

# ANNUAL REPORT-2016

*First-St Andrew's*  
UNITED CHURCH

**185** years

*Moving forward in faith*

Prepared for  
the Annual Congregational Meeting  
Spring, 2017

We are an inclusive Christian family encouraging growth  
through worship, friendship, learning and action

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# STAFF REPORTS

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## FROM THE MINISTER OF WORSHIP & CONGREGATIONAL LIFE

I feel blessed to be a Christian that continues to be held in God's Grace, inspired by the teachings of Jesus Christ, and encouraged by the dance of the Holy Spirit. Joyce and I commit and recommit our lives to serve the church in ways that lift up the gospel of Hope and Joy, Peace and Love. We are called to this community of faith to share who we are as disciples, church leaders and followers of Jesus. We want to do this by building bridges, and not walls; relationships and not dictatorships; communities that include and not policies that exclude.

Here at First St. Andrew's that means being willing to communicate in a wholesome, faithful, and new way. To talk to people, rather than about people. To be willing to share our own stories and vulnerabilities. To be open and honest about both our fears and our celebrations. To be authentic and genuine both on our inside and outside. To be a sanctuary to each other and the community, rather than simply having a sanctuary that we go to worship in. This, I believe is what God is calling us to; and wherever God guides ... God always provides! God has placed within us all of the tools that we need to achieve faithful discipleship, so we must listen to the teachings of Jesus, and go where we are guided.

It is important to me to have an environment that is conducive to sharing our own stories, and listening to God's story. Therefore,

this year I have offered, and will continue to offer small group discussions, Town Hall meetings, private one-on-ones, and home visits as places that people can build trust, transparency, and truth-telling. A wise congregational member said to me recently "what we permit, we promote." I want to promote healthy communication, engaging faith development, vigorous stewardship, and dynamic discipleship; therefore, I do not want us to permit negativity, disengagement, scarcity, and apathy within our church family. Together we can dare to go where God guides; and follow where Jesus leads. Faith is a movement, not a monument. Please be part of the movement; that takes us all to a place of greater understanding, compassion, and respect.

We have been working on our core values here at FSA, and determining how they inform our short-term and long-term future. As we set goals, priorities, and visions for this church, the United Church of Canada has been doing the same thing. Eight remits were approved by the 42<sup>nd</sup> General Council in Newfoundland where Joyce and I were elected Commissioners in 2015. Five of those remits are to be voted on by the governing body of every United Church, and the remaining 3 are voted on by the Presbyteries across the country. Here is a quick synopsis of the remits that the Council at FSA will be voting on.

1. Three Council Model. This is to eliminate one of the current four courts of the church (National, Conference, Presbytery, Congrega-

tion), and instead have three courts of the church (Denomination, Regional, Local Ministry Unit).

2. Elimination of Transfer and Settlement. T+S is the old pattern of settling new ordained ministers into their first pastoral charge. This National Transfer and Settlement system has been replaced with each new minister being responsible for finding his or her own employment in a pastoral charge.

3. Office of Vocation. This is to create a new division within the national office for Ministry Personnel. The role of the Office of Vocation would include: Candidacy and Training; Support and Oversight; as well as Discipline of Ministry Personnel.

4. Funding a New Model. Currently over 30 different funding models are used across the church, and this model would create one model for the whole country. Instead of being charged per member as we currently are in Middlesex Presbytery, it would change to be a charge based on the congregation's revenue (Line 40 Formula). This formula allows for M+S dollars to be spent on mission work and not on administration and running of the national office.

5. One Order of Ministry. This is to eliminate the various streams of ministry (ordained, diaconal, designated lay ministry,) so that all would be considered equitable and treated fairly in employment related issues, regardless of the educational path that was taken.

With all that is before us, I pray that you are ready for the joy and love that God is ready to share with you. As a minister that was called to this church that said collaboration was one of your top priorities, I commit to continue to work with you and this great staff team in ways that are both collaborative and faithful. Faith is like Wi-Fi; it is invisible but it has the power to connect you to what you need. I would encourage you to "get connected". Call upon the love that God is offering. Share in the blessing that is found in community. Give compassion and hope freely, because it came freely to you first.

I am praying that this year is both a blessing to you, and for you and that, as a result, you may be a blessing to all that you encounter here at FSA, and in all of God's creation.

In Faithful Service  
Michelle Down

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## FROM THE VISITATION MINISTER

**A**s of December 31<sup>st</sup>, 2016, I have been with First-St. Andrew's United Church for five and a half years. In mid-January of this year I formally notified the M&P Committee of my desire to retire at the end of

May, 2017. I have enjoyed my time at FSA and will miss both congregation and staff.

In 2016 with the support of the Membership and Nurture Committee we started the Lunch Bunch, a group for people who enjoy coming together for lunch once a month. The group serves about 25 people of which an

average of 10 gathers each month. The Visitation Minister leads this activity and has not been able to find lay leadership for the group.

Visitation lists are up to date with specific criteria for each list. I am continually surprised by the number of changes to the lists each month. Older people can be very mobile as health and the family changes. The Visita-

tion Minister has become the clearing house for change in this part of the congregation.

I believe the congregation is well cared for by the many individuals who make visits in the name of FSA.

Submitted by  
Tom Hiscock

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## FROM THE DIRECTOR OF MUSIC

**T**he last report in the 2015 Annual Report saw Paul Merritt reflecting on his last 32 years in the role as Director of Music. So much was achieved and experienced during that time. During my years in London when I completed my undergraduate degree, I often gravitated to First-St. Andrew's because of my admiration for the music program. Although I would slip in and slip out on a Sunday morning from time to time, I was always impressed with the quality of the music.

It is time to begin my report as the Director of Music still amazed that I am here and helping to guide the music-making with so many wonderful people. Having begun only in September, I am still working my way through the liturgical year and enjoying many "firsts." Every Sunday since I arrived, the choir has not only provided leadership for the congregational singing, but also has provided meaningful anthems that carry on the fine tradition established here, with perhaps one or two new things long the way. We will be continuing to explore different possibilities chorally as I learn the capabilities of the choir and bring

my voice and experiences to this wonderful group of singers.

The Laudamus Bells have been experiencing a few new things since my arrival as well, and I am so appreciative of their adaptability and willingness to try. As time goes on you will hear the bells more and I hope to use the bells in different liturgical adaptations in upcoming services as well as the full choir offering beautiful music.

I have thoroughly enjoyed working with the Joyful Singers since the fall and look forward to their development as their young voices experience more music making together.

The various groups that were heard since September, 2016 and the leaders who offered their immeasurable help were:

- The Junior Joyfuls: Gabriela Ocadiz, Director, Assistants: Allyson Watson, & Jane Dockrill
- The Joyful Singers: Terry Head, Director
- The Laudamus Bells: Terry Head, Director
- Senior Choir Soloists: Sonja Gustafson, Soprano; Francesca Ranalli, Mezzo-Soprano; Chris Wood, Tenor; Eberhard Vocal Scholar: Jordan Baldwin (until October)

- FSA Vocal Scholar: Sarah Longland
- First-St. Andrew's Strings: Bruce Richardson, Conductor
- Music Committee: Merran Neville, Chair
- Concert Series: Communications and Marketing, Publicity, Friends of Music, Donors

Over my years as a Director of Music and Minister of Music, I have often used my annual report not only as an opportunity to look back but to think ahead to upcoming events. Since my arrival in September, the warm welcome that we have received, and the encouragement from the music makers here at FSA has been a most sincere highlight. I also have the privilege of working with a terrific staff team—something not always found in every church. The fall and Christmas almost seem like a blur now as I got to know some of the treasures in the music library, learned everyone's name in the choirs, and enjoyed experiences like the Music Sunday, Lessons and Carols, the Christmas Pageant, working with the Salvation Army Band, our Advent Concert Series. As well some of those memorable times come to mind like forgetting the verse of a hymn or adding one too many verses—fortunately only one time each, so far.

January saw the first concert in our 2017 portion of the *Friends of Music* series with a wonderful evening of Art Song featuring four stellar soloists. February, March, and April 2017 will all be busy with concerts each month that help to fill out our concert series. We will help celebrate Canada's sesquicentennial with our April 29<sup>th</sup> concert entitled, "From Sea to Sea to Sea." All of the music has been composed by Canadians across the country.

I would like to express special gratitude to the Music Committee for all their support, and especially to Merran Neville, as chair of the committee, who has been an invaluable support as I get to know the FSA community and become acquainted with London again.

Paul Merritt finished his last report describing what an incredible experience it was for him to have opportunities beyond which he could have hoped. I have already experienced some of those opportunities, and look forward to many more ahead, and many wonderful years of music making here at First-St. Andrew's United Church.

Submitted by  
Terry Head  
Director of Music

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## FROM THE YOUTH AND YOUNG FAMILIES COORDINATOR

It has been my pleasure and an honour to serve the youth and young families this year with the help and encouragement of the CD committee and commitment from many volunteers! Each pocket of time we spend to-

gether we learn something more about each other. We've had some heartache and some special celebrations this past year. The spirit moves among us, teaching us to celebrate life along with all of its ups and downs; every moment having value.

As Youth and Young Families Coordinator, I divide my time between Sunday School,

family time on Wednesday's sing for your supper program and the Youth. Sometimes we even work all together! FSA groups on Sunday mornings consist of church school classes. From age 0 to grade eight, children gather during worship. While our group is smaller this year than last, we have had some great fun together sharing stories of faith through music, drama, film, science and games. Ann McPhail, along with Jake and Kathryn Skelly, Kes Sebborn, Allyson Watson, Pam Bere, Chris Silcox, Heather Lake and myself all take turns teaching/learning about God's love and how to share it with others. Stories and scriptures discovered this year include; Jonah, The Lord's Prayer, The Good Samaritan, Queen Esther, the parable of the wise and foolish builders as well as Advent, Christmas and Easter celebrations. Together, over 2016, Sunday school participants worked on many special events including a frosty "Winter Wonderland Pancake Supper," an early morning Big Circle Breakfast, Spirit Games - to kick off summer, Pride Parade Fun, Rally Day celebrations, and a Christmas Musical presentation with the help of Music Director, Terry Head, the Joyful Singers and Junior Joyfuls.

Many Sunday participants also come to church on Wednesday evenings to SING for their SUPPER! This group boasts 15-18 Jr. Joyfuls and about 9 Joyful Singers along with moms and dads and younger siblings. They break bread together (or pizza & chicken fingers) then sing till bed-time. This mid-week group is largely put together by Allyson Watson and has developed beautifully, a community coming together, sharing a meal and supporting one another with busy hands and

warm hearts. Sing for your Supper is a fun and friendly night for any family looking for community, support and valuable programming for kids, JK-grade 8. Watch for a musical this spring!

In July, FSA Vacation Bible Camp was another success, boasting over thirty participants and the fabulous youth leadership team (Summer Adventure Leadership Team) from Middlesex Presbytery. Together with the S.A.L.T. team, children enjoyed 5 full days of indoor and outdoor summer fun & learning with a focus on following Jesus and building a rock-solid foundation of Love. Our own youth, Riley Langley and Hanna Patterson were employed by the leadership team this summer — a great opportunity for FSA youth to share gifts and learn leadership skills ... and get paid!

A few children from FSA attended London Interfaith Peace Camp in August. A rippling effect of awareness and understanding is realized as the children and youth shared with others about their faith. Jewish, Christian and Muslim children play, craft and discover together, breaking down barriers, celebrating differences with respect and learning about the many similarities in each other's lives at home and in different places of worship. The camp is run by multi-faith leaders and supported by 18 volunteer high-school youth from Christian, Muslim and Jewish families in the city. It was fun to learn and play with new friends from all over the city. The campers visited and explored a Mosque, a Temple and a Catholic church. Many guests shared their personal and professional stories of faith and family.

Our FSA Family Christmas Eve service was

well observed and many guests got their picture taken with "The KING." Three youth told the story of the "King's Birthday" complete with inn keeper, shepherds, angels, wise men and lots of animals. Guests donned costumes to take part in the holy story of Jesus' birth.

God Squad and Youth had a busy year last year! Starting in October of 2015, plans began to take shape for interested youth to travel to Nicaragua on a mission trip. They did many fundraisers inside and outside of the church! Throughout the following several months they studied and learned about Nicaragua, it's people, culture and basic political standing. Our trip leader/guide was Rev. Patricia MacDonald from Open Hands United. Many thanks are owed to many individuals for their on-going support and love as we prepared for this huge trip. It was an experience that changed the lives of all who participated. So much was learned, discovered and experienced. From first plane rides for some, being away from home for the first time for some, to trying new foods, experiencing extreme weather (heat mostly) and communication struggles with new languages (Spanish and Mosquito). The biggest impression on us all was the welcoming attitudes of our hosts. They were so gracious and friendly with obviously far less comforts and opportunities for growth than we experience at home in Cana-

da (running, clean water, safe and abundant food, health care and education). Upon our arrival, a renewed sense of giving back and appreciation has set the tone for 2016-2017.

Youth group continued this fall (Sept. 2016) to meet every other Friday Night. They enjoy movies, ice skating at Victoria Park, Bowling, Pizza, games and each other. Karol Boyd and myself share leadership of this exciting and energetic group. God Squad (for the same youth) meet on Sunday mornings during worship to discuss and discover meaning in the scriptures, current events, and each other. Thanks to Jacob Tufts for his leadership and presence with the teens on occasion.

Confirmation class started in the fall for four confirmands and their mentors. Claire Jones-Fright, Hanna Patterson, Mason Robichaud and Jade Mahabir have been working through the "Making Disciples" Program with their mentors David McKane, Jane Dockrill, Winnie Wake and Allyson Watson respectfully.

Again, it has been my pleasure to work alongside dedicated parents and leaders, teachers and students of all ages. All have been a blessing to my life as I continue to learn and strive to be a good disciple of Christ.

Submitted by  
Jane Dockrill  
Youth and Young Families Coordinator



# COMMITTEE REPORTS

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## REPORT FROM THE CHAIR OF COUNCIL

**T**he year 2016 was a tragedy for our family as Laura, my wife and mother to our children, passed away in late November. The support we received from the people at First-St Andrew's was enormous, so a special thank you to everyone!

I became Chair of Council in February and presided over the remainder of 2016. We also had two Executive Committee meetings to deal with personnel matters that had to be kept confidential. Thank you for your confidence in electing me as Chair of Council. I find the position is a challenge, and I promise to do my best.

I wish to thank Jo Ann Silcox for her devotion as Chair for the previous three years. I join the congregation of FSA in thanking her for all the hard work done during her term. I wish also to thank the committee chairs that comprise Council for all their efforts. They work hard with their committee members to achieve great things for FSA.

My first task as Chair was to organize a Planning Committee that had been approved by the previous Council at their very last meeting. It is an ad hoc Planning Committee to review the comments put forward

at the various Town Hall meetings, to review our resources (people, finances and property) and make recommendations to improve the FSA community and prepare a plan for the next ten years. I have acted as secretary for this committee and do what I can to support them. A survey was carried out in November that was very successful in that it engaged the congregation.

Poverty and mental health are related and we have a strong interest in getting rid of both. But how and what should we do? There are agencies that we might help and governments that we can prod into changes but we need to work with other churches and faiths on these twin challenges.

I would like to see us establish an ad hoc committee on Poverty & Mental Health that will determine the extent of these two related problems in London and consider what FSA might do to help eliminate them. London has Bridges out of Poverty and St. Paul's Daily Bread that we work with now, the Mayor's committee on poverty, London Cares and many other agencies. Are we making headway and how can we do more?

Submitted by  
Bob Swartman  
Chair of Council

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## CHRISTIAN DEVELOPMENT

**T**he Christian Development Committee is responsible for the care and feeding of the development of Christianity

for three demographics within FSA: Children, Youth and Adults. This group is very broad and we have offered many exciting programs again this year. Hopefully, you were able to participate in program offered this year. Here

are the things we have done in 2016:

*Nursery* care was provided for our youngest children by Kendra Shouldice.

