

Salisbury United Church

Congregation's Renewal Report

June 11, 2020



“Connecting hearts, minds and lives in community with God.”



OUR VISION

We are a church that connects with people from all generations.
We nurture all people's relationship with God, as revealed in Jesus, the
Word made flesh.

We connect with people of different generations, because we value
being a faith community in which all ages understand, learn from and
serve each other and God.

Christian spiritual growth is important to us.

We recognize and support the need to explore and deepen our
relationship with God, including acting on our faith to improve our
community.

We are welcoming to all who want to join us on our journey.

Our Five-Year Plan To 2018

The Board, as of 2014, instituted a five-year plan that includes:

- Restructuring Financial Administration
- Developing the intergenerational capacities of our programs and worship
- Developing midweek/other opportunities for spiritual growth
- Undertaking 2 or 3 community-based outreach projects
- Reviewing and addressing property issues for accessibility and intergenerational hospitality

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Minister's Message

2019 seems like a dream ago. So much has happened in 2020 already - but you will have to wait for next year's report to see how 2020 ended up! For now, let me thank you for 2019, for your faith and your belonging to the life and ministry of Salisbury United Church.

In 2019 we held steady in many ways as a community of faith. Worship, meditation, choir, fellowship and congregational care all continued in strength and energy. We published a new in-house church photo directory, a great accomplishment. This is our first photo directory in about 10 years. We offered a spring study: "Painting the Stars, a communion of science and faith," and book study of "Good Grief" in late fall. Prayer shawls continued to be received and given, food shared and the Mission Support Fund and Kiva Micro-loans were supported. And at the end of 2019 we began a worship series designed to connect us with the seven sacred teachings: wisdom, love, courage, humility, truth, respect and honesty.

2019 was also a year in which questions were asked about the church's financial security in the long run, as well as how to plan for the future with an eye to possibly approaching other churches about expanding relationships or partnerships. Some small group conversations began in the fall to focus on these questions and our sense of mission and ministry for the next phase of our church life.

As I write this, Covid-19 has been an emergency situation for some time and some aspects of our church life have already been redrawn. What will be carried forward from 2019 into our new reality and what will be redefined has just begun to work itself out. Two things always remain as our source of inspiration, strength and guidance: the deep love of God for you and all of creation, and the defining example of the life of Jesus in whose footsteps we walk. May you continue to find and hold on to these two pillars in the midst of whatever the future brings to us as a community of faith.

In 2021, I will be able to celebrate the end of my 10th year with you as your minister. I expect by then we will be able to throw a good old-fashioned celebration, perhaps even a family feast and dance! We will look back on 2019 with both fondness and regret, and on 2020 with pride, grief and gratitude for how we have been changed and how we have weathered the storms of our current experiences. The rest of 2020 lies before us and much has yet to be created by us as we live through the months ahead.

Those who wait on the Lord,
Shall renew their strength.
They shall rise up on wings as eagles.
They shall run and not be weary,
They shall walk and not faint.
(Isaiah 40:31)

Blessings and love to all of you!
Britt Aerhart, Minister, Salisbury United Church

SALISBURY UNITED CHURCH – CONGREGATIONAL MEETING

SPRING RENEWAL MEETING

Minutes for the Meeting of May 5, 2019

1.0 Call to Order

The Spring Renewal Meeting (SRM) was called to order by Grant Lovig at 11:50 AM.

Attendance:

Rev. Britt Aerhart	Gail Astle	Poppy Cumming
Larry Ewanchuk	Sylvia Ewanchuk	Debbie Fairbank
Richard Fairbank	Hilton Ferguson	Tim Goos
Elaine Govindasamy	Harvey Hanlan	Isabel Hanlan
George Hughes	Lynda Hughes	Wendy Hugle
Monroe Kinloch	Frieda Lovig	Grant Lovig
Daniel Maromo	Nomsa Maromo	Brenda McCarthy
Brian McCarthy	Craig McKnight	Jayne McKnight
Lynn McPherson	Betty-Lou Munro	Murray Turnbull
Karen Zazzara		

2. Reading of the Vision Statement

The reading of the Vision statement had been completed during the worship service immediately preceding the SRM.

3. Prayer

Reverend Britt Aerhart led the congregation with an opening prayer.

