



Harcourt Annual Report 2021

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Report from the Minister
Rev. Miriam Flynn

We use the expression “manna from heaven” to mean *something good provided just when it was needed most*– but it seems the people who first received this gift didn’t realize right away it was the life source that would sustain them in the desert.



As the story from Exodus tells us, when God sent the Israelites manna to sustain them, it looked like frost on the ground and their first reaction was to stare at one another and ask, “*What is it?*” It seems that, in desert places, God often provides for the people in surprising ways.

I wonder, if in years to come, we will look back at the time of pandemic as a kind of desert experience in the life of the church.

Will we see it as a time when identity and resilience were being forged without our even noticing it? If so, will we, too, come to see the “*what is it?*” of today as the Spirit’s gift that fed us as we journeyed together through the wilderness?

Interim Ministry Team Highlights

In January, following the retirement of Jim Ball, we adapted to a new, interim form of staff ministry leadership, welcoming diaconal minister Marcie Gibson as part-time supply pastoral care minister at Harcourt. Pamela Girardi’s leadership role with Manna was expanded to a 20-hour-per-week position as a congregationally designated minister. Over the course of the year, Marcie would bless us with her accompaniment, wisdom, patient listening, pastoral presence and her subtle and effective way of teaching. Pamela’s creative and intuitive on-line communication style would keep the weekly e-mail connection with our Manna families strong. She led our staff/lay leadership team in collaborative planning through every change of season and worship medium. And she kept her finger on the pastoral pulse of our Manna families as that caring community was sustained and strengthened within our Harcourt family.

Throughout 2021, Marcie and I met weekly to co-ordinate pastoral care, often with the assistance of Voluntary Associate Minister (V.A.M.) Joyce Kelly. Joyce joined with us, in reaching out through pastoral phone calls and visits. Marcie, together with lay leaders Sharon Chapman, Marnie Allen and Stan Bunston, facilitated “Zoom” grief circles for

bereaved members of the Harcourt congregation. This initiative was well-received and, now, our gentle lay listeners hope to offer their skills in grief work to a broader ongoing purpose, working under the auspices of the Spiritual Life Committee to make space for the sharing of lament.

Marcie and I each had the joy of officiating at a wedding ceremony held on-site at Harcourt, in 2021. Throughout the year, we shared the pastoral work of walking with bereaved families, presiding at funerals that were variously held at graveside, via “Zoom” or in-person and live-streamed, as prevailing needs and safety protocols dictated.

In addition to providing pastoral care, Marcie stepped in wherever her service was most needed— leading worship; working with Manna leaders to plan pre-teen programming and assisting with the work of re-writing our wedding and funeral policies to reflect current realities. Marcie brought her broad ministry experience to bear and, as a result, we at Harcourt are more attuned to resources for learning and opportunities for engagement in United Church-led initiatives on equity and the vital ongoing work of Indigenous reconciliation.

Staff “Hellos” and “Goodbyes”

In January we also welcomed Casey Connor to Harcourt as part of the staff technical support team – *initially*, to provide back-up to our Worship & Communication Technical Assistant, Shaina Ensing, and technical support for “Zoom” funerals. Casey’s skill, adaptability, creativity and enthusiasm have been a welcome tonic for Harcourt and have enhanced our capacity to provide on-line access to worship, special services, congregational meetings and fundraising events. Casey’s evolving role has included such varied tasks as helping council members create a humorous video for the AGM, assisting Manna with planning our sidewalk painting celebration for Affirming Sunday and overseeing the remote voting essential to on-line congregational meetings. Her addition to the staff team has made a vital contribution, as we continue to navigate the tech challenges of hybrid church.

“Goodbyes” were interspersed with our “hellos” in 2021, as both our gifted Technical Support Assistant, Shaina Ensing, and Manna musician *extraordinaire*, Shannon Kingsbury, left their roles at Harcourt to pursue other passions— for Shaina, the adventures of travel in her newly refurbished RV and for Shannon, the creative call of musical composition. Our sadness at their parting was mixed with gratitude for their contribution to our shared life at Harcourt and our best wishes for the open roads that beckoned.

And with each staffing change, our Ministry & Personnel team was called into service. Through this time of ongoing transition, adaptation and experimentation, we are very grateful for the dedication of our M&P committee.

Taking It to the Street

Spring weather brought greater opportunity to be together outdoors. When it became apparent the congregation would not be able to worship in the Harcourt sanctuary at Easter, we looked for ways to bring the celebration of this sacred season to congregants and neighbours *on the street*. A team, led by Roz Stephenson, went to work creating a

butterfly mural that was suspended in the Harcourt garden. Planning, creating and installing this art project was a true community-building exercise. And once the installation was in place, it delighted church folk and neighbourhood walkers alike, who stopped on our streetscape to take selfies at the centre of the butterfly's glorious wingspan.

Our Manna families contributed to our outdoor art gallery by colouring and sending in colourful mosaic pieces, which were assembled, to display another glorious butterfly gazing at the world from the sanctuary windows. Manna families also used their hands for service, collecting food for Chalmers Community Service Centre.

Our chancel decorating team, headed by Barb Friend, made sure a proliferation of beautiful flowers were available to enhance the joyful worship of our pre-recorded Easter service. Afterward, pastoral care volunteers delivered those flowers to people within the congregation with the message that they were held in heart and prayer by the Harcourt community.

Worship at Harcourt

Our reliance on pre-recorded services through to the end of June allowed us to hear the voices of our own Harcourt Choir, as music director Alison MacNeill collected and dubbed together the recordings of many choir members and soloists such as Barb Friend, Mary Harding and Emily Steers. Our Manna music leader, Shannon Kingsbury, also created a number of recordings and videos, sometimes in duet with her daughter, Harmony, and sometimes in creative collaboration with Jerry Daminato.

As a result of this effort over the course of many months, Harcourt now has an impressive archive of pre-recorded music suitable for worship. Our thanks to Director of Music Ministry, Alison MacNeill, the Harcourt choir and musicians among us, who have kept us singing our faith.

Pre-recording also allowed us to involve many members of the Harcourt congregation as scripture readers, lay liturgists or greeters who contributed opening words of welcome from their own homes. Many took up the task of recording themselves speaking, praying and singing. Shaina and Casey skillfully wove these offerings into the whole. We are grateful to all who participated in making worship *the work of the people*. Many people have shared with me their gratitude for the pre-recorded and live-streamed worship services that several have described as spiritual "lifelines" in a time of pandemic separation.

Freed from the necessity of having worship leaders present at the church building on Dean Avenue, we were able to hear diverse voices from near and far. In 2021, our congregation were inspired by guests from local outreach partners such as Vicki Olatundun and Sarah Demers of Chalmers Community Service Centre, in Guelph and by guest speakers such as spoken word artist, Heather Beamish, of Toronto; author Stacy Chomiack, of Vancouver; and Adrian Jacobs, Keeper of the Circle at Sandy-Saulteaux Spiritual Centre in Manitoba.

In the summertime, live-streaming equipment was installed in the Harcourt sanctuary – a project that was a culmination of the vision of people such as the late Joan Barham, the

effort of our technical team led by Mark Sears, and funding provided by legacy and congregational giving. *What is it?* we may have asked several years ago, if we even bothered to consider live-streaming.

Yet now, this new capacity, twinned with prevailing protocols for gathering safely indoors, allowed Harcourt to return to limited,

in-person services for approximately three months in the fall and to pivot and make alternative plans for Christmas services, in the wake of a resurgence of COVID, due to the omnicron variant.

Fall was a time of joyful reunion, for those who longed to be in one another's presence, as we came together once more to pray and sing as a worshiping community. We owe a debt of gratitude to the many who facilitated that transition, including the Re-Entry Team led by Megan Ward, the Worship Committee, led by Dan Ganesh and Karyn Davies, the Worship Team (which on Sunday mornings now vitally includes our live stream technician, Casey) as well as re-constituted teams of ushers, sound booth technicians, live streaming trainees and chancel decorating volunteers. Thanks to Tony, Dave, Jon, Marilyn, Marta, Malcolm, Ash, Jerry, Elizabeth, Barb, Carol and all who helped to make onsite worship viable, once again.

Limitations on room capacity, due to COVID restrictions, as well as live streaming, meant the sanctuary was the only indoor worship space available to our congregation in 2021. Accommodating both Manna and those who had previously worshipped in the sanctuary and chapel, necessitated re-arranging service times in the fall. Everyone has needed to adapt to change, so that our hybrid services could be realized.

The current configuration is an expression of "the art of the possible" for our time and will invite further refinement as post-pandemic needs and possibilities become clear. While some have expressed disappointment and a sense of loss that pre-pandemic ways of being together Sunday mornings have not returned, we remain grateful that the three forms of Sunday morning worship and reflection that have emerged during the pandemic have been sustained.

We are grateful to the lay leaders of the Holy Listening circle who have created a vital space for spiritual sharing and on-line connection that has remained strong throughout this desert season. We are also grateful to our dynamic and devoted Manna lay leaders. Through the "tri-brid" environment of "Zoom", outdoor and sanctuary gatherings this adaptive team has made meaningful, participatory and alternative worship and community service a weekly reality. Pamela and I are grateful to Merrill Pierce, Laura Hoffer, Ang Jiminez and Jerry Daminato, who have kept the "Zoom" running, the baked goods coming, our feet tapping to the rhythms of joyful music and the communion elements, craft supplies and food drive donations delivered on time.

Connection Through Small Groups

At the Pastoral Care Roundtable facilitated by Marcie Gibson in November, attendees were heartened to learn how many of Harcourt's vital, lay-led small groups have successfully migrated on-line or have continued to meet in person, as protocols permit. We recognized the ways our people find mutual care within these groups. Our church is

deeply grateful to all of the lay leaders who sustain those vital circles of spiritual growth and connection, including leaders of Mindstretch, the Progressive Christianity group, on-line “Zoom” coffee time and the Friday Group, to name but a few.

Celebrations and Sorrow

Our Anniversary Service, in November, allowed us to welcome back former Harcourt minister Rev. John Buttars, as guest preacher. Our celebration was capped off with the first in-person coffee time we had enjoyed on-site since before the pandemic. The chill of the garden in November was offset by the warmth of reunion. And so it was, again in December, as the cold hands and warm hearts of the Harcourt choir gathered for a hymn singing in the winter garden.

2021 also saw rituals of grief, lamentation and remembrance. We were grateful for the chance to come together, in person, for our Book of Remembrance service in November, to share our sorrow and honour the memory of those *hearts that we have treasured*, who had died over the preceding year: Margaret; Bill; Don; Jean; Willa; Norman; Joan; Louise; Grace; Cynthia; Brian; Blair; Art; Carol and Ben. In that time and space, we were able to give expression to the intangible, yet prevalent sense of lamentation that has touched each of us due to the distances, sacrifices, burdens and anxieties, that pandemic living has imposed.

Guelph United Ministries

During 2021, Guelph United Ministries (G.U.M.) church clergy, continued to meet monthly for coffee, along with Chalmers Community Centre, Executive Director, Vicki Olundun and Andrew Hyde from the Ecumenical Campus Ministry. Council chairs from the four Guelph United Churches also maintained contact. In the spring, an ad hoc G.U.M. outreach group arranged sponsorship of a “free coffee” day for staff at Guelph General Hospital, in appreciation and support of local hospital workers who are on the front lines of pandemic care. In the summer, the four G.U.M. churches collaborated in providing vacation coverage for worship leaders and tech support volunteers, by taking turns offering pre-recorded Sunday services. By year’s end another inter-church group had formed to support a refugee claim on behalf of a family from Afghanistan. Trinity United and Harcourt have both pledged financial support. As 2022 begins, Rev. Roni Beharry is about to join the G.U.M. clergy circle, serving in a joint ministry role at Trinity United and Three Willows.

Looking Forward with Vision and Hope

In 2021, the discernment of a new model of ministry began with congregational consultation. People were invited to share their vision for Harcourt’s future through conversations that gathered and focused participants according to ministry interest and passion. In November, a well-attended congregational meeting held by “zoom” allowed the Steering and Transition Team to

share their analysis and planning process. Break-out groups engaged in animated conversation and provided vital feedback for ongoing discernment.

In 2021, our community of faith took a big step toward implementation of a 2019 congregational agreement in principle to provide flexible seating for the Harcourt

sanctuary. Thanks to Carolyn Davidson and Merrill Pierce whose inquiries, funding application and faithful reporting and recommendations to Council and the congregation formed crucial impetus for decision-making. The team ingeniously facilitated our congregation's on-site testing of seating alternatives through the immersive experience of the "chair lab." It was also gratifying to witness the respectful and thoughtful exchange of concerns, ideas and alternatives at our November 2021 congregational meeting. As a result, the congregation voted to proceed with purchase of chairs for the sanctuary once 75 % of the cost had been pledged or donated. Thanks to everyone who has contributed time, skill and financial support to this initiative.

In accompanying Council through 2021, I was inspired by the vision and collective wisdom of this leadership circle and their dedication to ensuring the voices and needs of Harcourt's diverse constituencies were fairly heard and considered. Our Council listened with respect and care to one another as they inclined to the movement of the Spirit in their midst. Thanks to Council Chair, Lorraine Holding, and Harcourt Council, for your faithful leadership through a challenging season.

Gratitude for Re-Entry Team and Staff

Expanding our on-line capacity to *seek, connect and act* as a vital community of faith was a consistent priority, along with ensuring the safety of in-person building use by our congregants, staff and renters. This meant that the week-to-week routine of our staff and ministry personnel changed at least season to season and the Re-Entry Team formed in July, 2020 had a full roster of consulting tasks as they advised on protocols for on-site worship, weddings, memorial services and rentals, throughout 2021. We are very grateful for their dedication and guidance.

The ministry team of Marcie, Pamela, Alison and I were also grateful for one another's collaborative effort and collegiality through many changes, as well as the remarkable flexibility and adaptation demonstrated by our staff team of Wendy Guilmette (church administrator); Shaina Ensign and Casey Connor (technical assistants) and David Kucherepa (custodian).

And I am immeasurably grateful for the congregational support that made possible all that we could do and be in ministry, together, in 2021.

What Blooms in the Desert

At Harcourt, 2021 was a year when we walked together through the celebration of new beginnings and through the sorrow of loss. Our people dreamed dreams and made plans; we prayed and we played together; we gathered to worship, to connect and to move into the community and world as *kin-dom* people.

In these ways, it was a church year like any other and, yet, we were a people who found ourselves suddenly in a brand new landscape. In the desert places our day to day concerns may focus us on matters of survival and resilience. The grace that is present to nurture us in unfamiliar ways may at first confound and perplex us, as manna always does.

I wonder if we will look back at 2021 as the year that positioned Harcourt well to move with hope and confidence into a post-pandemic time? Perhaps we will recall this, as the season when we pitched our tents in the desert and found places where the desert bloomed.



Report from the Chair of Council

Submitted by Lorraine Holding, Chair of Council

Flexibility, adaptability and active ministry describe our Harcourt community of faith during the second year of living through the COVID-19 pandemic. So, too, do the words change, transition, experimentation and visioning. My brief reflections focus on work that took place on behalf of the whole of Harcourt.

Continued Impacts of COVID-19:

- Virtual worship opportunities were regularly offered, as pre-recorded services and with Manna and Holy Listening Circles on Zoom. The return to in-person worship for September to December was greatly appreciated, in the Sanctuary and outdoors with Manna.
- The successful installation of livestream equipment in the Sanctuary added another virtual worship opportunity. We are grateful for the late Joan Barham's vision to enhance accessibility to services from the Sanctuary.
- Zoom meetings grew beyond committees and small groups to congregation-wide events. The Annual Meeting in March and a Special Congregational Meeting in November were both attended by over 75 people. Approximately 100 Harcourt people participated in our series of Harcourt Conversations and the Guelph United

Ministries (GUM) COVID Conversations in winter and spring.