*Children from JK to Grade 8* enjoyed church school on Sundays (under the leadership of Jane Dockrill, Kathryn Skelly, Chris Silcox, Kes Seeborn, Ann MacPhail, Allyson Watson, Heather Lake, Karol Boyd, Jacob Tufts, Joanne Richardson, Ingrid Bergman). They also participated in vacation bible camp, Peace Camp, the Christmas Pageant with the youth, Sing For Your Supper, Pancake Supper – Mardi Gras, Big Circle Breakfast and Spirit Games.

*High School Youth* participated in Worshiplude (Chris Lindsay), bi-weekly youth group (Jane Dockrill, Karol Boyd, and Chris Lindsay), youth Sunday School (Michael Feeney, Chris Lindsay, Jacob Tufts and Jane Dockrill), helpers at the bazaar, the Christmas Pageant and several retreats, including the Camp Kee-Mo-Kee weekend. A group of 6 youth went to Nicaragua under the leadership of George Jolink and Jane Dockrill. They provided the service in November to share their experiences with FSA. Four youth have begun the confirmation process with their mentors and will be confirmed in April, 2017. The youth started a tradition of Souper Sunday as a fundraiser.

*Adult:* In 2016, the FSA Film Series completed its fourth year as a committee of volunteers from the congregation. Under the auspices of the Christian Development Committee, the purpose of this self-sustaining series is to provide adult Christian development around issues of social justice. From September to April each year, seven films are shown and discussed on themes such as race,

disability, sexual orientation, aging, moral and ethical dilemmas. After each film is shown, it is put in the church library for members of the congregation to check out and view at home.

The following films were shown in 2016: Inside Out, Selma (for Black History Month), The First Grader, Nicky's Family (for Holocaust Remembrance Day), Spotlight, The Lady in the Van, and The Danish Girl (for Transgender Day of Remembrance). The members of the Film Committee are: Anne Cummings, Michael Feeney, David and Deanne Pederson, Debbie Schram, and Glenda Robinson.

Adults had the opportunity to attend bible study on Thursday and Sunday mornings (Jo Ann Silcox, Tom Hiscock, David McKane, Michelle Down), a Lenten series led by Michelle Down, book club, and an Advent series led by Michelle Down. In addition, the Brown Bag Lunch group hosted Mining the Mystery which was very well attended. Karol Boyd has been leading a young adult group called After Hours, which meets biweekly. Three yoga sessions were led by Jess Huber.

*For all ages:* We hosted our 3<sup>rd</sup> annual Camp Kee-Mo-Kee weekend, We were only able to have a Sunday morning worship and picnic due to some logistics. All were welcome for the worship service on the Sunday morning followed by a catered lunch by Simply Kept Caterings. Freezer meals were made to provide a service to the FSA community and help contribute to the operating fund of the church. We supported the Doors Open by helping with the crafts. A spaghetti dinner was held in September to provide support for the new sign.

The Jean Brown Fund helps support the

youth and children's activities at the church. In 2016, funds from Jean Brown helped to support: Sing For Your Supper, choirs for children, youth at Worshiplude, Youth Forum and camp subsidies, nursery staff, Peace Camp, supplies for youth group event, Camp Kee-Mo-Kee weekend, youth trip to Nicaragua, the salary of the Youth and Young Families Coordinator and the church picnic, to name just a few.

Thank you to all the people that made 2016 programs possible, especially to those members of CD (Katie Graves, Michael Feeney, Heather Lake, Chris Lindsay, Glenda Robinson, Jo Ann Silcox and Jane Dockrill) We are looking forward to another exciting year.

Submitted by  
Allyson Watson  
Chair

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## COMMUNICATIONS & MARKETING

**A**s most will know, FSA has been a beehive of activity this year with many events, most of which requiring promotion both inside and outside the walls of the church. The Communications & Marketing committee, as a result, kept very busy. First off, this year marked a new relationship with the Music Committee which saw us liaising to get the word out, not only on the regular Music at First-St. Andrew's Series but also on special events such as the Hootenanny in January, and the many events surrounding Paul Merritt's retirement. (The latter even saw us having a hand in the development of the Merritt poster-quilt that was presented at the farewell luncheon at the end of May!) Year's end saw the birth of a subsite of the FSA Webpage for exclusive promotion of music events and a brochure that outlined all of the music activities for the season. Two new music history brochures, one for the organ and one for the handbells were also created. For MOE we worked hard to develop White Squirrel themed posters, and print materials, a floor

banner and a dedicated webpage which enabled registration and acknowledgement of generous benefactors. The Boutique Bazaar gave us an opportunity to work closely with the UCW to develop brochures, bookmarks, posters, directional signs, name badges, a web page and to get the word out on media around town. We also joined forces with the UCW to promote its annual Rummage sale in April. Both of these blockbuster events were very successful. With Stewardship we developed the posters for each Council committee to tell the congregation about their objectives at the time of the Stewardship Fair in September. Christian Development partnered with us to get the word out on numerous events, including Spaghetti Dinners, Mining the Mystery (developed in cooperation with the Brown Bag Lunch), the Freezer Meal project, Movie Night, Book Club and the annual church picnic at Kee-Mo-Kee. Lunch Bunch promotions gave us a chance to work with Membership & Nurture. With Worship we provided the email blast, "This Week at FSA," and the weekly insert for the Bulletin as well as the Sunday Slide Show each week.

Then there were “at large” activities that kept all the elves busy, such as the dramatized reading of the *Last Days of Tecumseh* and the dinner theatre event, *Love Letters*, both of which ran in March and were very successful. C & M managed a successful Doors Open event in early October and promoted the event together with the London organizational Committee.

We were happy to help Council develop its own informational page on our website and to inform the congregation of the work of the Planning Committee. We also developed an archive of Council Minutes for the web. In cooperation with the church office we developed numerous print materials, including business cards, note cards, plus wedding and funeral brochures. We also produced CD

copies of those funeral services held at FSA, as keepsake items for our mourning families. Thanks to editor, Pat McGregor, and her dedicated team, C & M had another very successful year with its four issues of *Tidings*, which has become the premier print item of record for the church and our pride and joy.

Doug Gonder (chair), Pat Tripp, Bob Slater, Heather Locking-Cusolito, Nancy Johnson and Jim Silcox, “the elves” of C&M, look forward to a productive 2017. With the help of our new Facebook page we hope to see our electronic reach extended on the internet as well. Keep watching!

Submitted by  
Jim Silcox on behalf of  
Doug Gonder, Chair

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## MEMBERSHIP AND NURTURE

**C**ommittee Membership: Audrey Coulthard (Chair), Dr. Jo Ann Silcox, Barbara Williamson, Annabelle Logan, Heather Locking Cusolito, Deanne Pederson, Karen Reese, Glenna Hall, Jan Hendry, Barry Tiffin, Jay Snyder, Rev. Tom Hiscock (staff), Bob Swartman (Council).

Committee meetings were held monthly with the exception of the summer and December.

Membership and Nurture continues to support various projects of the subcommittees and other Council committees. We were able to provide some financial support this year to the Property committee for the bench-

es on the front lawn. We celebrate with cake for special celebrations such as New Members Sunday.

### **Archives: Barbara Williamson**

This committee works behind the scene to catalogue and preserve photos and other historical materials.

Willis Buckingham continues to digitize birth, death and marriage certificates which are copied for transfer to the computer system.

Requests for certificates can be provided for a nominal fee. Archival material may be borrowed at the discretion of the committee.

### **Pastoral Care: Rev. Tom Hiscock and Dr. Jo Ann Silcox**

Rev. Tom Hiscock and Dr. Jo Ann Silcox

continue to provide pastoral support to the ill, the bereaved and those confined to their own home or long-term-care facility. Crisis support is also provided for need within the congregation and the broader community.

***Caring Callers: Annabelle Logan and Congregational Visiting Team: Audrey Coulthard***

A dedicated team of volunteers visit our frail and elderly and maintain phone contact with those unable to participate in church activities. Thank you to everyone on the pastoral care team who facilitate this vital ministry and to the UCW who provide financial resources to remember our shut-in folk at Christmas and other special occasions.

***Care for the Caregiver: Dr. Jo Ann Silcox***

***Worship: Dr. Jo Ann Silcox***

***Staff Representative: Rev Tom Hiscock***

***Membership Roll: Dr. Jo Ann Silcox***

Dr. Jo Ann Silcox continues to maintain historical records and membership lists with the assistance of the office staff.

***Membership Data Review Team:***

Heather Locking-Cusolito and Deanne Pederson, supported by Rev Michelle Down, continue the central data review process.

***Coffee & Conversation: Karen Reese & Heather Locking-Cusolito***

Karen Reese coordinated the activities and recruited volunteers for several months during 2016; Heather Locking-Cusolito and Deanne Pederson have now assumed responsibility. Heather ensures supplies are purchased and replenished as necessary.

Thanks to everyone who provides this opportunity for fellowship; this includes the volunteers who assist as well as Mason Robichaud who provides cleanup and dishwashing

support.

***Affirm sub-committee: Anne Cummings***

For a second year, the Affirm Committee organized a very successful Pride Parade Party on our church lawn on Sunday, July 24<sup>th</sup>, after the morning service. The lawn and boulevard became a welcoming place for the large crowd that gathered regardless of gender, age, sexual orientation, ethnicity, or faith tradition. First-St. Andrew's was at its finest with our dedicated volunteers preparing litres of lemonade and ice-cold water to keep the crowd hydrated, The FSA Youth Group also served ice cream and freezies to help keep everyone cool. We are grateful to the Membership and Nurture Committee who gave generous support to pay for the hotdogs and cookies. Attendees were especially impressed with Jay Snyder's rainbow/Pride bagels. The freewill offering of more than \$560 was given to the Nicaragua Youth Mission trip. Many accolades were received from both parade watchers for a fun, welcoming event and from parade participants for our loud cheers as Middlesex Presbytery marched past our church. Be sure to attend FSA's 2017 Pride Parade Party.

Ever since FSA became an Affirming Congregation, our Affirm Committee has been a resource to other churches in the area that are beginning the Affirming process. In 2016, we met with representatives from Stratford's Avondale United Church and Sarnia's Grace United Church and shared our resources with them.

Once again, the Affirm Committee partnered with the Knit Wits and the Regional HIV/AIDS Connection on their public awareness campaign with the Red Scarf Project. For

the second year, Rev. Michelle Down arranged for our red scarves to be blessed in the November 20<sup>th</sup> service, at the beginning of AIDS Awareness week. We pinned red ribbons on every bulletin for the congregation to wear in the following week. Because November 20<sup>th</sup> was also International Transgender Day of Remembrance, the Affirm Committee arranged for a transgender speaker, Victor Feunekes, to lead a discussion circle after the service. Michelle Down invited both Victor Feunekes and Martin McIntosh, the Red Scarf Project coordinator, to be part of blessing them and to receive them to take out into our community. This simple, yet moving ceremony, expressed the loving kindness that our congregation hopes to transmit to people who are dealing with HIV/AIDS. After the service, 20 people gathered in the Parlour to hear about the transgender journey that Victor has experienced and to discuss ways that FSA can be more welcoming and sensitive to transgender people. We will be providing more initiatives around transgender issues in 2017.

**Welcoming sub-committee: Heather Locking-Cusolito**

This subcommittee was collapsed and responsibility was transferred to the larger committee.

**Lunch Bunch: Rev Tom Hiscock**

For the past year, Rev Tom has organized and facilitated this monthly social time celebrated with food and fellowship. A catered meal is served for a nominal fee. Everyone is welcome but advanced booking with the office is required so adequate food is prepared.

Thank you, Rev Tom, for getting this new venture started and to Joyce Payne for her

culinary expertise.

**New FSA members in 2016**

Joyce Payne, Jack Lewis, Nancy Quinn, Michael Mandich, Terry Head, Ken Whatman

**Baptisms in 2016**

George Appleton  
Charlotte Appleton  
Laythan McInnis  
Carter Monk  
Scarlet Monk

**Marriages in 2016**

Julie Wright and Kevin Scleen  
Bradley VanMassenhoven and Lindsay Hyde  
Robert Bedard and Nina  
Michael McDonald and Alexandra Hodgson

**In Memoriam in 2016**

Fred McLarty	Gene Corbet
Betty White	James Bere
Helen Payne	Wendell Alton
Laverne Cooper.	Ferne Bason
Donna Spencer	Lillian Robertson
Erica Pederson	Jean Comfort
Mary Gonder	Velma Stover
Laura Swartman	

**Additional statistical information for 2016**

Total membership - 397  
New members - 6  
Members removed by death -10  
Members removed by certificate -2  
Average weekly attendance in 2015 - 185

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## MINISTRY AND PERSONNEL

**T**he role of the Ministry and Personnel Committee (M&P) is to provide support and assessment for all staff at First-St. Andrew's, aiming to maintain positive working conditions and relationships for the staff team in their various capacities within the church congregational life.

Striving to fulfill that role was a challenge for the Committee in 2016. Staff departures were the predominant theme during the year, with each departure causing a reconfiguration in responsibilities and the need for volunteers to take on certain responsibilities that previously were the purview of experienced staff. Although it has been difficult at times, the ability and dedication of such volunteers has enabled the church to adapt to the changes. Again this year, M&P wishes to recognize in particular the volunteer contributions of Dr. JoAnn Silcox, who was acting receptionist for the church from June through August, and who managed that commitment in addition to responsibilities as past chair of Council and as a key member of the church's pastoral care team. Dr. Silcox is always willing to provide advice and historical background when called upon, and has been an important resource for M&P throughout 2016.

In early 2016, the focus for the Commit-

tee was preparing for the retirement of our Director of Music, Paul Merritt. In December, 2015 through January 2016, input was sought from Council committees on what First-St. Andrew's should be looking for in the next incumbent of this key position. At a congregational town hall meeting on February 7<sup>th</sup>, attendees were provided with the primary elements of the existing position description and a summary of the committee input, and were asked to complete a survey. In the end, strong support was given for seeking a full-time Director of Music who could carry on the tradition of musical excellence for which the church is known. Using the information gathered, a revised position description was approved by Council, and a search committee, chaired by Barb Plante, was struck. The work of this committee continued well into the summer and included several interviews and auditions with qualified candidates. In mid-summer, the position was offered to, and accepted by Terry Head, who began work at the church in early September. Mr. Head's exceptional musical ability, leadership, and energy were amply demonstrated during the latter part of the year.

M&P received the resignations of the church's administrative assistant, Ashley Dwyer, in March and its church administrator, Brenda McManus, in May. Kerry Stover, who

was initially hired as a summer replacement for the administrative assistant position from April through August, took over the administrator role for the summer, and managed to keep essential administrative and financial components of the church's operations in gear throughout this time. Mr. Stover was assisted by Dr. Silcox in reception, and also benefited from a close working relationship with Dale Pettit, the new chair of Finance and church treasurer, who has provided many volunteer hours in these roles.

The search for a new church administrator began in the summer and culminated in the hiring of Colleen Stewardson in early September. Ms. Stewardson brought significant expertise and a positive, dynamic personality to the role, but her tenure was short, as she resigned for personal reasons before the end of her probationary period in November. Ms. Stewardson continued to provide support to the treasurer on a contractual basis through the end of the year.

With all these changes in staff, FSA is fortunate to have a strong core team of individuals who remain dedicated to the work of the church. Rev. Michelle Down, Minister of Worship and Congregational Life, Rev. Tom Hiscock, Pastoral Care Minister, Jane Dockrill, Youth and Young Family Coordinator, Tim Miedema, Facilities Manager, and Barry Tiffin, Atrium Steward, have risen to the challenges that changes in other staff positions have created. In particular, Ms. Dockrill, in assuming some of the receptionist duties, has created a

welcoming presence in the main office, becoming a connection for a number of activities beyond those of her youth and young family role.