4. Election of Meeting Chairperson and Recording Secretary

Motion: That Grant Lovig serve as Chairperson and Gail Astle as Recording Secretary for the congregational meeting. - Larry Ewanchuk
Seconded by Poppy Cumming. Carried

5. Omnibus Motion

- That the agenda of the meeting be set as distributed.
- That the minutes of the Annual Renewal Meeting on April 29, 2018 and of the Congregational Meeting of November 18, 2018, be received as presented.
- That all those not in membership be accorded corresponding privileges.
- That the Reports presented by Board Committees and Groups making up the Annual Report be received for information.
- That the nominations report be received for information.

Motion: That the Omnibus motion be accepted as presented. - Karen Zazzara
Seconded by Frieda Lovig. Carried

6. Nominations Report

- Recognitions & Thank You's
The outgoing members of the Committees and various roles within the Church community were recognized for their contributions.

b. Nominations to be Made

- **Salisbury United Church Official Board**

The following members of the Board who were continuing on included:

Chair - Daniel Maromo
Secretary - Gail Astle
Treasurer - Vacant
Chair, Vision Support Team - Lucille Birkett
Chair, Ministry & Personnel Committee - Carol Clark
Chair, Ministry Coordination Team - Rotating Chair from MCT
Member-at-Large - Jayne McKnight
Member-at-Large - Grant Lovig (Chair of the Finance Committee)
Member-at-Large - Judy Schultz
Member-at-Large -
Member-at-Large -

Richard Fairbank volunteered to join the Official Board, in the role of Member-at-Large.

Motion: That the above members of the Official Board be accepted. - Sylvia Ewanchuk
Seconded by Lynn McPherson. Carried

Craig McKnight was recruited to the new role of Regional Representative from Salisbury United Church for the Northern Spirit Region.

- **Ministry & Personnel (M&P)**

- Carol Clark
- Gail Astle
- Larry Ewanchuk

John Bayer volunteered to join the M& P Committee.

- **Finance Committee**

- Grant Lovig
- Scott Alanen
- Alex Waddell

- **Vision Support Team (VST)**

- Lucille Birkett
- Reverend Britt Aerhart
- Gail Astle

- **Worship Committee**

Members include:

- Val Hunt
- Margaret Dick
- Corrine Cheng
- Nina Hoffman

- Lucienne Holzman
- Frieda Lovig
- Nomsa Maromo

- **Property Committee**

Members include:

- Brian McCarthy
- Dave Banick
- Hilton Ferguson (Sign)
- Harvey Hanlan
- George Hughes
- Munroe Kinloch
- Rick Potts
- Marvin Trimble
- Murray Turnbull

- **Hospitality & Fellowship Committee**

Members include:

- Joan Souster
- Debbie Fairbank
- Cherry Frampton
- Judy Gray
- Kris Lyka
- Gary Lyka
- Jennien Potts
- Joan Serediak
- Eileen Stephenson

- **Congregational Care Committee**

Members include:

- Sylvia Ewanchuk
- Charlotte Johnston
- Kris Lyka
- Jayne McKnight
- Joan Souster

- **Congregational Engagement Committee**

Members include:

- Pat Bell
- Jaelee Eskow
- Shannon Eskow
- Betty Lou Munro
- Anna Zazzara
- Karen Zazzara

Motion: To accept all the nominations and members for the Committees. - Frieda Lovig.
 Seconded by Poppy Cumming. Carried

Motion: To empower the Board to add additional people to the Board to fill the identified vacancies. - Brian McCarthy
Seconded by Sylvia Ewanchuk. Carried

Motion: To empower the Committees to add additional people to the various committees to fill any identified vacancies. - Poppy Cumming
Seconded by Larry Ewanchuk. Carried

Board of Trustees (unchanged from 2018)

- Reverend Britt Aerhart (Chair)
- Grant Lovig
- Eileen Stephenson
- Sylvia Ewanchuk

7. **Financial Administration**

a. Treasurer's Report

The full Treasurer's Report has been included in the Annual Report document. Alex Waddell had given notice of his resignation as Treasurer, effective July 1, 2019. Over the last few years, the role of Treasurer has been divided into several components: Bookkeeping, Givings recording, Payroll and the remaining responsibilities for the Treasurer. Thanks to Roxanne Prytula, Lynda Hughes and Leslie Musselwhite for their significant contributions assisting with the financial matters of the church.