- Physical distancing restrictions reinforced an advantage of moving to flexible seating in the Sanctuary (e.g. for Manna and choirs). Donations to the Chairs Fundraising Initiative were an immediate result following November's congregational approval of an implementation plan.

Re-entry Planning Group:

- The winter lock-down measures gave the group a break until April. Since then, we held eleven meetings when we focused on safe protocols and provided guidance to staff, committees and Council. Frequently changing public health regulations affected plans for in-person worship, weddings and funerals, and uses of the building by renters. Our priority is to focus on the health and safety of all who connect with us.
- Harcourt is grateful for the public health expertise of Co-Chair Megan Ward, and the contributions of each team member – Karyn Davies (Worship Committee), Wendy Guilmette and David Kucherepa (Staff Team), Dave Hume (Property Committee, supported by Sarah Lowe and Frank Webster), Marilyn Sears (Ministry & Personnel Committee), Mark Sears (Umbrella Councillor for Operational Life), and Lorraine Holding (Co-Chair).

Transition Steering Team:

- Our short-term staffing plan, approved by Council, was implemented in January for six months, extended to December, and then adapted for early 2022. We experimented with a half-time Supply Minister for Pastoral Care, a half-time Congregational Designated Minister as Manna Lead Coordinator, and a full-time Worship, Communication & Technical Support position.
- Creating and implementing an intensive discernment process was our year's focus. Our team held fourteen meetings when we planned two rounds of Harcourt Conversations, analyzed the input, shared e-weekly and *Harcourt Herald* updates, and developed a visioning story. Re-purposing Harcourt's mission and what it means to 'be church' is important to help answer the question, "What is God's call to Harcourt?"
- Harcourt Conversations Round 1 asked: "In five years, what will people value about Harcourt?" Four themes emerged: Worship/preaching; Spiritual growth/learning by the faithful; Hospitality/community building; Responding to the needs of the world.
- Harcourt Conversations Round 2 asked participants attracted to a theme to build narratives representing the future and to name possible actions and next steps to achieve those goals. We learned more about 'technical solutions' and 'adaptive challenges'. We clustered the ideas gathered into 'next near steps' and 'adjacent possibilities'. We chose the metaphor of crossing a river, with the question: "How do we get from 'here' to 'there'?"

- At the November Congregational Meeting, we suggested a new purpose statement: *Harcourt is on a journey from the current congregational organizational structure towards empowering various communities of the faithful to live out their passion, one step at a time, into a future filled with experimentation and learning.* We shared **Three Themes: A Visioning Story** based on the ideas generated in Round 2. Work will continue in 2022 to develop concrete steps/actions for each theme: **Building Partnerships through Physical & Technical Resources; Worship Shift, Spirit & Integration; Support Growth of Manna.**
- Harcourt is grateful for the contributions and commitment of each team member to focus on the future – Dan Ganesh (Worship Committee), Bill Lord (Spiritual Life Committee), Pat Martin (Ministry & Personnel Committee), Merrill Pierce and Pamela Girardi (Manna Leadership Team), Miriam Flynn (Minister), Tammy teWinkel and Carolyn Davidson (Council), and Lorraine Holding (Chair).

Gratitude:

- We express gratitude for ongoing financial support to Harcourt. In addition, we are grateful for significant donations to three specific appeals: the Livestream Fundraising Initiative; the December Operating Fund Appeal, and the Chairs Fundraising Initiative. All gifts support our efforts to be God's presence to each other, to the local community and to the world.
- We express gratitude to our staff team for their leadership and daily tasks through another year of great challenge and adaptation: Rev. Miriam Flynn, Rev. Marcie Gibson, Alison MacNeill; Wendy Guilmette; Shaina Ensing (until April); Casey Connor; David Kucherepa; Pamela Girardi; Shannon Kingsbury (until June).
- We thank all those who offer their time, energy and talents to carry out Harcourt's work through Council, committees, teams, small groups and other volunteer duties. Much has been accomplished, still in pandemic time.

Our journey continues. With faith and hope, we move forward listening for God's call to us.

Report from the Guelph United Ministries (GUM)

Submitted by Rev. Miriam Flynn

Another COVID year! And another year in which the GUM Managing Circle suspended formal meetings. With the final online conversations facilitated by Paul Miller, and his final report, councils took more of a leadership role. Discussions included defining mission and purpose, worship, buildings, staffing, pastoral care and community participation, and lasted until fatigue set in late in the year.

- In the meantime, some of the GUM spirit and co-operation settled at what politicians would call the grass roots level. Some activities sprang from council discussions, but many seemed to spring up organically and included the following.
- Hiring a joint funding of an executive director of Chalmers Community Services, a joint project through the Guelph General Hospital foundation to supply coffee and treats to tired frontline hospital workers. The project was funded from GUM

resources, but also through donations from individual members of all congregations. Afghan refugee support, a Trinity and Harcourt partnership.

- Trinity and Three Willows hired a minister to be shared between two congregations, shared online summer services.
- Increased GUM presence on YouTube, with both recorded and live services.
- The chairs of four councils continue to communicate, focusing at this time on reopening and intend to continue on into 2022

Who knows what new projects may arise?

GUELPH UNITED MINISTRIES
(with financial operations through Trinity United Church)
FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER
31, 2021

NET ASSETS ON HAND AT DECEMBER 31, 2021

Operating bank account	28,585
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OPERATING FUND TRANSACTIONS

Balance, January 1, 2021	36,905
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Cash input

Interest income	162
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Donations re General Hospital project	1,670
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Total available funds	38,737
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Expenditures on operations

Advertising	1,695
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Consulting	2,000
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Internet and website maintenance	1,324
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Project cost – Guelph General Hospital	5,133
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Total expenditures	10,152
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Balance, December 31, 2021	28,585
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PREPARED WITHOUT AUDIT FROM THE RECORDS OF THE ORGANIZATION

Standing Committees of Council

Christian Life Umbrella Group

MANNA

Submitted by Pamela Girardi

This year we continued to experience a world-wide pandemic and it has affected many aspects of our lives. During 2021, Manna met online on Zoom most weeks. During the fall we were able to meet outside. In November we began to meet in person in the sanctuary. Each of these styles of worship brought new opportunities for creative worship, connection and leadership.

During the weeks we have been meeting on zoom we have continued delivering resources, communion elements, as well as treats in an effort to keep connected. We cooked meals together in our kitchens, danced in our living rooms, and created and crafted together. We enjoyed a breakfast baked by Manna folks, delivered, and ate together on Zoom on the last Sunday of Advent.

When Manna was outside, we learned to worship in all kinds of weather and places! We held a service at Ignatius around the labyrinth in the woods at Thanksgiving. We picked carrots in the snow at the Everdale Farm for the Seed in November. A meditative walk around the Advent Spiral outdoors was enjoyed during Advent as well. We often met in the Harcourt garden for our services. Outdoor worship was something Manna had done pre-pandemic, but more rarely. This time outside has helped us to explore more deeply the gifts of worshipping outdoors.

In November when we entered the Sanctuary, we got creative about how to give one another space while still being able to discuss, share and play. We made bins of resources for each household to use during the service. We learned to use the space creatively, sitting in a large circle using the front of the church and first several rows of pews.

Miriam and Pamela continued to provide leadership at Manna along with lay leaders. Merrill Pierce, Laura Hofer and Ang Jimenez were on the Manna leadership team this year. We are so grateful for their passion, energy and vision. We also thank the many, many lay volunteers - young and older - who shared their time, gifts, ideas and leadership at our services. We thank Ang Jimenez for her leadership in the technical aspects of many of our Zoom worship times. Shannon Kingsbury decided to step back from music at Manna in June to work on her own music. This fall we have enjoyed music from Emily Steers, Jerry Daminato and Jane Lewis.

While we do not know what this new year will bring, we are excited for all of the meaningful ways Manna will find to be and grow together - outside, online or inside! Thanks to all the participants, leaders and supporters.

Tai Chi

Submitted by Helen Esch

The pandemic has severely impacted our Tai Chi class.

Like everyone else we were shocked by the closure of society in March 2020. For 15 long months we fought this virus by staying at home and wearing masks. Tai Chi being a moving meditation did not fit smoothly into a zoom format. We kept in touch with each other by phone and began the long waiting game. Fifteen months, and two vaccine shots later, we met on the back parking lot and began 4 months of outdoor Tai Chi. We were very fortunate to have brilliant weather and only had to cancel one class due to heavy rain. In the middle of November, we ventured indoors many students having already received their third shot. Things were going well until the omicron variant entered the scene and well here we are again. Being fully vaccinated we have some comfort that when the church is ready to open up classes again we will resume classes. If spring comes early you may see us back at the parking lot. The friendship and compassion amongst the people in the class has gotten us through this horrible ordeal. All are welcome to join us in our quest for better health and friendship.

Girl Guides of Canada – 3rd Guelph Guides

Submitted by Regan Avis, Contact Guider

The 3rd Guelph Guides started 2021 virtually with 17 youth and 5 volunteers. We had sessions almost every week and most of our Guides chose to participate frequently. Virtual meetings need to be more structured than in-person and gave opportunities we might not have considered before. We taught about Girl Guides in Canada at an international campfire with other Girl Guides and Girl Scouts. We participated in amazing science programs presented by UofG students. We welcomed an inspirational guest from the Guelph Black Heritage Society to help us take action for a better world. As safety protocols changed and the days got longer, we were able to get together in person again. The Guides remembered how much they enjoyed being together in the outdoors as we re-discovered parts of our community.

In September we were delighted to return to Harcourt for the first time in 18 months. We start each session outside on the grass and move to the Friendship Room when we have activities that need more light or calmer weather. Several of our Guides have planned sessions as they work towards their Lady Baden-Powell Award, the highest award that Guide level members can earn. Our current group is smaller than usual with 10 youth and 5 volunteers.

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

Submitted by Deb Murray

As the 26th Guelph Brownies have settled into their meeting spot in The Friendship Room at Harcourt, I would just like to say how grateful we all are for our new home! The girls thoroughly enjoy the space every week and the parents have also enjoyed looking in the windows safely during Covid to catch a glimpse of their daughters having fun in the Girl Guide program! The Friendship Room has given us good safe open space to have our meetings in and it's convenient that we have an accessible washroom just down the hall for the girls and Guiders to use!

As well, earlier this Fall the Brownies had a good experience of helping out a little in the Harcourt gardens while we waited for our city bus to pick us up for our special city bus tour! We have been able to have good connections with people involved with CCSC too and The Brownies were able to help collect several hundred lbs of food at Thanksgiving to donate all to CCSC. Peter and Jill Gill were very kind and helped gather the food from us in The Friendship Room. They've also been very helpful in collecting a good portion of our Winter clothing donations on our annual "Giving Tree" to give to the Refugee family "The Ali's" to help them out.

We're also very grateful that we have been given some storage space in our cupboard right above where the girls leave their coats and boots just outside of The Friendship Room. It's a very convenient location for our storage and just the right size too! The girls also enjoy the fact that the church is located very close to a wide green park that's almost right across the street and easy to go to.

So overall during the past 3 and a half months we've settled down into our new Brownie home very well and the girls and Guiders are all feeling very safe and happy at Harcourt!

Thank you!

3rd Guelph Harcourt Scouting Groups

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

For Scouting Year September 1st, 2020 to Aug 31, 2021

The 3rd Guelph Scouting Group consists of 4 sections with Ventures (ages 15-17) Scouts (ages 11-14) on Monday nights, Cubs (ages 8-10) on Tuesday nights, and Beavers (ages 5-7) on Wednesday nights. The program is open to girls and boys and we always welcome new participants. We are most grateful to Harcourt Memorial United Church and its members, for the wonderful facilities and support shown to our organization through the year. Scouts Canada's program is based on 3 fundamental beliefs and principals. Duty to God, Duty to Others, and Duty to Self.

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

Each section is supported by leaders, who in turn are supported by a Group Committee. It has certainly been an interesting COVID 19 Year. Adapt, Adapt, Adapt.

We have successfully integrated 2nd Guelph into our Group. With that came leaders and enthusiasm for the Scouting program. We also added canoes to our equipment and the Venture group so we now have 4 complete Scouting Sections. Last winter most meetings were online or outdoors. Beaver almost ended last year with initially no registration. Many new leaders joined and so that program was rejuvenated.

This past year the youth have been involved in an awful lot of virtual meetings. That coupled with outdoor meetings whenever they were allowed by Scouts Canada has meant our section leaders have been most resourceful in presenting an interesting program. Many thanks to those dedicated leaders for their commitment to the youth and the scouting program.

The church gave permission for a container to be placed as a new more secure storage unit. That was purchased and placed in early December. Many thanks to Pete Robinson who provided equipment and valuable expertise and advice to make sure we prepared and secured the container properly. Also thanks to members of the property committee who helped us with site preparation and placement. A special debt of gratitude is owed to a member of the Church who made a sizable donation that allowed us to purchase a used storage container.

Fundraising this year involved Scout Coffee, Scout Seeds and Scout Popcorn.

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

The chancel committee's mandate is to provide floral arrangements in the sanctuary and or chapel on a weekly basis as well as seasonal décor. We offer the opportunity for members of the congregation to join together to add to our displays at Easter, Thanksgiving, and Christmas. We encourage anyone who wishes to place flowers in the church in memory of a loved at any time.

2021 was another year of shutdowns and reopening. During our spring shutdown the Chancel Committee supported Miriam's initiative to deliver Easter hydrangeas to many of our congregants. Thanks to the generosity of our Harcourt members, we delivered 35 plants.

We were very excited by the reintroduction of in person church services in September. We were able to reintroduce our tradition of Thanksgiving and Christmas plants donated in memory of loved ones.

New members are always welcome.

2021 Members:

Alice Carey, Marta Coutts, Karyn Davies, Barbara Friend (Chair), Carol Jones, Deb Murray, & Janet Webster

Youth Group

Submitted by Suzanne Webster

Unfortunately, the Youth Group has not met in person or online since February 2020. In the meantime, many of our long-time members have graduated from high school. We will have to gauge interest in the groups once things open back up.

Christian Formation Cluster Committees

Library Committee

Submitted by Barbara Shaw

Members: Mary-Lou Funston, Janet Webster and Barbara Shaw

The Library had another quiet year as the building was closed for much of 2021. We did receive a number of donations for which we are grateful. All donations are considered before decisions are made regarding the suitability of the books. Some requests were received to order new books and these were purchased, catalogued and shelved.

The computer in the Library was replaced by one that was not being used by the office staff. Thanks to Casey Connor and David Kucherepa for setting it up and getting it running. An added feature is that one may access the catalogue from home or on a phone if so desired

Spiritual Life Committee

Submitted by Peter Jackson

The Committee attempted to maintain its three-part focus during the year:

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

We developed Lenten Holy Week Meditations and an Advent Study Guide. Both were made available online and in hard copy.

We held an Easter Saturday vigil and a Christmas Day worship service over ZOOM. The Christmas Day service was notable for an audio-visual meditation on the meaning of the nativity story in light of our growing understanding of the cosmos, and a celebration of Holy Communion.

We held two Bible study series looking at parts of Luke's gospel.

The Committee sponsors the online Holy Listening Circle which thanks to its Leadership Team of about twelve people met each Sunday in 2021. Committee members have also

been instrumental in continuing Mindstretch and Progressive Christianity programs, in the Transition Team and the Re-Entry Committee, and in editing the Harcourt Herald.

Spiritual Companions continue to provide one-on-one spiritual companionship to others, some of whom completed the Ignatian Exercises during 2021. One Spiritual Companion led an Advent study series at Wellington Park. The Companions also continue to meet monthly amongst themselves for meditation, and continued to address the sustainability of Harcourt's covenanted spiritual companion program with the Committee.

