



Harcourt Annual Report 2022

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Report from the Minister Submitted by Kate Ballagh-Steeper

“Liminal seasons are challenging, disorienting, and unsettling. We strive to move forward with purpose and certainty. Instead, we feel as though we are trudging through mud, moving away from something comfortable and known, toward something that can’t yet be known.”

*Liminal seasons are also exciting and innovative. The promise of a new beginning unleashes creative energy, potential and passion. All truly great innovations are incubated in liminality. God’s greatest work occurs in liminal space.
Susan Beaumont, “How to Lead, When you Don’t Know Where You’re Going”*

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Susan Beaumont, “How to Lead, When you Don’t Know Where You’re Going”

“God’s greatest work occurs in liminal space.” This is our hope, and the Biblical story can help us trust that this is true. I know that John Lawson with additional resources from the Spiritual Life Committee explored this theme with you through the fall. Over the past three years much in our personal lives and in our life together as the Church has been challenging, disorienting, and unsettling. I’m sure most of us thought we would be back to “normal” two or three weeks after mid March of 2020.

The reality in church life is that we have been dwelling in liminal space for several decades. The difference now is, we can no longer assume that budgets will be met, volunteers found, and repairs to the building made. The pandemic has only intensified the knowledge that we are moving away from something comfortable toward something that we cannot yet name. But as Beaumont states, liminal seasons also release creative energy, potential and passions. This is also true in church life.

The Bible is the story of God’s people being changed and emerging from liminal moments. Israel emerges from slavery in Egypt and makes the journey in the wilderness which has long been an image of liminality, and after 40 years they finally arrive in the Promised Land. Abraham, Sarah, Jacob, and Job each have a liminal tale to tell. Each Biblical journey is venturing out of the known, the comfortable and beyond the anticipated future. Each is a story of an ending followed by a disorienting season of transition, and finally a reorientation to something new. Jesus emerges from the waters of baptism and spends 40 days in the wilderness before beginning his ministry and bringing the Good News to the world in a new way. As people shaped by our hope in the resurrection promise, we know that out of death, new life rises.

A new minister, the lifting of pandemic protocols, a return to activities in the church building does not move us out of a liminal time. But there are opportunities emerging. There is energy and momentum building in the anticipation of what could be. Many people have stepped into leadership roles to explore, listen, and think about how to be church in new ways. I encourage all of you to continue to pray that we as a faith community might discern where the Spirit is leading.

I cannot say much about the year past, however, I can say that I believe this is a faith community with many dimensions and expressions that for many years has worked hard to engage in spiritual practices, prayer, and community. We will need these strengths for the time ahead. Even during liminal times, there are sparks of joy and hope. Even during liminal times, we do not stop doing justice, loving kindness and walking humbly in faith; indeed, it is the only way to endure this time.

May the Holy One continue to lead us. May we have the strength and courage to endure what is uncomfortable, disorienting, or unsettling and trust that God is with us.

With my prayers,

Kate Ballagh-Steeper

Report from the Chair of Council

Submitted by Lorraine Holding, Chair of Council

Our Harcourt community of faith has demonstrated flexibility, adaptability, and active ministry during the third year of living through the pandemic. Other key action words are change, transition, experimentation, and visioning. My brief reflections focus on work towards our mission and vision that took place on behalf of the whole of Harcourt.

Re-entry Planning Group:

- The COVID-19 pandemic continued to evolve throughout 2022. We began the year able to meet in person but under significant restrictions and precautions, and by the end of the year the restrictions were significantly lighter. The Re-entry Planning Group met regularly to assess the current situation and provide recommendations to Council and the congregation.
- The Group has had very stable membership since its first meeting in the spring of 2020. Members include Marilyn Sears (Ministry and Personnel), Mark Sears (Council), Karyn Davies (Worship), Dave Hume (Property), David Kucherepa (Staff), Wendy Guilmette (Staff), and Lorraine Holding (Council) and Megan Ward (Public Health) as Co-Chairs. We have had excellent support from our ministerial team over the course of 2022, including Miriam Flynn, John Lawson and Kate Ballagh-Steeper, as well as Alison MacNeill and Pamela Girardi. Nancy Ryan has provided regular updates for Harcourt rentals.
- We met six times in 2022 to review the COVID-19 epidemiology and public health recommendations. We provided advice on masking, ventilation, cleaning, hand sanitizing, choirs and singing for worship, rentals, church meetings, special events, coffee time and other gatherings.
- As the COVID-19 situation continues to evolve, the Re-entry Planning Group remains committed to supporting Harcourt in all its activities with the current public health recommendations.

Transition Steering Team:

- Our intensive work of discernment and movement towards confirming Harcourt's visioning priorities and actions continued. Building on discussion at the November 2021 Congregational Meeting, we created three imaginary visioning scenarios (from the perspective of 2025) representing possible steps that Harcourt might

take as our future unfolds. During small group discussion at the Annual Meeting, our goal was to get a general sense of the level of passion and commitment to move forward.

- Planning for ministerial coverage of Miriam Flynn's sabbatical (February to April) and her request for a change in pastoral relationship (effective June 30) increased the Team's important focus on Harcourt's future. We coordinated the preparation of our Community of Faith Profile – a package of documents to describe Harcourt's demographics, financial viability review and a new Living Faith Story. Shifting from the long-time shared team ministry model, we developed a position description for a Minister of Worship & Pastoral Care.
- Continued work to finalize Harcourt's visioning priorities settled on four that were approved by Council in June. We recruited Champions for each priority, asking them to form small task groups to explore "next near steps" to move forward: building partnerships/community hub (Steve Pierce), worship (Dan Ganesh), spiritual life (Andre Auger), and supporting the growth of Manna (Pamela Girardi and Merrill Pierce), with an intentional focus on identifying points of integration (Kathy Magee). Key phrases for action include experimentation, learning as we go, freedom to fail, and creating a sense of energy.
- The Team accepted Spiritual Life Committee's proposal to initiate a fall focus on working through loss and embracing change. Harcourt was fortunate that John Lawson, during his second time with us as Supply Minister this year, led the four-week worship themes on loss, lament, new opportunities and welcoming the new.
- The Transition Steering Team, formed in October 2020, has met thirty times since then by Zoom. We met ten times in 2022 and by October we acknowledged that our work was completed. Council's minutes included these words: "The need to transition will continue, but Council agreed that the team can now be disbanded." As Chair, it is with tremendous gratitude that I recognize our team members, their commitment and steadfast leadership: Bill Lord (Spiritual Life); Dan Ganesh (Worship); Pat Martin (Ministry & Personnel); Pamela Girardi and Merrill Pierce (Manna Leadership); Tammy teWinkel and Carolyn Davidson (Council). Our Ministers joined us when available to provide input and support: Jim Ball, Miriam Flynn, Marcie Gibson and John Lawson.

Planning and accomplishments:

- Council believes that Harcourt has a future – a journey filled with experimentation and learning. Harcourt's discernment process, as we listened for the Spirit, has led to many accomplishments this year.
- As a community of faith, which includes many smaller communities of the faithful, we have continued our focus on adaptive change. For much of the year, Council provided input, support, and approval of the Transition Steering Team's work. We are grateful to those who led the selection processes for ministry personnel. The Search Team of Sandra Welch, Merrill Pierce and Sharon Chapman successfully recommended Rev. John Lawson as Supply Minister (February to April and September to October). The Search Team of Kathy Magee, Bill Chapman, Dan Ganesh, Laura Hofer, John Phelps and Tammy teWinkel (supported by Sandra

Welch and Bill Lord) successfully recommended Rev. Kate Ballagh-Steeper, who accepted our call as Minister for Worship and Pastoral Care. We welcomed her into our new pastoral relationship on November 1.

- The Sanctuary flexible seating project proceeded, led by Carolyn Davidson and her small team of Pete Robinson, Merrill Pierce, Brian Magee, Alison MacNeill and other helpers. This project, first explored in 2018, received “in principle” congregational approval in October 2019, and approval of the implementation plan in November 2021. By July, decisions on chair specifications and a supplier were finalized and the order for 340 chairs was placed. The first delivery arrived on December 21. We are grateful to the many who supported the Chairs Fundraising Initiative, raising most of the \$60,000 goal by Christmas.
- The significant deficit in the approved 2022 budget and the effects of the prolonged pandemic identified the need to prepare a financial recovery plan. An ad hoc Financial Recovery Task Group identified various approaches to increase stewardship and fundraising initiatives. We thank Kent Hoeg, Judy Cimino, Patricia Eton-Neufeld, Joyce Johnson, Carol Jones, Lawrie Jones, Tony Wagner and Murray Woods for their work. As an experiment, Hilary Slater presented an art show for over five months as a fundraiser. A summer stewardship appeal and Elizabeth Bone’s “Christmas Gift to Harcourt” initiative helped reduce the deficit. We are grateful.
- Detailed work kicked into action to identify “next near steps” on the Building Partnerships/Community Hub visioning priority, including conversations with Metropolitan United (London) and East End United Regional Ministry (Toronto). Our contract with Trinity Centres Foundation, Kendra Fry and Dave Harder has led to the development of several task groups, coordinated through Steve Pierce and Kendra. Those groups are exploring these aspects: external welcome; website/communication; finance; rentals; potential partners; and governance. Establishing a community hub could support Harcourt’s sustainability to meet community needs and carry out our mission as a community of faith.

Gratitude:

- Through this year of continued challenge and adaptation, we express gratitude to our staff team for their leadership and daily tasks: Rev. Miriam Flynn; Rev. John Lawson (Supply Minister); Rev. Kate Ballagh-Steeper; Pamela Girardi; Alison MacNeill; Wendy Guilmette; Casey Connor; David Kucherepa.
- We are grateful for Miriam Flynn’s six years in ministry with us. Her messages, liturgies and prayers provided food for thought, challenges, and comfort. Her ability to pivot during the pandemic was significant, shifting from pre-recorded worship services, to offering pastoral care in new ways, to meetings by Zoom, to livestreamed in-person worship, to exploring “hybrid church in a liminal time” while on sabbatical. We expressed our “thank you” during worship and a celebration in the garden on June 26.
- When I became Council Chair in October 2015, little did I know the depth of change, discernment and transition that would fill the next seven years. My sincere gratitude extends to each Minister, other staff, and all members of Council

and teams with whom I have worked closely. Supported by many others' comments and prayers, together we listened for the Spirit's call to plan for Harcourt's future in a changing society. It has been a privilege to serve as best I could, God being my helper. I know that Kent Hoeg, as incoming Chair, will offer his gifts of leadership in the months ahead.

Harcourt's journey continues. Our core values hold us strong: risk, respect, responsibility, vulnerability, and trust. With faith and hope, we move forward one "next near step" at a time, guided by prayer, listening, leadership and participation.

Report from the Guelph United Ministries (GUM)

Submitted by Lorraine Holding

- During 2022, the Chairs of the four church governing bodies kept in touch through Zoom and emails for updates on the challenges and changes happening in each congregation. The clergy continued to gather for coffee conversations by Zoom and occasionally in person along with the Ecumenical Campus Ministry Chaplain, Chalmers Community Services Centre Executive Director, and other area United Church clergy who wish to join.
- Collaboration during the year included: providing an on-line presence all summer through rotation by each church; planning support to Three Willows United Church during their ministerial vacancy; shared advertising for Easter and Christmas services; volunteer recruitment for the Dublin Christmas Dinner delivery program; planning for co-sponsorship of an Afghan refugee family by Trinity, Harcourt and Danby Corporation; connections by other church committees to share information. Casey Connor is our staff liaison to the GUM Communications Committee which is chaired by David Durbin (Dublin UC).
- In September and November, GUM conversations re-started on how we can work together, plan, and share resources after the COVID-19 challenges brought most of our gatherings to a halt. These conversations have started to ask some of the hard questions we have. Three to five representatives from each church's governing body have participated and discussions will continue.
- Strengthening the GUM collaborative relationship with concrete actions to realize a shared vision of the United Church in Guelph is hoped for in 2023.

GUELPH UNITED MINISTRIES
(with financial operations through Trinity United
Church)
FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER
31, 2022

NET ASSETS ON HAND AT DECEMBER 31, 2022

Operating bank account	25,763
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OPERATING FUND TRANSACTIONS

Balance, January 1, 2022	28,585
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Cash input

Interest income	374
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Total available funds	28,959
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Expenditures on operations

Advertising	1,774
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Internet and website maintenance	1,422
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Total expenditures	3,196
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Balance, December 31, 2022	25,763
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PREPARED WITHOUT AUDIT FROM THE RECORDS OF THE ORGANIZATION

GUM Narrative Report -2022 (submitted by Wynne Wright)

2022 was another year of relative inactivity, mostly due to COVID. Opportunities for meetings and activities were still limited due to health concerns. And, those who have been active in GUM , like most of us, were just tired-tired , mostly, of having to accommodate the whims of the virus. As you can see by our financials, we continued with the Easter and Christmas advertising in the local newspaper and did necessary maintenance on the GUM website. The effectiveness of print advertising is questioned each year, but we continue to use it as there seems to be no reasonable alternative.

In early fall, however, meetings were initiated by some more energetic individuals, and there was a resurgence of activity. The meetings, involving approximately 20 individuals, generated some enthusiasm. While there was the usual discussions about procedures, finding common ground, who should be at the meetings and providing honest input, some concrete action resulted. At the meeting in November, small task forces were set up to (1) compare administrative and bookkeeping procedures used by the various churches (2) funding opportunities for ways to improve online communication and (3) custodial staffing and systems. Groundwork was laid for future task forces on governance and shared lay leadership.

We look forward to continuing with this renewal in 2023 and invite anyone with thoughts on projects that could be pursued to let your minister know about them – and especially if you have the energy to provide assistance.

Standing Committees of Council Christian Life Umbrella Group

Manna

Submitted by Pamela Girardi

In 2022, Manna continued to explore and grow!

Pamela, along with Miriam, John Lawson and lay leaders, continued to provide leadership at Manna. We enjoyed music led by Emily Steers, Jerry Daminato, Jane Lewis and Shannon Kingsbury. We had a new addition to our music leadership - the all age Manna choir formed! This choir is led by Shannon and Alison and practices before church on the first Sunday of each month.