Grant Lovig, as Chair of the Finance Committee provided an overview of the information presented in the Financial Administration section of the Annual Report (starting on page 41). The Finance Committee's role is to provide guidance to the Board, Committees and congregational members regarding financial matters. The Finance Committee has developed Fundraiser Guidelines and cash management regarding this to ensure safety and security. Grant will help with financial oversight on an interim basis and report to the Board.

b. 2018 Review Engagement Report

Grant Lovig provided a brief overview of the 2018 Engagement Report, found on page 43 of the Annual Report.

c. 2019 Budget Update

Grant Lovig provided an update of the Church's status regarding the budget, detailed on page 48 of the Annual Report.

d. Mission & Service Fund

Grant Lovig reported that the Salisbury United Church contributed a total of \$17,986 to the Mission & Service Fund in 2018.

e. Cornerstone Fund

Grant Lovig reported that the current status (as of April 30, 2019) of the Cornerstone Fund included a total of \$14,800.76.

8. **Other**

a. United Church of Canada Update

Reverend Britt Aerhart provided a brief overview of the status of the church restructuring and progress:

- Salisbury United Church is part of Region #2; the Northern Sprit Region.

- Reverend Britt has been serving on the interim executive for the new region but will not be continuing on with the executive after the first annual meeting at the end of May, 2019.
- Reverend Britt will serve as a member of the committee organizing the 2020 annual meeting.
- Two members of the Yellowhead Presbytery staff have become part of the staff for the new region; Earl Raeburn and Kathy Jackson.

9. **Prayer**

Reverend Britt Aerhart closed the meeting with a prayer.

10. **Adjournment**

The meeting was adjourned at 12:10 PM.

Respectfully submitted by

Gail Astle, Recording Secretary for the SRM

Meeting chaired by

Grant Lovig, Chair for the SRM

SALISBURY UNITED CHURCH – CONGREGATIONAL MEETING

Minutes for the Meeting of November 10, 2019

1.0 Call to Order

The meeting was called to order by Grant Lovig at 11:54 AM. The meeting had been called to share the budget for 2020 and to seek congregational approval.

Attendance:

Rev. Britt Aerhart	Gail Astle	Dave Banick
John Bayer	June Bayer	Pat Bell
Carol Clark	Larry Ewanchuk	Sylvia Ewanchuk
Debbie Fairbank	Richard Fairbank	Judith Gray
Val Hunt	Bob Johnston	Charlotte Johnston
Rose Keiller	Ellen Kinloch	Monroe Kinloch
Frieda Lovig	Grant Lovig	Brenda McCarthy
Brian McCarthy	Betty-Lou Munro	Jennien Potts
Rick Potts	Joan Souster	Joan Serediak
Alex Waddell	Lynne Wilson	

2.0 Opening Prayer

The meeting was opened with Reverend Britt Aerhart leading the congregation in prayer.

3.0 Reading Vision Statement

The congregation joined in reading the Vision Statement together.

4.0 Approval of Agenda

Motion: To accept the agenda as presented in the **Budget 2020** pamphlet. - Rose Keiller
Seconded by Frieda Lovig. Carried

5.0 Election of Chairperson and Secretary

Motion: To accept the acclamation of Grant Lovig as Chair and Gail Astle as Recording Secretary for the congregational meeting. - Debbie Fairbank
Seconded by Joan Souster. Carried

6.0 Update on 2019 Budget

The pamphlet with the budget for 2020 also provided an update on the status of finances for 2019. Grant Lovig, as Chair of the Finance Committee, provided an overview. He shared that with the anticipated income for the remainder of 2019, Salisbury United Church was likely to have a deficit as had been expected in the 2019 budget, but the hope is that it will be reduced from the forecast amount.

7.0 Presentation of 2020 Budget

Grant Lovig reviewed the 2020 budget, highlighting specific aspects of its details. Grant responded to questions from the congregation. Several members of the congregation expressed a concern about the format as the principal payments for the loan were not in the income statement of the budget as that information had been provided as a note. Grant explained that the budget as presented was an income statement and not a cash flow or balance sheet. The balance sheet for the previous year had been included in the Annual Report presented in the spring. The congregation felt that an explanation regarding why this is not included in the budget was required, with Grant suggesting that the Accountant, Leslie Musselwhite should come to explain this to the congregation. Grant committed to have the Finance Committee arrange a meeting with Leslie. The committee will ask

her advice on how this can more clearly be included in the budget and the items reported on such as loan payments that affect cash flow but are not included in the Statement of Revenue and Expenditure prepared by Leslie for the church's Annual Report.