The Committee held its annual retreat in October, and confirmed that a change in leadership would take place in February 2022; Sharon Chapman and André Auger will assume the roles of co-chairs, replacing Bill Lord and Peter Jackson who have discharged these responsibilities for the past six years. The Committee will continue to watch for signs of the Holy Spirit moving, and we will seek to nurture and fan those flames.

Respectfully submitted,

Bill Lord and Peter Jackson (co-chairs), André Auger*, Marion Auger*, Lisa Beattie*, Bill Chapman, Sharon Chapman, Kathy Magee*, Stan Bunston*, Megan Ward.

* covenanted spiritual companions

Progressive Christianity

Submitted by Andre Auger

Despite the demise of the Christian Formation Committee in 2015, a small group of Harcourt members started in 2016 exploring aspects of progressive Christianity. At first, the group focused on videos developed by the United Methodist Church called "Living the Questions." Since 2016, the group, numbering roughly 12-15, studied just about every video produced by that group – "Painting the Stars" on science and theology, "First Light" and "Eclipsing Empire," both by Crossan and Borg, respectively on Jesus and Paul, "Saving Jesus," on contemporary scholarship regarding the life of Jesus, Crossan's study of God and violence, and Ched Myers' study of Sabbath Economics, to name but a few (all currently available in Harcourt's Library).

In 2021, the group studied Brian McLaren's *A New Kind of Christianity*, and in the Fall, took a four-part retreat I had developed for Five Oaks on Teilhard de Chardin, the Cosmos and Love. The remainder of the Fall was dedicated to an interview with the late Wayne Teasdale on Interspirituality, and a series of perspectives of the Jewish mystic Etty Hillesum.

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.

Worship Committee

Submitted by Dan Ganesh

Committee members: Jon Welch, Joy Wagler, Merrill Pierce (MANNA rep), Karyn Davies (Co-Chair), Dan Ganesh (Co-Chair)

Ex-Officio Members: Rev. Miriam Flynn, Alison MacNeill

This report will cover only the highlights for 2021. Our Committee endeavoured to fulfil its' mandate in supporting the Harcourt Ministry Team, and all the challenges Harcourt faced in 2021. However, these challenges augmented several changes. Over 2021,

Worship Services transitioned from Pre-recorded services (January to September) to Live Streaming In-person worship in Fall. This has required dedication and much coordination between several groups. Worship Committee extends warm appreciation to groups such as Re-Entry Committee, Council, Property, Usher Coordinators, Chancel, Harcourt Staff, Tech Team, Spiritual Life, Finance and our Worship Ministry Team without whom none of these accomplishments would have been possible. Amendments and revisions to protocols for other services (Funerals, Weddings, Memorials) also had to be made during 2021, reflecting changes to public health guidelines regarding the pandemic. Worship Committee is still seeking a coordinator for these other services, to replace Steve Pierce.

At the time of writing this report, the increasing Omicron threat has led Worship team to coordinate with several of these Committees to once again switch back to Pre-recorded and Zoom-type meetings, which will close off 2021. The plan is to resume live-streaming in January, 2022. Of redeeming note is how quickly our Worship Team has been able to respond.

There were several highlights during 2021. Only a few will be highlighted. Harcourt continues to offer various services that include the 'regular' service, MANNA and Holy Listening. Spiritual Learning maintained its Sunday Holy Listening Zoom meetings, led by dedicated leaders and an equally dedicated membership group. MANNA met by Zoom earlier in the year, took its summer break and re-convened in Fall with outside in-person meetings, and indoor sanctuary meetings with the advent of inclement weather (pun intended). During July-August, Harcourt once again shared services with the other GUM Churches. We were once-again blessed with several guest speakers/preachers over the year, culminating with our special guest preacher, Rev. John Buttars, to celebrate Harcourt's 65th Anniversary on Nov 21st. A special note of gratitude is extended to our Pastoral Care Minister, Rev Marcie Gibson, for all her messages and contributions, and as she embarks on another chapter in 2022. Worship Committee has representation in other committees. These include Karyn Davies in Re-Entry, Joy Wagler in Holy Listening after 9:30 am Sunday services, Merrill Pierce in MANNA and Dan Ganesh in the Steering Committee.

Worship Committee was also honoured to have Joy Wagler, join in October, 2021. Joy has a wide ranging skill set, and has been quickly adapting and becoming a valuable member of our team, and our Harcourt Community. Thanks is also extended to our Councillor for Christian Life, Kathy Magee, for her support, leadership and guidance. Our Committee is grateful to Barb Friend (Chancel Committee), Usher Coordinator Tony

Wagner and Marilyn Parr, Finance Committee for their contributions. To my fellow members on Worship Committee and Co-Chair, Karyn Davies, a very sincere note of thanks for your dedication and hard work!

Usher Co-ordinator

Submitted by Tony Wagner

The first part of 2021 was very uneventful as far as ushering was concerned as the Sunday services were virtual and no ushering was needed. There were several months toward the end of 2021 that had in-person services requiring both ushering and greeting services. These in-person services were discontinued in late December with the on-set of the Omicron variant. A unilateral decision was made to use only volunteers to fulfil these ushering and greeting rolls and it was assumed that persons that pre-registered for the in-person services were in-fact volunteers. This list of pre-registered persons was kindly provided to me by Wendy or Casey on Friday afternoons and formed the basis of the ushers and greeters for the in-person services. Considering the requirements of the choir and the sound system, I would particularly like to thank the following without whose support my task would have been much more difficult if not impossible: Dan Ganesh, David Hume, Jon Welch, the Sears', the Coutts', Marilyn Reilly, Karyn Davies, Barb Shaw, the Webster's, the Aumell's, and Barb Friend, as well as those I may have forgotten to mention.

Women's Spirituality

Submitted by Mary Harding

The Women's Spirituality Group continued to meet monthly on zoom in 2021.

Meetings often include a meditation, a poem or reading, but the main component of our meetings this year has been "checking-in". We meet to offer connection, support and encouragement to one another. Currently, we have nine members together rather than our individual candles at home, but for now we are finding light in the darkness through Zoom!

Music Ministry

Submitted by Alison MacNeill

With its ever changing protocols, it's been a "hybrid" year. Music has continued to be an important part of Harcourt's spiritual and community life - offered in pre-recorded form (live or virtually), live-streamed, and live and in person. The skills gained in these challenging times will continue to enhance our gifts, even after we are on the other side of the pandemic.

The Choir We have been rehearsing weekly since September, moving indoors from the garden as soon as we could, adhering to all protocols. We number close to 30, and many have been taking turns offering their voices for the live stream services, as well as continuing to record virtually. Grateful to be able to sing together, we were also honoured to sing for the memorial service of Ben Fear.

We almost made it to Christmas, singing live through Advent, but the Omicron variant made it advisable to postpone rehearsals until the peak of infection passes. We were able to enjoy a Carol Sing in the garden on that final Thursday before Christmas Eve.

The Handbell Choir This group of about 10, continued to meet throughout spring and fall, using a distanced formation (a challenge when bells are often shared by neighbouring ringers). We made some recordings which were incorporated into church services. We were able to play live for a service just once during Advent (upstairs outside the offices).

The Lightshine Singers, our community women's choir, are still not meeting. We had hoped to reconvene in the fall, but now must look forward to Spring 2022.

The Rainbow Chorus presented a virtual concert in the early spring (still available on YouTube), which was a labour of love for those who would have much preferred to sing in person. They were able to participate virtually in Harcourt's Affirming service as well. Special thanks to Maureen Anderson for her freshly minted video editing skills!

Since September, the chorus, numbering around 40 or so, has been meeting weekly at Harcourt, with all required protocols (and more) in place. Unfortunately, the tightening of restrictions, due to Omicron, has caused us to postpone the planned January 2022 concert to a later date.

Christmas Pageant and Manna Charting the Way to Bethlehem (on-line Pandemic Pageant II) was a great success, endearingly filled with unusual characters: a shepherd with angel wings! A twin for Jesus in the manger! Thanks to Pamela Girardi for casting, costume distribution, cheerful support and pizza. Thanks to Angela Jimenez for many hours working on video editing and production, assisted by Casey Connor. And thanks to the Manna families who provided our cast, and eager support in this annual venture! The link is still available for viewing.

I have enjoyed helping a little with Manna music in person, now that the services are no longer concurrent. I hope to contribute more while this community continues to grow

Congregational Life Umbrella Group

Pastoral Care Committee

Submitted by Rev. Marcie Gibson

Throughout 2021, 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.
- Manna activity supplies were delivered to families so they could participate on Zoom.
- Seasonal flowers were delivered to shut-ins or those experiencing grief.

- The Harcourt Herald, printed e-weekly, and a pastoral message or sermon were hand-delivered each Friday to those who do not have internet access or email.
- Harcourt members brought meals to those who were newly home or recovering.
- Rev. Marcie maintained the Prayer Circle – affectionately known as ‘the group that never meets’ – by way of sending out a weekly confidential updated prayer list.

Sometimes this was by phone, email or in-person visit:

- A few dedicated pastoral care visitors and our VAM (Voluntary Associate Minister), Joyce Kelly, have continued in their support of homebound congregants and those in long-term care, through regular phone contact and in-person visits where possible.
- Pastoral support has also included information and accompaniment through MAID (Medically Assistance In Dying) where requested.
- 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.
- With careful planning, two wedding ceremonies were joyously held at the church, in July and October.

Harcourt has been blessed with strong fellowship in many smaller groups who stay connected and provide informal care to each other. These include Manna and the Manna men’s group, the online Holy Listening circle, the Choir, the Prayer shawl creators’ group, the Women’s spirituality group, the Friday group, Men’s group, Caroline Harcourt group, and the Zoom Sunday Coffee hour gathering. Most of these groups have continued to connect throughout the pandemic, moving on-line where required.

Particular 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 the spring, two 8-week structured Grief Groups were offered online via Zoom. These were facilitated by Marnie Allen, Stan Bunston, Sharron Chapman, and Marcie Gibson. It is hoped that this program will be able to run again in other years.

At this time, the formal Pastoral Care Committee has disbanded. Coordination for pastoral care is shared between the Ministry staff and enduring lay leaders. In November, ten people gathered for a Roundtable on Pastoral Care in the Harcourt Community, to share concerns, activities, and hopes. This model, with stakeholders meeting approximately every 6 months, seems to have support moving forward, and has generated some ideas for furthering pastoral care both during the pandemic and beyond.

Submitted by Diana Sterenberg

During the 2021 year, 34 cards were sent to offer comfort, or congratulations on a special birthday or special anniversary, on behalf of Harcourt friends.

Prayer Shawl Ministry

Submitted by Joan Bowland

The members of the Prayer Shawl Circle have continued to knit at home, due to Covid 19.

We are grateful to Miriam for delivering the shawls to people when she visited. Some were delivered by Harcourt friends who saw a need and responded with a shawl, we are grateful for their help too.

Wendy has agreed to assist you getting a shawl if you know of someone in need. We ask that you record the name of the person receiving the shawl in the Blue book on Miriam's door.

21 shawls have been given since Covid began.

We look forward to the time when we can meet in person again at the Church, and welcome new members to knit and enjoy a social time together.

Operational Life Umbrella Group

Communications Committee

submitted by Bill Chapman

MEMBERS:

Bill Chapman, Marion Auger Angela Jimenez, Joan Barham until January 2021

STAFF LEAD

Shaina Ensing (to April) Casey Connor Worship, Communication and Technical Support

COMMUNICATION LEAD PARTICIPANTS

Harcourt Website: Shaina Ensing (to April) - Casey Connor - technical

Bulletin Boards: Marta Coutts, Lynn Crow

Harcourt Walkers – 25 people who deliver 1500 Spring and Fall Flyers.

MANNA Facebook – Pamela Girardi

Harcourt Facebook and Twitter – Shaina Ensing (to April) - Casey Connor April 2021

GUM Website – Shaina Ensing (to April) - Casey Connor April 2021

Weekly delivery of hard copy materials (e.g. E-Letter, Harcourt Herald) to those who are not online and/or who have requested a hard copy of the Harcourt Herald. Wendy Guilmette and volunteers

Harcourt Herald – People who provide copy to the editor including Ann Middleton (interviews) and Julie Henshaw (MANNA).

Harcourt Photographers – Shaina Ensing (to April) - Casey Connor April 2021

Jerry Daminato, Mark Sears, Jerry Daminato, Alun Joseph, Gill Joseph. Those in the congregation who send in images.

Emergency Communication Protocol: - 23 people involved

As with all groups and committed at Harcourt, the year of 2021 has been difficult, demanding and yet in a very real way rewarding.

The year began with loss of Joan Barham and the tremendous role she played as chair and chief driving force of the Communications Committee and strong advocate and supporter of everything Harcourt. Her absence was felt in terms of vision and “stored knowledge “of everything from annual functions to contacts to procedures. Her passing left a hole we are still struggling to plumb and come to grips with.

Despite that the committee has had some notable achievements this year.

- 1) We created, revised and adopted two documents, A Vision Statement and Communication Strategy for the work of the committee and the second a defining Role Mandate as to what tasks were our responsibility and what tasks belonged to others. This has allowed us to focus our time and energy in areas where we have strengths and interest and let go of things that rightly belong elsewhere.
- 2) With the professional guidance of Casey Connor our tech support staff, we reviewed the labyrinth of pages of documents making up the content and images of our Website and spent a great deal of time, reviewing, refreshing and rewriting the content. The Website itself is now about 8 years old and is technologically becoming outdated and will need to be replaced. Website design and development is beyond the scope of the time or talent of the Communications Committee and will need to be done offsite.
- 3) The CC has been working on the creation of a new “on line” photo directory and implementation should begin early in 2022. Having an electronic, online directory, will allow the office to use it for mailing functions, church contacts and group information management. In addition, since it is created by the users, updating will be able to be done from home and at no Covid risk. Kent Hoeg is the stimulus and creativity for this and deserves a word of appreciation for his insight and energy in getting it launched and Sophie Lecomte, Marion’s daughter in law, has provided organizational and management skills to our team.
- 4) In addition to the major projects that have taken time and energy we have managed the ongoing “maintenance” functions of the Communication streams within the church. The Harcourt Herald, under the very capable leadership of Marion Auger has continued to bring articles of weight and humour. The weekly electronic E-Harcourt NEWS Letter created by Casey Connor, have been upgraded with pictures, links for more detail, and general quality improvements. Unseen by many are the electronic materials for Facebook and Twitter connections that keep our presence alive in the media. As well the Communications Committee has supported other committees and working groups with communication strategies, concepts and refinements through the year including the Harcourt Conversations communication work.
- 5) Our final area of involvement has been in the Staff Support of both Shaina and Casey in their technical and communication roles. With a reporting function to the committee and resourcing from the committee the Tech staff have appreciated having a sounding board for creative ideas and problem solving. Finally, it would be remiss to not mention the wonderful team work, encouragement, creativity and leadership provided by Marion Auger, Lynn Hancock, Ange Jimenez, and Casey Conner to the work of the committee.

Electronic Infrastructure Team (Tech Team)

Submitted by Mark Sears

Our team of digital ‘techies’ has lost the valuable services of Petr Vales and Jock Rutherford as they have resigned to commit more time on their businesses. Thank you to Petr and Jock for your efforts in improving our WiFi system and support for computer upgrades. Jerry Daminato, our new technical lead Casey Connors, Wendy Guilmette

and support from Larry Smith remain as our core of digital communication support. 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. This year and the last 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. This equipment was first used in September to begin our in-person live streamed Sunday services.

Office Equipment

One laptop was upgraded to a solid-state drive when the disk drive began to fail and an additional monitor was purchased.