During the winter months of 2022 as we faced new variants in the pandemic we met on Zoom and outside. In March we started to meet indoors as well. On Shrove Tuesday, we had a pancake dinner and games night on Zoom. During Lent we experienced various spiritual practices together. We went to the Old Growth Forest on the first Sunday to practice listening. On Palm Sunday, we did a journey through the stories of Holy Week with Elizabeth Bone, as Mary narrating our story and Jane Lewis and Tanis Slimmon leading music.

In the spring on Family Sunday, the adults and children separately made treats for each other to share. Pentecost was celebrated at Hugh Guthrie Park. We planted the seeds and seedlings in the community garden at Harcourt. We had a lot of fun working together at a service where we tried bucket drumming.

Angela Jimenez was hired as a summer student and worked to organize Pride activities that included creating a video, organizing our Pride sidewalk painting and our Pride service where we tie-dyed t-shirts.

In June, the Manna community worked on painting squares of fabric that were sewn together to make a quilt prayer shawl for Miriam. Thanks to Jill Gill who spent many hours sewing it! We also planned a celebration for Miriam on her last Sunday as Minister before beginning her retirement.

The fall began with Sundaes Sunday. We participated in the loss and lament series that the Spiritual Life committee planned along with John Lawson. A creation series followed, where we hiked in Crane Park, did activities about interconnectivity in the Old Growth Forest, did a food drive, and picked carrots at Everdale farm. Iman Mohammed shared her experience of coming to Canada from Syria as a refugee and Peter Gill shared the work being done with Trinity United to sponsor a family from Afghanistan to Canada. On Remembering Sunday we brought photos or items that represented loved ones no longer with us and shared our memories.

We walked the Advent spiral on the first Sunday of Advent, did yoga with Lisa Gill or meditation with Mary Harding on Peace Sunday, and shared songs and poems on Love Sunday. Pamela worked with Alison and Kate on the pageant at the 4:00 service on Christmas Eve.

We are excited for the year ahead and all that it will bring! Thank you to all the participants, leaders and supporters who make Manna possible.

Youth Group

Submitted by Suzanne Webster

The youth groups have not met since February 2020. Since that time, many of our most loyal members have graduated and moved on to other pursuits. Both Lisette and Suzanne have decided that this is a natural end to our time as leaders. We have enjoyed the opportunity to meet with young people, create a welcoming community, laugh, and play together. Thank you to all the members who joined us over the years! We will miss you and your energy.

Suzanne & Lisette

Tai Chi

Submitted by Helen Esch

As we learn to live with covid 19, we have resumed indoor classes on Wednesdays at 1:30pm. This is our 22nd year anniversary doing a Yang Tai Chi set. Often referred to as a moving meditation, Tai Chi is a gentle form of exercise. It affords us the opportunity to explore the healthy use of the human body. Everyone is welcome to join us, comfortable clothing and shoes are the only requirement.

Classes all full of laughter and joy and people looking after one another.

Girl Guides of Canada – 3rd Guelph Guides

Submitted by Regan Avis, Contact Guider



The 3rd Guelph Guides have had an exciting 2022. We start each session outside on the grass and move to the Friendship Room. Our regular attendance is 11 youth and 4 volunteers. With changes to health restrictions, we have been able to share food and even do an overnight adventure this year. We sold Girl Guide cookies, hiked, explored science, enjoyed dancing with a special guest instructor, made puppet friends, and learned how our food gets to us. We used our talents and abilities to bring attention to causes that matter to us and take action for a better world.

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

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

26th Brownies Annual Report 2022

Submitted by Deb Murray (Contact Guider)

26th Guelph Brownies
23rd Guelph Sparks
Girl Guides of Canada

The 26th Guelph Brownies have successfully rented space from Harcourt Memorial United Church since the fall of 2021!

Now that many COVID-19 restrictions have been lifted this year, The 26th Guelph Brownies have been able to make use of several good facilities once again at Harcourt Memorial United Church. We are very happy this year to have a higher capacity number of twenty-five registered girls in our unit instead of eighteen and to still be able to make safe use of "The Friendship Room Space" inside the church building. This has all been very good for our group and we are also very appreciative to the church for allowing us to use a couple of the church's storage cupboards and bulletin boards downstairs as well.

Throughout our past year and a half here at Harcourt, we are most grateful for all the facilities that we have been able to use both inside and outside the building. In return, the Brownies have helped out the church in several different initiative community outreach ways. We've made a point in helping the Gardening Committee take care of the gardens of the church and this past Christmas of 2022, the girls brought in winter wear that we decorated our "Giving Tree" with to give to those in need at Hope House Downtown Guelph.

The Brownies are very excited this year, as the full Provincial Council of Girl Guides of Canada has now permitted overnight events to begin once again, and the church has approved it as well. So, at the end of January 2023, the 26th Guelph Brownies rented "The Friendship Room" for an extra night for a sleepover from January 20th - 21st 2023. We also made use of the kitchen and bathrooms downstairs on the lower level of the building for one whole night.

Thanks to all the church's support, the program of Girl Guides of Canada has been able to return to regular ways since the pandemic and we've been able to give the girls in-person activity once again. The church's support in our program makes a big difference in the lives of many young girls in Girl Guides of Canada.

3rd Guelph Harcourt Scouting Groups

Submitted by Craig Skinner, Group Commissioner, 3rd Guelph Scouting
For Scouting Year September 1st, 2022, to Aug 31, 2023

The 3rd Guelph Scouting Group consists of 4 sections with 6 Ventures (ages 15-18) on Monday nights, 18 Scouts (ages 11-14) on Monday nights, 16 Cubs (ages 8-10) on Tuesday nights, and 20 Beavers (ages 5-7) on Wednesday nights.

The program is open to girls and boys and we always welcome new participants. We are most grateful to Harcourt Memorial United Church and its members for the wonderful facilities and support shown to our organization throughout the year. Scouts Canada's program is based on 3 fundamental beliefs and principals.

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

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

Each section is supported by leaders, who in turn are supported by a Group Committee. In recent years, Scouts Canada has implemented a new program structure - "The Canadian Path" that encourages the youth to be actively involved in planning the activities. Each section has an age-appropriate structure with guidelines supporting the program.

With COVID becoming more manageable, we were able to resume in-person meetings as well as outings and camps. Last Fall our Scouts undertook a three-day canoe trip with portages. The Beavers did a community clean up from the Church to Hugh Guthrie Park while the Scouts washed the Church windows. This past year the youth have been involved in crafts, hikes, camping, community visits, Beaver Buggy and Car races, Bowling, Christmas Parties, and visiting local cultural sites including John McCrae House and University of Guelph.

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

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

Chancel Committee

Submitted by Barbara Friend

Members: Alice Carey, Marta Coutts, Karyn Davies, Barb Friend (Chair), Carol Jones, and Janet Webster

The Chancel Committee's primary role is to provide floral arrangements in the sanctuary on a weekly basis as well as seasonal décor.

Covid once again forced the church to be closed to congregational worship for a few months in 2022. Livestreaming allowed the leadership team and a small number of choir

members to still offer Sunday worship in the Sanctuary. The Chancel Committee continued to offer arrangements for these services.

We offer the congregation the opportunity to join-together to add to our Easter, Thanksgiving, and Christmas displays. We encourage anyone who wishes to recognize a loved one on a special Sunday by offering a flower arrangement. Please contact us.

After saving for several years, we were able to purchase a new 7 ½ foot Christmas tree. Two committee members joined a Manna service to work with the children to create 3 types of ornaments for the “Manna” tree. The decorating of their tree was completed by the children. They did a wonderful job! Thank you for enhancing our Christmas experience.

Thank you to the team for their continued support and creativity.
New members are always welcome.

Library Committee

Submitted by Barbara Shaw

The library has had a quiet year. Budget constraints did not permit us to order any new books. However, some donations were catalogued. We were happy to see that Manna has been able to find some books to their liking.

For part of the year the library became a storage center for gymnasium tables and chairs. This took place while new flooring was being laid in the gymnasium. During this time, the library shelves became inaccessible.

The Library Committee consists of Mary-Lou Funston, Barbara Shaw, and Janet Webster. However, we are always looking for additional members so please contact any of the above if you have an interest in joining us.

Spiritual Life Committee

Submitted by Sharon Chapman (chair) and Andre Auger (secretary)

In 2005, Harcourt created the Spiritual Life Committee whose task has been to encourage both individuals and the larger faith community in their spiritual lives. Broadly speaking, this committee develops and identifies spiritual resources, creates opportunities for spiritual growth and walks with congregants on their faith journeys.

Another term or name for this is ‘finding thin spaces, places and/or times’ to enhance the spiritual formation of those within our faith community. The goal is to encourage and equip people to hear or see the moving of Spirit and enable each to engage and participate in it.

This year, to fulfill this task, the Spiritual Life Committee has been involved in many different activities focused on the individual, small groups, community-wide programs, and congregation-based projects that included Manna, Music and Message and Holy Listening helping to connect the various expressions of faith together.

Of particular interest, Spiritual Life offered congregation wide ministry options for individual study (i.e., Advent and Lenten Devotionals), for small group worship (i.e., the Holy Saturday Vigil at Easter and the Christmas morning service,) and the series of theme-lead services this fall that helped to transition us as a congregation for the coming of our new minister. Manna, Holy Listening and the Music and Message service all participated in this series developed by Spiritual Life identifying loss, grief and expectation related to significant transitions in our church life. At the beginning of Lent, the Spiritual Life Committee also led a worship service around the theme of spiritual practices.

This past year the decision was made to provide administrative as well as content support to the annual Guelph Ecumenical Week of Guided Prayer, which attracted 18 participants and prayer guides. This Week serves most participants as a basic introduction – or a recommitment - to an intentional spiritual practice.

The Spiritual Life Committee continues to support five Covenanted Spiritual Companions. These people are trained as spiritual directors and are engaged in walking one on one with individuals who are seeking to grow in their prayer practices and in their sensing, hearing, and trusting the voice of Spirit in their lives.

In particular, the Companions started their biannual offering of the Ignatian Exercises over the summer of 2022. Four people are currently taking them and are expected to complete the program around Easter 2023. All four are from the broader community. Several Companions continue to offer one-on-one spiritual direction to Harcourt members as well as to the larger community. One Companion offered a series of meditations at Wellington Park Terrace in the spring.

One of the most significant involvements for several Committee members has continued to be the On-line Holy Listening Circle, every Sunday morning. It provides an opportunity for participants engaged in an intentional spiritual journey to meet around a Liturgical Year lectionary reading and share their reflections and experiences. Attendance ranges around 20 regular participants. They come from London, Stratford, Gravenhurst, as well as our own local community.

The Spiritual Life Committee is committed to exploring and exploiting virtual modalities of ministry. To that end, several Committee members attended a 3-day conference on-line on digital ministry, and a few also attended an American conference on the same topic. Small group study sessions focusing on such areas as Grief exploration and studies of various books as carried out in Mindstretch and in “Explorations in Progressive Christianity” were enhanced by the use of Zoom. This has enabled the committee to begin addressing geographical, physical and health barriers to allow for full participation in a community of faith. Virtual ministry has proven to be a welcomed and appreciated form of communication.

Once a year the members of SLC meet for an all-day retreat for their individual reflection and growth as well as seeking to better sense the needed Spirit lead direction for the church. This year, the Committee devoted part of its retreat to addressing the challenge of planning “near next steps” in support of Harcourt’s four-pronged future directions. The main focus of these next steps revolves around ways to enhance the experience of “thin moments, times and places.”

Spiritual Companions also meet monthly for meditation and for sharing and growth opportunities to better understand the tasks that are seen to be essential for their ongoing work.

As we look at 2022, we are incredibly grateful for the tireless efforts of each member of the committee in their work amongst the body of Harcourt United Church.

We look forward to 2023 and the involvement of SLC in helping to build recognition of 'thin spaces and times' in our individual lives as well as the congregation as a whole. Along with the many activities that this committee oversees and offers leadership in, hopefully in September there will be a one-day family inclusive retreat which will be an opportunity for community building and personal growth. Also, there will be an offering of an updated version of the Listening Heart for those interested in pursuing a companioning ministry.

Many thanks to each member of SLC:

Bill Lord, Megan Ward, Lisa Beattie, Stan Bunston, Marion Auger, Peter Jackson, Andre Auger, Kathy Magee, Bill Chapman, Sharon Chapman

MindStretch

Submitted by Jean Jackson

We continued to meet throughout 2022, on Zoom, on Thursdays from 9 to 10am. We listen to each other's reflections on questions based on a book, podcast or article.

Progressive Christianity

Submitted by Andre Auger

"Explorations in Progressive Christianity" - 2022

A small group of Harcourt members started in 2016 exploring aspects of progressive Christianity.

In 2022, the group explored the relationship between science and theology, with videos looking at cosmology, creation, the "Providence" of God, and other similar topics.

The format is always the same: after a brief prayer and check-in, we engage in two Rounds of sharing similar to the Sunday morning Holy Listening Circle, followed by a closing prayer. Until 2020, the group met at Harcourt, and watched the videos together. During these Covid times we have been meeting on Zoom. Attendance has been constant at about 12.

In June, the group held its annual closing event in our Garden, and talked about next steps, with my resignation as host for the group. Over the ensuing months, it proved impossible to find consistent leadership, and the group made the reluctant decision to disband, with the ardent hope that it might resurrect at some future date.

Worship Committee Report 2022

Submitted by Dan Ganesh

Committee members: Jon Welch, Merrill Pierce (Manna Rep), Karyn Davies (Co-Chair), Dan Ganesh (Co-Chair), Joy Wagler (Jan to April).

Ex-Officio Members: Alison MacNeill, Pamela Girardi (Start April, Manna), Rev. Miriam Flynn (Jan 1-31, May 1 -June 30), Rev John Lawson (Feb 1- April 30, Sept 1- Oct 31), Rev. Kate Ballagh-Steeper (Start Nov 1, 2022)

Worship Committee had a busy, challenging yet rewarding year. This report will only cover the brief highlights.