The Ministry and Personnel Committee administers the Clark Fund, which was established to further education, training, and development of the staff and members of our congregation. Funds are available for an applicant wishing to attend a conference, course, or participate in a workshop which relates to or enhances the ministry of First-St. Andrew's. In 2016, the committee approved 3 applications for funding, one supporting the youth travelling to Nicaragua, and two individual applications for continuing education. Members of the congregation are encouraged to approach the Committee for more information if they are planning an activity which may be supported by this Fund.

The M&P Committee in 2016 had the following members:

- Bruce Moor – Chair
- Barb Plante – Vice-chair
- Linda Badke
- Jane Eberhard
- June McKay
- Kathryn Patton
- David Wake

Submitted by  
Bruce Moor  
Chair



## **MISSION OUTREACH AND ENVIRONMENT (MOE)**

**T**he MOE committee and friends continue to be an active part of FSA, London and the world with our project commitments. We were pleased to show what we do at the Stewardship Fair. Glen Pearson, director of the London Foodbank was very well received at our Mission Service in February. It is the first time in recent memory that a speaker received applause after his sermon which in this case reflected on and issued a call to action on poverty in London. As a follow-up, MOE members attended the Interfaith Rally on Poverty. Undie Sundays took place during Lent and dozens of pairs of underwear and other items were donated to the Salaam Donation Centre for recent Syrian immigrants. We helped to support the summer teen trip to Nicaragua. In October many of our members attended the Middlesex Presbytery Division of the Mission and Outreach Truth and Reconciliation Workshop at Oneida United Church to promote further understanding with our indigenous brothers and sisters. In December we collaborated with the Christian Development committee with Just Christmas, an Alternative Gift Fair, with donation cards totaling \$1,015 to a variety of local charities. Many hats, mittens and scarves were donated to our Mitten Tree for distribution to those in need. The Christmas Eve and Christmas Day loose offerings totaling approximately \$1,400 were designated for Mission Services London.

### **- Mission and Service Fund of the United**

## **Church of Canada**

2016 saw a congregational vote to change the method in which we support the M&S Fund which has been one of the pillars of our church. After more than 50 years we no longer will designate a percentage of our operating budget to M&S. Members will decide for themselves how they wish to support the Fund. We have endeavoured to educate the congregation on the work done by the M&S Fund through weekly M&S Snippets, a column in each issue of *Tidings, Mandate* magazine, bulletin boards, and Minutes for Mission.

The Easter Overseas Relief offering was directed to the Emergency Response for Syrian refugees trapped in the Middle East. The World Wide Communion offering was directed to Hurricane Matthew that struck the Caribbean.

### **- East London United Church Outreach (ELUCO) (See also Special Report, following)**

FSA continues to be a focal point for our church with Linda Badke and Janice Elliott serving on the Board. Nancy Howard continues to do an outstanding job as a community worker in the Marconi area of East London. She traveled to Haiti with 7 teens aged 14-19 in August. FSA members participated in the annual September Walkathon raising over \$7,000. During Advent, gift cards worth \$3200 were purchased for ELUCO families to use for their Christmas gift buying.

### **- Canadian Foodgrains Bank**

The CFB is supported by our Grow-a-Row

campaign. This year over \$5600 was raised matched 4:1 by the Canadian Government through Global Affairs Canada. This included proceeds from our annual Corn Roast September luncheon.

#### **- *Amnesty International***

In March the committee hosted the Write-for-Rights campaign and soup lunch. Members of the Muslim community also attended. Approximately \$200 was donated to the organization. In December the congregation was encouraged to sign messages of hope to be sent to political prisoners.

#### **- *St. Paul's Daily Bread Foodbank***

Each Sunday, FSA collects nonperishable food and money for the St. Paul's Foodbank. Jean Knowles is a member of the St. Paul's Board of Directors. Jean and Bill Knowles continue to volunteer weekly at the Foodbank and to deliver donated running shoes to the London InterCommunity Health Centre.

#### **- *Bridges out of Poverty/Circles***

Katherine Wonfor and Joanne Girvan are the coordinators of the Bridges program. FSA provides three Monday evening dinners per month to 25-30 Circles Leaders (i.e., participants) and their Allies (i.e., mentors). This year, for the first time, the dinners will continue on a regular basis throughout the summer months. The program is available to adults who are part of the Ontario Works program and their children. The dinner is followed by a meeting which includes educational material such as awareness of community activities

and library resources. A speaker is often present. Leaders can remain in the program as long as they continue to benefit from it even after finding a job. Some of the members have found jobs, and others have returned to school. The Bridges program is supported by Goodwill Industries and the City of London. Due to the confirmed identified success of the venture, ongoing funding has now been secured.

In addition to the Bridges out of Poverty/Circles dinner commitment, under the leadership of Joanne Girvan, FSA also provided, in 2016, two 6-week sessions involving a lunch twice per week for about 10 people in a Getting Ahead group. All participants in Bridges out of Poverty must first complete a Getting Ahead session, which involves a textbook learning format. There is a formal graduation ceremony for those who attend regularly and successfully complete the material. The most recent Getting Ahead graduates will form a third Bridges out of Poverty/Circles group in London.

In December, Joanne, Barb Dalrymple, Barry Tiffin and Pat Pettit attended a Christmas celebratory dinner at Goodwill Industries with participants and staff involved in the Bridges out of Poverty program.

#### **- *White Squirrel Golf Tournament***

Dianne Knoppert and Margo Christodoulou organized another very successful golf tournament. Golfers numbered 52, and 109 people signed up for the dinner - our largest numbers in the past ten years. More than 50% of the hole sponsors were linked to the FSA website. Margo and her team

later provided a Garden Party at the home of June McKay. A hotdog lunch in May at FSA, the hole sponsorships, a silent auction table, a 50/50 draw, a live auction and the garden party generated a profit of \$11,006.30. St. Paul's Daily Bread and ELUCO were each given a donation of \$4,100. The teens who went to Nicaragua and the Los Quinchos school for child street vendors in Managua were each given \$1000. A dedicated student in Nicaragua was given \$500 through the Companeros organization, and \$100 was donated to the Sand Dams project through London Conference.

Margo and Diane have said that 2017 will be their final year to coordinate the golf tournament. The MOE committee extends its sincere gratitude to these two women for the enormous effort they along with their Golf

Committee have put forth over the past several years to make this event a success.

We ask any church members who are interested in taking over the task of organizing next year's golf tournament to please approach MOE committee members.

#### **- MOE Members**

Co-Chairs, Barbara Dalrymple and Pat Pettit would like to thank the hardworking committee members and friends of MOE for their tireless hard work, commitment and support. The members are: Linda Badke, Marilyn Beach, Janice Elliott, Liz Galbraith, Jan Hendry, Laurel Kenney, and Bill & Jean Knowles.

Submitted by  
Barbara Dalrymple and Pat Pettit  
Co-Chairs

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### **SPECIAL REPORT - ELUCO**

"They don't have anything and they are so happy. My friends have so much and none of them are happy." This was the insight of one of our ELUCO youth team members in the very early days of our trip to Haiti. What an amazing and life-changing adventure it was for the ELUCO youth — whose existence has been in an insulate community often filled with negativity — to broaden their views of the world. During the ten-day excursion they experienced what life is like in Haiti and witnessed the community's incredible resilience and spiritual connectedness. Working alongside Haitian youth in preparing vegetable gardens for families with a member having a

physical disability, painting playground equipment and the pavilion at the Shalom Zone, and participating in recreational activities, bonds of friendship were formed that will last a lifetime. While the work projects may seem insignificant, they were greatly appreciated and the positive cross cultural relationships made a huge impact. That was the goal and is what made this such an important outreach effort for both ELUCO and the United Church of Canada. With crops in Haiti destroyed by Hurricane Matthew, this relationship continues with efforts to help provide seed for 500 families.

This was the first project of this magnitude and, for sure, our Youth Mission Team to Haiti was the highlight of the year in Commu-

nity Outreach. The regular lunch, afterschool and women's programs to build social and life skills continued in community with field trips and family events topping the list of favorites. Eleven children participated in Social Skills Day Camp, 25 to Stevenson Children's Camp and 30 to Camp Kee-Mo-Kee. These are the experiences that inspire and bring joy and growth. Along the way support was offered to families as they faced their everyday challenges. Families are overwhelmed with appreciation for the support received in our Christmas Share Program. Thanks go out to the many individuals and groups who generously donated to make Christmas a reality for 86 families.

The Welcome Wednesday Hospital-ity Lunch Program commenced in October 2008 from a vision of ELUCO's Rev. Susan Eagle and Lynne Williams of the Agape Fellowship. Start-up costs were funded from a \$13,000 grant from the Westminster College Fund. Each Wednesday from September to July, a nutritious free lunch is prepared and served to upwards of 70 persons by members of the Salvation Army-Hillcrest, ELUCO, Siloam United Church and Valleyview Mennonite Church. The June (inside) picnic and Christmas dinner were enjoyed by over 120 persons. This weekly lunch is very gratifying to those who attend and to those who serve. It has become a real community which was Susan and Lynne's dream. The cost to ELUCO is approximately \$200.00 a month which is covered by donations to the program.

The ELUCO Food Cupboard, located at Gethsemane Gardens at 1461 Huron St., is open every Wednesday and Friday morning from 9:30am till 12 noon and serves clients

living within the area. It is run by faithful volunteers, one group on Wednesdays and a different group on Friday's. Many thanks go to Sharon Ashton for being our shopper extraordinaire, and for all her other hard work. As well as food, winter knit items and dish cloths are supplied by the Friday group. We also have toiletries that people can choose from. In 2016 we served 680 families which included 1158 adults and 527 children. The numbers are similar to last year, but the number of children is down from 609 in 2015. This program is possible because of the many generous people who give financially and/ or through food and other donations. Your support is greatly appreciated!

Fundraising is one of the main activities of the Board and this year was no exception. For five weeks, beginning in early February, members of the Board, members of the Marconi community and volunteers could be found in the kitchen of Richards Memorial United Church whipping up delectable cinnamon buns under the supervision of Elma Johnston. With lots of laughter and fellowship the crew turned out over 300 dozen buns that were sold in a variety of venues to enhance ELUCO's coffers.

In March we held our 3<sup>rd</sup> Annual *Voices of Broadway* concert at Siloam United Church. This talented and enthusiastic group wowed the audience with their talent and enthusiasm as they sang and danced to many well-known Broadway musical numbers.

The sun was shining on the last Sunday in September as we gathered in Springbank Park for the annual "Walk and Roll for Families." This was one of our most successful walk-a-

thons to date. Many thanks are extended to all those who walked/rolled and donated. A special thanks to the group of young people from Wesley Knox who walked with us.

The Board unanimously supported Nancy's request to take a group of young people to Haiti but did not feel comfortable committing ELUCO funding to the project. Board members agreed to help with fundraisers to cover the costs for the youth. A bowling and silent auction and a BBQ and car wash were two of the events held. The youth who went also organised a BBQ and car wash in Marconi. Nancy was successful in securing \$3000.00 from the United Church Vision Fund Seed Grant for New Initiatives in Youth and Young Adult Ministry. This combined with generous donations from individuals, groups and businesses covered the costs for the seven youth.

Thanks to the hard work of board member Amanda Woods, the Board was able to approve a new and expanded Abuse Prevention Policy for ELUCO.

In April at the ELUCO annual meeting, Michelle Bloomfield, a member of the Marconi community became a member of the Board. In June the Board said good bye to Martha Elliott who returned to university in

Ottawa to pursue post-graduate studies. Best wishes were extended for her future endeavours and she was thanked for her contributions to the Board. In October Amanda Woods' resignation was regretfully accepted with best wishes for her new job.

The Board would be remiss if it did not extend a huge thank you to Nancy Howard for the time, energy and LOVE she brings to her position as ELUCO's Outreach Worker. Her dedication and commitment to the community knows no bounds! She continues to support and nurture families and individuals so they can move ahead with confidence and strength to meet the challenges that life has in store for them.

Lastly, the Board could not carry out its mandate and commitment to the Marconi and Huron Street communities without the spiritual, financial and physical support of each and every one of you in the past year and years. We are all part of God's family – helping one another!

Submitted by Janice Elliott and Linda Badke  
FSA reps on ELUCO Board

Written by  
Carol Langford  
Chair of the ELUCO Board

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## MUSIC

**T**he 2016 musical year was one of highs and lows. The year began with the knowledge that our much loved Director of Music, Paul Merritt, who had held this position for 32 years, would be retiring at

the end of the summer. Many occasions that followed had special significance as we realized this would be the last time that we would experience them with Paul at the helm. This also meant that Enid would also be leaving her post as loyal assistant to the Director of Music.

Events throughout the year maintained the high standard audiences have come to expect of the Music program at FSA. February 14<sup>th</sup> brought award winning mezzo-soprano Emily D'Angelo to perform, with Rashaan Allwood at the piano, in "A Vocal Valentine". Emily is the granddaughter of Bert and Marion Wilson. She charmed the audience with her beautiful rich voice. The annual Friday Lenten noon recitals were held on February 19<sup>th</sup> – The Laudamus Bells, with Paul directing, February 26<sup>th</sup> – Paul at the organ and March 4<sup>th</sup> – Central Secondary School Chamber Orchestra, conducted by Imraan Haq, presenting a delightful performance of "Peter and the Wolf" by Sergei Prokofiev. The winter season was topped off with a concert by the St. Lawrence String Quartet (SLSQ) on April 11<sup>th</sup>. This was the eighth time the SLSQ has performed at FSA and was a celebration of the 80<sup>th</sup> birthday of John Nuttall, father of first violinist and a founding member of the quartet, Geoff Nuttall.

Easter services were also a highlight, especially Easter Sunday when Paul performed the Widor "Toccatà" from Symphonie V.

The events of the season culminated in a magnificent weekend of celebration of Paul and Enid's music ministry at FSA and Paul's retirement. The Senior Choir concert of "Memories" on Saturday evening, May 28<sup>th</sup>, was a reprise of many of Paul's favourite musical selections. The inspiring service on May 29<sup>th</sup> closed with another chance to hear Paul performing the Widor "Toccatà". During the summer, Paul received a Distinguished Service Award from his fellow organists in the RCCO and in the fall was designated FSA Organist

Emeritus.

While many were concerned about the future of the music program with Paul's departure, the search committee for a new Director of Music was already reviewing the many applicants for the position. Committee members were Stephen Adams, Stuart Eberhard, Sonja Gustafson (co-Chair), Doug Jones, Lynda Kennedy and Barbara Plante (co-Chair). It was with great pleasure that we received the news that their search had met with success when Terry Head was appointed the new Director of Music. Terry took up the position in September, 2016.

With all he has accomplished, it is hard to believe that Terry has been with us for only four months. He has energetically taken on the Senior Choir, the children's choirs - the Junior Joyfuls and Joyful Singers, meeting with them after "Sing for your Supper" each Wednesday evening – and the Laudamus Bells. The Senior Choir has given musical leadership at all services and the children's choirs and Laudamus Bells have performed on a number of occasions. The Salvation Army Citadel Band played for the service on October 23<sup>rd</sup> and the Senior Choir sang with them at their annual Christmas Concert in December at Centennial Hall. Sonja Gustafson was the featured artist at this concert.

The Advent Noon Hour Recitals included, on Dec 2<sup>nd</sup> the Early Music Studio Singers directed by Dr. Kate Helsen from the DW Faculty of Music, Dec 9<sup>th</sup> Terry Head at the organ and Dec 16<sup>th</sup> the Laudamus Bells directed by Terry. Bruce Richardson gathered the FSA Strings for the Christmas Eve Candlelight Communion Service. They performed a selection of music

for the Prelude and during the service, as well as accompanying the hymns.