Pre-Recorded Worship Services

For the first 8 months of the year, all worship services at Harcourt were pre-recorded and available on YouTube or Facebook or presented on line using the Zoom platform. Many committee meetings and other activities were carried out on Zoom as well. This required a continued effort by ministers and others to learn the technology and adapt their cell phones or laptops to provide the visual and audio input for presentation. The result has been exceptional, as Miriam and Marcie have mastered the methods for presentation. Alison has mastered the techniques required to present instrumental and vocal music of the quality that we have enjoyed for many years. 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 each week that continues to attract families. MANNA has met in-person for outdoor services in the fall and then moved inside of late. 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 of our live stream equipment and welcome any who would like to learn and participate in our worship services.

Live-Stream Audio and Video Production

We have purchased and installed live stream equipment this past summer and have begun producing and transmitting Sunday worship services. This was made possible by the tireless efforts of Joan Barham and the Communications Committee as well as the generous support from our Harcourt congregation. This technology of communication and of capturing the service for transmission to some of our members who cannot easily attend involves regular coordination among staff and several committees as well as operators of the equipment for Sunday services. We hope to expand our use of this technology to other Harcourt activities as well as outside groups wishing to make use of this outreach approach.

Property Committee

Submitted by Frank Webster, Chair

Members of the Property Committee are Dave Hume, Frank Webster, Larry Smith (representing trustees), Sarah Lowe, Cisca Vanderkamp, Gary Parsons, Walter Johnson and Michael Hofer. Two new members joined the committee in December 2021. They are Nancy Ryan and Pete Robinson. Mark Sears is the Umbrella Councillor for our Committee and also helped us in many ways. Thanks to everyone including Wendy Guilmette in the church office for all of your contributions.

COVID continued to affect our 2021 rental income but we attempted to maximize rentals as we followed the guidelines from the Province and the Wellington, Dufferin and Guelph Health Unit as well as our church reopening committee. Use of the church increased in the fall; the preschool returned, three choirs rehearsed in the sanctuary and many youth groups met in the gym and friendship room. Revenue was over \$21,000. A special thank you to Sarah Lowe and Wendy Guilmette for all of work that they do on church rentals. This is a big job. Also, we welcome Nancy Ryan who will be taking on Sarah's role.

David Kucherepa was on paternity leave in January. Our committee arranged a part time cleaning service and sidewalk snow shovelling contract during his absence. David is now our full time custodian and continues to work with all of our committee on operational/maintenance issues.

Repairs have been a major issue in 2021. Our repair list is quite lengthy including boiler pump repairs, new boiler gauges and controls, a new boiler filter housing and chemical dispenser. Water leaks in the storage room has been an ongoing issue. Three shut off valves and various fittings have been replaced and another copper pipe has deteriorated and will be replaced in 2022. The church sign on Dean has been repaired and we now have two LED floodlights (one at the church sign and the other on the east side between the two main entrances). We also had a new electrical outlet installed at the church sign. Christmas lights for 2022?

Several tiles in the gym flooring were starting to break up and after analysis they were found to contain asbestos. Our committee made a decision to hire Reitzel Brothers (Breslau) to remove and dispose of the tiles. The quote from Ferra Flooring in Guelph was accepted and tile design and colour was selected. The new tiles were installed on January 6 and 7, 2022. Arrangements for painting lines for sports and initial waxing are being negotiated. Use of the gym will depend on when the job is complete.

There were three organized church garden cleanup and weeding days in 2021 as well as many other informal ones with wonderful support from congregation helpers, neighbours and friends. The cedar hedge from the church parking lot to Forest Street was also trimmed.

I do not have the property expenditures for 2021 but as of November 30, 2021, our expenditures were at 91% of our 2021 budget even with our greater than anticipated repairs.

Several capital projects are needed in the near future, to preserve the church building structure and help us to operate in a more environmentally sustainable manner. These include repairing the flat roof over the Narthex and new washrooms (estimates between \$12,000 to \$15,000), replacing the windows and panels in the offices, library, friendship room, kitchen, chapel and the music room. This is a MAJOR expense and well into 6 figures. There is also a crack in the outside wall near the gym exit door that will need to be repaired. Our committee is also investigating the issue of adding insulation above the ceilings on rooms in the upper floor.

Thanks to everyone that helped and contributed in 2021!!!

Outreach Umbrella Group

Justice and Outreach Committee Report 2021

Submitted by Rosalind Slater

During these trying times of lock downs and social distancing I am happy to report that I have made another commitment to Harcourt to stay on council for at least one more year.

It seems that as times become more difficult the people who work so hard to help the needy put forward extra effort and still the community garden thrives to provide fresh wholesome food for the guests of Chalmers. For this project I want to thank Jill Gill for her leadership and all others who have given of their time this past year.

Karyn Davies and her team have provided four Saturday Night suppers from Harcourt and even though we cannot serve the food in person and provide a social time for our guests we still warm their hearts with our pasta casserole and Caesar salad. I want to say thank you to all who have participated in this welcome outreach project especially the leaders: Karyn Davies, Brent Davies, Arlene Davis Fuer and Edna Millar. Thank you also to all who have brought food and warmth to so many people.

We have supported Andrew Hyde in his Ecumenical campus ministry role and the Chalmers programme has continued to support the needy even though Covid has stopped the clothing part of this ministry for the time being. We have continued to support the M&S fund and the Welcome In.

At this point I am happy to announce a new project that will be supported by Harcourt's Outreach ministry. We are about to collaborate with Trinity United to launch an appeal which will allow us to support a refugee family of seven from Afghanistan. In the Harcourt conversations this year many of you wanted to know what the church was doing to help the humanitarian crisis in Afghanistan and I'm now happy to bring this information to you in answer to your questions. This will take time, probably up to three years, so it will be a long 'Advent' process but with patience and faith I'm sure we'll manage to bring this family to a new safe life with us in Canada.

Saturday Night Suppers 2021 Report

Submitted by Karyn and Brent Davies

This past year has been a challenging one for many organizations that support the most vulnerable in our community. Harcourt Church has been an important part of this support system as we continue to provide Saturday night hot meals to the Royal City Mission

meal program. Every week at Royal City 650 meals are served at no charge to people and families in need. During 2021 the meals were being given out in biodegradable take out containers. In accordance with Covid health protocols. Thank you so much to the Harcourt community for helping Brent and I continue our support for this worthwhile community outreach.

I encourage anyone interested in 2022 to sign up on the Harcourt website to help with food insecurity on our community. The dates we are asked to provide meals next year are as follows:

- March 12,2022
- June 11,2022
- September 3,2022
- November 19,2022.

Thanks again to everyone

Harcourt Quilting Group

Submitted by Jill Gill

The quilting group has not met in person since February 2020 because of COVID restrictions. However, several group members have managed to keep quilting and the finished quilts will be donated to Family and Children's Services, Guelph-Wellington to be given to young adults who are leaving foster care.

Moving forward, we hope to meet in person again on the 4th Monday (9:30 am -1 pm) monthly from September until June. New participants who have quilting experience are welcome to join us at that time and donations of 100% cotton fabrics will also be appreciated.

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 Communal Garden continued to thrive, in spite of Covid! Our dedicated volunteers seeded, transplanted seedlings, watered, weeded and harvested almost 600 lbs of organically grown vegetables and herbs again this year. All produce was donated to Chalmers Community Services Centre food pantry for distribution to some of Guelph's most food-insecure folks.

As a result of a \$2,000 grant from Our Food Future/Harvest Impact/10C Shared Space we were able to complete five projects in the garden which will enable us to continue growing and donating food to Chalmers in the future. We 1) rebuilt raised beds whose timber had rotten over 10 years; 2) added fencing around all beds to deter critters; 3) Installed a drip-irrigation system (build and donated by Stewart Bowland); 4) Installed a Vertical Growing System; and 5) Installed eaves troughs on the garden shed to harvest rainwater. Because of the generosity and hard work of our volunteers, we managed to complete all these tasks within budget (well \$1.78 over budget!) even though the cost of several of the raw materials had increased substantially from our 2020 estimates.

Lisa Mactaggart continues to plan our crop rotation, donates seeds and grows all of our vegetable and herb seedlings voluntarily. We are ever grateful for her expertise and dedication to this project.

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 and the fruit and nuts grown are available for anyone in the community to enjoy. We also harvest for donation to Chalmers Community Services food pantry.

In spite of Covid restrictions we were able to have a couple of work parties this spring to weed and mulch the orchard. The most notable one included some families (adults and children) from Harcourt's Manna group. This was a fun learning opportunity that really benefitted the orchard space. The U. of G. 'Project Serve' initiative was cancelled this fall, but several volunteers helped weed and prepare the orchard for winter. We had a donation of straw that was put in place to protect plants from cold and snow damage.

Stewardship Umbrella Group

Stewardship Committee (Inactive)

Submitted by Lynn Hancock

"Nearly half of congregations say stewardship is the biggest challenge they face as a result of the COVID-19 crisis. Stewardship expert Clayton Smith says churches can bounce back and suggests three ways to move forward with sustained generosity. 1. Focus on pastoral care. 2. Develop a financial recovery plan. 3. Know that relationships matter" – quote from Leading Ideas publication August 13, 2020. This is how I began last year's report. The pandemic is still with us. How are we at Harcourt following up on

these suggestions? (Even though nobody has responded to the call to serve as Stewardship Chair or serve on the committee) I can report the following:

1. **Focus on pastoral care.** Rev. Marcie Gibson was “asked to take on a half-time supply pastoral care role in the midst of pandemic.”. She was welcomed to the Harcourt Staff in January, 2021. If you haven’t already read her message included in the January 6, 2022 e-harcourt weekly, please do. I’ll let her words speak for themselves.
2. **Develop a financial recovery plan.** The Finance Committee, under the leadership of Brian Magee, has continued to rise to the challenges of yet another year of uncertainty and is preparing to present a budget for 2022 at the Annual Meeting on March 6th. I have had the opportunity to communicate with Rev. Dave Jagger, Stewardship & Gifts Officer, United Church of Canada, throughout 2021. Our next meeting is scheduled for mid-January to continue our conversations in order to “develop a financial recovery plan”. Time will tell what that will look like for Harcourt.
3. **Know that relationships matter.** There has been plenty of evidence of this in 2021. Folks have continued to be creative in finding safe ways to connect to family, friends and strangers. In the January issue of the Harcourt Herald, Kent Hoeg submitted an article: “A Picture is Worth a 1,000 words”. He describes the upcoming publishing of an online Harcourt Community Directory. The Communications Committee is supporting this project and encourages those who wish to stay connected to the Harcourt community to participate.

All Things Christmas Annual Report

Submitted by Janet Webster

“To Everything There is A Season”

For the first time in approximately 15 years, there was no All Things Christmas event at Harcourt. The decision to cancel was made after analysing the challenges posed in 2020 and the uncertainty for 2021.

Planning and preparation usually started soon after one sale ended and by the following September, collecting of dried plant material, sourcing of extras such as pots, soil and ornaments, and an order for wholesalers was well underway. Teams of workers, contact with possible sources of greens and requests to local arborists were all part of the preparation.

In 2020, the Health situation limited access to the gym for making arrangements and required the sale to be held outdoors. A pivot to on-line orders was a new challenge and relatively successful.

The stress of repeating those aspects, especially with fewer volunteers, in a year of so many questions, led to the decision to cancel.

To quote a reference “A time to keep and a time to cast away, a time to break down and a time to build up”. Over the years we built up wonderful fellowship, creativity, connections to the community and income for the Church, but now it is time to look elsewhere for those opportunities.

The organizers thank the community for their support over the years.

Finance Committee

Submitted by Brian Magee, Chair of Finance

After almost two years of pandemic restrictions that included the Church being closed for several months, we are now in a financial crisis. The loss of in-person worship resulted in fewer donations that would normally have been received on Sundays. Fewer Sunday donations combined with reduced rentals, fundraising, and federal government subsidies has led to a deficit of \$46,000 for 2021. If this current trend continues through 2022, Harcourt will experience an even greater deficit. Everyone's financial support is needed to ensure that Harcourt can continue its important and necessary role providing spiritual and outreach support for members, friends, and the community.

I extend a great deal of gratitude and thanks to the committee members, especially Marilyn Parr as co-treasurer who has carried most of the work load during the pandemic, Jane Roberts as co-treasurer and Trustee representative (to September), John Phelps as Payroll Administrator, and Leo Medeiros as minute taker and accounting advisor. Thank you to Heather Hoeg for her continued support and role as Envelope Secretary. Thank you to Kent Hoeg for his support behind the scenes.

A big thank you to Marilyn and Mark Sears who have assisted Marilyn Parr by retrieving financial contributions from the church office and making weekly bank deposits during the pandemic.

The continued financial support of Harcourt's members and friends will be crucial going forward in these challenging times. Your support is greatly appreciated.

Offering Counters Team

Submitted by Marilyn Sears

In 2021, there continued to be a few people who made their offerings by dropping them off at the church. Also, when we were having in person worship in the fall, there were a few offerings each week, which I picked up after the service. Wendy places the donations that are dropped off in Mark Sears file folder and he picks them up throughout the week and brings them home. I count them on Sundays and deposit them at the Meridian Credit Union on Mondays or as soon as possible using the night drop facility there. Mark scans the Worksheets and Tally Sheets and sends them to the Offering Secretary and the Treasurer.

Other Church Teams & Committees

Memorials Committee

Submitted by Anne Piper

During 2021, 18 relatives and friends were remembered with memorial donations to Harcourt Memorial United Church; a total of \$39,966. Designated donations from the total went to:

Music and Arts \$1538.75

Mission and Service \$1443.75

Live Streaming project \$17,814.09

Sanctuary Seating \$1000.00
Building Fund \$500

The memorials book will be updated early 2022 with the names of those remembered and their donors. Thank you to Ester Devolin for her computer expertise to print 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 member's work. In the fall a budget is submitted to the Finance Committee for the following year. We are also involved in all hiring of staff.

2021 was another busy year for M & P. In January Marcie Gibson was hired to assist with Pastoral Relations as the result of the resignation of Jim Ball.

Casey Connor was hired in January to assist Shaina Ensing in her role of Worship, Communications and Technical Support. Shaina tendered her resignation in March. Casey and Shaina's positions were combined with Casey then taking on the role of Worship, Communications and Technical Support.

Pamela's Girardi's contract as Manna Support Coordinator was renewed in January at 5 hours per week. In July the position of Manna Lead Coordinator was created and Pamela accepted that position. As a result, both positions were combined.

David Kucherepa our custodian was brought on full time in July.

In March members of Ministry and Personnel completed a workshop, "The basic A Ministry and Personnel Workshop" organized by Western Ontario Waterways.

Members of Ministry and Personnel along with their M&P work also sit on other Committee's within Harcourt. Finance, Board of Trustees, Reentry Group, Council and the Transition Steering Team. Our meetings were scheduled once a month, however, with staffing changes and the challenges of working around Covid they were switched to as needed and sometimes several times in a month.

I would like to thank our staff for their work this past year. The challenges and changes they have endured. Working around Covid restrictions, moving us forward from recorded Services to live streaming, working in the building then from home and back in the building, no rentals to rentals starting up again all have required so much flexibility of our staff and we cannot thank them enough

BOARD OF TRUSTEES

Submitted by John Phelps

Your 2021 Board of Trustees - Carol Jones, John Phelps, Judy Cimino, Larry Smith, Dan Ganesh, Elizabeth Bone, Jane Roberts (until Sept. 2021)

Carol Jones has served as Past Chair during 2021 and Trustee Chair during 2020 and has now completed her term. We thank you Carol for your years of dedication and leadership.

As I review our 2020 report which mentioned the sponsorship of the Fuad Ali family, I am happy to report that the family was granted refugee status and permanent residency. In September we bid farewell to Jane Roberts, leaving Guelph and moving to Vancouver Island. Due to Covid restrictions, the Trustees were unable to continue our in-church Stewardship Initiative focusing on Legacy Giving. However, over the last several years Harcourt has received numerous Donation and Legacy Gifts from generous congregation members and their families, and we sincerely thank you. If you are considering making a donation or a legacy gift to Harcourt, the Harcourt website (see Finance) outlines a number of methods and brochures are available with complete explanations. Despite the volatile stock market during 2021 our Canoe Investment Funds has made consistent gains.