The Committee was privileged to work with three different Ministers and several guest preachers/speakers over the year. All shared their specific gifts with our Committee and with Harcourt. We bid farewell to Rev. Miriam Flynn in June. Miriam had served us for five years of which the last two were extremely challenging, not only because of the pandemic but because of the changes it required in Worship.

We progressed from in-person to Zoom to our current hybrid model of Live-streaming and In-person under Miriam's guidance. Several changes had to be made to various protocols, including those for Weddings, Funerals and Memorial services. Our interim Minister who visited with us twice was Rev. John Lawson. John endeared himself to Harcourt and was an absolute joy to work with. Despite his interim status, John was our longest serving Minister for 2022. Of special note was John's ability to take the work of the Spiritual Life Committee's series on Lament and Rebirth by presenting four powerful sermons during the month of September. The culmination of John's session at Harcourt was the contribution of over 800 lbs of food for the Chalmers Community as his acceptance of a gift of appreciation from Harcourt.

During the summer months (July and August), Worship Committee operated without a Ministerial lead but was able to coordinate Sunday services with our fellow GUM partners and by supplying guest preachers for the Sundays that Harcourt was responsible for. Our Committee also took on the responsibility of finding emergency pastoral care coverage, and would like to extend our appreciation to Sharon Chapman, Debbie Shanks, John Benham and Andrew Hyde.

On October 1st, Worship Committee officially started working with Rev. Kate Ballagh-Steeper, but in effect, preparation had started before that first date. It has been a real pleasure working with Kate, and to have her steadying hand and mind as we weave our way forward.

During 2022, Sunday Morning Worship at Harcourt continued to evolve in its attempt to better meet the needs of those seeking worship. Member surveys were conducted (August), that helped with better understanding of needs, names, and services times. The result was the following three options for Sunday morning worship at Harcourt which was finalized in September: A Holy Listening Circle meeting via Zoom at 9am (lead by members of the Spiritual Life Committee) that is borderless, Music and Message service at 9:45 am in-person and on-line, and a Manna intergenerational service at 11 am (held off- or on-site). Interspersed between Music & Message and Manna was Harcourt Café,

10:45- 11 am, opportunity for friends to meet, and for the outgoing Music and Message group to interact with the incoming Manna folk over a shared coffee. We are very fortunate to have Carol Jones who has taken over the Coordinating role for this part of our Sunday worship.

Overall, Sunday Morning Worship remains an ever-evolving dynamic.

Other points of note. Worship Committee bid farewell to Joy Wagler at the end of April, as she joined a church closer to her home. With her becoming a Ministry Staff member, Pamela Girardi has been welcomed as a member of Worship Committee and brings her wisdom and calm demeanour. It is difficult to express how our Committee would have functioned without the steadying hand and in-depth knowledge that our Director of Music, Alison MacNeill, has provided. Lorraine Holding and several others on Council were valuable resources for our in-coming Ministers. Music Ministry never faltered during Covid and has only become stronger.

Worship Committee was represented by Karyn Davies on the Re-Entry Team, by Dan Ganesh and Merrill Pierce on the Steering Committee and Dan on the Selection Committee. The outcome from the Steering Committee was the formation of four initiatives defining next near steps for Harcourt, of which one priority was Worship. Karyn and Dan will sit on that Committee.

Worship Committee is also indebted to Tony Wagner, Usher Coordinator, Communion Committee Joan Charlebois and Sharon Dills who share the Communion Team Coordinator role vacated when Jane Roberts (Peaire) in February 2022, and to Chancel Committee led by Barbara Friend. Barb has filled several other roles, far beyond those of Chancel, and Worship and Harcourt owe her much.

To the other members of Worship Committee, Jon Welch, Merrill Pierce and my Co-Chair, Karyn Davies, thanks for always filling the gaps when needed, and for your support.

Usher Co-ordinator

Submitted by Tony Wagner

"The pre Covid-19 ushering was nonexistent throughout 2022. The present ushering consisted mainly of welcoming worshippers on Sunday mornings and adhering to present day Covid mandates or recommendations, ensuring offering plates were positioned at the rear of each aisle, opening, and closing windows, and, ensuring that Manna has a clear sanctuary for its' program. That and to be available when a specific need arises. The tasks are not onerous nor are many persons required.

To that extent, I would like to thank Marta and Malcolm Coutts, Marilyn and Mark Sears, Jon Welch and Frank Webster for filling-in as needed. As ushers, we do not know what the future holds, but we do know Who holds the future".

Women's Spirituality

Submitted by Lorna Rourke

This group of 8-10 women continues to meet once a month on Zoom, normally on Monday evenings from September to June. Meetings include a check in and then an activity, meditation, and/or discussion facilitated by a member of the group.

In Fall 2022-Winter 2023 we have been reading and discussing Richard Wagamese's posthumously published book of stories and non-fiction writings, One Drum.

Music Ministry

Submitted by Alison MacNeill

Seeing some welcome light at the end of the pandemic tunnel was the big story of this past year. Choirs began to meet regularly again, and I was largely able to wrap up my career producing "virtual" choir performances, assembling individual recordings into a whole. How wonderful to craft our music together in the same room again.

The Choir has been meeting for Thursday rehearsals and are back to a full choir! There was throughout the year, still some caution about coming to church, but we have gradually increased our Sunday morning service participation ...despite the slightly earlier hour!

The Handbell Choir has been meeting regularly as well and added their Christmas shimmer for two Sundays in Advent.

Lightshine, one of our sponsored choirs, has just begun to meet again, and are hoping to welcome more women to their number through this coming year. The mission of this group is to prepare short programs for assisted care homes – they have unfortunately not been able to share their music in this way during Covid but have their hopes up for the spring.

The Rainbow Chorus is in full flight, having presented two concerts at Harcourt last May (after a number of postponements due to Covid). In November 2022, they were invited to join with other local choirs (University of Guelph, Guelph Youthsingers and the Guelph Chamber Choir) in a concert celebrating a rejuvenation after the pandemic. The concert was sold out.

This coming spring of 2023 includes 3 concerts and a trip to Halifax for Unison, a huge choir festival held every four years (postponed from 2022).

The Manna Choir is a new venture this year, a collaboration with Shannon Kingsbury and Alison. They meet once monthly, at this point – leading the singing in worship, and preparing simple anthems. This is an all-ages group, and all are welcome.

After two "Pandemic Pageants" at Christmas (pre-recorded -- one with child readers and adult actors in 2020, and one with adult readers and child actors in 2021!) it was thrilling to finally meet in person this past Christmas. We presented a live pageant, with child actors (and adult "herders") as well as child readers. The Manna Choir presented a song as well. The church was full and so were our hearts. The Carols, Communion and

Candlelight service later the evening was also very well attended – lots of joy expressed to “be back” ...and to hear the choir and to sing the carols together.

People are trickling back to church...and I can finally hear once again, singing from the congregation! What a wonderful sound indeed.

Blessings, Alison

Harcourt Community Life Umbrella Group Hospitality

(Formerly referred to as “Fellowship”)

Submitted by Lynn Hancock

Name tag Coordinator: Marilyn Reilly

Council approved the change in name from “Fellowship” to “Hospitality”. In 2022, MANY have offered hospitality, continuing to monitor mandates, protocols, and levels of comfort. Although there has been no “committee” membership to report, folks have responded to offer hospitality for specific events. In particular, a reception was planned for Miriam’s final Sunday in June. Merrill Pierce and Pamela Girardi were key co-ordinators and fortunately, the weather allowed for an outdoor event. Even though we had a brief rain shower, people were able to find shelter and we were able to use the front entrance to take photos to be included in the on-line directory. Once again, folks showed their ability to adapt, adjust and accommodate.

When the new Sunday service times were announced for September, Dan Ganesh sent out an email appealing for “Harcourt Café Volunteers”. The recommendation was for a rotating schedule to be created to include a variety of groups and team leaders. This would hopefully relieve the burden of those choir members who had been preparing coffee and lemonade for an extended period. Instructions were provided in the kitchen so that folks who had never hosted coffee-time would have guidelines to follow, including the dishwasher use. Carol Jones agreed to serve as co-ordinator and has been offering support this fall on a weekly basis. Many volunteers have supported this initiative.

As we continue to explore and re-imagine what it means to be a “Harcourt Community”, hopefully people will continue to feel inspired to “Draw the Circle Wide, draw it wider still” VU 145. Karyn and Brent Davies have widened the circle with Saturday Night Suppers and appreciate volunteer help. Peter and Jill Gill have widened the circle by inspiring many volunteers to support Chalmers. Volunteers have widened the circle by preparing meals to support the Ecumenical Campus Ministry. Thanks to ALL who have helped to “Draw it wider still”.

Pastoral Care

Submitted by Lynn Hancock, Umbrella Councillor for Harcourt Community Life

In 2022, Harcourt was blessed by many who offered leadership in Pastoral Care Ministry: Rev. Miriam Flynn, Rev. John Lawson, Rev. Debbie Shanks, Rev. Sharon Chapman, Andrew Hyde, Rev. John Benham, Rev. Kate Ballagh-Steeper

You may recognize much of the following report. Rev. Marcie Gibson offered a thorough account for 2021 which has been edited to reflect 2022.

Throughout 2022, the community of Harcourt continued to care for each other pastorally through a variety of formal and informal means.

Sometimes this was by mail, email, or delivery:

- Greeting cards, on behalf of our congregation, were sent out by Diana Sterenberg with messages of condolence, congratulations, welcome home, and get well soon.
- Prayer shawls were created and distributed to those grieving, ill, or healing. These shawls can hold special meaning as a tangible and tactile reminder of our congregation's love and prayers.
- The Harcourt Herald, e-weekly, and a pastoral message or sermon were hand-delivered each Friday to those who do not have internet access or email and/or requested a printed copy for a variety of reasons.
- Harcourt members brought meals to those who were newly home or recovering. Sometimes this was by phone, email or in-person visit:
 - A few dedicated pastoral care visitors have continued in their support of homebound congregants and those in long-term care, through regular phone contact and in-person visits where possible.
 - Our Voluntary Associate Ministers for 2022 were Rev. Joyce Kelly, Rev. Deborah Shanks and Rev. Gaylyn McLean
 - Our ministerial staff continued to provide spiritual care to individuals who were ill, isolated, or facing life transitions. When in person meetings at the church, in homes, hospital or hospice were not possible, care was provided by e-mail, phone or Zoom. In good weather, the Harcourt Garden provided the perfect site for quiet conversation, or neighbourhood walks were arranged.
 - One wedding was celebrated in June at Harcourt

Harcourt has been blessed with care being offered in many smaller groups who stayed connected and provided informal care to each other. When unable to meet at the church, they found creative ways to gather, if not in person, on ZOOM. As well, groups like MANNA, the online Holy Listening circle, the Choir, the Prayer shawl creators' group and the Women's spirituality group have provided opportunities for folks to get to know each other on a much deeper level.

Pastoral Care was provided to those dying, recently bereaved, or grieving:

- Over the course of the year, our ministers presided at memorial services held at graveside, online via Zoom, and in the Harcourt sanctuary (with distancing protocols observed and the opportunity to live-stream these services to a wider constituency).
- The Annual memorial worship service in November, and the Memorial Quilt on the Harcourt website provided an enduring space to honour and remember loved ones.

In 2022, Pastoral Care was continually being re-imagined reflecting the ongoing changes in mandates, protocols, personal needs, and circumstances.

Submitted by Diana Sterenberg

21 cards were sent to Harcourt people in 2022 in sympathy, thinking of you, and special birthdays. This is a decrease from 135 in 2021, 54 in 2020 and 17 in 2019.

Prayer Shawl Ministry

Submitted by Joan Bowland

We have 5 members knitting at the present time that we know of. We do however have knitters who donate to our shawl bin and we are thankful for their help.

At the moment our knitters are choosing to knit at home due to Covid.

Wendy has agreed to help you get a shawl if you know of someone in need. We do ask that you enter the name of the person receiving the shawl in the blue book located on Kate's door.

13 prayer shawls were given in 2022.

We do hope to return to the church before too long and look forward to welcoming new members to knit and enjoy the social time.

Operational Life Umbrella Group

Communications Committee

Submitted by Lynn Hancock

Members: Bill Chapman (until March 2022), Angela Jimenez (until June, 2022), Marion Auger, Lynn Hancock, Casey Connor, Kate Ballagh-Steeper (as of December, 2022)

Staff Lead: Casey Connor Worship, Communications and Technical Support

Communication Lead Participants:

Harcourt Community Photo Directory: Kent Hoeg, Casey Connor, Sophie Auger, Lynn Hancock, Kate Ballagh-Steeper

Harcourt New Website Contributors: Casey Connor, Pamela Girardi, Kate Ballagh-Steeper, Carolyn Davidson, Tammy TeWinkel, Nancy Ryan, Steve Pierce and Ashley Kizis

Bulletin Boards: Marta Coutts (until June), Wendy Guilmette, Nancy Ryan, Deb Murray, Roselynn Stevenson

Manna Facebook – Pamela Girardi

Harcourt Facebook and Twitter – Casey Connor

E-Harcourt Weekly – Casey Connor

Weekly delivery of printed copy materials (e.g. e-Harcourt weekly, Harcourt Herald) to those who are not online and/or who have requested them; envelopes prepared by Wendy Guilmette, Sandra Welch and/or Marilyn Sears. Envelopes have been delivered

by Lynn Hancock, Malcom/Marta Coutts, Ann Middleton, Wendy Guilmette and Sandra Welch

Harcourt Herald – Marion Auger (editor), monthly contributions by our minister, Lorraine Holding (Chair of Council), Judi Morris: interviews, Marilyn Whiteley, History Corner (as of Nov.) and Lisa Browning: Do you have a story to tell (as of Oct..) AND 74 different writers sending in articles.

Harcourt Photographers – Casey Connor, Jerry Daminato, Mark Sears, Angela Jimenez, Steve Pierce, Pamela Girardi

Although Bill Chapman resigned from the Communications Committee effective Feb., 2022, he did attend the first meeting in March to offer support for the transition. Lynn has been acting “chair” from April through December. In the fall of 2022, Marion, Casey and Lynn acknowledged that they felt more like a team than a committee. After the “business” part of our gathering on Dec. 6th, Casey invited Kate Ballagh-Steeper to join us. We welcomed her and any perspectives/insights she would be willing to share. During her time with us, she volunteered to attend the ZOOM meeting on Dec. 15th with Dave Harder AND she volunteered to attend Communications Team meetings moving forward. Her offer was enthusiastically accepted.