The groups who have performed throughout the year — the Junior Joyfuls, the Joyful Singers, the Laudamus Bells, the Senior Choir and the FSA Strings — all brought their commitment and talent to round out a year of performing joyfully. We welcomed Francesca Ranalli, alto soloist, and Chris Wood, tenor soloist, to the Senior Choir. Ross Dodington, who has given many years of service to the choir, stepped down as bass soloist but con-

tinues as a member of the bass section.

Music Committee members are Glenda Baldwin, Jordan Baldwin, Paul Cooper, Anne Cummings, Terry Head, Ann MacPhail, Liz Mignotte, Merran Neville (Chair) and Jane Smith. I wish to recognize the time and energy that members of the committee generously give to assist Terry to continue the outstanding music program that we enjoy at FSA.

Submitted by  
Merran Neville  
Chair

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### - Senior Choir

For the senior choir, 2016 was a time to celebrate our past and embrace the future. From January to June, we prepared for the retirement of Paul Merritt, Director of Music at FSA from 1984 to 2016. Then, in September, we welcomed Terry Head as our new Director of Music.

At Sunday worship services in the first half of the year, many of the anthems were those that had become favourites over the previous 32 years. Through the winter and spring we also prepared for our *Memories* concert on May 28<sup>th</sup>. For this concert we welcomed the #WePlayOn orchestra to our sanctuary. The concert featured the music of Bach, Handel, Mozart, Mendelssohn as well as works by Ralph Vaughan Williams, John Rutter and Will Todd. A special highlight was the premiere of *Blessed Are the Peacemakers*, written by Will Todd and commissioned by Enid Merritt. In this, his final concert as our director, Paul Merritt introduced us to another

contemporary composer, Tarik O'Regan. *As We Remember Them*, from *Triptych*, was most appropriate to the theme of the concert.

Paul's service to the congregation was honoured in the service on Sunday, May 29<sup>th</sup>. Then nearly 250 people gathered at the Lamp-lighter for a luncheon. Many former members of the choir were able to join us for this wonderful time of celebration and memory-sharing. Throughout the weekend there was much to celebrate as we looked back on the many contributions of this talented musician to the choir, the church and the music community in London.

In September, choir members returned from our summer break to welcome Terry Head. Terry brings with him a wealth of experience in church music. He is continuing the strong tradition of music at FSA, while introducing us to new ideas and new composers. Under Terry's direction, the senior choir maintains its important role of providing musical leadership in worship services. We are also looking forward to a spring concert.

During the fall season, the choir continued our long-standing relationship with the London Citadel Band of the Salvation Army. The band participated in a service at FSA on October 23<sup>rd</sup>, and the choir joined the band for its annual Christmas concert at Centennial Hall in early December. Several choir members joined the massed chorus for the Royal Canadian College of Organists carol service at Metropolitan United Church on December 4<sup>th</sup>.

Choir membership remains strong, with 57 members on the list at the end of December. While a few singers retired from the choir in 2016, we were very pleased to welcome new members.

Our soloists are always important to the music program at FSA. In 2016, after serving as bass soloist for 34 years, Ross Dodington re-

tired from this position. We are delighted that he continues to sing in the choir. In the alto section, we are pleased to welcome our new soloist Francesca Ranalli. Jordan Baldwin, our tenor soloist for the first part of the year was replaced by Chris Wood. Thanks to Sonja Gustafson, our soprano soloist, who continues to inspire us with her talent. The choir extends a special thank-you to Lynda Kennedy who accompanies us in a stellar manner, often on short notice and always with good humour.

The choir looks forward to 2017, a year of excitement and renewal, as we continue our musical journey under Terry Head's leadership.

Submitted by  
David Wake  
President, 2016

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### **- *Laudamus Bells***

In 2016, under the leadership of Paul Merritt, the *Laudamus Bells* continued our practice of providing music in Worship Services each month. Although we enjoy all our ringing, we particularly enjoyed ringing the handbell version of Leonard Cohen's *Hallelujah* which Paul had managed to find and which we performed several times.

In June, we had an evening of fellowship and farewell at the home of Pat and Gavin McGregor, where we enjoyed a pot luck dinner, and honoured Paul Merritt, our leader of two years. We were very sorry to say goodbye to Paul, a wonderful musician and director and a lot of fun. We also had to say a sad

goodbye to Bev Lindsay, a founding member of the handbell choir, who had rung almost every year since it began in 1971, and to Laura Bernardi, who had been with us for the past several years. It was difficult to lose all three of these members.

On a happier note, during the year we welcomed Merran Neville into our midst. Merran is a wonderful addition to the group and a super ringer. We also welcomed back two former ringers: Pat Skidmore, and Susan Knutson, each of whom had taken a leave of absence for a few years. It is wonderful to have these three ringers join us.

And, of course, in September we welcomed Terry Head as our new leader. Terry is not only a gifted musician, with his enthu-



siasm and his expertise with handbells, he is pushing us, gently, to new levels of excellence and is a joy to ring with. We are looking forward to the coming year, as Terry has some great ideas for expanding the programme. There is also an Ontario Handbell Festival

coming up in late May. More about that next year.

Submitted by  
Barbara Plante  
President

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## **NOMINATING (COMMITTEE MEMBERSHIPS AND NOMINATIONS FOR 2017)**

### **COUNCIL:**

- Chair: (Feb, 2016 - Feb, 2018) Bob Swartman
- Past Chair: (Feb, 2016 - Feb, 2018) Jo Ann Silcox
- Chair Elect: **George Jolink**
- Secretary (Term of Office: 1 year) Katherine Wonfor

### **COMMITTEES OF THE CONGREGATION**

#### ***Board of Trustees:***

Co-Chairs: John Eberhard (2007-2012; 2013-2018) & David Manness (2007- 2012; 2013-2018)

#### Members:

- Russ Gonder (1995-2001; 2001-2007; 2007-2012; 2013-2016; 2017-2019)
- June McKay (2009-2015, 2015-2019)
- Russ Monteith (2011-2020)
- Bill Peel (2009-2015; 2015-2019)
- Bob Schram (1995-2001; 2001-2007; 2007-2012; 2013-2016; 2017-2020)
- Bob Slater (2009-2015, 2015-2020)
- Katherine Wonfor (2009-2015; 2015-2020)
- Catherine Charlton (2015-2018)
- Michelle Down (staff)

#### ***Christian Development:***

Chair: Allyson Watson

#### Members:

- Michael Feeney
- Nancy Howard

- Heather Lake
- Susan McKane
- Katie Glaves
- Jo Ann Silcox
- Jane Dockrill (staff)

***Finance:***

Co-Chairs: Dale Pettit & Mike Bancroft

Members:

- Bill Hall
- Lesley Pergau
- Kerry Stover
- Donna Travis
- Heather Vouvalidis (staff)
- 3 vacancies

***Communications and Marketing:***

Chair: Doug Gonder

Members:

- Nancy Johnson
- Heather Locking-Cusolito
- Jim Silcox
- Pat Tripp
- Bob Slater
- Michelle Down (Staff)

***Membership and Nurture:***

Chair: Audrey Coulthard

Members

- Glenna Hall
- Jan Hendry
- Barb Williamson (Archives) (new)
- Annabelle Logan
- Deanne Pederson
- Barry Tiffin

- Mason Robichaud (new)
- Heather Locking-Cusolito
- Jo Ann Silcox

***Ministry and Personnel:***

Chair: Bruce Moor

Members:

- Jane Eberhard
- Linda Badke
- Kathryn Patton
- Barb Plante
- David Wake
- Stuart Eberhafd

***Mission, Outreach and Environment (MOE):***

Co-Chairs: Barb Dalrymple (new) and Pat Pettit (new)

Members:

- Linda Badke
- Marilyn Beach
- Janice Elliott
- Jan Hendry
- Liz Galbraith
- Laurel Kenney
- Bill Knowles
- Jean Knowles
- Michelle Down (staff)

***Music:***

Chair: Merran Neville

Members:

- Glenda Baldwin
- Jordan Baldwin
- Anne Cummings
- Ann MacPhail

- Liz Mignotte
- Cheryl Sampson
- Jane Archer Smith
- Terry Head

***Nominating Committee:***

Chair: Jo Ann Silcox (new)

Members:

- Audrey Coulthard
- Bob Slater
- Katie Glaves
- Bev Lindsay
- Michelle Down (staff)

***Property:***

Co-Chairs: George Jolink

Members:

- Willis Buckingham
- Bill Guthrie
- Peter Ross
- Donna Travis
- Tim Miedema (staff)
- Heather Vouvalidis (staff)
- **2 vacancies**

***Stewardship:***

Chair: Vacant

***Worship:***

Chair: Jane Westmorland

Members:

- Stephen Adams
- Joan Bancroft
- Barbara Cunningham

- David McKane
- Jim Silcox
- Jo Ann Silcox
- Kerry Stover
- Allyson Watson
- Barry Tiffin
- Michelle Down (staff)
- Terry Head (staff)

**PRESBYTERY REPRESENTATIVES:** (Term of Office – 4 years – renewable)

- Linda Badke (2006-2010; 2010-2014) (2014-2018)
- Bill Knowles (2006-2010; 2010-2014) (2014-2016)
- Jean Knowles (2006-2010; 2010-2014) (2014-2016)
- Jo Ann Silcox, member at large

***Ad Hoc M&S Funding Committee***

- George Jolink, Harold Jackson, Beth Bailey, Pat Pettit, Barb Dalrymple,

***Ad Hoc Technology Committee***

- Doug Gonder, Jim Silcox, Kerry Stover, George Jolink

***Jean Brown Committee*** (Subcommittee of Christian Development)

Chair: Allyson Watson

Members:

- David Manness
- Dale Pettit/Mike Bancroft
- Jane Dockrill
- Ian Wright
- Merran Neville
- CD representative (TBD)

Submitted by  
Jo Ann Silcox  
Chair

## PROPERTY

**F**irst-St Andrew's United Church is an historic structure which requires regular care to ensure its viability for generations to come. The Property Committee meets monthly on the third Monday in an effort to address ongoing maintenance issues, Avis Report deficiencies and unexpected occurrences.

The committee is dedicated to both maintenance of, and improvements to our church home. This year we addressed a number of issues requiring attention, namely:

- **Break-in repairs:** On July 1<sup>st</sup> First-St Andrew's experienced a break-in. Significant damage (over \$30,000.00) was inflicted in several areas of the building. With the assistance of Kerry Stover and Tim Miedema, the repairs were orchestrated and recently completed.
- **Parking lot catch basin:** In the summer, due to heavy rainfall, the large catch basin in the parking lot was collapsing which resulted in a sink-hole at the surface. This was repaired and, hopefully, will provide extended life before complete replacement is necessary.
- **Boiler:** Maintaining our current heating system has become a priority in order to defer a very costly conversion to an HVAC system. Once again repairs are undertaken as required. We are still investigating the possibility of changing some areas of the building to forced air in order to improve efficiency and comfort levels.

We are grateful for our hard-working vol-

unteers who join us throughout the 'green' months, particularly David Beech and Audrey Coulthard. Similarly we are grateful to our volunteer, Ron Bradley, who completed exterior low level paint repairs over the course of the summer. In the last two years the entire exterior of the main building and St. Andrew's Hall has been repainted, which we hope will last about 10 years.

### Rentals

Rental income continues to be an important source of revenue to support operating costs. Over \$80,000 was generated in 2015 and we expect similar results for 2016. A significant portion of that comes from our long term tenants: Meals On Wheels, Deborah Carter and Deva Tree. In addition, FSA is a sought-after facility for community groups particularly for musical events. Although this means we have to share our church home and plan very carefully, we must continue to open our doors to the community. This helps us financially and raises our visibility.

### Committee Members

George Jolink & Heather Vouvalidis (Co-Chairs), Bill Guthrie (Secretary), Willis Buckingham, Donna Travis, Peter Ross, Tim Miedema (Facilities and Maintenance Coordinator).

Submitted by  
George Jolink & Heather Vouvalidis  
Co-Chairs

## STEWARDSHIP

**T**his year, it was decided that a multi-pronged approach would replace the single fall stewardship campaign.

### **The Autumn Campaign**

The initial appeal was made in October, 2016, and, following the service, the congregation was asked to wander Proudfoot Hall to view the Stewardship Fair display. Many thanks to all committees who participated and went out of their way to encourage new (and veteran) volunteers to contribute to the vibrant stewardship which takes place at FSA. Since human resources are sometimes over-taxed, committees offered sign-up sheets for single events, rather than requesting a year-long commitment. This approach seemed to be quite successful. Thanks go to Jim Silcox, who created the attractive and helpful signage used by the committees to make their profiles more visible. The signs and easels were purchased with an eye to future use by each committee.

### **The Christmas Envelope**

The Christmas envelope was not included in this year's Stewardship mailing. In 2015, the return was low compared to previous years, perhaps because we were asking too much, too soon. My personal recommendation would be that we continue to keep the Christmas ask separate from the annual autumn campaign, so as not to overtax the generosity of our donors.

### **The Easter Campaign**

In order to spread congregational givings out over the calendar year, we included an Easter campaign. This seemed to generate a decent revenue, and gave donors some breathing room after the autumn and Christmas appeals. Please refer to the 2016 financial report for details.

### **Looking Ahead to 2017**

For the past two years, the committee has been operating without meeting FSA's constitutional requirements for staffing. It has been difficult to gather enough members to form the committee as our constitution outlines. In light of this, I am suggesting that we consider a new model as we head into 2017. The rationale is as follows:

- The financial aspect is only one aspect of stewardship; we already have a vibrant church community which capitalizes heavily on the human resources that FSA has to offer.
- Our congregational numbers are shrinking and it is becoming increasingly difficult to find enough members who have the time to devote to the Stewardship Committee, as so many of these members are already working as stewards under the aegis of other committees.
- Also, as a result of shrinking numbers (please see #2 above), we are asking the same members to give more each year, and the financial burden on these regular donors is increasing.
- Congregational donations are vital to the continued fiscal health of FSA, but for the past few years, these have not been enough to cover our operating costs.

This is not expected to change for a few years, simply because ours is an old building which requires money to maintain its structural health. This is the financial reality which stewardship campaigns address.

Because stewardship is expressed in all good works at FSA, we at Council have discussed folding the Stewardship Committee into the Finance Committee. Instead of a separate committee which thirsts for members, we could instead ask for volunteers who will share responsibility for specific fundraising campaigns throughout the year. Much like the other committees, instead of asking for a full-time commitment, we would instead ask

for help in finite circumstances.

This year ends my tenure as Stewardship chair. I would like to thank all members of Council with whom I have served during this time. Your commitment to FSA and its members is commendable, and ensures the continued spiritual and financial health of our church. I would also like to thank our generous members, who give their time and money to help FSA continue to be a driving force in our community and beyond.

Submitted by  
Tara Gonder  
Chair

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## WORSHIP

Worship is:

- “a ritual.”
- “the central recurring event in the life of a Christian community.”
- “the place where we can be transformed anew each week.”
- “a central place where we articulate our fundamental beliefs and values.”
- “the place where “we celebrate our life together and affirm our identity as children of God and followers of Jesus.”

(The Web of Creation)

**W**hatever the reasons that people come together and worship, we recognize that Worship Services are the central part of the church. The mem-

bers of the committee work very hard to carry out their various responsibilities. Michelle Down and Terry Head work together to ensure that a message is communicated in all parts of the service. Jim Silcox is in charge of the banners, organizing communion, operating the slide projector and recording the minutes of the meeting. Joan Bancroft is in charge of organizing the Scripture Readers, liaising with Charlotte Oldham who organizes the Welcoming Ushers, and with Pam Salmoni who organizes the candlelighters. Kerry Stover has undertaken the task of ensuring the technology (sound system, microphones and assistive hearing devices) is working. He worked tirelessly to update the software running the sound system and to purchase and implement new microphones. Barbara Cunningham has determined where the sanctuary decorations are all located, and who is responsible for



decorating for the various seasons. Jane Westmorland is responsible for organizing Baptisms and scheduling for the Prayers of the People. Stephen Adams writes the *Tidings* articles for the committee.