Positions on the Board of Trustees are not permanent or “for life” positions. There are currently two (2) open positions on the Board of Trustees. If you feel this could be an area of church life that you would consider being involved, please contact any member of the current board. We would be happy to answer any questions you might have about serving as a Trustee.

- \$21,506.00 for the period Jan1-Dec 31, 2020 - or 6.82%.
- The Outreach Pillar continued to support the Fuad Ali family with \$14,400.00 in 2020.
- Effective Jan 1 2019, Pillar funds have a 10% Market Reserve holdback which is in addition to the existing Target Reserve for each Pillar. This allows for market Fluctuations.

Harcourt Trustee Financial Report to Dec 31, 2021
Submitted by John Phelps

	Property	Outreach	Music& Art	Spiritual Life	Total	
Assets December	\$101,485.30	\$158,599.50	\$45,340.60	\$31,065.60	\$336,491	
Assets December						\$434,930.84
2021 Investment Gains.	\$54,141.91	\$24,609.96	\$9,843.98	\$9,843.98	\$98,439.84	\$98,439.84
Pending Pillar	\$15,029.58	\$2,093.28	\$3,634.48	\$4,156.83	\$24,914.17	
Total	\$170,656.79	\$185,302.74	\$58,819.06	\$45,066.41	\$459,845.01	
Hold Back	\$25,000	\$100,000	\$10,000	\$10,000	\$145,000	
Market Reserve	\$17,065.68	\$18,530.27	\$5,881.91	\$4,506.64	\$45,984.50	
Available Funds from Pillars-	\$128,591.11	\$66,772.47	\$42,397.16	\$30,559.77	\$268,860.51	
Account					\$16,199.20	
Total available					\$285,059.71	
Year to Date Gains						\$98,439.84
Allocation of Gains	55%	25%	10%	10%		

Church Statistics

WEDDINGS: 2

Reanna Alexander and Amitoj Cheema

Dorothy McCrady and Jack Manson

FUNERALS / MEMORIAL SERVICES: 6

Art Waters

Ben Fear

Jean Julian

Shirley Ann Holmes

Carol Bruce

Joan Barham

PEOPLE JOINING HARCOURT BY TRANSFER OF MEMBERSHIP: 1

Jamie Gibson

PEOPLE JOINING HARCOURT BY PROFESSION OF FAITH: 0

REMOVED FROM ROLL BY TRANSFER TO OTHER CONGREGATIONS: 0

REMOVED FROM ROLL BY DEATH: 10

Art Waters

Ben Fear

Brian Clark

Carol Bruce

Cynthia Moseley

Joan Barham

Grace Glass

Ruth Monkhouse

Louise Marston

Blair MacNeill

Total Membership December 31, 2020	508 (493 + 15 non-resident)
<i>Members received by Profession of Faith</i>	0
<i>Members received by Reaffirmation of Faith</i>	0
<i>Members received by Transfer of Membership</i>	1
<i>Members removed by Death</i>	10
<i>Members removed by Transfer</i>	0
<i>Members removed by Action of Church Council</i>	0
Total Membership December 31, 2021	499 (484 + 15 non-resident)

Council, Standing Committees, Teams Staff 2021-2022

Council

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

UMBRELLA COUNCILLORS

Christian Life	Kathy Magee
Congregational Life	VACANT
Operational Life	Mark Sears
Outreach	Rosalind Slater
Stewardship	Lynn Hancock

MINISTER

Rev. Miriam Flynn

STANDING COMMITTEES & SUB-TEAMS OF COUNCIL

CHRISTIAN LIFE

Councillor: **Kathy Magee**

CLUSTER COMMITTEES:

CHRISTIAN FORMATION

MANNA

Team Leader: **Pamela Girardi**

Merrill Pierce

Laura Hofer

Deb Murray

Rev. Miriam Flynn

Music Resource – Shannon Kingsbury; with volunteers Jerry Daminato, Lynn Hancock,

Library Committee

Chair: VACANT

Mary-Lou Funston

Barbara Shaw

Janet Webster

Youth Ministry Team

Team Leaders: Lisette Vanderkamp

Suzanne Webster

Adult Faith Formation Team

Bill Lord

Rev. Miriam Flynn

SPIRITUAL LIFE

Co-Chairs: Peter Jackson* & Bill Lord

Andre Auger*

Marion Auger*

Lisa Beattie*

Stan Bunston*

Bill Chapman
Sharon Chapman
Kathy Magee*
Megan Ward
* Covenanted Spiritual Companion

WORSHIP

Co-Chairs: Karyn Davies and Dan Ganesh

Joan Charlebois – until summer 2021
Jon Welch
Merrill Pierce (MANNA Rep.)
Joy Wagler – October 2021
Rev. Miriam Flynn
Alison MacNeill, Director of Music Ministries

Chancel Team
Barb Friend (Chair)
Marta Coutts
Alice Carey
Janet Webster
Carol Jones
Deb Murray
Karyn Davies

Communion Team
Barb Forestell
Jane Roberts –resigned August 2021
Sandra Phair

Usher Coordinator
Tony Wagner

CONGREGATIONAL LIFE

Councillor: **VACANT**

CLUSTER COMMITTEES:

FELLOWSHIP

Chair: VACANT

Committee is inactive
Nametag Coordinator: Marilyn Reilly
10:30am Coffee time Coordinator: Alice Carey

PASTORAL CARE

Chair: VACANT

Committee is inactive

Note cards to Congregation: Diana Sterenberg

OPERATIONAL LIFE

Councillor: **Mark Sears**

CLUSTER COMMITTEES:

ACCESSIBILITY

Chair: VACANT

Jane McNamee

COMMUNICATIONS

Chair: (interim) Bill Chapman to February 2022

Angela Jimenez

Marion Auger

Lynn Hancock

Shaina Ensing until April 2021, Casey Connor, Staff Liaison

The Herald Newsletter Team

Marion Auger – Editor

Ann Middleton

Julie Henshaw

Wendy Guilmette – printing, mailing

Shaina Ensing until April 2021- Casey Connor - calendar

Electronic Infrastructure Team (TechTeam)

Chair: Mark Sears

Jerry Daminato

Petr Vales

Jock Rutherford

Larry Smith

Shaina Ensing to April 2021, Casey Connor, Staff Liaison

PROPERTY

Chair: Dave Hume, Frank Webster September 1, 2021

Michael Hofer

Sarah Lowe

Gary Parsons

Larry Smith, Trustee rep

Cisca Vanderkamp

Walter Johnson

Michael Hofer

Nancy Ryan – December 2021

Pete Robinson –December 2021

Gardening Team:

Ben Fear

Walter Johnson

Joyce Johnson

Carol Jones

Sarah Lowe

Dave Hume

Gary Parsons

Ann Parsons

Mark Sears

Cisca Vanderkamp

Frank Webster

OUTREACH

Councillor: **Rosalind Slater**

CLUSTER COMMITTEES:

JUSTICE AND OUTREACH

Julie Henshaw

STEWARDSHIP

Councillor: **Lynn Hancock**

STEWARDSHIP

Chair and committee: VACANT

FINANCE

Chair: Brian Magee

Heather Hoeg, Envelope Secretary

Marilyn Troup Parr, Co-Treasurer

Jane Roberts, Co-treasurer – resigned August 9, 2021

John Phelps, Payroll Administrator, Trustee Rep

Leo Medieros

M&S Advocacy

Anne Parsons

OTHER COMMITTEES & TEAMS

Not associated with Council Umbrella Councillors

MEMORIALS TEAM

Chair: Dave Hume

Anne Piper, Secretary

Karyn Davies, Worship Committee Rep.

Vacancy, Property Committee Rep.

MINISTRY & PERSONNEL

Chair & 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 / Dave Hume – 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. Miriam Flynn

Harcourt Board of Trustees**Chair: John Phelps**

Treasurer: Jane Roberts - resigned August 9, 2021

Past Chair: Carol Jones

John Phelps – Insurance, Finance Committee rep

Judy Cimino

Larry Smith – Property Committee rep

Dan Ganesh

Elizabeth Bone

Rev. Miriam Flynn

OFFERING COUNTERS

Coordinator: Marilyn Sears

GUELPH UNITED MINISTRIES (GUM) LIAISONS

Rev Miriam Flynn

Lorraine Holding

WESTERN ONTARIO WATERWAYS REGION REPRESENTATIVES

VACANT, Council Rep

VACANT, two to three additional Congregation Reps

Rev Miriam Flynn, Ministry Rep

VOLUNTARY ASSOCIATE MINISTERS (VAMS)

Rev. Joyce Kelly

Rev. Deborah Shanks

Rev. Gaylyn McLean

STAFF

Rev. Miriam Flynn, Minister

Rev. Marcie Gibson, Supply Minister for Pastoral Care

Alison MacNeill, Director of Music Ministries

Pamela Girardi, MANNA Lead Coordinator

Wendy Guilmette, Church Administrator

Shaina Ensing, Worship, Communication & Technical Support – to April 2021

Casey Connor, Worship, Communication & Technical Support

David Kucherepa, Custodian

Emily Steers, Music Intern

HARCOURT MEMORIAL UNITED CHURCH Annual Congregational Meeting

Sunday March 7, 2021 at 1pm

Present: Marnie Allen, Dan Ashbourne, Lynda Ashbourne, Andre Auger, Marion Auger, Elizabeth Bone, Stanley Bunston, Bill Chapman, Joan Charlebois, Casey Connor, Malcolm Coutts, Marta Coutts, June Crewson, Susan Cullis, Jerry Daminato, Carolyn Davidson, Karyn Davies, Arlene Davies-Fuhr, Esther Devolin, Keith Devolin, Cathy Dean, Henk Dykman, Lorraine Dykman, Ben Fear, Rev. Miriam Flynn, Bryan Fuhr, Dan Ganesh, Jill Gill, Peter Gill, Rev. Marcie Gibson, Pamela Girardi, Lynn Hancock, Mary Harding, Heather Hoeg, Kent Hoeg, Lorraine Holding, Dave Hume, Jean Hume, Don Johns, Carol Jones, Lawrence Jones, Rosemary Jones, Bill Lord, Brian Magee, Kathy Magee, Pat Martin, Bernie McNamee, Jane McNamee, Sandy Middleton, Edna Miller, Anne Parsons, Gary Parsons, Mary Peleschak, Mike Peleschak, John Phelps, Anne Piper, Merrill Pierce, Stephen Pierce, Nancy Pullman, Jane Roberts, Jock Rutherford, Nancy Ryan, Mark Sears, Marilyn Sears, Barb Shaw, Rosalind Slater, Gay Slinger, Larry Smith, Roz Stevenson, Tammy teWinkel, Petr Vales, Joy Wagler, Megan Ward, Frank Webster, Jon Welch, Sandra Welch, Hugh Whiteley, Marilyn Whiteley, Murray Woods (79)

1. Constitution of the Court by Regional Council Representative

Rev. Miriam Flynn called the meeting to order and constituted the Court on behalf of Western Ontario Waterways Region. Miriam thanked Council, the Tech Team and Brian Magee for organizing this congregational meeting on Zoom and for the budget overview session held a few days earlier.

2. Gathering prayer

Rev. Miriam Flynn led a gathering prayer.

3. Motion

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

(Kathy Magee, Lynn Hancock) Carried

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

Lorraine Holding confirmed that notice of this meeting was included in two pre-recorded services before today, a mass email with background material was sent to approximately 335 addresses, and printed copies were delivered to approximately 40 people without computer access. She described the aspects Council and the planning team considered in planning Harcourt's first virtual congregational meeting (e.g., ensuring each person is able to speak, listening for the Spirit, keeping the process simple while accomplishing what we need to do). She also described how this meeting would be different from those we have experienced in the past, and introduced the Tech Support Team (Casey Connor, Bill Chapman and Larry Smith), whose role would be to display the presentation slides and polls, monitor the Chat box, and watch the

screen for “raised hands”. She reviewed the holy manners we committed to follow during the meeting and shared some additional “holy manners” specific to our Zoom meeting. Lorraine confirmed that we had met the required quorum of 50.

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 1, 2020 Congregational Meetings as distributed.

Motion: That the Consent Agenda be approved.

(Mark Sears, Pat Martin)

Carried

6. Business for 2020

a) The 2020 Annual Report

- 2020 was a very unique, difficult year that no one imagined. Our Annual Report describes the many changes and accomplishments within Harcourt as a Community of Faith – as Miriam wrote, “the year we did not close”.
- Kent Hoeg offered his congratulations to everyone who contributed to the Annual Report, and asked for an update on Harcourt Communal Garden’s application to the City of Guelph for an “Our Food Future” grant. Jill Gill reported that Harcourt has been awarded a \$2,000 grant in the Shovel-to-Fork category, in support of urban agriculture. Communal Garden volunteers will use the money to upgrade the garden space over the next few months.

Motion: That the Harcourt Memorial United Church 2020 Annual Report from Committees, Teams and Groups be accepted as distributed.

(Tammy teWinkel, Rosalind Slater)

Carried

- Congregational givings were down by \$40,000 compared to 2019. Expenses for some committees were reduced as a direct effect of the pandemic, while other committees continued as planned. Brian thanked all committees for their fiscal restraint.

Motion: That the proposed 2020 budget, revised by Finance Committee during the COVID-19 pandemic and approved by Council on September 9, 2020, be ratified.

(Kathy Magee, Mark Sears)

Carried

Motion: That the 2020 Financial Report be accepted as presented in the 2020 Annual Report pages 48-52.

(Tammy teWinkel, Rosalind Slater)

Carried

7. Business for 2021

b) Continuing our journey into the future – Our time of discernment

- Lorraine introduced a video of a skit (featuring Carolyn Davidson and Tammy teWinkel and produced by Casey Connor) and slide show (created by Miriam Flynn and Shaina Ensing), illustrating the highlights of the past year.
- Lorraine then described the process of discernment initiated by Rev. Jim Ball’s retirement, including the formation of the Transition Steering Team (Pat Martin,

Tammy teWinkel, Lorraine Holding, Miriam Flynn, Dan Ganesh, Bill Lord, Merrill Pierce and Pamela Girardi).

- Jim Ball advised Harcourt to “dig deep” to identify priorities, clarify our purpose, and take a “clean white board” approach to look at staffing needs for the future. In consultation with Jim and Miriam, the Transition Steering Team recommended a flexible, short-term staffing plan that included three part-time contracts (Pastoral Care Minister, MANNA Lead Coordinator, extra Tech Support), plus guest preachers bi-weekly, plus assistance from our Voluntary Associate Ministers. We are very pleased to have Marcie Gibson, Pamela Girardi and Casey Connor join our staff team on 6-month, renewable contracts, plus the various guest preachers we are welcoming. We anticipate that these short-term contracts will be renewed at least once.
- The next priority is to determine what’s ahead for Harcourt. Our last discernment process took 18 months, culminating in covenanting with Miriam in Shared Team Ministry with Jim. As we developed our path this time, we have checked the possibility of 12 months. Discernment involves the time required to gather input from the congregation about what is Harcourt’s future and our sustainability to carry out our purpose and programs – people-wise and financially.
- Lorraine reviewed the proposed timeline, beginning last fall with recruitment for short-term staffing and planning for Jim’s farewell celebration:
 - If we decide on any type of ministerial-type staffing needs, and
 - If we would like to have those staff in place in January 2022, and
 - If someone is called from a pastoral charge where 90 days’ notice is required
 - Then a recruitment process must take place from August to October, and
 - Then Harcourt must approve its staffing plan by July, and
 - Then Harcourt’s work with Western Ontario Waterways Regional Liaison to prepare our required Community of Faith Profile, our Living Faith Story, and proposed structure and staffing plan must be completed by June.