As many of you know, a new “online” photo directory was launched. Although folks were invited to log in to Instant Church, check to see if their data included was updated and accurate and submit a photo, relatively few have taken advantage of this opportunity. We would appreciate feedback, suggestions, and creative solutions to help move this project forward.

For our project to become a better welcoming community, Steve Pierce invited Dave Harder from Trinity Centres Foundation to join us on ZOOM (Dec.15) Although we have been discussing ways to become a more welcoming Church, Dave encouraged us to move beyond welcoming to belonging. “Belonging takes it to another dimension that I think we’re desperate for culturally.” Although the meeting only lasted an hour, we all agreed that we left the meeting different. Dave offered a very different perspective, including storytelling, and we hope to share more of his insights and invitations in 2023.

Although this is being submitted on behalf of the “Communications” team, it is becoming more and more clear that “we” are ALL communicating ALL the time. Everyone associated with Harcourt is communicating to those known and unknown in Guelph and beyond. For those shopping for a safe place/space to be themselves, they are watching and listening. Thanks to technology, folks are able to watch the Music and Message service anonymously from their homes. They can “shop” on-line. They can go to the website and get an impression of who we are as Church. That’s why it is so important that we design/create a website that reflects not only who we are but who we are becoming.

On behalf of this Communications Team, I wish to express my gratitude and appreciation for ALL who have communicated a desire to become a more welcoming and authentic community.

Electronic Infrastructure Team (Tech Team)

Submitted by Mark Sears (Chair)

The Tech Team consists of volunteers and paid staff. Volunteers include Jerry Daminato, Elizabeth Bone, Malcolm and Marta Coutts, and Brian Magee as well as support from Larry Smith and Bill Chapman. Paid supports include Staff Liaison Casey Connor and Technical Support Assistants Justin Yien, Ash Wilson, and Evan Lew.

We act as a sub-committee of the Communications Committee to deal with all the electronic audio/visual elements needed for worship activities and other needs of groups or individuals during the church year. We would certainly welcome any of you that would like to participate in operating our audio-visual equipment. The last nearly 3 years have been exceptionally different than any other in that the Covid-19 pandemic has essentially modified all regular activity in the church for the past two years.

AV Booth

We have upgraded the equipment in the booth with a new digital audio board to accommodate installation and operation of live streaming equipment. All of this equipment was purchased by generous donations from the congregation and first used in September 2020 to begin our in-person live streamed Sunday services. The final installation of back-ordered equipment was installed this past summer.

Office Equipment

No new equipment was purchased for office use this year, but we depend heavily on these electronic devices and monitor them routinely.

Recorded Worship Services

All worship services at Harcourt recorded and available on YouTube or Facebook. Many committee meetings and other activities are carried out on Zoom as well. This has required continued effort by ministers and others to learn the technology and adapt to new visual and audio input for presentation. Casey has provided her expertise in producing a seamless presentation on a weekly basis. Pamela Girardi has developed a wonderful live Zoom service for MANNA that continues to attract families. MANNA has now begun to meet in-person for outdoor services in the fall and has now moved inside in the colder weather. The result of these activities has been the participation of many Harcourt members that has added a personal touch to each service. We are in need of operators for our live stream equipment for both services and welcome any who would like to learn and participate.

Live-Stream Audio and Video Production

The technology of communication and of capturing the worship service for transmission to some of our members who cannot easily attend involves regular coordination among staff and several committees as well as operators. We have expanded our use of this technology to other Harcourt activities and outside groups wishing to make use of this inclusive outreach approach.

Property Committee

Submitted by Walter Johnson, Chair

Members of the Property Committee are Dave Hume, Frank Webster, Larry Smith, Pete Robinson, Nancy Ryan, Cisca Vandercamp, Gary Parsons, Michael Hofer and Walter Johnson. Mark Sears is the Umbrella Councilor representing Council. Sarah Lowe is a special member coordinating the care of the gardens.

One of the main priorities of the Property Committee is maintenance and repair of the church facility. The gym floor was upgraded this year with replacement of the tiles. The heating system is getting old and requires continuous maintenance courtesy of David Kucherepa. Major expenses of the Property Committee include utilities and heating fuel, which increase substantially each year, insurance, repairs, cleaning supplies, and snow removal. Property expenses for the year were \$56,000. The building is starting to show its age, demanding continuous attention. The Committee has a long list of projects on hold due to financial constraints.

Rental of the Church facilities continues to be a substantial revenue source. This revenue was significantly curtailed during the Covid pandemic but is beginning to rebound. Income from rentals this year increased approximately three times over the previous year. Nancy Ryan and Wendy Guilmette deserve special thanks for the tremendous effort required by facility rentals.

Sarah Lowe volunteers her gardening passion to coordinate maintenance of the yard to her high standards. Sarah organizes several "weed and wine" bees per year for upkeep of the yards. Her team of happy gardeners include Marta and Malcolm Coutts, Pat and Gerry Eton-Neufeld, Joyce Johnson, Carol and Lawrie Jones, Lucy Mathari, Sandy Middleton and Roz Stevenson, in addition to Property Committee members.

Outreach Umbrella Group

Justice and Outreach Committee Report 2022

Submitted by Rosalind Slater

I am writing this report on Jan. 1st 2023 and as I glance back over last year's report I see that many things have happened since I wrote last years'.

We have a lot for which to give thanks to you people of Harcourt. At the December council meeting I made a commitment to remain counsellor for Outreach for another year.

I finished last years report with the news that some of the GUM ministry including Harcourt had heard a plea to sponsor a family from Afghanistan. The committee who are heading up this project have signed the final papers within the last few days and now we hope the ball will soon be rolling with immigration. A few dedicated members have spent many sleepless nights to bring this about and we thank them greatly. Once the family has immigration status, we will be asking for help to house them and set them on their way to become landed immigrants. Until we have this accomplished, I intend to remain in my post as counsellor for Outreach.

IN other areas my committee is still working for the homeless and hungry. Karyn and Brent Davies continue to arrange Sat. Night suppers once a month and are ably assisted by Arlene Davis Fuer and Edna Millar. Many thanks to them and all who gave donations to help with this very important outreach programme. In the last month we have been allowed once again to open the doors and start serving the food in person for the first time since Covid forced a lock down of these facilities. During the lock down many changes have been made to the facilities at Chalmers, all for the good and safety of our guests.

This committee still sponsors Andrew Hyde in his Ecumenical Campus Ministry and a group from Harcourt join in serving dinner to those students from time to time. Also under my umbrella are Welcome inn, and the M and S fund. We are always looking for committee members who are interested in being part of these very worthwhile Outreach programmes. I'll look forward to hearing from you and I have faith that I'll receive many calls. Thanks in advance. The community garden was very successful this year, thanks to Jill Gill and her team. Thank you to all who helped Outreach in any capacity this past year and I hope our new year will be a productive one.

Harcourt Quilting Group

Submitted by Jill Gill

Finally, after not meeting since 2019, we have begun to quit together again, in person! What a treat.

Members have been busy quilting during Pandemic times, and we have nine completed quilts of various sizes to donate. Three have gone to Jim Estill's group at Danby for refugees to Guelph and the remainder will go towards the refugee family that is jointly being sponsored by Harcourt and Trinity. There are seven members in the family who will benefit from our ongoing work during the coming year.

We are working on an antique 'Dresden Plate' quilt that we would like to use as a fundraiser for Harcourt, if possible. Any suggestions on how we could offer this up to raise the maximum amount would be welcome.

In 2023 we will be quilting on Tuesday afternoons from 1-4 p.m. We welcome any new participants who have previous quilting experience, and we are always grateful for donations of 100% Cotton fabrics.

Park n' Dance

Submitted by Sarah Jane Burton

The Park'n Dance program continued online in 2021 its weekly movement/dance classes for people with Parkinson's at no charge. We have appreciated connecting and moving together in sequences to music every Thursday early afternoon via Zoom during the pandemic. It's been helpful for our physical and mental health to continue to move to music, with everyone invited to modify any movement to adjust for how they are feeling that day. The hour concludes with some social time to catch up on news that anyone wishes to share. Some of the benefits we enjoy are improved coordination and range of motion, deeper breathing and better posture, opportunities for creativity and laughter,

and thus an increase in confidence through a pleasant connection. We welcome new participants to join us whenever they can.

For information please see our website at www.parkndance.com , check our Facebook page at <https://www.facebook.com/parkndance/> or email Sarah Jane Burton at parkndance@gmail.com .

Harcourt Communal Garden

submitted by Jill Gill

The Harcourt Communal Garden once again produced close to 600 lbs. of organically grown fresh vegetables and herbs which were all donated to Chalmers Community Services Centre and were distributed to many of Guelph's most food-insecure citizens.

This garden has been providing food since 2011. We are thankful for the garden volunteers who seeded, transplanted seedlings, watered, weeded and harvested from June until October 2022 in order to make the garden a success. This includes many folks from the Manna community – children and adults.

We are grateful for Lisa Mactaggart's expertise and dedication to urban farming by continuing to plot our crop rotation, donating seeds, and growing the seedlings for all of our vegetables and herbs.

We encourage anyone with a generous heart and interest in gardening and combating food-insecurity to join our volunteer crew. With enough volunteers, we can greatly minimize the number of times/month that volunteers must commit. No expertise in growing vegetables is required, just a willingness to get your hands dirty! We have many volunteers who have experience and are willing to mentor newcomers.

Guelph Community Orchard Project (GCOP)

submitted by Jill Gill

The GCOP was planted in September 2012. It is a diverse urban orchard, fully maintained by volunteers. The fruit and nuts grown here are available for anyone in the community to harvest. We also donate some of the produce to Chalmers.

With some Covid restrictions still in place, it was difficult to engage volunteers to work in the orchard in the spring of 2022 with the result that the weeds grew very rapidly. To help combat this we covered part of the eastern bed with black plastic sheets to attempt to staunch weed growth.

In September, with the University of Guelph's Project Serve returning, in person, we had the help of six hard-working students and got the Orchard weeded and mulched in preparation for winter.

Stewardship Umbrella Group

Stewardship Committee (Inactive)

Finance Committee

Submitted by Brian Magee, Chair of Finance

The 2022 year for Harcourt started with an unprecedented financial challenge. A budget with a projected operating deficit of \$95,000 was approved by Council and the congregation. The approved budget was necessary to provide the congregation and adherents with the spiritual environment and physical space to continue and move forward with ministry and mission.

By the fourth quarter more members returned to in-person worship services and by the year end there was a tremendous show of financial support. A sincere thank you to all who were able to respond to appeals for donations to allow Harcourt to serve its members and the community. As more activities returned to a normal state, rental income also increased. As a result, the projected deficit was reduced to \$67,000.

A thank you to the Trustees for transferring investment funds to cover operating and project shortfalls during the year.

Thank you to all the Finance Committee members for their continued work and commitment throughout the past three difficult years.

Review Engagement Report 2021

I have reviewed the Balance Sheet of Harcourt Memorial United Church as at December 31, 2021, and the Statements of Income, Expenditures and changes in financial position for the year then ended. My review was made in the accordance with generally accepted standards for review engagements and accordingly consisted primarily of inquiry, analytical procedures and discussion related to information supplied to me by the Treasurer.

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

Nothing has come to my attention as a result of my review that causes me to believe that these financial statements are not, in all material respects, in accordance with generally accepted accounting principles.

Reviewed and signed by Dave Hume on November 8, 2022.

Offering Counters Team

Submitted by Marilyn Sears

Throughout the past year, I have continued to count the few Sunday offerings and those that come in during the week. I have been doing it at home on my own mostly as I have during the pandemic. I have also included any rental income and special appeals in the Tally Sheet and bank deposit. When I am away, Marta and Malcolm Coutts have capably filled in for me.

However, as of the beginning of 2023, I am training others who are not married or related to do the counting in pairs in the office after church on Sundays. Apparently this is the preferred method of the United Church. I would welcome anyone who would like to do some counting on Sundays with another person.

Other Church Teams & Committees

Memorials Committee

Submitted by Anne Piper

During 2022, 13 relatives and friends were remembered with memorial donations to Harcourt Memorial United Church; a total of \$6,699.36 Designated donations from the total went to:

Music and Arts \$290.62

Mission and Service \$433.12

Operative \$50.00

Sanctuary Seating \$150.00

Building Fund \$500

The memorials book will be updated early I 2023 with the names of those remembered and their donors. The book is always available for your viewing and remembering in the greeting area. Thank you to Ester Devolin for printing the pages for the memorial book.

Ministry & Personnel Committee

Submitted by Pat Martin, Chair

Members: Sandra Welch, Marilyn Sears, John Phelps

Harcourt Ministry and Personnel Committee oversees the affairs of Harcourt's paid personnel and Ministerial staff. We coordinate annual reviews, support and respond to concerns that arise throughout the year that impact staff members work. In the fall a budget is submitted to the Finance Committee for the following year. We are also involved in the hiring of staff.

Although we were looking forward "to a lighter load" in 2022 that did not happen. We started the year off with Omicron which affected our staff with access to the Church limited. In the fall of 2021, our Minister Miriam Flynn announced her intention to retire in 2022. She also requested to take her sabbatical leave from February 1st to May 1st. She would then return, and her resignation would take effect June 30th. We were fortunate to have John Lawson not only fill in during Miriam's sabbatical but again from September 1st until the arrival of our new Minister on November 1st.

With Miriam's announcement a Search Committee was formed, and they were successful in putting a call to Kate Ballagh-Steeper who joined Harcourt on November 1st.

Pamela Girardi in 2021 had been the Lead Coordinator with MANNA accepted a full-time position as MANNA Lead Coordinator/Community Engagement Animator on January 1st. This was a 12-month contract position.

As the Church began returning to some semblance of normalcy, it was found that with live streaming, we needed to hire someone to assist our Worship, Communication and Technical Support staff member and Justin Yien was hired to assist on a weekly basis.