The season of Lent was very early this year, beginning in early February. Michelle led an Ash Wednesday Service. Then, during the following Sundays in Lent, we participated in a series of Prayers related to Truth and Reconciliation, culminating in a Good Friday Service with Metropolitan, and then an Easter Sunday Communion service. The MOE committee held a service in February, with Glen Pearson, former Member of Parliament and head of the London Food Bank, as a guest preacher.

In April, we celebrated life resurrected in Spring time with the Greening of the Cross. The Rev. David McKane conducted the service, culminating with carrying the cross outside and erecting it in front of the church.

Also in April, The Junior Joyfuls presented their musical, "The Trial of the Three Trees."

The congregation met at Camp Kee-Mo-Kee on the first Sunday in June for a wonderful outdoor service arranged by the CD Committee. The addition of a bus this year allowed people, who would not otherwise be able, to attend.

At the end of June, Paul Merritt retired as the Director of Music. The Worship Committee showed its appreciation with a gathering at the Westmorland residence.

Summer services were once again held in Proudfoot Hall. Michelle organized the

service around a slide show presentation, and no Bulletin was printed. The Scripture readings were from alternate versions of the Bible, using more accessible prose. In August, the services were conducted by Kerry Stover, and the Rev. Dr. David McKane.

In September we welcomed our new Music Director, Terry Head. The Worship Committee was actually his first meeting after the Staff Meeting in the morning.

In October we hosted the Salvation Army Band, followed by Music Sunday.

In November, the Rev. Barry Clarke was our guest speaker at Anniversary Sunday. He served Communion and assisted in the marking of the HIV/AIDS Red Scarf Campaign.

The following Sunday, we marked the Annual Lessons and Carols Sunday to begin the Advent Season.

As usual the Season of Advent was very busy. On Dec. 4<sup>th</sup>, the Rev. Karen Lowe was covenanted as our Volunteer Associate Minister. Dec. 11<sup>th</sup> was the children's pageant, followed by Christmas Sunday on Dec. 18<sup>th</sup>. The Family Service and the Communion and Candlelight services were held on Dec. 24<sup>th</sup>. Christmas Day Sunday, Michelle conducted a service and then she and Joyce hosted a lunch for those who did not have other Christmas plans.

Submitted by  
Jane Westmorland  
Chair

## UNITED CHURCH WOMEN (UCW)

### U.C.W. Purpose:

*To unite women of the congregation for the total mission of the church and to provide a medium through which we may express our loyalty and devotion to Jesus Christ in Christian WITNESS, STUDY, FELLOWSHIP, and SERVICE.*

**F**irst-St. Andrew's U.C.W. meets as one unit, usually monthly, for worship, fellowship, and interesting and informative programs. All women in the congregation are warmly welcomed.

### Services Provided by the U.C.W.

- The corresponding secretary has sent many cards and letters to bereaved families, persons in hospital or ill at home and to church members and individuals outside the church who have made a special contribution to the church or to our community.
- Funding for supplies for the Isabelle Getliffe Sewing Group which meets weekly from April through November to sew items for sale at the annual bazaar.
- Financial contribution to the Knitwits group who knit prayer shawls and items to be sold at the bazaar.
- Funding provided to send 2 children from ELUCO to Camp Kee-Mo-Kee.

### Money-raising Projects

- Spring Rummage Sale convened by Jan and Jim Hendry.

- Fall Boutique Bazaar convened by Glenda Robinson.
- Phantom Tea envelopes containing a poem written by Millie Bates inviting donations.
- Provision of Green Envelopes available to all members of the congregation for personal donations.

### Meetings

- February: Rag Doll Tea Party – doll-making for Bread not Stones (Anti child-poverty initiative). Presbyterian UCW Service at Riverside United Church with Larry Schneider as speaker.
- March: Tecumseh (play by Marion Johnson) performed at FSA. UCW meeting with Brian Salt from Salthaven Wildlife Rehabilitation and Education Centre in Mount Bridges as speaker.
- April: London Conference UCW meeting at Sprucedale United Church in Chatham. Rummage Sale which raised \$3,520.00. The London Conference Westminster Weekend attended by Nancy Quinn and Shelly Pinkard with Rev. Paul Ross speaking about 2000 years of church history and a showing of the film, *Frontrunners*, telling a story of residential school abuse.
- May: UCW meeting with guest speaker, Diane Robertson, author of *The Lacemaker's Daughter* and *Passengers*.
- June: Trip to Victoria Playhouse, Petrolia to enjoy the play *Church Basement Ladies* as well as a visit and lunch with Petrolia UCW members. Strawberry Social to honour Paul and Enid Merritt who retired at the end of June. Fun in the Sun – Middlesex Presbyterian UCW annual Kee-Mo-Kee Day.

- July: London Conference UCW Summer Event at Siloam United Church with speaker, Rev. Maya Landell and music by the Thames Centre Community Choir.
- September: UCW meeting during which NFB film, *Niigaanibatowaad: FrontRunners* was shown followed by a discussion using the accompanying study guide.
- October: Annual potluck hosted by Annabelle Logan in her home.
- November: Boutique Bazaar with 20 convenors, over 100 volunteers, and 21 local artists.
- December: Potluck luncheon to which members of Metropolitan United Church UCW were invited as well as FSA staff members and their partners. There was a short business meeting during which Ann Pinchin and Jan Hendry were presented with UCW Life Membership pins. The ukulele group, "Soup," provided the entertainment.

**Total National Mission & Service UCW givings for 2016:**

- London Conference Mission & Service UCW givings for 2016:
- First-St. Andrew's UCW Mission & Service givings for 2016:

Sincere thanks to the executive of the FSA UCW and to all the women and men of the congregation who have contributed to the work and mission of United Church Women.

Submitted by Helen Guthrie,  
Secretary, UCW Executive

**2016 Annual Report: Knit Wits**

The Knit Wits had a very productive 2016. Over the year, the group produced over

80 prayer shawls to be distributed throughout the congregation, community, and world to people who would benefit from their loving warmth and prayer, often because of illness or loss. The group also knitted 68 red scarves for the Red Scarf Project of London's Regional HIV/AIDS Connection. Other projects for the Knit Wits included: knitting scarves, mittens, and hats for the Mitten Tree in the Atrium to be distributed to London's needy, purple hats for newborn babies at the Children's Hospital, afghans for homeless women at My Sister's Place, and a wide variety of items for FSA's Boutique Bazaar.

We are very grateful for the financial support from the UCW and congregational donors to help us purchase a portion of the yarn for these worthwhile projects.

Submitted by Anne Cummings

**Bread Not Stones**

Bread not Stones is a national mission project of the United Church of Canada and our national United Church Women. Our goal is to raise awareness of child poverty in our community and throughout our country. Nationally, one in ten children live in poverty.

Our work, supported by Middlesex UCW Presbyterial, has progressed for almost two years and can be followed on our web site [www.childpoverty.ca](http://www.childpoverty.ca).

The result of six months of careful planning was the presentation of our Bread not Stones project to the Ontario Legislature on November 24<sup>th</sup>, 2016.

Linda Woods, Marj MacMillan, President elect of Middlesex Presbyterial, and I transported 107 rag dolls via train to Toronto,

bagged them according to the numbers in each of the three parties, and taxied them to the legislature the day before the ceremony (in the pouring rain) so that they could be put through security.

The next day we were welcomed from the floor by the Minister of Poverty Reduction Strategy/Minister of Housing, The Hon. Chris Ballard. The dolls were distributed to each member at his/her desk. Following the Question Period, we gathered with Minister Ballard and a large group of MPPs with their dolls on the grand staircase for a photo shoot where Premier Kathleen Wynne congratulated us on our efforts.

After lunch, Sophie Kiwala MPP for Kingston and the Islands read our statement in the chamber. An excerpt reading “there are too many children in our country living in poverty...” In their words, together we can do it. Let’s not stop until it’s done.”

Five of us, including the Rev. Evan Smith, of Toronto Urban Native Ministries were

privileged to participate in a half-hour meeting with Minister Ballard, where we listened and questioned, as a voice for our children in poverty.

A national strategy is the most important tool we need today – to speak to and act for our children. Our group continues to support and speak out for work on a National Poverty Strategy, starting already to take shape.

We need to support our municipal, provincial and federal initiatives to eradicate child poverty, by communicating with our politicians at each level.

As a church community, let us decide how we can move forward on poverty issues – the one most evident is the need for affordable housing for families. What are we doing?

Submitted by  
Laurel Kenney, FSA UC,  
and Linda Woods, Wesley Knox UC  
(Co-Chairs)

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## AD HOC PLANNING

**T**he FSA Planning Committee was established by FSA Council on 16<sup>th</sup> February 2016 and has been a priority for the new Chair of Council. The committee is an advisory committee, reporting to the FSA Council Executive.

The first meeting was held 6<sup>th</sup> April; Michael Mandich was selected as Chair, and Bob Swartman offered to act as secretary. Initial discussions focused on the scope of our plan-

ning and related issues.

Committee members are currently: Steve Elson (Chair), Barrie Evans, Don Jones, Bob Slater, Erica Zarins, Nancy Johnson and most recently Kerry Hill, with Michelle Down and Bob Swartman (Secretary) as ex-officio members.

### Fall 2016 – The Congregational Survey

The reason for undertaking this Congregational Survey was to give the Planning Committee an understanding of whether a number

of areas of possible change were supported by the congregation as a whole, and to get additional ideas for future consideration. This information will be used in part to help define strategic priorities to guide the future of FSA over the next five to ten years. The purpose is not to treat the future as something that just “happens to us” but as something “we make happen.”

The survey was undertaken as a follow-up to a Town hall meeting held on October 5<sup>th</sup> to discuss the future of FSA from a number of different perspectives. The following themes were discussed and resulting ideas put forward:

- The role of musical worship
- The concept of campus ministry
- The future use of FSA property and buildings
- Improving communications and transparency
- Enhancing the community profile of FSA ministry
- Using more technology

The survey results were made available to the congregation in mid-November in both print and electronic form. The number (102) and quality of the survey responses tells us that people care deeply about FSA and its future.

### **January 2017 - Thinking about the Future**

Beginning the first week of January 2017, the Committee began posting weekly items to help FSA members think about the future. A short one sentence item is being included

in each week’s bulletin and eblast. The full article is being posted on the FSA web site. This will continue for the next four months, at least.

As part of our deliberations we’ve paid attention to material published by David Ewart from British Columbia – some may know him from his articles in *The Observer*. His work is of particular interest to us because he has spent a lot of time and energy looking at the United Church and how it has changed over the last 50 years. He has some important insights to share that are available at: <https://www.youtube.com/watch?v=uspp19KoxJI>

### **February – March 2017 – Future Scenario Planning begins**

As the FSA Ad Hoc Planning Committee has gone about its deliberations, it has become clear that there are a number of optional futures available to us; different scenarios that might come to pass depending on what is or is not done, decisions made or not made.

In this light, the Committee has decided to develop four different future scenarios to help everyone consider these optional futures and thereby provide an opportunity for a preferred future to be defined. On this basis, steps can then be taken to plan for the implementation of the preferred future, knowing it has the consensual support of the congregation.

Submitted by  
Steve Elson  
Chair

## REPORT OF THE BOARD OF TRUSTEES

The Board of Trustees met officially four times during 2016. A number of Trustee committee meetings and other meetings of the co-chairs took place more frequently during the year. Presentations by members were made to Council and Congregational meetings.

Trustees include: John Eberhard (Co-Chair), David Manness (Co-Chair and Investment Committee Chair), Beth Bailey (Chair, Long-Term Giving Committee), Catherine Charlton, Russ Gonder, June McKay (Memorials Committee Co-Chair), Russ Monteith, Bill Peel (Chair, Insurance Committee), Bob Schram, Bob Slater (Memorials Committee Co-Chair), Katherine Wonfor (Secretary). Rev. Michelle Down was a member of the Board of Trustees by virtue of her position as member of the Order of Ministry who is settled in the pastoral charge (the Manual of the United Church of Canada).

Also attending Trustee meetings during 2016, by invitation, have been: Bob Swartman (Chair of Council), Brenda McManus and Colleen Stewardson (Church Administrators), Harold Jackson (Chair of Finance), Dale Pettit and Mike Bancroft (successor co-chairs of Finance Committee), George Jolink (Chair of Property) and Peter McCallum, FSA's Investment Advisor at BMO Nesbitt Burns.

The Board of Trustees holds and administers all property owned by the Church for the benefit and use of the First-St. Andrew's United Church Congregation as part of The United Church of Canada under the provisions of the *Trusts of Model Deed* of the United Church

Manual. The Board holds the freehold title to the lands upon which the church sits. The Board of Trustees has four sub-committees accountable to it. At least one member of the Board serves on each committee. The committees are Investment, Insurance, Long-term Giving and Memorials.

The Board ended 2016 with assets under management evaluated at \$4,236,275. These net assets consisted of the Proudfoot Legacy Funds, \$3,446,176 (Proudfoot Legacy Restricted Fund, \$2,500,000; Proudfoot Legacy Unrestricted Fund, \$946,176 and the other Restricted Funds \$790,099). The other Restricted Funds managed by the Board are made up of the Wilson Music Fund, the Clark Fund, the Eberhard Memorial Music Scholarship Fund, the Bass Fund and the Wm. & J. Brown Fund.

In 2016, at the direction of the Congregation and Council, your Board of Trustees transferred \$100,000 from the Proudfoot Legacy Fund to Council. From this amount, the insurance premium (including taxes) was paid. In addition, other funds were used for capital projects in the sum of \$8,797.15 for the purchase of a new phone system. \$21,893.97 was paid from the Jean Brown Fund, including \$10,000 for the Youth and Young Family Coordinator position and the balance for Jean Brown committee expenses for youth.

Challenged by our prior Council Chair, Jo Ann Silcox, and supported by the current chair, Bob Swartman, to address the significant budget deficit problem that the church was facing for 2015 and beyond, your Trustees working closely with the Finance Committee, developed, presented and supported the 2015 Eleven Point Plan to tackle this signifi-

cant challenge. The effects of this plan were beneficial and continued throughout the fiscal year 2016.

At the November, 2015 Council meeting, Council approved a recommendation from Trustees to replace the prior 'CAP' system with the creation of a new Proudfoot Legacy Fund made up of two components:

- The *Proudfoot Legacy Restricted Trust Fund*, containing a principal amount, initially set at \$2,500,000, which is the 'factory' that generates annual revenues designated for church operations without encroaching on its principal, and
- The *Proudfoot Legacy Unrestricted Trust Fund* which is available to the church designated for capital projects and other purposes as approved by our Church Council.

Your Trustees continued to support the good work of the Finance Committee for managing the budget in 2016. The investment performance of Trust funds for the year 2016 was 6.1%. This was better than the previous year when our accounts produced -1.6%, in a challenging investment year. The 8-year compound annual rate of return for 2009 to 2016 has been 5.0%. Your Trustees continue to be vigilant given that returns can be somewhat unpredictable over the long term. The Board continues to believe in the value of preserving a strategy that protects the capital of the accounts. The investment policy has allowed for a portfolio made up of equity investments at 35%. and fixed income at 50%

On the Insurance file, a risk assessment report was received in November from

Ecclesiastical Insurance. A meeting with the Insurance Committee resulted in seven recommendations. All have been addressed. A break-in was experience over the July 1<sup>st</sup> 2016 weekend. Clean-up and repair invoices for work done totaled \$28,000 and do not include repairs to the organ and the pianos. The final damage amounts were not available as of the time of writing this report. FSA has a contingent exposure of the \$5,000 deductible on the church's insurance policy.

Through the generosity of those who have gone before, we have revenue streams from our Trust Funds that contribute to our obligation to provide for another 184 years of prosperity in this place by setting aside funds for both Capital and Operational funds used at the discretion of Church Council.