8.0 **Approval of 2020 Budget**

Grant Lovig shared that to reach a small surplus or even a balanced budget would require an increase of 15% in offerings to the local church. Grant thanked the members of the Finance Committee - Scott Alanen and Alex Waddell, as well as Gail Astle, Roxanne Prytula and Reverend Britt and all members of each Committee/Group for the contribution to the preparation and presentation of the 2020 budget. After presenting the budget and responding to questions, the following motion was made:

Motion: To approve the 2020 budget as presented with the understanding that the loan payments must be made. - Carol Clark
Seconded by John Bayer.
The majority of those in attendance voted in favour of the budget. One member voted against. Carried

9.0 **Closing Prayer & Adjournment**

Reverend Britt Aerhart led the congregation in a closing prayer; followed by the Chair adjourning the meeting at 12:41 PM.

Respectfully submitted by

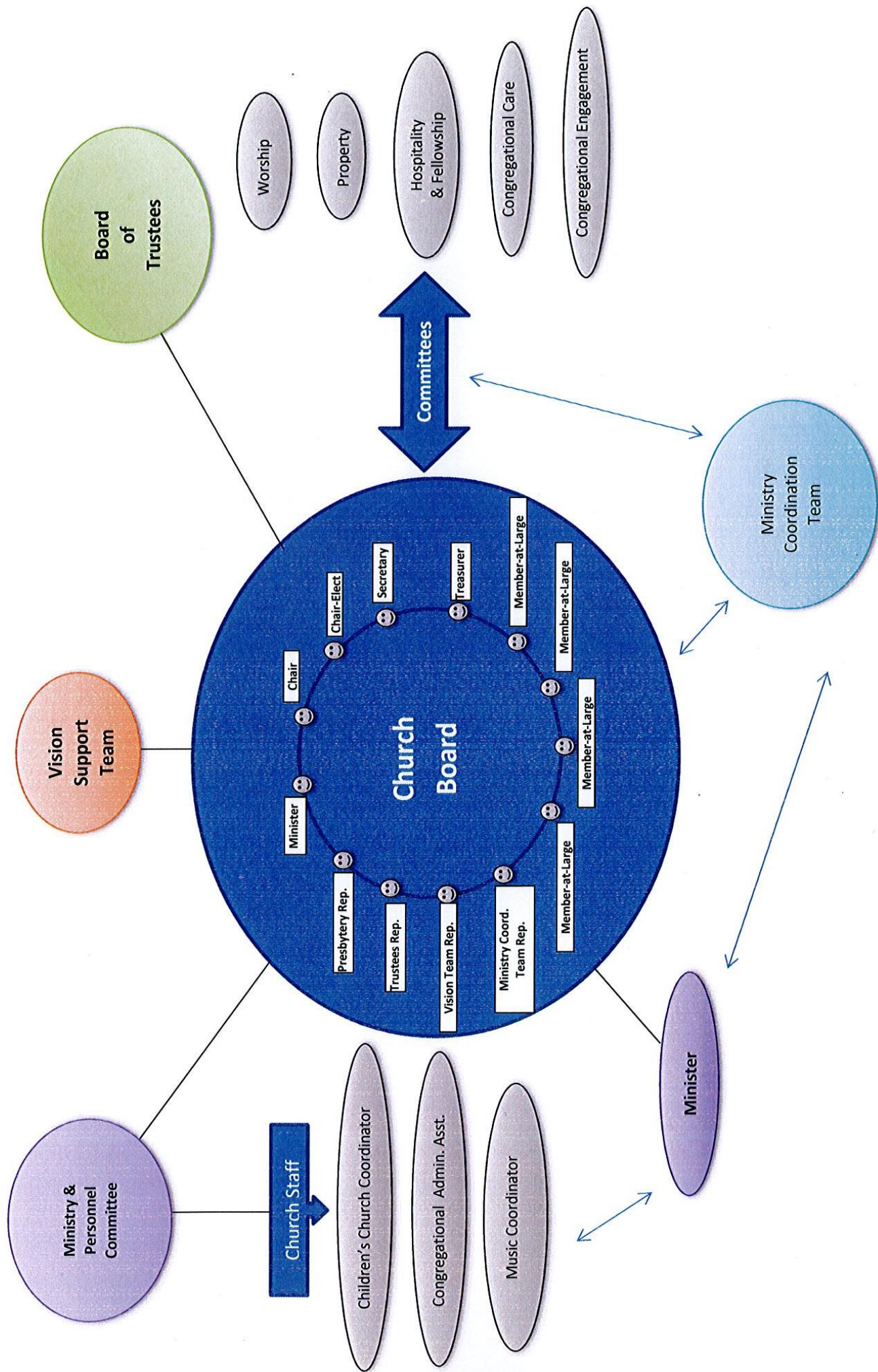
Meeting chaired by

Gail Astle, Recording Secretary

Grant Lovig, Chair for the Congregational Meeting

2019 Board Reports

Salisbury United Church Board Structure



Chair of the Official Board

Gratitude to the Board

I have been Chair of the Board for a year now and have been grateful for the support I received from the Board especially for the long periods I was away on work assignment during the third quarter.

Our Opportunities and Challenges

We are an aging congregation and in danger of failing due to natural attrition which results in direct erosion of our financial support base. To this end, the board has been exploring possible sharing of facilities and ministries with other Christian denominations in the area. We have a significant debt and have been running deficits for a few years, which requires us to look at cost saving measures as well as fundraising opportunities all year round. I must thank our committees which have been active fundraisers over the years for their continued efforts.

Board Movements

Alex Waddell resigned from the Treasurer position and we are still looking for his replacement.

Presbytery Change

We transitioned smoothly from Yellowhead Presbytery to Northern Spirit Regional Council which started in 2018 in which our minister has been taking an active role.

We look forward to a successful year 2020 as a welcoming church of faith.

Respectfully submitted by Daniel Maromo
Chair of the Official Board

Secretary of The Official Board