With three tech stations (image, sound & live stream) required to support services, two part time technical support assistants, Ash Wilson and Evan Lew were hired to complement our volunteers.

During the spring we applied for a grant to the Federal student program. This was approved and Angela Jiminez was hired to work from May 1st to June 30th. She was under the supervision of the Minister and worked directly with the MANNA Lead Coordinator.

Members of Ministry and Personnel also sit on other committees within Harcourt, Finance, Board of Trustees, Reentry Planning Group, Church Council, Transition Steering team and the newly formed Staffing Strategy Group.

I would like to thank our staff for their work this past year. There have been a number of challenges with assisting other positions when required and this did not go unnoticed and much appreciated. I would also like to thank Sandra Welch and Marilyn Sears for filling in with office duties during the Administrator's absence this past year. With rentals resuming and Harcourt seeking to reach out into the Community, I can only see the Church become busier as the year goes on. Although my wish last year in writing this report was that we would have stability in 2022, it did to come about. So, my wish for 2023 is that we have stability with our staffing requirements.

Board of Trustees

Submitted by Judy Cimino

Reflecting on 2022, our year had surprises both social and financial.

Socially, we were surprised that Covid was still affecting in-person events. We decided to present our Legacy Giving Seminar using "zoom" to allow everyone to participate from home. The seminar discussed types of planned gifts people can donate to Harcourt, the positive impact those gifts can have, and the tax benefits that can be realized. By November, we were able to recognise our donors and numerous volunteers with a beautiful video tribute and personal thank you during Harcourt Café coffee time.

The financial surprise was the volatility of the market. Please take a look at the financial statement which follows this report. Our "Financial Pillars" support present and future priorities and they were a necessary resource for our operating needs this year. We intend to work closely with the finance committee and council to improve communication, so everyone is aware of our current position and initiatives to improve it.

If you are interested in making a donation or a legacy gift to Harcourt, please see the church website under "Finances at Harcourt" where you will find excellent suggestions how to support Harcourt as well as the current annual report and budget.

I would like to thank John Phelps for his years of service on the Board of Trustees. He served as past chair during 2022 and trustee chair during 2021 and his term is now

completed. His dedication to the board, including finance and insurance roles, was outstanding. We will miss his humour and leadership.

Thank you to my fellow trustees for making my year as chair enjoyable – Larry Smith (your new chair for 2023), John Phelps, Dan Ganesh, Elizabeth Bone and Megan Ward.

Harcourt Trustee Investments Pillars Report

Submitted by Elizabeth Bone

Harcourt Memorial United Church Trustee Investments - Pillars Report

31-Dec-22

	Property	Outreach	Music & Art	Spiritual Life	Total
Investments as of December 2021	\$155,627.21	\$183,209.46	\$55,184.58	\$40,909.58	\$434,930.84
Withdrawal of Funds:					
Operating Expenses 06/07/2022	\$17,891.03	\$21,061.91	\$6,344.06	\$4,703.00	\$50,000.00
Operating Expenses 21/11/2022	\$10,734.62	\$12,637.14	\$3,806.44	\$2,821.80	\$30,000.00
Sub-Balance	\$127,001.56	\$149,510.41	\$45,034.08	\$33,384.78	\$354,930.84
Year to date loss	\$37,083.56	\$43,655.99	\$13,149.63	\$9,748.12	\$103,637.31
Investments as of December 31, 2022	\$118,543.65	\$139,553.47	\$42,034.95	\$31,161.46	\$331,293.53
Hold Back	\$25,000.00	\$100,000.00	\$10,000.00	\$10,000.00	\$145,000.00
Commitment to Sponsor Shirzai Family		\$30,000.00			\$30,000.00
Market reserve - 10%	\$11,854.36	\$13,955.35	\$4,203.49	\$3,116.15	\$33,129.35
Available Funds from Pillars	\$81,689.28	-\$4,401.88	\$27,831.45	\$18,045.31	\$123,164.18

In 2022, due to the dire financial situation facing Harcourt Memorial United Church, some of the Pillar investments were sold and the funds transferred to the Operating Account. The Trustee CIBC Account was closed and those funds were also transferred to the Operating Account. In addition, funds designated for the Pillars and held in the operating account were not transferred but retained in the Operating Account. In total, the Pillars have provided **\$118,463.68** towards 2022 expenses.

Church Statistics

WEDDINGS :1

Chrystal Herron and Paul Barros

FUNERALS / MEMORIAL SERVICES: 7

Richard Julien

Dorothy Kurtz

Ellice Oliver

Ty Henshaw

Elizabeth MacKinnon

Blair MacNeill

Margaret Alexander

JOINING HARCOURT BY TRANSFER OF MEMBERSHIP: 0

JOINING HARCOURT BY PROFESSION OF FAITH: 0

REMOVED FROM ROLL BY TRANSFER TO OTHER CONGREGATIONS: 0

REMOVED FROM ROLL BY DEATH: 14

Clarence Comfort

Jan Hall

Richard Julien

Jaqueline Courtney

Dorothy Kurtz

Myrna Betik

Dorothy Comfort

John Betik

Murray Miller

Ruth Tatham

Ellice Oliver

Fran Mathieson

Trevor Dickenson

Julia Loncke

Total Membership December 31, 2022,

499 (484 + 15 non-resident)

Members received by Profession of Faith

0

Members received by Reaffirmation of Faith

0

Members received by Transfer of Membership

0

Members removed by Death

14

Members removed by Transfer

0

Members removed by Action of Church Council

138

Total Membership December 31, 2022,

347 (332 + 15 non-resident)

Council, Standing Committees, Teams, Staff 2022-2023

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

Umbrella Councillors

Christian Life	Kathy Magee
Harcourt Community Life	Lynn Hancock
Operational Life	Mark Sears
Outreach	Rosalind Slater
Stewardship	Vacant

Minister

Rev. Miriam Flynn (to June 30), Rev John Lawson (February to April; September/October)

Rev. Kate Ballagh-Steeper (from November 1)

Standing committees & Sub-teams of Council

Christian Life

Councillor: **Kathy Magee**

Cluster Committees

Christian Formation

Manna Leadership Team

Team Leader: Pamela Girardi

Merrill Pierce

Laura Hofer

Ashley Kizis

Heather White

Mary Harding

Angela Jimenez

Jill & Peter Gill

Rev. Miriam Flynn, Rev John Lawson, Rev. Kate Ballagh-Steeper

Musicians: Jane Lewis, Emily Steers, Shannon Kingsbury, Alison MacNeill and the new Manna all ages choir.

Library Committee

Chair: Vacant

Mary-Lou Funston

Barbara Shaw

Janet Webster

Spiritual Life

Chairs: Peter Jackson* & Bill Lord (to June); Sharon Chapman

Andre Auger*

Marion Auger*

Lisa Beattie*

Stan Bunston*

Bill Chapman

Kathy Magee*

Megan Ward

* Covenanted Spiritual Companion

Worship

Co-Chairs: Karyn Davies and Dan Ganesh

Jon Welch

Merrill Pierce (Manna Rep.)

Joy Wagler (to April)

Alison MacNeill, Director of Music & Arts Ministry

Rev. Miriam Flynn, Rev John Lawson, Rev. Kate Ballagh-Steeper

Chancel Team

Barb Friend (Chair)

Marta Coutts

Alice Carey

Janet Webster

Carol Jones

Karyn Davies

Communion Team

Joan Charlebois

Sharon Dills

Usher Coordinator

Tony Wagner

Harcourt Community Life

Councillor: **Lynn Hancock**

Cluster Committees:

Hospitality (formerly known as Fellowship)

Team recruitment in progress

Nametag Coordinator: Marilyn Reilly

Harcourt Café Coordinator: Carol Jones

Pastoral Care

Chair: Vacant

Committee is inactive

Note cards to Congregation: Diana Sterenberg

Operational Life

Councillor: **Mark Sears**

Accessibility

Committee is inactive

Communications

Acting Chair: Lynn Hancock

Angela Jimenez

Marion Auger

Casey Connor, Staff Liaison

The Herald Newsletter Team

Marion Auger – Editor

Andre Auger

Judi Morris

Lisa Browning

Marilyn Whiteley

Wendy Guilmette – printing, mailing

Electronic Infrastructure Team (Tech Team)

Chair: Mark Sears

Jerry Daminato

Larry Smith

Casey Connor, Staff Liaison

Evan Lew

Justin Yien

Ash Wilson

Property

Chair: Frank Webster (to April), Walter Johnson (from May)

Dave Hume

Michael Hofer

Gary Parsons

Larry Smith, Trustee rep

Cisca Vanderkamp

Nancy Ryan

Pete Robinson

Gardening Team:

Sarah Lowe

Marta and Malcolm Coutts

Pat Eton-Neufeld and Gerry Neufeld

Joyce Johnson

Carol and Lawrie Jones

Lucy Mathari

Sandy Middleton

Roz Stevenson

Outreach

Councillor: **Rosalind Slater**

Cluster Committees:

Justice & Outreach

Afghan Refugee Project

Peter & Jill Gill

Rosalind Slater

Representatives from Trinity United Church

Stewardship

Councillor: **Vacant**

Cluster Committees:

Stewardship

Chair and committee: Vacant

Finance

Chair: Brian Magee

Heather Hoeg, Envelope Secretary

Marilyn Troup Parr, Treasurer

John Phelps, Payroll Administrator, Trustee Rep

Leo Medeiros, Webpage and Meeting Minutes

Marilyn Sears, Coordinator of Counters

Offering Counters

Marilyn Sears

Marta and Malcolm Coutts

M&S Advocacy

Anne Parsons

Other Committees and Teams

Not associated with Council Umbrella Councillors

Memorials Team

Chair: Dave Hume

Anne Piper, Secretary

Karyn Davies, Worship Committee Rep.

Vacancy, Property Committee Rep.

Ministry and Personnel

Chair & Council rep: Pat Martin

Marilyn Sears

Sandra Welch

John Phelps

Ad-Hoc Re-entry Planning Group**Co-Chairs: Lorraine Holding, Megan Ward**

Marilyn Sears – M&P

Mark Sears – Council

Karyn Davies – Worship

Larry Smith – Property

Wendy Guilmette – Staff

David Kucherepa – Staff

Ad-Hoc Transition Steering Team**Chair: Lorraine Holding**

Dan Ganesh – Worship

Bill Lord – Spiritual Life

Pat Martin – M&P

Tammy te Winkel – Council

Merrill Pierce / Pam Girardi – MANNA

Rev John Lawson

Harcourt Board of Trustees**Chair: Judy Cimino**

Past Chair: John Phelps – Insurance, Finance Committee rep

Larry Smith – Property Committee rep

Dan Ganesh

Elizabeth Bone

Megan Ward

Rev. Miriam Flynn, Rev John Lawson, Rev. Kate Ballagh-Steeper

Guelph United Ministry (GUM) Liasons

Rev. Miriam Flynn, Rev John Lawson, Rev. Kate Ballagh-Steeper

Lorraine Holding

Casey Connor – staff liaison to GUM Communications Committee

Western Ontario Waterways Region Representatives

Vacant, Council Rep

Vacant, two to three additional Congregation Reps

Rev. Miriam Flynn, Rev John Lawson, Rev. Kate Ballagh-Steeper

Voluntary Associate Ministers (VAMS)

Rev. Joyce Kelly

Rev. Deborah Shanks

Rev. Gaylyn McLean

Staff

Rev. Miriam Flynn (to June), Rev. John Lawson (Supply), Rev. Kate Ballagh-Steeper,
Ministers

Alison MacNeill, Director of Music & Arts Ministry

Pamela Girardi, Manna Lead Coordinator/Community Engagement Animator

Wendy Guilmette, Church Administrator

Casey Connor, Worship, Communication & Technical Support

David Kucherepa, Custodian

Justin Yien, Tech support

Evan Lew, Tech Support

Ash Wilson, Tech Support

Harcourt Memorial United Church

Annual Congregational meeting Sunday March 6, 2022, at 1:30p.m.

Minutes

Present: Andre Auger, Ann Middleton, Anne Piper, Bill Chapman, Bill Lord, Brian Magee, Bruce Holden, Carol Jones, Carolyn Davidson, Casey Connor, Cathy Dean, Colleen Barrett, Dan Ganesh, Dave Hume, Edna Miller, Fran Holden, Heather Hoeg, Henk Dykman, Hugh Whiteley, Janet McCallum, Jean Hume, Jean Jackson, Jerry Daminato, Jill Gill, Joan Charlebois, John Lawson, John Phelps, Jon Welch, Judy Cimino, Karyn Davies, Kathy Magee, Kent Hoeg, Larry Smith, Laura Hofer, Lawrence Jones, Lisa Beattie, Lorraine Dykman, Lorraine Holding, Lucy Mutharia, Lynn Hancock, Malcolm Coutts, Marilyn Sears, Marilyn Troup Parr, Marilyn Whiteley, Marion Auger, Mark Sears, Marta Coutts, Mary-Lou Funston, Megan Ward, Merrill Pierce, Michael Hofer, Murray Woods, Nancy Ryan, Pamela Girardi, Patrick Martin, Paul Webb, Peter Gill, Peter Jackson, Rosalind Slater, Roz Stevenson, Sandra Phair, Sandra Welch, Sandy Middleton, Sarah Lowe, Sharon Chapman, Stan Bunston, Stephen Pierce, Tammy teWinkel, Tony Wagner, Walter Johnson (70)

1. Constitution of the Court by Regional Council Representative, Rev. John Lawson

Rev. John Lawson called the meeting to order and constituted the Court on behalf of Western Ontario Waterways Region.

2. Gathering prayer

John Lawson expressed thanks for God's grace and for all that Harcourt has accomplished over the past year. In particular, John commended the leadership of our church, who have helped Harcourt weather the storm of the past two years. John opened the meeting with a prayer that we would listen carefully for the Spirit speaking through one another.