Choosing to leave a legacy from the heart to our church can ensure special meaning, worth and purpose to a life well lived. Your generosity through your will can ensure that your values and commitment to FSA continue. This practical addition to a financial or estate plan can be a most satisfying accomplishment in a person's life. The motivation behind the considerations for the new Trust Fund Management Proposal and the establishment of the Proudfoot Legacy Fund is that we will be providing revenue from this fund, combining both income and capital gains/losses, to the operations of the church. The capital gains/losses piece is new since previously we were only focused on providing income only from interest and dividends.

The visionary Rev. William Proudfoot lies in Oakland Cemetery. His marker modestly proclaims:

*"I have finished my course -I have kept the faith"*

Today, we are all keepers of the faith. The Board of Trustees is mindful of its responsibilities to this historic institution.

The Board of Trustees will regrettably lose the services of long time member, Beth Bailey. Beth has been a significant contributor to the work of the Long Term Giving Committee in helping develop a Leagacy Gift Policy for the church. We extend our thanks and appre-

ciation to her and continue to look forward to seeing her on Sunday mornings!

Your Board of Trustees will be busy in 2017 looking after our fiduciary responsibilities. We are pleased to include copies of the trust statements (included with the Financial Statements) with this report.

Submitted by  
John Eberhard and David Manness  
Co-chairs

*(The following financial statements from Mark A. Wales have been slightly reformatted for printing purposes for this document but not otherwise altered)*



BOARD OF TRUSTEES  
FIRST-ST. ANDREW'S UNITED CHURCH  
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AS AT DECEMBER 31, 2016

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- 43. Statement of Financial Position
- 45. Statement of Operations and Changes in Capital Fund Balance
- 46. Statements of Operations and Changes in Restricted Fund Balances
- 48. Statement of Cash Flows
- 49. Notes to the Financial Statements

# MARK A WALES

## CHARTERED ACCOUNTANT

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Mark A. Wales, CPA, CA, LPA  
Rick Scarborough, B.A., B.Ed., CPA, CGA  
Paul Huston, B.A., CPA, CGA

### REVIEW ENGAGEMENT REPORT

#### TO THE BOARD OF TRUSTEES OF FIRST-ST. ANDREW'S UNITED CHURCH

I have reviewed the statement of financial position of the Board of Trustees of First-St. Andrew's United Church as at December 31, 2016 and the statements of operations and changes in fund balances for the year then ended. My review was made in accordance with Canadian generally accepted standards for review engagements and accordingly consisted primarily of inquiry, analytical procedures and discussion related to information supplied to me by management.

A review does not constitute an audit and consequently I do not express an audit opinion on these financial statements.

Based on my review, nothing has come to my attention that causes me to believe that these financial statements are not, in all material respects, in accordance with Canadian generally accepted accounting principles.



London, Ontario

May 12, 2017

MARK A. WALES, CPA, CA

Licensed Public Accountant

BOARD OF TRUSTEES  
FIRST-ST. ANDREW'S UNITED CHURCH  
STATEMENT OF FINANCIAL POSITION  
AS AT DECEMBER 31, 2016  
WITH 2015 COMPARATIVES  
"UNAUDITED"

ASSETS

	<u>2016</u>	<u>2015</u>
<u>CURRENT ASSETS</u>		
Cash	\$ 613	\$ 2,970
HST Receivable	<u>397</u>	<u>-0-</u>
	<u>1,010</u>	<u>2,970</u>
 <u>INVESTMENTS</u> (Notes 2 & 3)		
Restricted Funds	790,099	766,700
Proudfoot Legacy Fund	<u>3,446,176</u>	<u>3,282,153</u>
	<u>4,236,275</u>	<u>4,048,853</u>
 <u>TOTAL ASSETS</u>	 <u>\$ 4,237,285</u>	 <u>\$ 4,051,823</u>

LIABILITIES AND FUND BALANCES

CURRENT LIABILITIES

Accrued Liabilities	\$ 6,000	\$ 3,094
Due to Council (Note 4)	<u>48,515</u>	<u>20,773</u>
	<u>54,515</u>	<u>23,867</u>

FUND BALANCES (Note 2)

Restricted

C. Wilson Fund	21,620	18,946
Eberhard Memorial Music Scholarship Fund	52,991	46,924
Clark Fund	90,283	85,104
Wm. & J. Brown Fund - Youth	589,807	571,598
Bass Fund	<u>23,414</u>	<u>22,511</u>
	778,115	745,083
Proudfoot Legacy Fund	<u>3,404,655</u>	<u>3,282,873</u>
	<u>4,182,770</u>	<u>4,027,956</u>

<u>TOTAL LIABILITIES AND FUND BALANCES</u>	\$ <u>4,237,285</u>	\$ <u>4,051,823</u>
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See accompanying notes to the financial statements.

BOARD OF TRUSTEES  
FIRST-ST. ANDREW'S UNITED CHURCH  
STATEMENT OF OPERATIONS AND CHANGES IN PROUDFOOT LEGACY FUND  
FOR THE YEAR ENDED DECEMBER 31, 2016  
WITH 2015 COMPARATIVES  
"UNAUDITED"

	<u>2016</u>	<u>2015</u>
<u>REVENUE</u>		
Income on Investments	\$ 71,707	\$ 76,301
Increase (Decrease) in Value of Investments	119,085	(110,571)
Bequests Received	<u>49,983</u>	<u>1,000,000</u>
	<u>240,775</u>	<u>965,730</u>
 <u>EXPENDITURES</u>		
Professional	5,842	3,000
Investment Fees	1,616	6,747
General & Office	-0-	121
Bank Charges	<u>4</u>	<u>-0-</u>
	<u>7,462</u>	<u>9,868</u>
Surplus from Operations	233,313	955,862
Fund Balance - Beginning of the Year	3,282,873	2,568,706
Transfers to Council (Note 4)	<u>(111,531)</u>	<u>(241,695)</u>
Fund Balance - End of the Year	\$ <u>3,404,655</u>	\$ <u>3,282,873</u>

See accompanying notes to the financial statements.

BOARD OF TRUSTEES  
FIRST-ST. ANDREW'S UNITED CHURCH  
STATEMENTS OF OPERATIONS AND CHANGES IN RESTRICTED FUND BALANCES  
FOR THE YEAR ENDED DECEMBER 31, 2016  
WITH 2015 COMPARATIVES  
"UNAUDITED"

	<u>2016</u>	<u>2015</u>
<u>CLARK FUND</u>		
Fund Balance - Beginning of the Year	\$ 85,104	\$ 76,325
Income on Investments	2,459	2,126
Increase (Decrease) in Value of Investments	3,720	(1,847)
Transfer from Council	-0-	8,500
Transfer to Council (Note 4)	<u>(1,000)</u>	<u>-0-</u>
Fund Balance - End of the Year	\$ <u>90,283</u>	\$ <u>85,104</u>

WM. & J. BROWN FUND - YOUTH

Fund Balance - Beginning of the Year	\$ 571,598	\$ 597,936
Income on Investments	13,369	15,803
Increase (Decrease) in Value of Investments	27,433	(20,524)
Investment Fee	(609)	-0-
Transfer to Council (Note 4)	<u>(21,984)</u>	<u>(21,617)</u>
Fund Balance - End of the Year	\$ <u>589,807</u>	\$ <u>571,598</u>

C. WILSON FUND

Fund Balance - Beginning of the Year	\$ 18,946	\$ 19,161
Income on Investments	598	558
Increase (Decrease) in Value of Investments	1,076	(773)

Transfer from Council (Note 4)	<u>1,000</u>	<u>-0-</u>
Fund Balance - End of the Year	\$ <u>21,620</u>	\$ <u>18,946</u>

**EBERHARD MEMORIAL MUSIC SCHOLARSHIP FUND**

Fund Balance - Beginning of the Year	\$ 46,924	\$ 45,999
Income on Investments	776	770
Increase (Decrease) in Value of Investments	1,681	(1,322)
Transfer from Council (Note 4)	4,610	1,477
Transfer to Council (Note 4)	<u>(1,000)</u>	<u>-0-</u>
Fund Balance - End of the Year	\$ <u>52,991</u>	\$ <u>46,924</u>

**BASS FUND**

Fund Balance – Beginning of the year	\$ 22,511	\$ 23,009
Income on Investments	395	495
Increase (Decrease) in Value of Investments	<u>508</u>	<u>(993)</u>
Fund Balance – End of the Year	\$ <u>23,414</u>	\$ <u>22,511</u>

See accompanying notes to the financial statements.

BOARD OF TRUSTEES  
FIRST-ST. ANDREW'S UNITED CHURCH  
STATEMENTS OF CASH FLOWS  
FOR THE YEAR ENDED DECEMBER 31, 2016  
WITH 2015 COMPARATIVES  
"UNAUDITED"

	<u>2016</u>	<u>2015</u>
<u>CASH PROVIDED BY OPERATING ACTIVITIES</u>		
Surplus (Deficit) From Operations		
Proudfoot Legacy Fund	\$ 233,313	\$ 955,862
Clark Fund	6,179	279
Wm. & J. Brown Found - Youth	40,193	(4,721)
C. Wilson Fund	1,674	(215)
Eberhard Memorial Music Scholarship Fund	2,457	(552)
Bass Fund	<u>903</u>	<u>(498)</u>
	284,719	950,155
Decrease (Increase) in Value of Investments	(153,503)	136,030
Transfers From Council	5,610	9,977
Transfers To Council	(135,515)	(263,312)
Increase in HST Receivable	(397)	-0-
Decrease in Amount Due From Council	-0-	36,911
Increase in Amount Due to Council	27,742	17,656
Increase in Accrued Liabilities	<u>2,906</u>	<u>94</u>
	<u>31,562</u>	<u>887,511</u>



**CASH PROVIDED BY INVESTING ACTIVITIES**

Net Purchase of Investments	<u>(33,919)</u>	<u>(889,297)</u>
DECREASE IN CASH	(2,357)	(1,786)
CASH – BEGINNING OF THE YEAR	<u>2,970</u>	<u>4,756</u>
CASH – END OF THE YEAR	\$ <u>613</u>	\$ <u>2,970</u>

See accompanying notes to the financial statements.

**BOARD OF TRUSTEES**  
**FIRST-ST. ANDREW'S UNITED CHURCH**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**AS AT DECEMBER 31, 2016**  
**"UNAUDITED"**

1. **BOARD OF TRUSTEES**

These financial statements report the activities of the investments empowered to the Board of Trustees of First-St. Andrew's United Church. They do not report the assets or activities related to the operations and administration of the Church.

2. **BASIS OF PRESENTATION**

The financial statements have been prepared using Canadian standards for not-for-profit organizations.

The financial statements are presented on a fund basis. The revenue, expenditures & activities of the funds are reported directly within each fund. The funds are restricted to their intended use as described below:

***Proudfoot Legacy Fund***

Approved by Council in November 2015, the Capital Fund was renamed the Proudfoot Legacy Fund. To operate the general activities of the Board of Trustees, to provide revenue in support of Council operations and to support capital and the other projects as approved by Council.

***Restricted Funds***

*Clark Fund*

To provide support for continuing education.

*Wm & J Brown Fund – Youth*

To support the activities of the Youth of First-St. Andrew’s United Church.

*C. Wilson Fund*

To provide support to organ apprentice music programs.

*Eberhard Memorial Music Scholarship Fund*

To provide support for vocal music scholarships.

*Bass Fund*

To provide support for the day to day operations of the Church.

3. **SIGNIFICANT ACCOUNTING POLICIES**

***Investments***

The Board of Trustees investments are carried at market value. These investments include amounts in Bonds, Notes, Guaranteed Investment Certificates, Equity Stocks, Mutual Funds, Exchange Traded Funds and Preferred Stocks.

BOARD OF TRUSTEES  
FIRST-ST. ANDREW'S UNITED CHURCH  
NOTES TO THE FINANCIAL STATEMENTS  
AS AT DECEMBER 31, 2016  
"UNAUDITED"

3. **SIGNIFICANT ACCOUNTING POLICIES (continued)**

*Revenue Recognition*

Revenue is recognized in the period to which it relates on an accrual basis.

Increases (decreases) in the market value of investments are recognized in the year and includes realized and unrealized gains and losses.

*Use of Estimates*

The preparation of the financial statements that are in accordance with Canadian generally accepted accounting principles requires the Board of Trustees to make estimates and assumptions that are based on currently available information. Such estimates and assumptions may affect the reported amounts of assets, liabilities and fund balances as at the reporting date, and the reported amounts of revenue and expenditures during the fiscal period. Actual results could differ from the estimates and the assumptions used.

4. **RELATED PARTY TRANSACTIONS**

Due to Council represents the amount owing to First-St. Andrew's United Church.

	<u>2016</u>	<u>2015</u>
From the Wm. & J. Brown Fund – Youth	\$ 11,984	\$ 21,617
From (To) the Proudfoot Legacy Fund	<u>36,531</u>	<u>(844)</u>
	\$ <u>48,515</u>	\$ <u>20,773</u>

Transfers to Council represent amounts paid or payable to First-St. Andrew's United Church, pursuant to any direction lawfully given by Council and/or the Congregation.

	<u>2016</u>	<u>2015</u>
To the Capital Reserve Fund	\$ 8,797	\$ 88,025
To the Operating Fund	102,734	100,000
To the Operating Fund re: organ repairs	<u>-0-</u>	<u>53,670</u>
Total Transfers from the Proudfoot Legacy Fund	111,531	241,695
To the Operating Fund from the Wm. & J. Brown Fund – Youth	21,984	21,617
To the Clark Fund from the Clark Fund	1,000	-0-
To the Eberhard Scholarship Fund from		
The Eberhard Memorial Music Scholarship Fund	<u>1,000</u>	<u>1,000</u>
Total Transfers to Council	\$ <u>135,515</u>	\$ <u>263,372</u>

BOARD OF TRUSTEES

FIRST-ST. ANDREW'S UNITED CHURCH

NOTES TO THE FINANCIAL STATEMENTS

AS AT DECEMBER 31, 2016

“UNAUDITED”

4. **RELATED PARTY TRANSACTIONS (continued)**

Transfers from Council represent amounts received or receivable from First-St. Andrew's United Church, pursuant to any direction lawfully given by Council and/or the Congregation.

	<u>2016</u>	<u>2015</u>
From the Clark Fund to the Clark Fund	\$ -0-	\$ 8,500
From the Eberhard Memorial Music Scholarship Fund		
- Principal to the Eberhard Memorial Music Scholarship Fund	4,610	2,477
From the C. Wilson Trust Fund Principal to the C. Wilson Fund	<u>1,000</u>	<u>-0-</u>
Total Transfers from Council	\$ <u>5,610</u>	\$ <u>10,977</u>

## FINANCE COMMITTEE REPORT

The 2016 fiscal year has been a turbulent time for the financial group. Brenda McManus, the former Church Administrator resigned in mid-May 2016. She had the knowledge base of the systems and processes and was up to date in recording the financial activities of the church. Her skill and hard work is a great loss. Shortly after, Harold Jackson resigned as Chair of the Finance Committee and Treasurer. Over the last six-plus years, Harold brought a disciplined focus on the financial organization of the church. We acknowledge the tremendous contributions made by both Brenda and Harold while serving at First-St. Andrews.

Subsequent to mid-May 2016, Kerry Stover became the Interim Church Administrator until he returned to school at the beginning of September. Bruce Moor of Ministry and Personnel (M&P) attended the office over that time to assess if requirements of the workload of the Church Administrator could be altered. The decision was that a full time Church Administrator was required.

Over the following five months, to December, there were efforts to hire a person to fill the Church Administrator position and in January 2017, Heather Vouvalidis accepted the position of Church Administrator, starting on January 30<sup>th</sup>, 2017. We are pleased to welcome Heather to this important position. She is hard-working and a pleasure to work with.