That’s a lot of work to be done by June.

- Lorraine explained how Guelph United Ministries’ (GUM’s) Repurposing Church Properties Group discussions and GUM COVID Conversations with Rev. Paul Miller also tie into our process (along with discernment that Three Willows and Trinity are also working on). Lorraine reported that 30 Harcourt folk participated in the February GUM Conversations and expressed hope that many will also join in for the March Conversations. The focus is on how to move toward greater cooperation – and maybe consolidation, as Guelph United Ministries – in whatever forms that might take.
- Lorraine also reported that 70 people participated in nine small groups for Harcourt Conversations – Round 1. The comments gathered have increased awareness of critical issues facing us, including:
 - Agreement on some specific essentials for being Harcourt in next few years
 - A spectrum of mindsets towards change
 - Available resources of people, energy, and finances

- MANNA's future
- Leadership roles
- Harcourt Conversations – Round 2 will take place in mid-late April. We need to get more specific in these conversations to focus on what path through transition and change Harcourt needs to take. Lorraine underscored that participation in our process is key for our Harcourt Community of Faith to move forward. Form follows function. Together, we need to define Harcourt's focus for our ministries. Then we define what structure will support us.
- The theme for our last discernment process was Harcourt 20/20, illustrated by a pair of glasses. The theme for the discernment process in front of us will be Harcourt Helix – Ladder to Our Future.

c) Overview of Budget for 2021

- Brian thanked all committee chairs for their contribution to the 2021 budget. He provided an overview of what it will cost to achieve our goals and priorities, to remain relevant, and to move forward in this ever-changing world.

Total operating revenue (including \$30,000 in federal government subsidies)	\$460,500
Total operating expenses	\$465,298
Projected deficit	\$4,798

- The \$465,298 in total budgeted expenses is about \$30,000 less than the three-year average.
- An unexpected boiler repair has already depleted the building repair budget line, which will need to be replenished.
- Lynn Hancock shared the good news that a group of volunteers who hand-delivered envelopes this past year saved Harcourt more than \$3,000 in postage.
- Questions and comments:
 - Kent Hoeg asked if we have approached GUM as a possible source of funding for the new website, currently estimated at \$6,000. Bill Chapman responded that the question was raised, but that the GUM discernment process has taken priority.
 - Gay Slinger asked how undesignated memorials are allocated, where funds raised for livestreaming in memory of Joan Barham are reported, and how those funds relate to the budget. Brian responded that undesignated memorial donations generally go to the operating fund and are included under general givings. We can't budget for those because we don't know in advance when those might occur. Finance has set up a specific account for donations for livestreaming – additional funds required will be fundraised.
 - Mark Sears gave an update on the timeline for implementing livestreaming: The goal is to implement by this summer, so that it could be used together with possible resumption of in-person worship in the fall. Lorraine added that the projected cost is \$40,000, and that Council agreed to set aside an undesignated \$14,400 memorial donation received at year-end for the project. We are very grateful to the Barham family for naming Harcourt as recipient of donations to our livestream fundraising initiative in Joan's memory.

- Marilyn Sears asked how the number of donors in 2020 compared to recent years. Kent Hoeg reported that we have 500 registered members, but that fewer than half contribute financially. Kent reported 217 identifiable givers in 2020, compared to 271 in 2019 and 297 in 2018. Those numbers exclude givings through Canada Helps, which saw a significant increase in 2020. Most of the \$40,000 reduction in givings was from visitors and “irregular” givers. Givings from the congregation were roughly the same as in previous years. A comment was made that the average annual donation per “regular” giver that is required to cover expenses appears achievable.
- Peter Gill asked about the honorariums for six guest preachers and the bi-weekly guest preachers included in the short-term staffing plan. Brian responded that the six honorariums are for regular supply during the year. Additional funds for guest preachers are included under Personnel (Search Committee & Substitute Minister).
- Andre Auger expressed ongoing concern for MANNA, especially in light of the reduction in the leadership team. Has Harcourt looked at what MANNA needs to be viable and sustainable as part of our future? Lorraine responded that this question is a key part of our discernment process, and is why we put resources into short-term staffing for MANNA (i.e., Pamela Girardi in MANNA leadership roles at 20 hours/week.) Merrill Pierce reported that hiring Pamela as our lay congregational designated minister with more hours has helped considerably. Miriam and Merrill provide leadership on alternate weeks.

Motion: To approve the 2021 budget as presented on pages 53-56 of the 2020 Annual Report.

(Mark Sears, Pat Martin) Carried

Lorraine thanked Brian, Finance Committee and all who contributed to the budget.

d) Mission and Service Fund target for 2021

Motion: That Harcourt’s 2021 target for the United Church of Canada’s Mission and Service Fund be set at \$80,000.

(Lynn Hancock, Kathy Magee) Carried

e) Comments from the Trustees

Carol Jones, Past Chair of Trustees, reported that 2020 was a fairly quiet year. Carol introduced John Phelps as the new Chair and thanked him for his support over the past year. John, in turn, thanked Carol for her leadership over the past year as Chair. John provided a brief description of the role and responsibilities of the Trustees, and announced that Elizabeth Bone is the newest member of the Trustees.

8. Presentation of names for Council, standing committees and other appointments for February 2021 to February 2022

Lorraine noted that the list of names is the same as last year, except for changes identified by any committee/team Chairs. Lorraine expressed appreciation for the leadership of so many people, with special thanks to Ben Fear, who is completing many years of service on Property Committee. Lorraine urged the congregation to help encourage and recruit people to accept positions of leadership.

Motion:

- a) That the Congregation of Harcourt Memorial United Church approve the candidates who have agreed to serve for positions on the Council for 2021-2022; and**
- b) That the Congregation of Harcourt Memorial United Church approve the candidates who have agreed to serve as Chairs of Committees and for positions on Harcourt's Committees and Teams for 2021-2022.**

(Tammy teWinkel, Mark Sears) Carried

Motion:

- a) That Marilyn Troup Parr and Jane Roberts be appointed as Co-Treasurers and John Phelps as Payroll Administrator for 2021-2022 with all the rights and responsibilities attending these positions; and**
- b) That Heather Hoeg be appointed as Envelope Secretary for 2021-2022 with all the rights and responsibilities attending that position; and**
- c) That the Congregation appoint the Chair of Council, Chair of Trustees, Chair of Finance Committee, Co-Treasurers and Payroll Administrator as signing officers of Harcourt Memorial United Church, with two signatures required for financial transactions.**

(Lynn Hancock, Carolyn Davidson) Carried

9. Other business

f) Questions or other items

- Joan Charlebois asked how to obtain offering envelopes. Heather Hoeg responded that in view of the uncertainty about when the church might re-open, Harcourt did not order envelopes this year. Anyone who would like envelopes is asked to send a message to Heather. Cheques can also be placed in a regular envelope with the donor's name written on it and put through the mail slot at the church.
- Jerry Daminato expressed appreciation for all leaders and committees for all their work over the past year. Marilyn Sears and John Phelps added special words of thanks for Lorraine Holding, who took on the role of Chair in 2015 and has gone far beyond the call of duty in so many ways (e.g., chairing the Re-entry Planning Group). Rosalind Slater suggested that the best way to thank Lorraine would be to volunteer for the role of Vice-Chair of Council.
- Jean Hume asked if we are receiving updates from the youth group, specifically whether any young people are ready for a communicants' class and whether we are encouraging them to become members of Harcourt. Frank Webster responded that the youth group has not met either in person or virtually since the pandemic began. Frank will ask Susanne Webster to pass along to Dan Ganesh or Karyn Davies the names of any young people who are interested in communicants' classes or church membership. Pamela Girardi reported that MANNA does not have many children around 12 years of age – most are 8 years old or younger. MANNA is looking at different ways to facilitate the children's relationship with the church as they grow. For example, the children are encouraged to share their own gifts by reading and by sharing their artwork with the whole Harcourt community.

- Jean Hume asked if MANNA participants are encouraged to donate through PAR, and whether we inform members of the MANNA community about the financial needs of the church. Pamela responded that MANNA does give and that they are encouraging giving in other ways. (It was noted that, at present, the only way to sign up for PAR is to contact the Church Administrator.)
- Brian Fuhr asked how we pay for Broadview magazine this year. Heather Hoeg will put a note in the e-weekly to remind people to send in money for their subscriptions.
- Lorraine noted that Harcourt owns about 60 pieces of art that Lila Engberg gifted to Harcourt in 2019, and that are currently stored with her friends. Proceeds from the sale of this collection could be designated toward livestreaming. Lorraine invited anyone who would like work on a project to organize a sale (online or by another method) to please come forward.

g) Notice of next Congregational Annual Meeting

The next Congregational Annual Meeting will be held on either Sunday, February 27 or Sunday, March 6, 2022. The date will be confirmed later in the year.

h) Closing and thanks

Lorraine expressed thanks to each member of Harcourt's staff team, for their many contributions during this year of transitions, challenges and new learning opportunities. She also thanked those who helped prepare for today's virtual meeting and everyone who participated. We are a community of faith that will continue to adapt and discern our future together.

10. Closing prayer

Stan Bunston offered a closing prayer.

11. Motion:

To adjourn the Congregational Annual Meeting (3:05 p.m.)

(Lynn Hancock)

Recording Secretary

Chair of Council

Date

HARCOURT MEMORIAL UNITED CHURCH Special Congregational Meeting
Sunday November 28, 2021 at 1:30pm

Present: Alison MacNeill, Andre Auger, Andrea Duncan-Martyn, Anne Parsons, Anne Piper, Arlene Davies-Fuhr, Barbara Friend, Bill Chapman, Bill Lord, Brian Magee, Carol Jones, Carolyn Davidson, Casey Connor, Cathy Dean, Colleen Barrett, Dan Ganesh, Dave Hume, Deb Murray, Edna Miller, Elizabeth Bone, Gary Parsons, Heather Hoeg, Henk Dykman, Hugh Whiteley, Irma Webb, Jean Hume, Jean Jackson, Jerry Daminato, Jill Gill, Joan Charlebois, John Phelps, Jon Welch, Judy Cimino, Karyn Davies, Kathy Magee, Kent Hoeg, Larry Smith, Laura Hofer, Lawrence Jones, Leo Medeiros, Lisa Beattie, Lisa Mactaggart, Lorraine Dykman, Lorraine Holding, Lucy Mutharia, Lynn Hancock, Marcie Gibson, Marilyn Sears, Marilyn Whiteley, Marion Auger, Mark Sears, Mary Harding, Mary Peleschak, Mary-Lou Funston, Megan Ward, Merrill Pierce, Michael Hofer, Mike Peleschak, Miriam Flynn, Murray Woods, Nancy Ryan, Pamela Girardi, Pat Martin, Paul Webb, Peter Gill, Rosalind Slater, Roz Stevenson, Sandra Welch, Sandy Middleton, Sandy Phair, Sarah Lowe, Sharon Chapman, Stanley Bunston, Stephen Pierce, Tammy teWinkel, Tony Wagner, Walter Johnston (77)

12. Welcome

Lorraine Holding welcomed everyone at 1:31 and turned the meeting over to Casey Connor, who shared some Zoom tips.

13. Constitution of the Court

Rev. Miriam Flynn called the meeting to order at 1:36 p.m. and constituted the Court on behalf of Western Ontario Waterways Region.

14. Gathering prayer

Rev. Miriam Flynn offered an opening prayer.

15. Motion:

To appoint Carolyn Davidson as Recording Secretary, assisted by Marilyn Sears, and Lorraine Holding as Chair of this meeting.

(Kathy Magee, Pat Martin)

Carried

16. Outline of meeting plan and review of Holy Manners in a Zoom World

Lorraine Holding confirmed that notice of this meeting was included in two in-person livestreamed and recorded services before today, a mass email was sent to 318 addresses, and printed copies were delivered to approximately 22 people without computer access. She introduced the tech support team (Casey Connor, Bill Chapman and Larry Smith) and reviewed the Holy Manners we committed to follow during our second virtual congregational meeting. For attendance purposes, everyone was asked to sign in by entering their first and last names into the chat box. Lorraine confirmed that the required quorum of 50 had been met.

17. Consent Agenda:

- i) Speaking and voting privileges are extended to all present; and
- j) Approval of agenda as presented.

Motion: That the Consent Agenda be approved.

(Mark Sears, Rosalind Slater) Carried

18. Our Discernment Journey

k) Overview of our process

- Lorraine described how, for several years now, we have listened to and read about the need for significant change required within congregations and the United Church of Canada as a whole. In Broadview magazine and in many e-newsletters from the EDGE and Embracing the Spirit programs, there have been many stories about new approaches to “being church” in our changed society.
- The December issue of the Harcourt Herald highlighted the new mission of the United Church of Canada, which highlights “Deep spirituality”, “Bold discipleship”, “Daring justice”, and “Courageous community.” Before Rev. Jim Ball retired one year ago, he highlighted the need for us to “dig deep” to reflect on Harcourt’s own purpose and mission. We know that tweaking the status quo, while feeling more comfortable, will not be enough for survival.
- Lorraine noted that Harcourt’s 70th birthday in 2025 is only 4 years and 3 months away, and asked, “What do we hope to celebrate then: a vibrant Harcourt, or a more quickly dwindling Harcourt?”

l) Three Themes: A Visioning Story

Tammy teWinkel presented an update on the **evolving visioning story** being developed by the Transition Steering Team, based on input from approximately 100 people who participated in Harcourt Conversations earlier in 2021.

- Tammy began by inviting us to imagine ourselves in 2025, looking back at the journey we are about to undertake. What stories might we tell about how we got from “here” to “there”? In the words of Voices United Hymn 375, these imaginary stories might be regarded as a “call from tomorrow”.
- **One possible story** begins in October 2019, when Harcourt voted to replace the pews in the Sanctuary with flexible seating, and proceeds step by step, ending with Harcourt becoming a community hub, a vibrant, inclusive, respectful and safe place for the community to gather to form and sustain relationships and partnerships for the common good of the community.
- The Transition Steering Team is proposing a new purpose statement for Harcourt: “Harcourt is on a journey from the current congregational organizational structure towards empowering various communities of the faithful to live out their passion, **one step at a time**, into a future filled with **experimentation and learning**.”
- Tammy summarized the two rounds of Harcourt Conversations that took place in February and May 2021. In Round One, in response to the question of what people would value about Harcourt in five years, four major themes emerged: Worship and preaching, Spiritual growth and learning by the faithful, Hospitality and community building, and Responding to the needs of the world. In Round

Two, participants were asked to choose a theme for which they felt passion and commitment and then as a group to build narratives representing the future in that particular area, including possible next steps to achieve those goals.

- The Transition Steering Team has sorted these proposed next steps into clusters of related activities. Then, inspired by the metaphor of “crossing a river” and the concept of “adjacent possibilities”, the team has arranged these activities into sequential paths of stepping stones. Three themes that have emerged are:
 - Worship shift, spirit and integration
 - Building partnerships through physical and technical resources
 - Supporting the growth of Manna

Some of the paths are fairly straight – these represent technical challenges (e.g., installing an accessible washroom). Others are more meandering, and involve more experimentation – these represent adaptive challenges (e.g., increasing community engagement). And although the diagrams showed each path separately, in reality they are all interconnected.

- The next step will be to further develop possible stories to support the three themes.

m) Facilitated breakout groups with focus questions

The meeting moved to 10 facilitated breakout groups for a 20-minute discussion of Harcourt’s future journey, as imagined through the three themes, based on two focus questions:

1. What have you heard in the presentation about Harcourt’s future journey that excites you?
2. Which of the three themes will catch your passion to actively participate on the journey?