Well, normally by this time of the year, we have already had our Spring Renewal Meeting, but COVID-19 has changed that! Instead, we are preparing our annual report for a Zoom congregational meeting scheduled for June 28, 2020. My report is a concise summary of the activities that I recorded/participated in as the Secretary of the Board. In 2019, the Board met face-to-face six (6) times and also had three (3) virtual meetings. The Board had a retreat in June of 2019 and discussed aspects of the five-year plan. Additionally, there were two congregational meetings; the first one was held in May for the annual Spring Renewal meeting and the second congregational meeting was held in November to finalize the budget for 2020.

With Daniel Maromo as Chair, each meeting was frequently opened with the Board collectively reading the Vision statement for Salisbury United Church, followed by the acknowledgement of the traditional territories, and then with a devotional often using Lectio Devina; this prepared the members spiritually for the work that would follow as per the agenda. At the Spring Renewal meeting, Richard Fairbank volunteered to join the Board; however both Richard Fairbank and Judy Schultz decided to step down from their member-at-large positions later in the year. We have been limping along with no official Treasurer, but Grant Lovig, as Chair of Finance has assumed some of those responsibilities. Thank you, Grant! Lucille Birkett returned to the Board as the Chair of the Vision Support Team. By the fall, the Board was composed of the following members: Reverend Britt, Gail Astle, Lucille Birkett, Carol Clark, Grant Lovig, Daniel Maromo and Jayne McKnight. The rotating Chair from the Ministry Coordination Team attended the Board meetings to represent that Committee. The Daycare continues to be discussed by the Board as requests/concerns come forward, but we are pleased that our outreach to the community has provided a space for many various user groups to meet, at least prior to the pandemic. The Finance Committee has been integral to the development of the 2020 budget. The Board has actively tried to recruit someone to assume the role of Treasurer, but to date has had no luck with filling this key position!

I would like to thank everyone for all the time, effort and dedication they have shown for the very important work that Salisbury United Church does. If you would like more information regarding Board business, please refer to the “Minutes Binder” in the church office. As well, you can check out the website; it is full of great information! Although I have said this many times before, I have thoroughly enjoyed the past year, but the pandemic has definitely changed things for 2020! I suspect that the impact of COVID-19 will change many things as we go forward, but the faith of the congregation and Reverend Britt’s wonderful leadership will help guide our future!