Over the months that there was no consistent administration activity, we retained consultants to do as much work as possible, primarily issuing cheques, recording deposits and executing other accounting related activities. We will continue to retain accounting support as required.

With respect to the capital campaign last fall, we acknowledge the tremendous effort undertaken by Tara Gondor and thank Tara for leading that campaign which resulted in \$390,085 in expected envelope givings. For the pledges that were returned, the increases amounted to approximately \$18,000.

<b>Financial Discussion and Analysis - 2016 compared with 2015</b>		
	<b>2016</b>	<b>2015</b>
Deficit from operations before assistance from Trust Funds	(\$121,429)	(\$159,371)
Assistance from Trust Funds		
for operations	\$124,718	\$121,617
for organ pipe repairs		\$53,670
Surplus	\$3,289	\$15,916

Total deficit from operations before assistance from Trust Funds and UCW decreased by \$31,785 mainly from the lower repairs and maintenance and lower M&S Fund Commitment.

	2016	2015
Total revenues	\$611,788	\$612,673

Total revenues in 2016 were \$885 lower than 2015. It is important to note that envelope givings at \$433,140 in 2016 were \$21,447 lower than 2015. This is the main source of our operating revenue and has declined over the past several years from \$552,076 in 2007. Both rental income and special projects income increased by \$16,591 in total, which softened the negative impact of the \$21,447 decrease in envelope givings

**Financial Discussion and Analysis - 2016 compared with 2015**

	2016	2015
Expenditures	\$739,374	\$772,044

Total expenditures in 2016 decreased by \$32,670 primarily in two main categories – M&S Fund Commitment was \$29,630 lower than 2015; Property, Repairs, Maintenance & Supplies was \$41,391 lower than 2015 (in 2015 there was a \$53,670 expenditure for repairs to the organ pipes). Office & Administration at \$60,568 was \$16,213 higher than the previous year which is attributed to the consulting assistance required considering the vacancy of the Church Administrator’s position for a significant part of 2016. Additionally, Staffing-Ministry & Personnel expense for 2016 at \$381,136, was \$15,025 higher than 2015. As pointed out above, there was a vacancy in the Church Administrator position in 2016, where as in 2015, there was a vacancy in the Ministry position for six months. In many respects, 2016 was a challenging year. Your Finance Committee has appreciated the assistance and patience of the Congregation in these difficult times. We will continue to deal with the challenges of 2016 into 2017

Submitted by  
G. Michael Bancroft & Dale Pettit  
(Co-Chairs)

*(The following financial statements from Mark A. Wales have been slightly reformatted for printing purposes for this document but not otherwise altered)*

FIRST-ST. ANDREW'S UNITED CHURCH  
INDEX TO THE FINANCIAL STATEMENTS  
AS AT DECEMBER 31, 2016

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57. Statement of Financial Position
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- 61-66. Statements of Operations and Changes in Restricted Fund Balances
67. Statement of Cash Flows
- 69-73. Notes to the Financial Statements (This document: 69-73)

# MARK A WALES

## CHARTERED ACCOUNTANT

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Rick Scarborough, B.A., B.Ed., CPA, CGA  
Paul Huston, B.A., CPA, CGA

### REVIEW ENGAGEMENT REPORT

### TO THE MEMBERS OF FIRST-ST. ANDREW'S UNITED CHURCH

I have reviewed the statement of financial position of First-St. Andrew's United Church as at

December 31, 2016 and the statements of operations and changes in fund balances and cash flows for the year then ended. My review was made in accordance with Canadian generally accepted standards for review engagements and accordingly consisted primarily of inquiry, analytical procedures and discussion related to information supplied to me by management.

A review does not constitute an audit and consequently I do not express an audit opinion on these financial statements.

Note 3 to the financial statements indicates that capital assets, including land and buildings, have been recorded at a nominal value of \$1 and that the purchase of capital assets are expensed in the year of acquisition. Canadian generally accepted accounting principles require not-for-profit organizations with revenue greater than \$500,000 to capitalize and amortize capital assets. The effects of this departure from Canadian generally accepted accounting principles on the financial statements have not been determined by management.

Except for the policy as described in the preceding paragraph, not to record and amortize capital assets, based on my review, nothing has come to my attention that causes me to believe that these financial statements are not, in all material respects, in accordance with Canadian generally accepted accounting principles.



London, Ontario

MARK A. WALES, CPA, CA

May 18, 2017

Licensed Public Accountant



FIRST-ST. ANDREW'S UNITED CHURCH

STATEMENT OF FINANCIAL POSITION

AS AT DECEMBER 31, 2016

WITH 2015 COMPARATIVES

"UNAUDITED"

ASSETS

	<u>2016</u>	<u>2015</u>
<u>CURRENT ASSETS</u>		
Cash	\$ 13,745	\$ 10,016
Guaranteed Investment Certificates	25,026	25,106
Amounts Receivable	14,718	31,645
Due from Trust Funds (Note 4)	27,734	-0-
Prepaid Expenses	8,257	10,437
Inventory	<u>5,475</u>	<u>2,500</u>
	<u>94,955</u>	<u>79,704</u>
 <u>RESTRICTED ASSETS</u>		
Cash	14,678	22,664
Guaranteed Investment Certificates	-0-	6,548
Due from Trust Funds (Note 4)	<u>20,781</u>	<u>21,617</u>
	<u>35,459</u>	<u>50,829</u>
 <u>CAPITAL ASSETS</u> (Note 3)		
	<u>1</u>	<u>1</u>
 <u>TOTAL ASSETS</u>		
	\$ <u>130,415</u>	\$ <u>130,534</u>

LIABILITIES AND FUND BALANCES

CURRENT LIABILITIES

Accounts Payable and Accrued Liabilities	\$ 48,745	\$ 37,525
Due to UCW	3,225	2,074
Deposits	1,155	720
Due to Trust Funds (Note 4)	<u>-0-</u>	<u>844</u>
	<u>53,125</u>	<u>41,163</u>

FUND BALANCES (Note 2)

Restricted Funds		
Music	23,365	18,984
Other	<u>12,094</u>	<u>31,845</u>
	35,459	50,829
Operating Fund	<u>41,831</u>	<u>38,542</u>
	<u>77,290</u>	<u>89,371</u>

<u>TOTAL LIABILITIES &amp; FUND BALANCES</u>	\$ <u>130,415</u>	\$ <u>130,534</u>
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See accompanying notes to the financial statements.

**FIRST-ST. ANDREW'S UNITED CHURCH**  
**STATEMENT OF OPERATIONS AND CHANGES IN OPERATING FUND BALANCE**  
**FOR THE YEAR ENDED DECEMBER 31, 2016**  
**WITH 2015 COMPARATIVES**  
**"UNAUDITED"**

	<u>2016</u>	<u>2015</u>
<b><u>REVENUE</u></b>		
Envelope Givings	\$ 433,140	\$ 454,587
Rental Income - Farquhar House	30,810	30,210
- Other	56,271	51,889
Designated Income	39,283	39,012
Miscellaneous Donations & Income	30,219	22,680
Special Projects	22,480	10,271
Gift Cards	<u>5,948</u>	<u>4,024</u>
	<b><u>618,151</u></b>	<b><u>612,673</u></b>
 <b><u>EXPENDITURES</u></b>		
Staffing - Ministry & Personnel	381,136	366,111
Program Services		
- Christian Development	553	1,571
- Jean Brown CD Sub-committee	11,984	11,617
- Marketing & Communications	3,824	2,785
- Membership & Nurture	1,939	911
- Music	18,404	16,916
- Special Projects	11,894	7,529
- Worship	6,091	6,220
- Search Committee	-0-	200

Outreach - M & S Fund Commitment	49,789	79,419
- Mission, Outreach & the Environment	317	385
- Stewardship & Capital Campaign	937	-0-
- Designated Expense	38,858	39,012
Operations - Office & Administration	60,568	44,355
- Presbytery Fees	9,080	11,350
- Property Repairs, Maintenance & Security	82,738	123,976
- Property Insurance	20,007	18,968
- Farquhar House	11,344	5,850
- Utilities & Taxes	<u>30,117</u>	<u>34,869</u>
	<u>739,580</u>	<u>772,044</u>
 <b><u>SURPLUS (DEFICIT) FROM OPERATIONS</u></b>	 (121,429)	 (159,371)
 <b><u>FUND BALANCE</u></b> - Beginning of the Year	 38,542	 22,626
 <b><u>TRANSFERS FROM TRUST FUNDS</u></b> (Note 4)	 <u>124,718</u>	 <u>175,287</u>
 <b><u>FUND BALANCE</u></b> - End of the Year	 \$ <u>41,831</u>	 \$ <u>38,542</u>

See accompanying notes to the financial statements.

FIRST-ST. ANDREW'S UNITED CHURCH

STATEMENTS OF OPERATIONS AND CHANGES IN RESTRICTED FUND BALANCES

FOR THE YEAR ENDED DECEMBER 31, 2016

WITH 2015 COMPARATIVES

"UNAUDITED"

	<u>2016</u>	<u>2015</u>
<u>RESTRICTED FUNDS - MUSIC</u>		
Bray Fund		
Balance - Beginning of the Year	\$ 1,730	\$ 2,284
Revenue - Donations & Concert	-0-	581
Expenditures - Music & Other	<u>(466)</u>	<u>(1,135)</u>
Balance - End of the Year	\$ <u>1,264</u>	\$ <u>1,730</u>
Cram/King Fund		
Balance - Beginning of the Year	\$ -0-	\$ 12
Expenditures - Music Recognition	<u>-0-</u>	<u>(12)</u>
Balance - End of the Year	\$ <u>-0-</u>	\$ <u>-0-</u>
Eberhard Memorial Music Scholarship Fund - Principal		
Balance - Beginning of the Year	\$ 4,610	\$ 2,477
Revenue - Donations	4,460	4,610
Transfer to Trust Funds (Note 4)	<u>(4,610)</u>	<u>(2,477)</u>
Balance - End of the Year	\$ <u>4,460</u>	\$ <u>4,610</u>

Eberhard Memorial Music Scholarship Fund - Interest

Balance - Beginning of the Year	\$ 752	\$ 1,121
Expenditures - Music Apprentice	(1,081)	(1,369)
Transfer from Trust Funds (Note 4)	<u>1,000</u>	<u>1,000</u>
Balance - End of the Year	\$ <u>671</u>	\$ <u>752</u>

Inch/Petts Fund

Balance - Beginning of the Year	\$ -0-	\$ 622
Expenditures - Music & Other	<u>-0-</u>	<u>(622)</u>
Balance - End of the Year	\$ <u>-0-</u>	\$ <u>-0-</u>

See accompanying notes to the financial statements.

FIRST-ST. ANDREW'S UNITED CHURCH0

STATEMENTS OF OPERATIONS AND CHANGES IN RESTRICTED FUND BALANCES

FOR THE YEAR ENDED DECEMBER 31, 2016

WITH 2015 COMPARATIVES

"UNAUDITED"

	<u>2016</u>	<u>2015</u>
<u>MUSIC - CONTINUED</u>		
C. Wilson Trust Fund - Interest		
Balance - Beginning of the Year	\$ 203	\$ 305
Expenditures - Music	<u>-0-</u>	<u>(102)</u>
Balance - End of the Year	\$ <u>203</u>	\$ <u>203</u>
C. Wilson Trust Fund - Principal		
Balance - Beginning of the Year	\$ 1,000	\$ -0-
Revenue - Donations	-0-	1,000
Transfer to Trust Funds	<u>(1,000)</u>	<u>-0-</u>
Balance - End of the Year	\$ <u>-0-</u>	\$ <u>1,000</u>
Friends of Music Fund		
Balance - Beginning of the Year	\$ 9,557	\$ 12,993
Revenue - Concert Series Sales	18,516	16,901
- Donations	3,485	6,869
- Interest	111	116
Expenditures - Concert Series	<u>(16,033)</u>	<u>(27,322)</u>
Balance - End of the Year	\$ <u>15,636</u>	\$ <u>9,557</u>

Wm. & I. McKane Bursary Fund

Balance - Beginning of the Year	\$ 1,132	\$ 532
Revenue - Donations	300	600
Expenditures - Music	<u>(876)</u>	<u>-0-</u>
Balance - End of the Year	\$ <u>556</u>	\$ <u>1,132</u>

Jean Comfort Choir Fund

Balance - Beginning of the Year	\$ -0-	\$ -0-
Revenue - Donations	<u>575</u>	<u>-0-</u>
Balance - End of the Year	\$ <u>575</u>	\$ <u>-0-</u>

TOTAL - MUSIC FUNDS \$ 23,365 \$ 18,984

See accompanying notes to the financial statements.



FIRST-ST. ANDREW'S UNITED CHURCH  
STATEMENTS OF OPERATIONS AND CHANGES IN RESTRICTED FUND BALANCES  
FOR THE YEAR ENDED DECEMBER 31, 2016  
WITH 2015 COMPARATIVES  
"UNAUDITED"

	<u>2016</u>	<u>2015</u>
<u>RESTRICTED FUNDS – OTHER</u>		
Discretionary Fund		
Balance - Beginning of the Year	\$ <u>508</u>	\$ <u>508</u>
Balance - End of the Year	\$ <u>508</u>	\$ <u>508</u>
Benevolent Fund		
Balance - Beginning of the Year	\$ 400	\$ -0-
Revenue - Donations	<u>400</u>	<u>400</u>
Balance - End of the Year	\$ <u>800</u>	\$ <u>400</u>
Clark Fund - Interest		
Balance - Beginning of the Year	\$ 1,540	\$ 10,640
Revenue - Donations	75	-0-
Expenditures	(3,888)	(600)
Transfer from (to) Trust Funds (Note 4)	<u>1,000</u>	<u>(8,500)</u>
Balance (Deficit) - End of the Year	\$ <u>(1,273)</u>	\$ <u>1,540</u>



FIRST-ST. ANDREW'S UNITED CHURCH  
STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED DECEMBER 31, 2016  
WITH 2015 COMPARATIVES  
"UNAUDITED"

	<u>2016</u>	<u>2015</u>
<u>CASH PROVIDED BY OPERATING ACTIVITIES</u>		
REVENUES		
Operating Fund	\$ 618,151	\$ 612,673
Music Funds	27,447	30,677
Other Restricted Funds	<u>1,795</u>	<u>1,796</u>
	<u>647,393</u>	<u>645,146</u>
EXPENDITURES		
Operating Fund	739,580	772,044
Music Funds	18,456	30,562
Other Restricted Funds	<u>31,343</u>	<u>84,312</u>
	<u>789,379</u>	<u>886,918</u>
Net Surplus (Deficit) from Activities	(141,986)	(241,772)
Transfer to Trust Funds (Note 4)	(5,610)	(10,977)
Transfers from Trust Funds (Note 4)	135,515	264,312
Increase in Amount Due from Trust Funds	(26,898)	(18,500)

Decrease (Increase) in Amounts Receivable	16,927	(6,347)
Decrease in Prepaid Expenses	2,180	34,158
Decrease (Increase) in Inventory	(2,975)	575
Increase (Decrease) in Current Liabilities	<u>11,962</u>	<u>(35,029)</u>
DECREASE IN CASH	(10,885)	(13,580)
CASH – Beginning of the Year	<u>64,334</u>	<u>77,914</u>
CASH – End of the Year	\$ <u>53,449</u>	\$ <u>64,334</u>

**COMPRISED OF**

Current Assets	- Cash	\$ 13,745	\$ 10,016
	- Guaranteed Investment Certificates	25,026	25,106
Restricted Assets	- Cash	14,678	22,664
	- Guaranteed Investment Certificates	<u>-0-</u>	<u>6,548</u>
		\$ <u>53,449</u>	\$ <u>64,334</u>

FIRST-ST. ANDREW'S UNITED CHURCH  
NOTES TO THE FINANCIAL STATEMENTS  
AS AT DECEMBER 31, 2016  
"UNAUDITED"

1. **FINANCIAL STATEMENTS**

These financial statements report the activities related to the operations and administration of the Church. They do not report the assets or activities of the Board of Trustees or the UCW.