Facilitators shared the following key comments from their breakout groups:

- Lisa Beattie reported a sense of excitement about being on the journey and about those we are travelling with and the opportunities for cooperation. We are already seeing some shifts. Her group hopes the three themes don’t compete with each other, but rather that we can find a way forward where all can manifest and grow.
- Andre Auger shared his excitement on hearing Tammy’s presentation and expressed his thanks for the work that has gone into it. In Andre’s breakout group, the development of small groups and the theme of “safe space” came up several times, to explore worry, anxiety, and searching, along with Christian Education and community building of all kinds. Strong support was expressed for Manna as one of the ways forward in community building.
- Megan Ward reported energy and excitement around both Manna and the idea of a community hub. But the group also felt that it was very important that this comes from Harcourt as a faith community. The group wanted to see an ongoing commitment to building discipleship as the foundation for the community hub concept and also for supporting and strengthening Manna.

- Kathy Magee's group was struck by the interconnectedness of the themes, even though different people felt passions for different parts, and that they all seem to be leading toward the idea of a community hub. The other thing that came up was the availability of a variety of worship opportunities.
- Bill Chapman's group focused on two points: (1) the three themes can't stand alone but must be integrated, and (2) the idea of a hub with social community interaction. The group also raised two cautions: (1) Not to jump in over our heads too quickly but instead to begin now to experiment with small things, and (2) Don't lose our identity in the process. How do we continue to be Harcourt United in the midst of all of these new expressions?
- Sharon Chapman's group found the amount of material a little overwhelming, but overall, the group found the optimism of the movement and direction of the presentation to be life-giving and exciting. In the course of discussing building community with university students, the group raised two questions: (1) How do we get the word out, to university students in particular (through social media) and (2) How do we use our online presence to reach people who don't live in our area or who cannot attend regular services in the building?
- One of the first points raised in Dan Ganesh's group was the recognition that there is no going back. Dan reported general excitement about the three themes, along with some trepidation. Some wondered where they might personally fit in to this new future, even as they recognize the value. Overall, there was great excitement about where we are heading. One caution that was raised was about the need for leadership: Who will be the next creative and energetic leader like Joan Barham? Manna provides lots of excitement with opportunities for growth, and the change from pews to the chairs was seen as a positive signal of moving ahead.
- Merrill Pierce's group felt more trepidation than excitement. Some felt that given their age, the "near" steps were more relevant than future ones. Many felt they would need more time to ponder the information but were happy to have an update from the Transition Steering Team. Some were disappointed that there wasn't more attention paid to building a cyber-community. The group expressed support for Manna.
- Steve Pierce's group "covered a lot of territory in a short period". There was a lot of emphasis on community building, and food security was a topic of interest. The group discussed building connections in both physical and virtual spaces. There was interest in interactive worship. Some people described feeling overwhelmed by the amount of information and a little confused about where we're heading. Some are tuned in to the Manna approach to worship, while others feel more comfortable with traditional worship. Some wondered where issues of cost, budgets and deficits fit into the planning process.
- Bill Lord expressed deep appreciation on behalf of his breakout group for the amount of work that's been done and that's beginning to lead us into this journey. There was a lot of support for community resources and technology, but the group also wanted to keep in mind moving out of the building and building partnerships in the community. The group expressed support for Manna and its future development.

Lorraine thanked the facilitators and attendees for their support of the three themes that have surfaced. She closed the plenary session with a reminder that this is only

the beginning, that the visioning story will continue to be worked on into the new year.

19. Implementation Plan for Flexible Seating

Lorraine noted that in October 2019, the congregation passed a motion to approve in principle a move to flexible seating in the lower level of the sanctuary. Lorraine quoted Hugh Whiteley's comments that were recorded in the minutes from that meeting:

"It's very important that we recognize the strength of an 'in principle' adoption. It shifts the responsibility to feasibility as the issue. When the details are available, there may be insurmountable barriers. In the absence of insurmountable barriers, this is the decision. This is a strong decision."

Lorraine encouraged us to listen to each other and the Spirit, as we moved into this agenda item.

n) Presentation of implementation plan

Carolyn Davidson presented an updated version of the implementation plan that she originally shared at an information session on November 14 and which had been made available electronically and in print in the intervening two weeks.

- Carolyn provided additional information in response to outstanding questions around acoustics, seating capacity and operational costs raised at the October 2019 congregational meeting:
 - No churches that were contacted reported adverse impacts on acoustics or negative responses from rental groups. The current and former directors of the Guelph Chamber Choir expressed no concerns about replacing pews with chairs in terms of acoustics. The Kitchener Waterloo Symphony's previous reservations related to seating capacity rather than acoustics.
 - Based on advice from an engineering technician at Tacoma Engineering, the Sanctuary has plenty of exits both in terms of number and width. Seating capacity with chairs is limited only by our ability to place chairs with an unobstructed view of the stage, and also so that they don't block the aisles. Current capacity with pews is around 349. If we were to replace the pews with chairs on an inch for inch basis, Carolyn estimates that we will have room for 330 20" chairs, or 300 22" chairs. A mixture of chair widths would result in seating capacity of about 320. The KW Symphony doesn't typically play to a full house at Harcourt.
 - Regarding operational costs, no churches that we contacted have reported a significant increase in cleaning effort as a result of switching from pews to chairs. Manna will look after their own setup, involving up to one half of the sanctuary each Sunday. For special events we can engage local high school students who may be looking for volunteer hours. Rental groups who wish to reconfigure the seating for their own needs can be asked to provide their own volunteers and reset it again to the standard worship setup. Harcourt has several options for storing chairs temporarily, depending on the formality of the event.
 - When the Mennonite Furniture Factory Outlet in Cambridge was last contacted in 2020, they confirmed that they would take the pews and repurpose them at no charge to Harcourt.

- The team who prepared the implementation plan considers major work on the floor to be a separate project. Carolyn provided high-level estimates for two options (vinyl flooring and polished concrete) that are in line with the \$20,000 mentioned in the final report of the Ad Hoc Committee for Flexible Seating. A company that specializes in polished concrete advised that we leave the repairs, as much as possible, to whoever we select to do the polishing (if we go that route). So the implementation plan recommends repairing only the screw holes and leaving the hairline cracks for a later decision on flooring.
- Given the wide range of available fabric colours and the lack of clear consensus during earlier consultations, the implementation planning team recommends engaging the services of an interior designer to work with a small number of “colour keepers” to make a final recommendation for Council’s approval.
- The recommended chair, features and accessories are as follows:
 - Supplier: ChairTex (Infinity model)
 - 340 chairs with an “open” back (i.e., frame is visible)
 - 70% standard 20” width, no arms (\$90/chair) = \$21,420
 - 30% 22” wide, with arms (estimated \$130/chair) = \$13,260
 - Book rack: \$4/chair = \$1,360
 - Card pocket \$3.50/chair = \$1,190
 - 2 hand carts = \$400
 - Final colour choice to be confirmed by Council based on input from a small group of “keepers”
 - Screw holes in the floor will be filled, but otherwise the concrete floor will be left as is (for now).
- Including non-refunded portions of GST and PST and 10% contingency, the total budget for the project is \$45,000. Carolyn proposed a scenario by which this amount could be raised through larger and smaller donations and a campaign to “buy a chair”. Merrill Pierce has applied for a \$5,000 grant from the United Possibilities Fund of Waterloo Presbytery Extension Council. ChairTex requires 50% of the cost to be paid up front and 50% two weeks before delivery.
- While we wait for the chairs to arrive, a small number of pews would be removed at the front of the church and replaced with chairs we already have, to allow this space to be used.

o) Questions for clarification

Lorraine opened the floor to questions for clarification:

- Arlene Davies-Fuhr: Why don’t we replace half of the pews to start? Chairs have issues, so could we start with a combination of chairs and pews? Carolyn replied: That is a possibility, but as an experiment we wouldn’t get the full experience. We wouldn’t see all of the benefits. Once we replaced even half the pews with chairs there would be no going back to all pews. We would also risk losing volume discounts and issues with different dye lots if we ordered two lots of chairs.

- Marcie Gibson: If we got the funding soon, could we move up the implementation? Carolyn replied: The KW Symphony has reserved for next spring and we do not want to make any radical changes before that.
- Kent Hoeg: Why have you suggested a 70/30 percentage for different sizes of chairs? Why aren't dollies included? Carolyn replied: Avondale United Church in Stratford ordered 30% of their chairs with arms, and that seems to be the typical proportion for churches who have opted for chairs with arms. The larger the proportion of wider seats, the more that impacts overall capacity. Two handcarts are included in the proposal, not dollies. We can experiment with dollies we already have for the chairs in the gym and see if we need to get more later.
- John Phelps: What is the lead time on receiving the chairs? Carolyn replied: ChairTex is moving, so they are not able to make chairs until March 2022.
- Dave Hume: Would the 22" chairs also have arms? What is the cost for taxes? Carolyn replied: We would get 50% of the GST and 18% of PST back, but we have to pay the full amount up front. (Brian Magee confirmed this information.) To be inclusive and welcoming we wanted to order some 22" wide chairs, in addition to the standard 20" width. By combining the 22" width with the arms, we end up with only two different types of stacks of chairs. Having arms on the wider chairs also makes them easier to identify.
- John Welch: Would the two sizes be able to be connected? Carolyn replied: There are no issues connecting chairs of different widths or those with and without arms.
- Michael Hofer: As we "cross the river", I feel like we have missed a stepping stone by not using the space in the gym to experiment with possibilities there and "dipping our toe in first". Are other rental groups concerned with the reduction in capacity? Carolyn replied: I'm told that the Rainbow Chorus is the only group that currently sells out. There will not be a huge reduction in seating capacity, and now that we have live streaming that may be a possibility down the road as well.
- Elizabeth Bone: Congratulations to Carolyn on her excellent chair research. Based on our experience with live streaming, there are very few volunteers who can run it. One reason for having chairs is flexible seating for a variety of experiences. Is there a plan for who is going to move the chairs and maintenance of the chairs? Are volunteers sufficient? Carolyn replied: The skill set for moving chairs is very different from live streaming. We can ask the rental groups to provide their own volunteers to move the chairs. Merrill and Steve Pierce are planning to take the lead on providing volunteers. Carolyn also volunteered to help with that.
- John Welch: I'm concerned that we are leaving responsibility for moving the chairs in the hands of three people. I see the physical aspect as the real potential problem.
- Arlene Davies-Fuhr: It is hard to get volunteers. Cleaning needs to be done frequently. Based on experiences at other churches, the chairs would likely stay in the same configuration most of the time.
- Lynn Hancock: At the River Run Centre, the chairs are much less than 20" wide. Who knows how many potential renters would love to use our space

once they find out how flexible it is. It is a leap of faith that there will always be people to move the chairs. But in my experience, people always pitch in to stack the chairs after meetings of the Caroline Harcourt Fellowship in the Friendship Room.

- Michael Hofer: Referring to Hugh Whiteley's comment about insurmountable obstacles, I feel like we haven't explored enough to determine whether moving chairs, volunteers, outside groups, costs, or other hidden problems are insurmountable. Have we actually identified specific new groups? Carolyn replied: We have not identified specific outside groups that would be using the sanctuary if we have chairs. Merrill added: These are all potential problems that come with experimentation. And we are very good at problem solving.
- Mark Sears: In reference to the cost, only 20% of the congregation is at the meeting. There are several other major projects that need to be done at Harcourt.

p) Motions

Lorraine read the motion:

Motion: That the Harcourt Memorial United Church community of faith approves the flexible seating implementation plan as presented, with the final colour choice and any unforeseen increases in cost or changes to schedule to be approved by Council, and with 50% of the \$45,000 projected cost to be raised before the order for chairs is placed.

(Kathy Magee, Lynn Hancock)

- Kathy Magee: This motion is an investment in Harcourt's ability to remain a viable and vital community of faith. We have been talking about this for 16 years. And now it's more crucial than ever that we move forward to an opportunity for us to be a courageous community, to make a decision without absolute certainty, but with faith.

Motion: That the motion be deferred until the Treasurer presents financial data from at least October 31, 2021, and expectations of what our debt will be at the end of 2022, with and without subsidies.

(Lawrie Jones, Mark Sears)

- Lawrie Jones: Among other things, Harcourt is a business. We need a plan to manage our unprecedented debt load in order to meet our goals for 2025. If we want to cross the river, we need to know how deep the river is.
- Kent Hoeg: We will not proceed without having raised 50% of the \$45,000. Do we have enough funds in the Property Pillar to fund the remaining 50% of the cost?
- Dave Hume: The budget for 2022 is more alarming than even the current situation for 2021. Lawrie and Mark agreed to add the projection for 2022 to the motion.
- Andre Auger: I don't know how to express my dismay at those who are more concerned with money than with vision. There are other ways to deal with financial problems. I am angry that money again becomes the issue.
- Carolyn: Technical question: Are we talking about debt or deficit?

- Hugh Whiteley: Is there long-term viability for Harcourt given the dramatic social changes we are experiencing? Whatever the answer, there is an opportunity to provide extra flexibility to the use of space at Harcourt. I have no doubt that we will quickly raise sufficient funds. We should defeat the motion but pay strict attention to the long-term viability of Harcourt.
- Megan Ward: I like the idea of a test to raise half of the funds before ordering. There is a pent-up demand for rentals, and chairs will be useful for Manna.
- Steve Pierce: If the deferral motion passes now, we will never get chairs. There will never be another time in the future where people will want to take that chance. And so we will just be stuck.
- Lawrie Jones: I am not against the seating proposal, but I am for thoughtful decision making. I want this organization to have the resources we need to move forward. We didn't have the Treasurer on the agenda.
- Stan Bunston: All of this work was done by a Council and various committees that I have confidence in. I believe that this would be a positive step and will motivate people to fund the purchase of chairs. If we don't approve this, I think a lot of steam comes out of the collective strength of the congregation, which causes other worries about our future financial position.
- Elizabeth Bone: I disagree with making this decision based on financial considerations. I have no doubt that we can do this.
- Murray Woods: Since the accessible washroom project was completed, the funds in the Property Pillar were not replaced. Most people have forgotten about this obligation.
- Motion: Defeated (24% in favour; 71% against; 5% abstain)

Amendment to initial motion: That 75% of the \$45,000 projected cost be raised or pledged before the order for chairs is placed.

(Murray Woods, Stanley Bunston)

- Michael Hofer: Thanks for summarizing the experience with the washroom project. I remember concerns that excitement for donating to the project would be dampened once it was completed. I would like to suggest that 100% of funds for this project should be raised up front.
- Stanley Bunston: The financial concerns are valid. My motivation in seconding Murray's amendment is one of unity. Raising 75% makes it clear that we are not endangering Harcourt. I trust all the work that has been done.
- Amendment: Carried (62% in favour; 33% against; 5% abstain)

Amended motion: That the Harcourt Memorial United Church community of faith approves the flexible seating implementation plan as presented, with the final colour choice and any unforeseen increases in cost or changes to schedule to be approved by Council, and with 75% of the \$45,000 projected cost to be raised or pledged before the order for chairs is placed.

Amended motion: Carried (85% in favour, 13% against, 2% abstain)

20. Closing remarks

Lorraine thanked everyone for their thoughtful comments and participation in decision making. She noted that the Transition Steering Team and Council will continue the

work to move forward with priorities as imagined in the three themes, and invited anyone who would like to provide additional feedback to contact any Council member or member of the Transition Steering Team. The Transition Steering Team and Council will also be moving forward to determine ministerial needs and a recommended staffing model for implementation by mid-2022. Lorraine invited people who want to make a difference to step up and help with the implementation plan for flexible seating and to initiate fundraising.

21. Closing Prayer

Rev. Marcie Gibson closed the meeting with a reading by Jan Richardson.

