees**

Co-Chairs: Paul Bartu  
Mike Lawton

Members: Shirley Bottaro  
Wayne Burroughs  
Sandy McKeown  
Dale McKeown  
Lloyd Pong  
Dave Shilton  
Ross Stephen

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## Grace Activity Groups

### **Book Club**

Coordinators: Jennifer Brezina  
Janice Hatt  
Sue Stephen  
Sheila Young

### **Bridge**

Coordinators: Bonnie Blackie  
Shirley Bottaro

### **Coffee Time**

Coordinator: Linda Draddy

### **Fun, Food and Fellowship**

Coordinator: Linda Draddy

### **Fundraising**

Coordinator: Linda Draddy  
Shredding: Susan Ward-England  
Electronics: Susan Ward-England  
Book Sale: Janice Hatt  
Spring Tea: Linda Draddy

### **Tansley Park Community Homes**

Chair: Bill Nicholson  
Vice Chair: Ron Caldwell

### **Line Dancing**

Coordinator: Bonnie Blackie

### **Men's Breakfast**

Coordinator: Larry Hatt

### **W4 (formerly UCW)**

Coordinator: Donna Lelievre

### **Ministry of Care (Activity Groups):**

Coordinator: Sue Stephen

### ***Funeral Team***

Coordinator: Susan Ward-England

### **Prayer Chain:**

Coordinator: Sherrill McNally

### ***Prayer Shawl***

Coordinator: Sue Paquette

### ***Prayer Wall***

Coordinator: Janice Hatt

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## WHAT GRACE VALUES

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### OUR GUIDING PRINCIPLE:

*Belonging, Learning, Connecting in Grace*

### AFFIRMING VISION STATEMENT:

Grace United Church is publicly committed to living out all of our core values affirming all of God's children, embracing people of every age or stage of life, race or ethnicity, Indigeneity or settler ancestry, spiritual beliefs, culture, family configuration, gender, gender identity, gender expression, sexual orientation, physical and mental abilities or health, socioeconomic circumstances, and life experiences; and will be encouraged to participate fully in all aspects of the life, work, and ministry of Grace United Church.

### 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

*Ephesians 4:32*

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.

### ACTS OF SERVICE

*Matthew 25:35-36, 40*

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

- 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.

## FELLOWSHIP

**1 John 1:7**

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.

## SPIRITUAL GROWTH

**Colossians 3:16**

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.

## LEADERSHIP

**Proverbs 11:14**

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.

## INCLUSIVITY

**Galatians 3:28**

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.



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## GRACE-FULL CONVERSATIONS

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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.







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GRACE UNITED  
CHURCH

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