3. Motion

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

(Kathy Magee, Rosalind Slater)

Carried

4. Outline of meeting plan and review of holy manners in a Zoom world

- Lorraine Holding confirmed that notice of this, our third virtual congregational meeting, was included in two live and recorded services before today, that a mass email with background material was sent to approximately 318 addresses, and that printed copies were delivered to 25 households without computers. Material distributed before the meeting included the agenda, the 2021 annual report, three visioning scenarios, our Living Faith Story, and the 2022-23 list of Council and committees/teams. Lorraine confirmed that we had met the required quorum of 50 people.
- Lorraine introduced the technical support team of Casey Connor, Bill Chapman and Larry Smith and noted that although the meeting was not being recorded, a

transcript of the closed captions would be saved to help with notetaking, and then deleted. Lorraine reviewed the holy manners we committed to follow during the meeting and shared some additional holy manners specific to our Zoom meeting.

5. Consent agenda

- a) Speaking and voting privileges are extended to all present; and
- b) Approval of agenda as presented; and
- c) Approval of minutes of March 7, 2021, and November 28, 2021, Congregational Meetings as distributed.

Motion: That the Consent Agenda be approved.

(Mark Sears, Carolyn Davidson) Carried

6. Business for 2021

a) The 2021 Annual Report

Lorraine noted the many changes and accomplishments highlighted in our Annual Report for 2021, the second year of the pandemic, which Rev. Miriam Flynn described in her Report from the Minister as “a kind of desert experience in the life of the church”.

Motion: That the Harcourt Memorial United Church 2021 Annual Report from Committees, Teams, and Groups be accepted as distributed.

(Pat Martin, Tammy teWinkel) Carried

b) Financial Report for 2021

- Brian Magee provided an overview of the 2021 financial statements, prepared by Harcourt Treasurer Marilyn Troup Parr, which were included on pages 61-64 of the Annual Report. Despite almost \$40,000 in government subsidies, Total Operating Revenue in 2021 fell short of what was anticipated by about \$44,000. On the expenditures side, most committees came in under budget, with Property Committee over budget by \$1,000 due to unexpected repairs, and Ministry & Personnel over budget by about \$9,500. Total Operating Expenditures were slightly under budget. 2021 ended with an operating deficit of just over \$47,000.
- Brian noted donations of \$45,000 to the four Pillars and \$64,000 to the Mission & Service Fund, which was less than our target of \$80,000. Fundraising for live streaming raised \$38,000 and fundraising for flexible seating raised \$20,000. There was no Lenten Appeal in 2021.
- Malcolm Coutts asked for clarification about \$24,914 showing as “pending” in the Trustees’ Financial Report. Brian explained that this amount represents funds donated to the Pillars in 2021, less expenditures from the Outreach and Property Pillars. These funds are normally transferred to the Trustees at year end, but because of our financial situation Finance Committee is retaining the funds in case they are needed for 2022 operational expenditures.

Motion: That expenditures exceeding Ministry & Personnel Committee’s budget allocation by more than \$3,000, due to contract extensions and increased hours, be approved.

(Pat Martin, John Phelps) Carried

Motion: That the 2021 Financial Report be accepted as presented in the 2021 Annual Report pages 61-64.

(Mark Sears, Kathy Magee) Carried

In response to a technical question raised in the chat, Bill Chapman suggested that anyone who needed to vote in the chat instead of through the poll but who would like their vote to be private could address it to Casey. Lorraine noted that if we were meeting in person, we would be voting publicly by show of hands.

7. Business for 2022

c) Continuing Our Journey into the Future – Our Time of Discernment

- Lorraine gave an overview of our discernment journey since this time last year, guided by the Transition Steering Team and Council, including:
 - Two rounds of Harcourt conversations, which led to a detailed analysis of the ideas gathered, resulting in a new purpose statement and the three visioning scenarios and paths to the future.
 - Our short-term staffing plan, which allowed us to experiment with different roles that could potentially be part of a new staffing model: a part-time Minister for Pastoral Care; a Congregational Designated Minister to provide lay spiritual leadership for Manna; and a full-time Worship, Communication & Technical Support position that includes livestreaming duties.
 - Our Community of Faith Profile (in progress), a requirement if we are to proceed to search for a minister. The Profile includes the Living Faith Story, a Demographics Worksheet, a Financial Viability Review, and other forms.
- Rev. Miriam Flynn's request in January for a change in pastoral relations as of June 30 has caused us to focus on the roles, responsibilities, skills and experience Harcourt needs to carry us into our re-imagined future and continued experimentation. Council has discussed the option of searching for an Intentional Interim Minister, a one-to-two-year commitment for a trained person to lead some specific tasks that we would define. However, Council feels that our work over the past year has positioned us well to proceed to search for a full-time ordained minister immediately. While we could hope to complete a search to have someone in place by September, a more realistic goal is probably November. There are several steps to follow in conjunction with Regional Council.
- The Transition Steering Team has started to identify key responsibilities for that position, including leadership in experimentation and building relationships in the organization of Harcourt; training lay people to be leaders in carrying out the mission of the church; worship leadership in new ways; and coordination and administration in a team framework.
- In the short term, Lorraine anticipates the following:
 - Steady return to in-person worship (hopefully), with one service with music and message, and Manna alternating between in-person, on- and off-site, and Zoom. Holy Listening Circle will continue Zoom and possibly in person.
 - More active use of our building, including access to our livestreaming equipment. The new floor in the gym and chairs in the Sanctuary will enhance our physical spaces for internal and external users.

- Our current staffing will continue as included in the 2022 budget: one full-time ordained minister; full-time Congregational Designated Minister for Manna and community engagement leadership; technical support; Church Administrator; and Custodian.
- For the longer term, Lorraine foresees these tasks:
 - Development of the three scenarios into some concrete next steps on the path to “crossing the river”, based on the passion and commitment of the Congregation to move forward.
 - Continued experimentation with forms of worship and online connections.
 - Care for those who feel challenged by changes that move from tradition to the unknowns of experimentation.
 - Review and potential reshaping of the responsibilities of the staff team.
 - Review and revision of our governance structure and decision-making processes.
 - Consideration of sustainability, and more specific exploration with our GUM partners.
- Our re-imagined vision of three priority paths will lead us to develop a staffing model to support the vision. Then we must figure out how to financially resource the plan.

d) Living Faith Story

Lorraine highlighted the Living Faith Story, which is part of our Community of Faith Profile. Lorraine expressed appreciation for the work done by Ann Middleton and Nancy Ryan to capture what Harcourt is like at this moment in time, with some indicators of what we hope for the future. The purpose of the Living Faith Story is to give people outside of Harcourt and ministers who might be searching for a call an overview of our community of faith, along with the other factual worksheets. The Community of Faith Profile will be placed on ChurchHub, the United Church’s online searching site for ministers and congregations.

e) Visioning Scenarios and Break-out Groups

- Tammy teWinkel recapped the process of listening and visioning over the past year that has led to the development of three imaginary visioning scenarios representing possible steps we might take as our future unfolds. Tammy emphasized that the three scenarios are not separate but rather interconnected, and that a single step could be part of more than one scenario. The purpose of the scenarios is to inspire passion and support.
- Lorraine introduced the focus question for a 20-minute break-out discussion: In the story you have chosen, which “next steps” are you excited to support with your time, talents and/or finance resources, and why?
- As there was not sufficient time for each group to report back within the meeting, the facilitators of each break-out group will write a note to give the Transition Steering Team and Council a general sense of the level of passion and commitment that was shared. If anyone has additional comments, they are invited to share them with Transition Steering Team and/or Council.

f) Overview of Budget for 2022

- Brian Magee gave an overview of the budget for 2022, including the expected deficit of \$95,000.
- Brian explained that this year's large deficit is not because we're spending more money – the budget expenditures are in line with pre-COVID times. And with Property, Finance, and Ministry & Personnel making up 94% of the budget, there is no area of the budget that can be significantly cut without jeopardizing the mission and ministry of Harcourt that we, the congregation, have agreed upon.
- The issue is with a decline in revenue. Last year, envelope givings fell by approximately \$45,000, due mainly to COVID restrictions on in-person worship. Rental income in 2021 was around \$25,000, compared to the usual amount of \$50,000. Fundraising was also down, with the cancellation of the garage sale and All Things Christmas.
- Harcourt is not alone – many other churches are also facing large deficits. And Brian clarified that a deficit is not the same as being in debt.
- Brian shared his thoughts on how giving to the church has changed over the years, including a reference to a book titled Not Your Parents' Offering Plate: A New Vision for Financial Stewardship by J. Clif Christopher, of which Lynn Hancock has purchased three copies. Brian noted that the number of PAR donors has stayed stable at around 121, while the envelope category of donors has dropped from 105 to 62. Brian expressed gratitude for Harcourt's strong, faithful, financial supporters. However, we need even more generous support and supporters to see us through 2022.
- We have many competing financial needs. The Property Pillar needs replenishing because of unexpected expenses associated with the accessible washrooms project. There are current fundraising campaigns for live streaming and sanctuary chairs. These capital fund projects are an investment in Harcourt's future. We need to support the community by providing a more flexible venue, and this in turn will open up potential new sources of revenue. Maintaining the status quo will lead to disaster. We must take risks, and we must all fully support Harcourt financially – and as volunteers – to have a future.
- Lynn Hancock shared information about a training module on stewardship best practices that the United Church of Canada is offering over four weeks between April 25 and May 20. The training consists of weekly, two-hour online sessions (plus homework) and focuses on cultivating generosity, practical ways to increase giving, and creating a culture of gratitude. Lynn also shared some ideas around fundraising, including online and in-person auctions.
- Brian clarified that proceeds from last year's auction of Lila Engberg's art collection went to the Pillars rather than to the operating budget.
- Marilyn Sears reported the encouraging news that offering from today's in-person service amounted to \$7,000, which is considerably more than any other Sunday in the past two years.
- Paul Webb asked what the impact would be if regular donors increased their givings by 5 or 10%. Brian replied that if we asked all identifiable donors to

make a one-time extra contribution of \$300 or \$400, that would go a long way toward balancing the budget this year.

- Joan Charlebois asked how much money is currently in the Pillars. Brian responded that the current total balance in the Pillars is \$435,000.
- Mark Sears expressed hope that the installation of live streaming will result in increased demand for rental of the Sanctuary, since that space is not used much through the week.
- Edna Miller wondered if numbered offering envelopes might be no longer useful.
- Jerry Daminato asked what had happened to last year's deficit of \$47,000. Would that be carried over and combined with the proposed deficit for 2022? Brian explained that we were able to cover last year's deficit out of surpluses in 2018 and 2019.
- Michael Hofer remarked that we can handle a sizable deficit from time to time, but we can't make a habit of it. Michael asked if there had been any attempt to create a forecast for 2023. Brian agreed that we cannot continue to run deficits. We are at a crisis point now, and we need to increase revenue, whether through donations or other means. Work on the 2023 budget will begin in October. It's too soon to predict what post-COVID revenues will be.
- Marilyn Sears noted that although many of us are on a fixed income, we may also have spent less during the pandemic, which might translate into the ability to contribute some of those savings to Harcourt.
- Sarah Lowe cautioned that it may take some time to see a significant increase in rental income, and that increased usage of space results in extra work for staff and/or volunteers.
- Jill Gill recalled that the last big auction Harcourt held (in 2008) raised \$17,000 in one evening. It involved a lot of volunteers, but it was very lucrative.
- Kent Hoeg thanked Brian and Marilyn for their work on the budget and financial statements. Kent finds hope in the amount of money that has been contributed to live streaming and flexible seating. We choose to put our money towards things that we are passionate about and believe in and want to do. Kent expressed hope that as a community we can overcome the challenge of this significant deficit.
- Michael Hofer asked if Council was recommending that the Congregation approve the budget. Lorraine confirmed that Council had indeed approved bringing the motion before the Congregation. Michael also asked what the implication of would be not approving the budget. Brian responded that if the budget is not approved, it would go back to Finance Committee, and we would need to make some drastic cuts or make other recommendations to Council.
- Sarah Lowe asked if there would be a financial benefit if there was a delay in filling the vacancy resulting from Miriam's departure. Lorraine responded that we would need to hire a supply minister until a new full-time minister is hired, so the costs would likely be equivalent to having a full-time minister for the whole year.

Motion: To approve the 2022 budget as presented on pages 65-68 of the 2021 Annual Report.

(Lynn Hancock, Tammy teWinkel) Carried

g) Mission and Service Fund target for 2022

- Jerry Daminato wondered if Harcourt donors would consider shifting their support from the Mission and Service Fund to Harcourt's operating budget.
- Rosalind Slater asked whether people donate separately to the M&S Fund or if this amount came out of the operating budget. Brian confirmed that people contribute directly to the M&S fund as they wish.
- Edna Miller asked if Harcourt receives credit for donations to the M&S Fund by members of the Harcourt congregation through the United Church of Canada Foundation. Brian confirmed that this is so.

Motion: That Harcourt's 2022 target for the United Church of Canada's Mission and Service Fund be set at \$70,000.

(Kathy Magee, Lynn Hancock) Carried

h) Comments from the Trustees

- As outgoing Chair of Trustees, John Phelps expressed gratitude for all that he has learned during his service on the Board of Trustees. In addition to responsibility for the financial investments and the overall well-being of church property, in 2018 Trustees began to play a more active leadership role related to legacy giving. During COVID, face-to-face lunch-and-learn sessions were put on the back burner, although Harcourt did receive many gifts and donations over the past several years. Trustees are taking steps to ensure that each donor receives a formal thank-you, in accordance with the Acknowledgement of Financial Gifts Policy.
- Incoming Chair of Trustees Judy Cimino thanked John for his guidance and leadership and welcomed Megan Ward as the newest Trustee. There is currently a vacancy on the 7-member Board, and Judy invited anyone who is interested in serving to contact her. Trustees hope to present another education session on legacy giving this year.

8. Presentation of names for Council, standing committees and other appointments for February 2022 to February 2023

Lorraine expressed thanks for the leadership that has been given in the past year and that will be given in the year to come. Lorraine challenged and encouraged everyone, whether they attended this meeting, to offer their time and talents to help Harcourt move forward, and to encourage others who might also benefit from growing and learning opportunities while making a contribution. Lorraine highlighted the need for people to focus on stewardship and fundraising, the work of the Communications Committee, and the website update.