22. Motion to adjourn (4:10 p.m.)

(Kent Hoeg)

Recording Secretary

Chair of Council

Date

Financial Reports

Submitted by Marilyn Parr

2021 Comparative Income Statement (cash basis)

	2021	2021 Budget	2020
REVENUES			
<u>Congregational Offerings</u>			
Envelope	116,550	159,100	152,153
Par	198,016	203,000	201,449
Sunday School	0	0	60
UCC Foundation	23,437	19,000	16,883
Loose	277	100	610
Initial Offering	0	0	109
Sub-Total	338,282	381,200	371,263
<u>Other Revenues</u>			
Recoverables & Misc. Income *	1,599	4,000	1,825
Rent	23,853	20,000	21,884
Donation for Room Use	0	300	2,750
Fundraising & Other Revenue **	9,044	20,000	14,987
Office Income	4,615	5,000	3,615
Book Sales	0	0	0
Government Subsidies	39,397	30,000	80,566
Sub-Total	78,508	79,300	125,627
Total Operating Revenues	416,790	460,500	496,890
<u>Outreach & Other Revenues</u>			
Mission & Service - Congregation	64,394	80,000	70,962
Lenten Appeal	0	0	0
Advent Appeal	0	0	100
CCSC - Saturday Night Suppers	390	0	680
Sub-Total	64,784	80,000	71,742
Total Revenues	481,573	540,500	568,632
Financial Reports			
	2021	2021 Budget	2020
EXPENDITURES			
<u>Operating Expenditures</u>			
Worship	3,822	5,350	4,729
Christian Formation	1,151	1,200	652
Spiritual Life	65	350	148
Fellowship	126	75	25
Pastoral Care	72	200	49

2021 Comparative Income Statement
(cash basis)

	2021	2021 Budget	2020
Justice and Outreach	4,000	4,000	4,000
Outreach Teams	2,072	2,070	2,064
Property	48,871	46,700	39,777
Electronic Communication	4,471	11,450	5,625
Finance	32,792	35,153	35,000
Stewardship`	0	600	0
Personnel	365,746	356,250	378,339
Events Organized by Ministers	0	200	0
Ministers' Discretionary	1,200	1,000	300
Council Expenses	0	200	0
Harcourt 20/20 & Experimentation	120	500	120
Total Operating Expenditures	464,509	465,298	470,828
<u>Outreach & Other Expenditures</u>			
Mission & Service - Congregation	64,394	80,000	70,962
Lenten Appeal	0	0	0
Advent Appeal	100	0	0
CCSC - Saturday Night Suppers	0	0	58
Total Outreach & Other Expenditures	64,494	80,000	71,020
TOTAL EXPENSE	529,003	545,298	541,848
Net Operating Revenues/Expenditures	-47,720	-4,798	26,063
Net Outreach & Other	290	0	722
	-47,430	-4,798	26,784

21 Comparative Balance Sheet (Cash basis)

	<u>2021</u>	<u>2020</u>
CURRENT ASSETS		
Bank - Current GIC CIBC & MCU	20,422	25,422
Meridian Chequing Account	51,387	70,194
Meridian Savings Account	25,031	0
Pillar (Trustees') Funds	434,091	348,963
Accounts Receivable	1,286	-494
Fundscrip Inventory	<u>150</u>	<u>150</u>
TOTAL CURRENT ASSETS	<u>532,367</u>	<u>444,234</u>
CURRENT LIABILITIES		
Due to Pillars	24,914	0
Sanctuary Chair Fund	20,330	0
Lenten Appeal	0	0
Advent Appeal	0	100
HST	294	305
Web Design	142	142
Live Streaming	11,793	0
Gifts of Recognition	0	25
Men's Breakfast	622	635
Community Garden	369	237
Saturday Night Supper	2,446	2,056
Ignatian Exercise	3	503
3rd Guelph Scout Group	1,000	1,000
TCOW	-95	-95
Vacation Payable	-436	1,714
EI Payable	71	0
U. C. Pension for Ee	157	0
Income Tax Payable	-128	0
GST Paid on Purchases	-18	-20
HST Paid on Purchases	<u>-2,027</u>	<u>2,110</u>
TOTAL CURRENT LIABILITIES	59,435	8,710
EQUITY		
Pillar (Trustees') Funds	434,091	348,963
Beginning Operating Surplus	86,561	60,498
Current Operating Surplus	<u>-47,720</u>	<u>26,063</u>
Total Operating Surplus	<u>38,841</u>	<u>86,561</u>
TOTAL EQUITY	472,932	435,524

TOTAL LIABILITIES AND EQUITY**532,367****444,234**

NOTE: The amount in the "Due to Pillars" has been left in the operating account to offset the expenses from replacing the gym floor in 2022. Normally, this amount is transferred at year end to the Pillars.

***2021 Recoverables & Misc Income
Summary**

	2021	2020
Sale of Roof Metal	105	933
Profit from Book Sale	0	10
Interest of Meridian Savings Account	31	882
Interest on GICs	1,463	0
	1,599	1,825

***2021 Fundraising Summary**

	2021	2020
All Things Christmas	0	6,297
Missing Fundscrip Cards	0	-325
Solar Sales	9,044	8,954
	9,044	14,926

Proposed Operating Budget 2022

	2018 Actual	2019 Actual	2020 Actual	2021 Actual	2021 Budget	2022 Budget
REVENUE						
1 Envelope Giving's (including I.O., PAR & Stocks)	413,118	406,867	370,444	338,004	380,000	375,000
2 Other Congregational Giving's	4,753	4,703	670	277	1,500	700
3 Rent	51,922	56,398	24,634	23,853	20,000	35,000
4 Office Income (new category)	0	0	3,615	4,615	5,000	5,000
5 Recoverable & Miscellaneous	13,891	10,069	1,825	1,599	4,000	4,000
6 Fundraising and Other Sustainable Revenue	22,974	29,550	15,137	9,044	20,000	15,000
7 Government Subsidies	0	0	80,566	39,397	30,000	6,349
8 TOTAL REVENUE	506,658	507,587	496,890	416,789	460,500	441,049
EXPENDITURES						
CHRISTIAN FORMATION CLUSTERS						
WORSHIP						
9 Music: scores, books, supplies	868	218	78	62	400	400
10 Chancel flowers, decorations	99	125	0	287	150	300
11 Instrument Maintenance and Repair	1,185	450	0	900	500	500
12 Honorarium (guest preachers 6x/year)	800	1,450	1,650	900	1,800	1,800
13 Canadian Copyright Licence	744	512	704	899	500	500
14 Worship Service Supplies (& Spec. Worship)	2310	1,566	2,298	775	2,000	2,000
15 Worship Subtotal	6,006	4,321	4,729	3,822	5,350	5,500
CHRISTIAN FORMATION						
16 Adult Ministry	521	171	313	480	200	500
MANNA Ministry						
17 -worship & event supplies	0	0	0	614	0	600
18 - equipment / contingency	0	0	0	0	0	300
19 -leadership support/honorariums	0	0	0	0	0	900
20 -lay leader development	0	0	0	0	0	350
21 -field trips	0	0	0	0	0	500
Youth Ministry						
22 -retreats and events	0	0	0	0	0	1000
23 -youth group supplies	0	0	0	0	0	100
24 -youth group other	0	0	0	0	0	100
25 Harcourt Library	75	22	0	57	0	250
26 Christian Formation Subtotal	596	193	313	1,151	200	4,600
Spiritual Life						
27 Events, workshops, advertising	478	155	49	0	100	100
28 Training, special costs, materials	0	50	99	65	250	250
29 Congregational Retreat	5,280	4,670	0	0	0	0
30 Spiritual Life subtotal	5,758	4,875	148	65	350	350
31 Christian Formation Cluster subtotal	12,360	9,389	5,190	5,039	5,900	10,450

		2018	2019	2020	2021	2021	2022
		<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>
<u>CONGREGATIONAL LIFE CLUSTER</u>							
FELLOWSHIP							
32	Broadview	<u>1,629</u>	<u>1,500</u>	<u>25</u>	<u>126</u>	<u>75</u>	<u>75</u>
33	Fellowship subtotal	<u>1,629</u>	<u>1,500</u>	<u>25</u>	<u>126</u>	<u>75</u>	<u>75</u>
PASTORAL CARE							
34	Speakers and Events	0	0	0	0	0	150
35	Train & Support Volunteers	<u>169</u>	<u>249</u>	<u>49</u>	<u>72</u>	<u>200</u>	<u>50</u>
36	Pastoral Care subtotal	<u>169</u>	<u>249</u>	<u>49</u>	<u>72</u>	<u>200</u>	<u>200</u>
37	Congregational Life Cluster subtotal	<u>1,798</u>	<u>1,749</u>	<u>74</u>	<u>198</u>	<u>275</u>	<u>275</u>
<u>OUTREACH CLUSTER</u>							
JUSTICE & OUTREACH							
38	Welcome In	2,000	2,000	2,000	2,000	2000	2,200
39	Chalmers Food Shelf	2,000	2,000	2,000	2,000	2,000	2,200
40	Ecumenical Campus Ministry	1,800	1,800	1,800	1,800	1,800	2,000
41	LGBTQA	<u>100</u>	<u>100</u>	<u>264</u>	<u>272</u>	<u>270</u>	<u>280</u>
42	Justice & Outreach Total	<u>5,900</u>	<u>5,900</u>	<u>6,064</u>	<u>6,072</u>	<u>6,070</u>	<u>6,680</u>
43	Outreach Cluster Subtotal	<u>5,900</u>	<u>5,900</u>	<u>6,064</u>	<u>6,072</u>	<u>6,070</u>	<u>6,680</u>
<u>OPERATIONAL LIFE CLUSTER</u>							
PROPERTY							
44	Utilities	13,323	16,531	15,459	12,271	16,000	16,000
45	Heating Maintenance & Supplies	0	0	0	0	0	1,000
46	Heating Fuel	7,402	6,247	6,466	7,129	7,000	8,000
47	Repairs	12,668	10,367	2,286	10,928	2,000	5,000
48	Cleaning Supplies	2,081	3,260	1,022	1,595	2,500	2,000
49	Insurance/ Fire Protection/Appraisal	8,688	5,991	6,858	8,975	8,000	9,300
50	Lift Maintenance	1,753	1,154	1,511	1,671	1,800	1,800
51	Snow Removal	2,321	4,837	5,556	5,039	5,500	5,500
52	Furniture/Equipment	34	0	14	0	1,000	500
53	Garden Maintenance and Development	738	187	33	547	2,500	750
54	COVID Expenses	0	0	572	218	200	200
55	Miscellaneous	<u>4,510</u>	<u>3,084</u>	<u>0</u>	<u>498</u>	<u>200</u>	<u>1,000</u>
56	Property subtotal	<u>53,518</u>	<u>51,657</u>	<u>39,777</u>	<u>48,871</u>	<u>46,700</u>	<u>51,050</u>
COMMUNICATIONS							
Communications Team							
57	New Website Development / Installation/Training	0	0	0	0	6000	6000
58	Website Maintenance	0	0	1,190	0	450	500
59	Various	<u>218</u>	<u>283</u>	<u>247</u>	<u>0</u>	<u>250</u>	<u>250</u>
60	Communications Team subtotal	<u>218</u>	<u>283</u>	<u>1,437</u>	<u>0</u>	<u>6,700</u>	<u>6,750</u>

		2018 Actual	2019 Actual	2020 Actual	2021 Actual	2021 Budget	2022 Budget
Electronic Team							
61	Sound system, training, honoraria	700	1,175	400	300	300	300
62	AV Equipment and Maintenance	4,990	669	214	90	500	750
63	Software/Internet/Video licence/Zoom	1,627	1,687	1,747	2,624	2,000	3,000
64	Computer Hardware and Software	1,893	995	1,827	1,298	1,000	1,000
65	Computer Service	0	0	0	158	950	500
66	Electronic Team subtotal	<u>9,210</u>	<u>4,527</u>	<u>4,188</u>	<u>4,471</u>	<u>4,750</u>	<u>5,550</u>
67	<u>Operational Life Cluster subtotal</u>	<u>62,945</u>	<u>56,467</u>	<u>45,402</u>	<u>53,342</u>	<u>58,150</u>	<u>63,350</u>
<u>STEWARDSHIP CLUSTER</u>							
FINANCE COMMITTEE							
68	Bank Charges/Brokerage Fees	1,901	1,809	1,650	1,224	1,200	1,200
69	HST Non-Refund Expense	2,668	2,365	2,799	2,225	3,000	3,000
70	Offering Envelopes	363	379	63	384	400	400
71	Office Supplies	1,921	2,774	3,510	2,959	3,000	2,500
72	Postage	513	466	1,169	508	1,300	850
73	Machine Rental/Service	3,424	3,508	5,357	5,240	5,400	5,400
74	Regional Council Assessment	18,412	20,253	20,253	20,253	20,253	20,253
75	Miscellaneous	482	49	199	0	100	100
76	Police Checks	0	0	0	0	0	300
77	Trustee's	0	213	0	0	500	200
78	Finance subtotal	<u>29,684</u>	<u>31,817</u>	<u>35,000</u>	<u>32,792</u>	<u>35,153</u>	<u>34,203</u>
STEWARDSHIP COMMITTEE							
79	Stewardship Campaign	<u>298</u>	<u>60</u>	<u>0</u>	<u>0</u>	<u>600</u>	<u>600</u>
80	Stewardship subtotal	<u>298</u>	<u>60</u>	<u>0</u>	<u>0</u>	<u>600</u>	<u>600</u>
81	<u>Stewardship Cluster Subtotal</u>	<u>29,981</u>	<u>31,877</u>	<u>35,000</u>	<u>32,792</u>	<u>35,753</u>	<u>34,803</u>
<u>MINISTRY AND PERSONNEL CLUSTER</u>							
PERSONNEL							
82	Wages	297,231	299,735	290,598	280,279	274,000	302,112
83	Employee Benefits	60,914	61,791	65,493	68,065	59,750	72,627
84	Ministers' Travel & Moving Expenses	1,621	2,105	3,632	0	5,000	1,500
85	Development Ministers	3,000	3,000	3,000	1,959	2,000	3,000
86	Development Music	0	0	0	0	0	0
87	Development Admin	150	0	0	0	0	0
88	Development Staff Team	441	699	0	400	0	500
89	Staff Replacement & Overtime	1,076	9,364	4,417	4,005	4,500	2,000
90	Additional Travel	0	0	0	0	0	0
91	Night Lockup	5,862	5,702	0	169	0	3,000
92	Extra Maintenance	6,427	3,278	0	0	0	3,000

		2018 Actual	2019 Actual	2020 Actual	2021 Actual	2021 Budget	2022 Budget
93	Ministers' Telephone	1,441	1,330	1,219	1,654	1,000	1,200
94	MANNA Music Program	3,900	3,600	4,650	4,650	5,000	4,500
95	MANNA Support Worker	0	2,817	5,331	0	0	0
96	Search Committee & Substitute Minister	0	0	0	4,565	5,000	5,000
97	Sabbatical Coverage	0	5,363	0	0	0	20,500
98	Personnel subtotal	382,063	398,785	378,339	365,746	356,250	418,939
	<u>Ministry and Personnel Cluster subtotal</u>	382,063	398,785	378,339	365,746	356,250	418,939
	<u>NON COMMITTEE BUDGETS</u>						
99	Events organized by Ministers	57	0	0	0	200	200
100	Ministers' Discretionary	500	500	300	1,200	1,000	800
101	Non Committee subtotal	557	500	300	1,200	1,200	1,000
	<u>COUNCIL & OTHER</u>						
102	Miscellaneous	0	509	0	0	200	200
103	PRE - Community Engagement Worker	5,474	3,435	0	0	0	0
104	Community Engagement Worker	0	4,124	0	0	0	0
105	Harcourt Visioning and Experimentation	3,048	555	120	120	500	500
106	Council & Other subtotal	8,522	8,622	120	120	700	700
107	Grand Total All Expenditures	504,127	513,289	470,489	464,509	464,298	536,197
108	Surplus/(Deficit)	2,531	-5,702	26,401	-47,720	-3,798	-95,148

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