2. **BASIS OF PRESENTATION**

The financial statements have been prepared using Canadian standards for not-for-profit organizations.

The financial statements are presented on a fund basis. The income, expenses and activities of the funds are reported directly within each fund. The funds are restricted to their intended use as described below:

***Operating Fund***

To be used to operate the general activities and administration of the Church.

***Restricted Funds***

**Music Funds – Administered by the Director of Music**

***Bray Fund***

To provide support for undesignated music programs.

***Cram/King Fund***

To provide support to Children's music programs.

Eberhard Memorial Music Scholarship Funds

To provide support for vocal music scholarships. The Principal Fund must be retained while the Interest Fund may be spent.

Inch/Petts Fund

To provide support for undesignated music programs.

C. Wilson Trust Funds

To provide support to organ apprentice music programs.

Friends of Music Fund

To provide support for special music concerts and events.

Wm. & I. McKane Bursary Fund

To provide financial assistance in the form of bursaries to musicians.

Jean Comfort Choir Fund

To provide support for the purchase of sheet music.

FIRST-ST. ANDREW'S UNITED CHURCH  
NOTES TO THE FINANCIAL STATEMENTS  
AS AT DECEMBER 31, 2016  
"UNAUDITED"

2. **BASIS OF PRESENTATION (continued)**

*Other Restricted Funds*

Discretionary Fund

To provide funding for non budgeted expenditures as directed by the honourees.

Benevolent Fund

To provide support for discretionary benevolent purposes. Administered by Ministerial staff.

Clark Fund – Interest

To provide support for continuing education. The principal of the Fund is maintained by the Trustees and interest is transferred to the Church to provide income for the Fund. Administered by the Ministry & Personnel Committee.

Hospitality Meals Fund

To support the weekly hospitality meal program under the direction of the Mission, Outreach & Environment Committee.

Capital Building Fund

To be used for infrastructure renewal as outlined in the Avis Report under the direction of Council.

Capital Reserve Fund

To be used for capital expenditures under the direction of Council.

### **3. SIGNIFICANT ACCOUNTING POLICIES**

#### ***Revenue Recognition***

Revenue is recorded in the period to which it relates on an accrual basis.

#### ***Capital Assets***

Capital assets consisting of land, buildings, furniture and equipment have been recorded at a nominal value of \$1.

Current purchases of capital assets including renovations are expensed in the year of acquisition through the Capital Building and Capital Reserve Funds.

#### ***Contributed Services***

The Church is dependent upon the many hours of volunteer work contributed by its members, the fair value of which cannot be estimated. Contributed services are not recognized in these financial statements.

#### ***Use of Estimates***

The preparation of the financial statements that are in accordance with Canadian generally accepted accounting principles requires Council to make estimates and assumptions that are based on currently available information. Such estimates and assumptions may affect the reported amounts of assets, liabilities and fund balances as at the reporting date, and the reported amounts of revenue and expenditures during the fiscal period. Actual results could differ from the estimates and the assumptions used.



FIRST-ST. ANDREW'S UNITED CHURCH  
NOTES TO THE FINANCIAL STATEMENTS

AS AT DECEMBER 31, 2016

"UNAUDITED"

**4. RELATED PARTY TRANSACTIONS**

Due from Trust Funds represents amounts receivable from the Board of Trustees of First-St. Andrew's United Church.

	<u>2016</u>	<u>2015</u>	
To the Operating Fund	\$ 102,734	\$ 153,670	from the Proudfoot Legacy Fund
	<u>21,984</u>	<u>21,617</u>	from the Wm. & J. Brown Fund
	\$ <u>124,718</u>	\$ <u>175,287</u>	
To the Capital Reserve Fund	\$ <u>8,797</u>	\$ <u>88,025</u>	from the Proudfoot Legacy Fund
To the Eberhard Memorial Scholarship Fund – Interest	\$ <u>1,000</u>	\$ <u>1,000</u>	from the Eberhard Memorial Music Scholarship Fund
To the Clark Fund – Interest	\$ <u>1,000</u>	\$ <u>-0-</u>	from the Clark Fund

Transfers to Trust Funds represents the amounts transferred to the Board of Trustees of First-St. Andrew's United for management under the control of the Board of Trustees.

From the Eberhard Memorial Music Scholarship Fund -- Principal	\$ <u>4,610</u>	\$ <u>2,477</u>	to the Eberhard Memorial Music Scholarship Fund
From the Clark Fund – Interest	\$ <u>-0-</u>	\$ <u>8,500</u>	to the Clark Fund
From the C. Wilson Trust Fund – Principal	\$ <u>1,000</u>	\$ <u>-0-</u>	to the C. Wilson Fund

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# MINUTES

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**ANNUAL CONGREGATIONAL MEETING  
SUNDAY, FEBRUARY 21<sup>ST</sup>, 2016  
PROUDFOOT HALL, 12:00 NOON**

## **1.0 INVOCATION:**

Jo Ann Silcox, Chair of Council, opened the meeting with prayer.

## **2.0 ELECTION OF CHAIR AND SECRETARY OF CONGREGATIONAL MEETING**

**MOTION:** That Jo Ann Silcox be appointed Chair and Katherine Wonfor be appointed Secretary of the 2016 Annual Meeting. **MOVED:** By Allyson Watson, seconded by Bob Vosper.

**MOTION CARRIED.**

### **DECLARATION OF VOTING RIGHTS OF THOSE PRESENT**

**MOTION:** To extend the right to vote to adherents and youth at the 2016 Annual Congregational Meeting, according to the provisions of the United Church of Canada Manual and the Policy and Procedures Manual of First-St. Andrew's United Church. **MOVED:** By Doug Jones, seconded by Allyson Watson. **MOTION CARRIED.**

### **3.0 WELCOME**

Jo Ann Silcox welcomed the members of the congregation to the Annual Meeting. The congregation was invited as people of God to be called into fresh fellowship during difficult times. Annual meetings are a time to remember the past and then to look to the future as God calls us to newness. Signs of fresh faithfulness are shown in the work of our staff and committees.

The Rev. Michelle Down introduced the concept of Holy Manners. The congregation was encouraged to love and support each other as we share opinions and make decisions which will serve and bless this community.

### **4.0 APPROVAL OF MINUTES OF 2015 ANNUAL CONGREGATIONAL MEETING**

**MOTION:** That the minutes of the 2015 Annual Congregational Meeting be approved. **MOVED:** By Allyson Watson, seconded by Chris Lindsay. **MOTION CARRIED.**

#### **Approval of Agenda**

The following items were requested to be added to the circulated agenda:

- Concern from the Mission, Outreach and Environment (MOE) Committee
- It was requested that under the discussion of the search for a new Director of Music salary considerations and the number of hours of the position be discussed

**MOTION:** To approve the Agenda of the 2016 Annual Meeting of the Congregation with the additions listed above. **MOVED:** By Laurel Kenney, seconded by Pat Pettit. **MOTION CARRIED.**

### **5.0 MISSION OUTREACH AND ENVIRONMENT COMMITTEE CONCERN**

Barb Dalrymple, on behalf of the MOE Committee, addressed the meeting. The MOE Committee is opposed to an administrative fee being charged on fundraising activities in 2016.

This fee is part of the 2015 deficit reduction plan and MOE was charged \$1,500 in 2015.

## **6.0 COMMITTEE REPORTS**

### **6.1 Search Committee for Director of Music**

Bruce Moor, Chair of the Ministry and Personnel Committee, reported to the meeting. M&P has received input from committees and individuals sharing their vision for the position of Director of Music. The submissions received have made it clear that the Director of Music in an important leadership role at FSA. At its February 2016 meeting, Council passed a revised job description, and a motion to advertise the position as full time in order to attract a qualified candidate and continue the breadth of programming offered.

The following slate of candidates to form a search committee was presented: Barb Plante (M&P, Bells), Stephen Adams (Worship), Sonja Gustafson (Christian Development), Linda Kennedy (Choir), Stuart Eberhard (Congregation).

An additional representative from the congregation was sought. Names were put forward and will be considered by the M&P Committee.

**MOTION:** To approve the search committee for the position of Director of Music.

**MOVED:** By Bruce Moor, seconded by Anne Cummings.

**DISCUSSION:** Budget concerns were raised regarding the position being filled as full time. Recommendations from the Royal Canadian College of Organists will be used to establish the salary. **MOTION CARRIED.**

### **6.2 Finance**

Harold Jackson, Chair of the Finance Committee, reported to the meeting.

A 2012 to 2016 financial review was presented. As revenue has declined the dependence on investment income from the trust funds has increased.

A 2016 narrative budget described how the activities and financial gifts of the congregation support the mission statement of First-St. Andrew's. The 2016 budgeted stewardship outputs are: Worship 33%, Action 29%, Friendship 18% and Learning 20%.

The 2016 budget forecast was presented:

- a balanced budget was presented
- givings are forecast at \$455,000 (based on the results of the 2015 fall stewardship campaign and 2015 actuals)
- the Mission and Service Fund donation is calculated at 12% of givings (a decrease from 18% in 2015)

**MOTION:** To approve the 2016 Budget Forecast.

**MOVED:** By Harold Jackson, seconded by Allyson Watson.

**DISCUSSION:** The congregation discussed the importance of the Mission and Service Fund

and how best to balance local needs with our obligation to support the wider church and its national and international projects.

**AMENDMENT:** That the Mission and Service Fund commitment be revised to 18% on the 2016 Budget Forecast.

**MOVED:** By Mike Bancroft, seconded by Pat Pettit.

**DISCUSSION:** An ad hoc committee of Council is reviewing how FSA supports M&S and will make a recommendation to the congregation regarding a future model of support at the 2017 Annual Meeting.

John Eberhard, Co-Chair of the Board of Trustees, addressed the meeting. The Trustees have net assets under management evaluated at \$4,000,000. Of this \$700,000 is in restricted funds and \$2,500,000 has been set aside as the Proudfoot Legacy Restricted Trust Fund to generate annual revenues designated for church operations.

A vote by secret ballot was held. **AMENDMENT DEFEATED.**

**MOTION:** To approve the 2016 Budget Forecast. **MOTION CARRIED,** with opposition.

**MOTION:** To appoint Gary E. Mason, Chartered Accountants as the Firm of Record for the Review Engagement Audit Report of First-St. Andrew's United Church for 2016.

**MOVED:** By Harold Jackson, seconded by Bob Vosper. **MOTION CARRIED.**

### 6.3 UCW

Laurel Kenney reported on behalf of the UCW. All women in the congregation are invited to attend UCW activities. Laurel thanked the congregation for their support of UCW initiatives.

### 6.4 Board of Trustees

John Eberhard, Co-Chair, Board of Trustees, reported to the Annual Meeting. John referred the congregation to the Trustees report published in the Annual Report.

**MOTION:** Whereas the United Church of Canada, through London Conference and Middlesex Presbytery, recommends that local congregations annually approve a resolution pertaining to the protection and release of the Board of Trustees in respect of the insurance amounts;

WHEREAS the Congregation of First-St. Andrew's United Church approves a resolution in respect of this matter at the Annual General Meeting to be held on February 21, 2016 that:

1. directs the Board to carry only the insurance in Ecclesiastical Insurance Co. comprehensive policy #0102687F insuring the buildings, contents, stained glass, organ, and other property
2. acknowledges that the limits in such insurance policy or policies may be less than the full replacement cost of the buildings insured under the attached policy or policies;
3. Releases the Trustees of the First-St. Andrew's United Church congregation from any obligation to maintain insurance coverage with higher limits than that provided in the Policy, and

agrees to indemnify and save harmless the Trustees of the said congregation for all claims with respect to such obligation.

The Insurance Policy is maintained by the Church Administrator and may be found and reviewed in the Church Office.

**MOVED:** By John Eberhard, seconded by Bob Swartman. **MOTION CARRIED.**

### **6.5 Nominating Committee**

George Jolink, Chair of Nominating, presented the report of the Nominating Committee. George thanked the 100 people serving on committees and the many others who support projects.

A slate of candidates for 2016 committee membership was circulated.

**MOTION:** That the report of the Nominating Committee be accepted as circulated.

**MOVED:** By George Jolink, seconded by Allyson Watson. **MOTION CARRIED.**

### **6.6 Adoption of Committee Reports**

**MOTION:** That the Committee Reports, as published in the 2015 Annual Report, be adopted.

**MOVED:** By Harold Jackson, seconded by Sonja Gustafson. **MOTION CARRIED.**

Ashley Dwyer, Administrative Assistant, was thanked for her work preparing the Annual Report.

## **7.0 RECOGNITION OF VOLUNTEERS**

FSA pins were presented to committee members who completed their terms in 2015. George Jolink thanked all volunteers for their commitment to First-St. Andrew's.

The congregation recognized Jo Ann Silcox, outgoing Chair of Council, for her leadership and many contributions to FSA.

## **8.0 BENEDICTION:**

The Rev. Michelle Down closed the meeting with a benediction.

**MOTION:** That the 2016 Annual Congregational Meeting be adjourned at 2:16 pm.

**MOVED:** By Allyson Watson. **MOTION CARRIED.**

**CONGREGATIONAL MEETING**  
**SUNDAY, OCTOBER 16<sup>TH</sup>, 2016**  
**THE SANCTUARY, 11:30AM**

A Congregational Meeting to receive the report of the M&S Funding Formula Ad Hoc Committee was held on Sunday, October 16<sup>th</sup>, 2016 in the sanctuary of First-St. Andrew's United Church.

Bob Swartman, Chair of Council, called the meeting to order and introduced George Jolink, Chair of the M&S Funding Formula Ad Hoc Committee.

The M&S Funding Formula Ad Hoc Committee was established to bring forward a recommendation to the congregation with respect to how First-St. Andrew's will contribute to the United Church of Canada's Mission and Service Fund in the future. The Committee included representatives from the Mission, Outreach and Environment Committee, the Finance Committee, the Board of Trustees and Church Council. The Committee looked at how other local congregations contribute to the M&S Fund.

The Committee's unanimous recommendation is for future M&S contributions to be made through a system of split envelopes/designated PAR. The rationale for this decision includes:

- membership autonomy
- fair system
- preferred method of other churches
- eliminates a divisive issue at FSA

This recommendation was approved by Council at its September 20, 2016 meeting.

**MOTION:** That First-St. Andrew's United Church endorses a system of split envelopes/designated PAR which allows each member to determine their own contribution to the Mission and Service Fund of the United Church of Canada.

**MOVED:** By George Jolink, seconded by Jo Ann Silcox.

**DISCUSSION:**

- The recommendation will be implemented for the 2017 budget year
- Information on the M&S Fund will be included in the fall 2016 stewardship mailing

**MOTION CARRIED.**

The congregation expressed their appreciation to the members of the M&S Funding Formula Ad Hoc Committee.

The meeting was adjourned at 11:55 am.

# CHURCH STAFF

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Minister of Worship and Congregational Life ..... The Rev. Michelle Down  
Minister of Pastoral Care ..... The Rev. Tom Hiscock  
Minister Emeritus ..... The Rev. Dr. David McKane  
Designated Pastoral Care Volunteer ..... Jo Ann Silcox  
Director of Music ..... Terry Head  
Church Administrator ..... Heather Vouvalidis  
Youth and Young Family Coordinator ..... Jane Dockrill  
Administrative Assistant/Receptionist ..... Jane Dockrill  
Facility & Maintenance Coordinator ..... Tim Miedema  
Part Time Custodian ..... George Jolink  
Atrium Steward ..... Barry Tiffin  
Nursery Care ..... Kendra Shouldice  
Organist Emeritus ..... Paul Merritt  
Volunteer Associate Minister ..... The Rev. Karen Lowe



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