Motion:

- i) That the Congregation of Harcourt Memorial United Church approve the candidates who have agreed to serve for positions on the Council for 2022-2023; and
- ii) That the Congregation of Harcourt Memorial United Church approve the candidates who have agreed to serve as Chairs of Committees and for positions on Harcourt's Committees and Teams for 2022-2023.

(Tammy teWinkel, Carolyn Davidson) Carried

Lorraine expressed gratitude that Kent Hoeg is re-joining Council this year as Vice Chair.

Motion:

- i) That Marilyn Troup Parr be appointed as Treasurer and John Phelps as Payroll Administrator for 2022-2023 with all the rights and responsibilities attending these positions; and
- ii) That Heather Hoeg be appointed as Envelope Secretary for 2022-2023 with all the rights and responsibilities attending that position; and
- iii) That the Congregation appoint the Chair of Council, Chair of Trustees, Chair of Finance Committee, Treasurer and Payroll Administrator as signing officers of Harcourt Memorial United Church, with two signatures required for financial transactions.

(Kathy Magee, Pat Martin) Carried

9. Other business

i) Approval of Community of Faith Profile

- Lorraine reiterated that one of the important next steps in our process to search for a full-time ordained minister is to finalize our Community of Faith Profile. It is a requirement that the Congregation approves that Profile. However, during the pandemic, the United Church of Canada's General Council has allowed governing bodies to make decisions in such matters on behalf of the congregation until June 2022.
- Based on today's updates and discussion, and in order to expedite our work towards searching for a minister, Council asks that the Congregation consider delegating final approval of the Community of Faith Profile to Council. This would mean that we would not need to call another Congregational Meeting later in March or early April.

Motion:

That the Harcourt Congregation delegates to Council final approval of the Community of Faith Profile, when completed, for submission to Western Ontario Waterways Regional Council Covenant Commission.

(Marion Auger, Kent Hoeg) Carried

j) Notice of next Congregational Annual Meeting

- Lorraine announced that the next Congregational Annual Meeting will take place on either Sunday, February 26, or Sunday, March 5, 2023. Other Congregational Meetings during the year will be called when necessary.

- Jill Gill expressed thanks to Lorraine and Council for the many hours of work put in over the past year.
- Sarah Lowe added her thanks and expressed concern for people who are not able to participate in a virtual congregational meeting on Zoom. Sarah expressed hope that in future a way would be found to allow them to participate in person. Lorraine shared that the Tech team is working on how to hold a live-streamed meeting that would allow interaction. And we also look forward to a time when we can all meet in person again.
- Lynn Hancock, Ann Middleton, and Marta and Malcolm Coutts currently deliver printed packages to people who are not on email. Lynn asked that anyone who would like to receive a printed package call the Church Office.

k) Closing and thanks

Lorraine thanked everyone for listening, sharing, and participating. Lorraine also expressed thanks to Harcourt staff who work so diligently all year long, and especially through the many transitions, challenges and learning opportunities of the past year.

10. Closing prayer

Dan Ganesh closed with a reading of the poem “Stepping Stones” by Adrienne Granger, followed by prayer.

11. Motion to adjourn: Brian Magee (3:55 p.m.)

Recording Secretary

Chair of Council

Date

Harcourt Memorial United Church

Special Congregational meeting

Sunday, July 10, 2022, at 1:00 p.m.

Minutes

Present: Alison MacNeill, Andre Auger, Angela Jimenez, Ann Middleton, Anne Piper, Arlene Davies-Fuhr, Barbara Shaw, Bill Chapman, Bill Lord, Brian Fuhr, Carol Jones, Carolyn Davidson, Carolyn Johns, Casey Connor, Cathy Lord, Daniel Ganesh, Dave Hume, Don Johns, Elizabeth Bone, Fran Holden, Gay Slinger, Hugh Whiteley, Jean Hume, Jerry Daminato, Jill Gill, Joan Bowland, Jock Rutherford, John Phelps, Jon Welch, Karyn Davies, Kathy Magee, Kent Hoeg, Larry Smith, Laura Hofer, Lawrence Jones, Lisa Beattie, Lorraine Holding, Lucy Mutharia, Lynn Hancock, Malcolm Coutts, Marilyn Sears, Marilyn Whiteley, Marion Auger, Mark Sears, Marta Coutts, Mary Harding, Mary Peleschak, Megan Ward, Merrill Pierce, Michael Hofer, Mike Peleschak, Nancy Pullman, Pamela Girardi, Patrick Martin, Pete Robinson, Peter Gill, Rosalind Slater, Roy Pullman, Roz Stevenson, Sandra Welch, Sandy Middleton, Sarah Lowe, Sharon Chapman, Stephen Pierce, Tammy teWinkel, Tony Wagner, Doug Hayward (WOW Regional Council) (67)

12. Constitution of the Court

Lorraine Holding called the meeting to order at 1:08 p.m. Lorraine introduced Doug Hayward, Human Resources Commission liaison for Western Ontario Waterways (WOW) Regional Council. Doug has been Human Resources Commission's liaison to Harcourt's Search Committee and was present to witness the process and answer any questions that might arise during the meeting.

13. Gathering prayer

Lorraine offered a gathering prayer.

14. Motion

To appoint Carolyn Davidson as Recording Secretary of this meeting.

(Mark Sears, Lisa Beattie) Carried

15. Outline of meeting plan and review of holy manners in a Zoom world

- Lorraine Holding confirmed that notice of this, our fourth virtual congregational meeting, was included in two livestreamed and recorded services before today, that a mass email was sent to 316 addresses, and that printed copies were delivered to 21 households without computer access. Lorraine confirmed that we had met the required quorum of 50 people.
- Lorraine introduced the technical support team of Casey Connor, Bill Chapman and Larry Smith and noted that although the meeting was not being recorded, a transcript of the closed captions would be saved to help with notetaking, and then deleted. Lorraine reviewed the holy manners we committed to follow during the meeting and shared some additional holy manners specific to our Zoom meeting.

16. Consent agenda

1. Speaking and voting privileges are extended to all members and adherents present; and
2. Approval of agenda as presented.

Motion: That the Consent Agenda be approved.

(Roz Stevenson, Kent Hoeg) Carried

17. Introduction of recommended candidate and terms of call

- Kathy Magee outlined the process followed by the Search committee, which included Kathy Magee (chair), Dan Ganesh, John Phelps, Laura Hofer, Tammy teWinkel and Bill Chapman, with Bill Lord and Sandra Welch as consultants. Kathy acknowledged the contribution of Council, the Transition Steering Team, and others in preparing the position description and community of faith profile that was posted on the ChurchHub website.
- Kathy explained that, in accordance with the guidelines, the recommended candidate cannot be named until after the Regional Council approves the call.
- The Search committee screened several candidates, focusing on leadership, worship and pastoral care, experience and skills. First interviews were conducted on Zoom, with second interviews in person. Though the committee faced some difficult choices, one candidate rose to the top.
- Kathy reported that conversations with this candidate were lively, meaningful and inspiring. References were, without exception, glowing, and cited strengths that include clear vision; excellent organizational, leadership and collaboration skills; a friendly, welcoming approach; creative approaches to worship; the ability to work through difficult situations; and the leadership skills and styles we have been seeking. The candidate is currently a minister in Huron County but has roots in the Golden Horseshoe area. They have a strong background of involvement in social justice issues and were executive director of a community chaplaincy organization. The candidate is also an accredited family mediator, with a reputation for building partnerships and community. The Search committee was impressed by this person's compassion, humor, energy, and vision for the future of the Church, which aligns with Harcourt's. Kathy reported that this candidate is excited about the future and is looking forward to working with us in new and creative ways to live out our mission as God's people.
- Kathy reviewed the financial terms of the call, which were approved by Council on June 29, 2022, explaining that Council had agreed to an offer between 6 and 8% more than the baseline salary. To allow the candidate sufficient time to give notice to their current congregation and to move to Guelph, the start date will be November 1, 2022.
- Lorraine invited questions from the floor:
 - Andre Auger asked about the candidate's theology, noting that Harcourt describes its theology as progressive. Kathy confirmed that the candidate's theology is very much in line with Harcourt's.
 - Larry Smith asked about the candidate's technical abilities. Kathy responded that the candidate is very comfortable with technology, having almost single-handedly moved their church online during the pandemic, taking responsibility for that technology and integrating video into their worship services. The

candidate is familiar with social media but would be looking for some support and encouragement in that area. Bill Chapman added that the candidate was invited to meet with the rest of the staff, including Worship, Communications and Technical Support, and that staff response was very positive.

- Tony Wagner asked about the candidate's life experiences outside of ministry. Kathy shared that before entering the ministry this person was executive director of a not-for-profit organization. Kathy added that the candidate's references reported that the candidate demonstrates a healthy balance between life and work.
- Sarah Lowe asked about the candidate's experience working with a congregation facing a difficult financial situation like Harcourt's. Kathy responded that the candidate is aware of Harcourt's situation. They bring energy and optimism and a willingness to discuss finances and to work through tough situations.
- Andre asked whether the candidate knows Harcourt is not a single congregation, but rather a federation of congregations. Kathy confirmed that this is one of the aspects the candidate appreciates about Harcourt. The qualities that came through very clearly in the references included the ability to collaborate and to appreciate and work through differences while creating a common sense of purpose.
- Andre asked about the candidate's vision for an "online congregation", which affords the opportunity to reach out to people who are seeking spiritual solace but not in the traditional way. Kathy confirmed that although the candidate may not have a lot of experience in this area, they recognize how important that is and expressed a deep desire to develop that expertise and to move with us in that direction. Tammy teWinkel added that the candidate showed a real energy to embrace experimentation, understanding that this means we may stumble a little bit as we learn along the way. Kathy added that almost every candidate expressed appreciation for our core values, and that risk and vulnerability were raised up as both unusual and important.
- Bill Chapman invited Casey Connor, Worship, Communications and Technical Support, to comment on her impressions after meeting with the candidate. Casey confirmed the Search team's assessment that the candidate has good experience, and a good understanding of the direction Harcourt wants to move in from a technology perspective.
- Doug Hayward, liaison with WOW Regional Council, complimented the Search team on their report. Doug noted that there are checks and balances in the process and that all requirements have been met up to this point.
- Lynn Hancock, Umbrella Councillor for Harcourt Community Life, asked whether the candidate has ideas for how to offer pastoral care to our particular community of faith. Kathy responded that pastoral care is one of the candidate's strengths. They have a deep understanding of the wide variety of care that's required and of different ways of providing it. The candidate also recognizes the importance of creating a team to deliver pastoral care and has ideas about how to do that.
- Mark Sears asked whether the candidate has experience in community engagement and community hubs. Kathy responded that this was a strength that came through both in conversation with the candidate and also from the

references. The Search committee believes that the candidate sees Harcourt as being more than the church building and having more to offer than just rental space. Tammy shared that in speaking with one of the references, the ability to seek, build and maintain partnerships came out very strongly.

Motion:

a) That Harcourt Memorial Pastoral Charge concurs with the recommendation of the Search Committee that the selected candidate be called to Harcourt Memorial United Church with the following terms:

- Category F14 (A-F)
- Cost of Living category 4 (1-6)
- Effective date of November 1, 2022
- 40 hours per week (100%)
- Minimum salary of \$68,585 plus 6% for a total annual salary of \$72,700
- Telephone/communication allowance of \$1200
- Support for continuing education at \$1500 each pastoral year
- Minimum one month (5 Sundays) vacation
- Three weeks' study leave (including Sundays) in each pastoral year
- Administrative assistance defined as staff team; and

b) That this request be forwarded to Western Ontario Waterways Regional Council for approval of the call.

(Kathy Magee, John Phelps) Carried (100% in favour)

- Kathy and Lorraine will take immediate next steps to confirm all required approvals with the candidate and WOW Regional Council. An announcement to the Congregation will be made as soon as possible later in July.

18. Words of Thanks and Closing Prayer

- Lorraine expressed sincere gratitude to the Search Committee (Kathy Magee, Dan Ganesh, John Phelps, Laura Hofer, Tammy teWinkel, Bill Chapman, and their consultants Bill Lord and Sandra Welch), who have faithfully and conscientiously acted on Harcourt's behalf. She also thanked Doug Hayward for being part of the meeting. Harcourt looks forward to Regional Council's speedy approval of our congregational decision, and Doug's visit to Harcourt for the Covenanting Service.
- Lorraine announced that Rev. John Lawson will return as Supply Minister for Worship and Pastoral Care in September and October, expressing thanks for his support and leadership during our ongoing transition.
- Lorraine thanked everyone who joined in the meeting today, and asked Sandy Middleton to offer a closing prayer.

19. Motion to adjourn: Kent Hoeg (1:57 p.m.)

Recording Secretary

Chair of Council

Date

Financial Reports

Submitted by Marilyn Parr

2022 Comparative Income Statement (cash basis)

	2022	2022 Budget	2021
REVENUES			
<u>Congregational Offerings</u>			
Envelope	163,836	151,000	116,550
Par	189,323	200,000	198,016
UCC Foundation	14,271	23,500	23,437
Loose	1,584	1,000	277
Initial Offering	0	200	0
Sub-Total	369,014	375,700	338,282
<u>Other Revenues</u>			
Recoverables & Misc. Income *	14,136	4,000	1,599
Rent	62,908	35,000	23,853
Donation for Room Use	0	0	0
Fundraising & Other Revenue **	9,828	15,000	9,044
Office Income	5,885	5,000	4,615
Book Sales	0	0	0
Government Subsidies	1,685	6,349	39,397
Sub-Total	94,442	65,349	78,508
Total Operating Revenues	436,456	441,049	416,790
<u>Outreach & Other Revenues</u>			
Mission & Service - Congregation	61,282	70,000	64,394
Refugee Fund	5,000	0	0
Sanctuary Chairs	39,065	0	20,330
Live Streaming	400	0	38,866
CCSC - Saturday Night Suppers	100	0	390
Sub-Total	105,847	70,000	123,980
Total Revenues	569,303	511,049	540,769
Financial Reports			
	2022	2022 Budget	2021
EXPENDITURES			
<u>Operating Expenditures</u>			
Worship	3,737	5,500	3,822
Christian Formation	1,109	4,600	1,151
Spiritual Life	67	350	65
Fellowship	0	75	126
Pastoral Care	0	200	72

2022 Comparative Income Statement
(cash basis)

	2022	2022 Budget	2021
Justice and Outreach	2,200	4,400	4,000
Outreach Teams	1,213	2,280	2,072
Property	55,185	51,050	48,871
Electronic Communication	9,205	12,300	4,471
Finance	32,044	34,203	32,792
Stewardship`	60	600	0
Personnel	423,835	418,939	365,746
Events Organized by Ministers	0	200	0
Ministers' Discretionary	0	800	1,200
Council Expenses	0	200	0
Harcourt 20/20 & Experimentation	0	500	120
Total Operating Expenditures	<u>529,284</u>	<u>536,197</u>	<u>464,509</u>
 <u>Outreach & Other Expenditures</u>			
Mission & Service - Congregation	61,282	70,000	64,394
Sanctuary Chairs	45,786	0	0
Live Streaming	7,897	0	27,074
Advent Appeal	0	0	100
CCSC - Saturday Night Suppers	35	0	500
Total Outreach & Other Expenditures	<u>115,000</u>	<u>70,000</u>	<u>92,067</u>
 TOTAL EXPENSE	 <u>644,285</u>	 <u>606,197</u>	 <u>556,576</u>
 Net Operating Revenues/Expenditures	 -65,829	 -95,148	 -47,720
Net Outreach & Other	-9,153	0	31,913
	<u>-74,981</u>	<u>-95,148</u>	<u>-15,807</u>

2022 Comparative Balance Sheet (Cash basis)

	<u>2022</u>	<u>2021</u>
CURRENT ASSETS		
Bank - Current GIC CIBC & MCU	0	20,422
Meridian Chequing Account	87,294	51,387
Meridian Savings Account	25,370	25,031
Pillar (Trustees') Funds	331,294	434,091
Accounts Receivable	2,096	1,286
Fundscrip Inventory	<u>0</u>	<u>150</u>
TOTAL CURRENT ASSETS	<u>464,054</u>	<u>532,367</u>
CURRENT LIABILITIES		
Due to Pillars	38,464	24,194
Refugee Project	6,000	0
Sanctuary Chair Fund	13,610	20,330
HST	283	294
Web Design	142	142
Live Streaming	4,295	11,793
Gifts of Recognition	87	0
Men's Breakfast	622	622
Community Garden	369	369
Saturday Night Supper	2,511	2,446
Ignatian Exercise	623	3
3rd Guelph Scout Group	0	1,000
TCOW	-95	-95
Vacation Payable	675	-436
EI Payable	0	71
U. C. Pension for Ee	0	157
Income Tax Payable	1,843	-128
GST Paid on Purchases	-4	-18
HST Paid on Purchases	-7,677	-2,027
TOTAL CURRENT LIABILITIES	<u>61,748</u>	<u>59,435</u>
EQUITY		
Pillar (Trustees') Funds	411,294	434,091
Beginning Operating Surplus	38,841	86,561
Current Operating Surplus	<u>-65,829</u>	<u>-47,720</u>
Total Operating Surplus	<u>-26,987</u>	<u>38,841</u>
TOTAL EQUITY	384,306	472,932
TOTAL LIABILITIES AND EQUITY	446,054	532,367

NOTE: The amount in the "Due to Pillars" has been left in the operating account to offset all expenses in 2023. Normally, this amount is transferred at the year end to the Trustees to invest. \$80,000 was transferred from the Pillars to Operating to offset 2022 expenses.

*2022 Recoverables & Misc Income Summary

	2022	2021
Sale of Roof Metal	0	105
Restorative Care Refund	7,274	0
WSIB refund from 2021	503	0
Summer Student Grant	4,755	0
Received from nametags	12	0
Return of funds in Ministers' Discretionary Account	820	0
Interest of Meridian Savings Account	439	31
Interest on GICs	333	1,463
	14,136	1,599

*2022 Fundraising Summary

Sale of Hilary Slater's paintings	935	0
Solar Sales	8,893	9,044
	9,828	9,044

Review Engagement Report 2022

I have reviewed the Balance Sheet of Harcourt Memorial United Church as at December 31, 2022, and the Statements of Income, Expenditures, and changes in financial position for the year then ended. My review was made in the accordance with generally accepted standards for review engagements and accordingly consisted primarily of inquiry, analytical procedures and discussion related to information supplied to me by the Treasurer.

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

Nothing has come to my attention as a result of my review that causes me to believe that these financial statements are not, in all material respects, in accordance with generally accepted accounting principles.

Reviewed and signed by Dave Hume on February 13, 2023.

Proposed 2023 Operating Budget

HARCOURT MEMORIAL UNITED CHURCH - PROPOSED 2023 OPERATING BUDGET

	2019	2020	2021	2022	2022	2023	
	Actual	Actual	Actual	Actual	Budget	Budget	
REVENUE							
1	Envelope Givings (including I.O., PAR & Stocks)	406,867	370,444	338,004	366,061	375,000	380,000
2	Other Congregational Givings	4,703	670	277	1,584	700	1,500
3	Rent	56,398	24,634	23,853	62,908	35,000	67,000
4	Office Income	0	3,615	4,615	5,885	5,000	6,000
5	Recoverables & Miscellaneous	10,069	1,825	1,599	14,136	4,000	4,000
6	Fundraising and Other Sustainable Revenue	29,550	15,137	9,044	9,828	15,000	10,000
7	Government Subsidies	0	80,566	39,397	1,685	6,349	0
8	TOTAL REVENUE	507,587	496,890	416,789	462,086	441,049	468,500

EXPENDITURES

CHRISTIAN FORMATION CLUSTER

WORSHIP

9	Music: scores, books, supplies	218	78	62	378	400	400
10	Chancel Flowers, decorations	125	0	287	265	300	300
11	Instrument Maintenance & Repair	450	0	900	639	500	500
12	Honorarium (guest preachers 6x/yr)	1,450	1,650	900	1,250	1,800	1,800
13	Canadian Copyright Licence	512	704	899	900	500	500
14	Worship Service supplies (& Spec. Worship)	1,566	2,298	775	305	2,000	500
15	Miscellaneous				0		200
16	Worship subtotal	4,321	4,729	3,822	3,737	5,500	4,200

CHRISTIAN FORMATION

17	Manna - Worship Expenses			614	498	600	600
18	Manna - Equipment & Contingency				0	300	300
19	Manna - Leadership Support & Hon.				417	900	900
20	Manna - Lay Leadership Development				194	350	350
21	Manna - Field Trips				0	500	500
22	Manna - marketing				0		250
23	Child, Youth and Family Ministry				0		200

24	Youth Retreats				0	1,000	1,000
25	Youth Group Supplies				0	100	0
26	Youth Group Other				0	100	0
27	Adult Ministry	171	313	480	0	500	500
28	Harcourt Library	22	0	57	0	250	250
29	Christian Formation subtotal	193	313	1,151	1,109	4,600	4,850
	<i>SPIRITUAL LIFE</i>						
30	Events, workshops, advertising	155	49	0	0	100	200
31	Training, special costs, materials	50	99	65	67	250	300
32	Congregational Retreat	4,670	0	0	0	0	0
33	Spiritual Life subtotal	4,875	148	65	67	350	500
34	<u>Christian Formation Cluster subtotal</u>	9,389	5,190	5,038	4,913	10,450	9,550
	<u>COMMUNITY LIFE CLUSTER</u>						
	<i>HOSPITALITY</i>						
36	Harcourt Café & Misc.	0	0	0	0	0	500
37	Hospitality subtotal	0	0	0	0	0	500
	<i>PASTORAL CARE</i>						
38	Speakers and Events	0	0	0	0	150	150
39	Train & Support Volunteers	249	49	72	0	50	50
40	Pastoral Care subtotal	249	49	72	0	200	200
41	<u>Community Life Cluster subtotal</u>	249	49	72	0	200	700
		2019	2020	2021	2022	2022	2023
		Actual	Actual	Actual	Actual	Budget	Budget
	<u>OUTREACH CLUSTER</u>						
	<i>JUSTICE & OUTREACH</i>						
42	Welcome In	2,000	2,000	2,000	1,100	2,200	2,200
43	Chalmers Food Shelf	2,000	2,000	2,000	1,100	2,200	2,200
44	Ecumenical Campus Ministry	1,800	1,800	1,800	1,000	2,000	2,000
45	LGBTQA	100	264	272	213	280	300
46	Justice & Outreach Total	5,900	6,064	6,072	3,413	6,680	6,700
47	<u>Outreach Cluster Subtotal</u>	5,900	6,064	6,072	3,413	6,680	6,700

OPERATIONAL LIFE CLUSTER

PROPERTY

48	Utilities	16,531	15,459	12,271	15,485	16,000	16,000
49	Heating Maintenance and Supplies				2,485	1,000	3,000
50	Heating Fuel	6,247	6,466	7,129	10,657	8,000	10,000
51	Repairs	10,367	2,286	10,928	6,411	5,000	7,000
52	Cleaning Supplies	3,260	1,022	1,595	886	2,000	2,000
53	Insurance/ Fire Protection/Appraisal	5,991	6,858	8,975	9,294	9,300	11,800
54	Lift Maintenance	1,154	1,511	1,671	1,693	1,800	1,800
55	Snow Removal	4,837	5,556	5,039	7,604	5,500	9,000
56	Furniture/Equipment	0	14	0	65	500	500
57	Garden Maintenance and Development	187	33	547	158	750	750
58	COVID Expenses	0	572	218	549	200	500
59	Miscellaneous	3,084	0	498	530	1,000	1,000
60	Property subtotal	51,657	39,777	48,871	55,815	51,050	63,350

COMMUNICATIONS

Communications Team

61	New Website Development/Installation/Training			0	0	6,000	1,000
62	Website Maintenance		1,190	0	0	500	500
63	Various	283	247	0	0	250	250
64	Communications Team subtotal	283	1,437	0	0	6,750	1,750

Electronic Team

65	Sound system, training, honoraria	1,175	400	300	3,450	300	5,000
66	AV Equipment and Maintenance	669	214	90	120	750	750
67	Software/Internet/Video licence/Zoom	1,687	1,747	2,624	4,070	3,000	3,500
68	Computer Hardware and Software	995	1,827	1,298	575	1,000	1,000
69	Computer Service	0	0	158	990	500	1,000
70	Electronic Team subtotal	4,527	4,188	4,471	9,205	5,550	11,250

71	<u>Operational Life Cluster subtotal</u>	56,467	45,402	53,342	65,020	63,350	76,350
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STEWARDSHIP CLUSTER

FINANCE COMMITTEE

72	Bank Charges/Brokerage Fees	1,809	1,650	1,224	1,165	1,200	1,100
73	HST Non-Refund Expense	2,365	2,799	2,225	2,196	3,000	2,500
74	Offering Envelopes	379	63	384	0	400	400
75	Office Supplies	2,774	3,510	2,959	2,897	2,500	2,500
76	Postage	466	1,169	508	522	850	500
77	Machine Rental/Service	3,508	5,357	5,240	5,329	5,400	5,600

78	Regional Council Assessment	20,253	20,253	20,253	19,769	20,253	18,587
79	Miscellaneous	49	199	0	150	100	100
80	Police Checks				0	300	300
81	Trustee's	213	0	0	0	200	200
82	Finance subtotal	31,817	35,000	32,792	32,027	34,203	31,787

	2019	2020	2021	2022	2022	2023
	Actual	Actual	Actual	Actual	Budget	Budget

STEWARDSHIP COMMITTEE

83	Stewardship Campaign	60	0	0	60	600	300
84	Stewardship subtotal	60	0	0	60	600	300

85	<u>Stewardship Cluster Subtotal</u>	31,877	35,000	32,792	32,087	34,803	32,087
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MINISTRY AND PERSONNEL CLUSTER

PERSONNEL

86	Wages	299,735	290,598	280,279	298,147	302,112	318,593
87	Employee Benefits	61,791	65,493	68,065	75,976	72,627	81,591
88	Ministers' Travel & Moving Expenses	2,105	3,632		3,238	1,500	1,500
89	Development Ministers	3,000	3,000	1,959	840	3,000	3,000
90	Development Music	0	0	0	0	0	0
91	Development Admin	0	0	0	0	0	0
92	Development Staff Team	699	0	400	681	500	500
93	Staff Replacement & Overtime	9,364	4,417	4,005	200	2,000	2,000
94	Additional Travel	0	0	0	0	0	0
95	Night Lockup	5,702	0	169	3,061	3,000	0
96	Extra Maintenance	3,278	0	0	0	3,000	1,200
97	Ministers' Telephone	1,330	1,219	1,654	1,308	1,200	1,200
98	Manna Music Program	3,600	4,650	4,650	4,500	4,500	5,700
99	Manna Support Worker	2,817	5,331	0	0	0	0
100	Search Committee & Substitute Minister	0	0	4,565	14,049	5,000	0
101	Sabbatical Coverage	5,363	0		21,835	20,500	0
102	Personnel subtotal	398,785	378,339	365,746	423,835	418,939	415,284

	<u>Ministry and Personnel Cluster subtotal</u>	398,785	378,339	365,746	423,835	418,939	415,284
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NON-COMMITTEE BUDGETS

103	Events organized by Ministers	0	0	0	0	200	200
104	Ministers' Discretionary	500	300	1,200	0	800	1,000
105	Non-Committee subtotal	500	300	1,200	0	1,000	1,200

COUNCIL & OTHER

106	Miscellaneous	509	0	0	0	200	200
107	PRE - Community Engagement Worker	3,435	0	0	0	0	0
108	Community Engagement Worker	4,124	0	0	0	0	0
109	Harcourt Visioning & Experimentation	555	120	120	0	500	500
110	Council & Other subtotal	8,622	120	120	0	700	700
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111	Grand Total All Expenditures	511,789	470,464	464,382	529,268	536,122	542,571
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112	Surplus/(Deficit)	-4,202	26,427	-47,593	-67,181	-95,073	-74,071

Harcourt Memorial United Church
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