The 2019 Official Record of Salisbury United Church recognizes the following milestones:

Baptisms: 1

Marriages: 1

Funerals: 1

Confirmations: 0

Transfers in: 0

Transfer out: 0

Respectfully submitted by,



Secretary of the Church Board

Ministry and Personnel Committee (M&P)

The Ministry & Personnel Committee is a standing committee of the Official Board and we're here to provide support to Salisbury staff and act as liaison on behalf of the congregation.

As we look back over 2019, we once again feel very fortunate to be blessed with our dedicated, caring ministry team - Rev. Britt (and Foxy of course), Lucienne, Miss Lynne and Roxanne. These ladies so willingly share their individual gifts and talents to provide us with the tools to live out our vision and mission statement "Connecting hearts, minds and lives in community with God."

We also acknowledge and thank all the volunteers who give their time, resources and heart to the operation and activities of our church.

M&P's highlights for 2019

1. We were pleased to welcome John Bayer to our committee on May 28, 2019. He attended a Ministry & Personnel Committee Training Workshop – October 26th at McDougall United Church, Edmonton – Carol and Gail also attended as a refresher.
2. Rev. Britt serves the wider church community in various ways:
 - a. Served on the Northern Spirit Regional Council (NSRC) Transition Executive with the Region until May 2019, at which time she was appointed Convener (Chair) of the May 2020 NSRC Annual meeting (which was cancelled unfortunately due to the Pandemic).
 - b. Serves as South Cooking Lake Pastoral Supervisor.
3. Continuing Education and Study Leave – Rev. Britt
 - a. The Foundations Program 2019 *Lifelong Faith Formation for the 21st Century* - (online and reading) - January 14 - Mar 29; April 8 - June 21; and Sept. 6 to Nov. 22, 2019
 - b. Spiritual Direction Group - approximately 10 times throughout the year (a focused method of reflection on scripture and individual's spiritual life lead by a trained facilitator)
 - c. Iconography course - June 3-8, 2019
4. Roxanne registered in *All Things Google, Drive, Docs and More* - November 20, 2019.
5. Annual position reviews were carried out throughout the year. Recommendations regarding contracts, salaries and benefits were forwarded to the Official Board for consideration as part of the 2020 proposed budget.
6. Staff recognition:
 - a. Birthday cards were sent to all staff on behalf of the congregation.
 - b. October was *Clergy Appreciation Month* - Rev. Britt was presented with a card and flowers during the service on October 27th on behalf of the congregation.
 - c. Christmas gifts and cards were given to all staff on behalf of the congregation.

- d. M&P's Staff Christmas luncheon was moved to January due to December time constraints.
7. Due to the vacant Treasurer position additional responsibility has been put on Roxanne and it is hoped that the Board will be able to find someone to fill this position soon.
8. June 26th the Board approved a *Salary Advance Policy* to permit M&P to approve salary advances to staff in emergency situations not to exceed \$1,000.00; such advance to be repaid no later than the end of the second subsequent pay period. The advance may be repaid by deduction at source.
9. Forwarded a request to the Ministry Coordination (MCT) to consider changing the Funeral Procedures to include a prorated fee formula for people who are on very limited income.
10. New Church Office Hours
Effective December 1, 2019, at the request of Roxanne, the church office hours changed to Monday through Thursday from 12:00 p.m. to 5:00 p.m. effective December 1, 2019.
11. Outstanding Security Upgrades identified with a subsequent recommendation to Property to include in their 2020 proposed budget; the funds to install a Dutch Door in the Children's Church room, and motion detector in east office area hallway.

So far in 2020

1. A new computer was purchased for the church office - Roxanne very pleased
2. Due to the Pandemic:
 - a. Rev. Britt is working from home most days but goes to the church to do the online Sunday worship service with Lucienne providing the music. She is also doing Zoom Meditation and hosting many Zoom meetings and attending NSRC Ministers webinars.
 - b. Roxanne is working from home with the exception of one to two hours a week to work on QuickBooks and Church Watch.
 - c. Lucienne is providing music for Sunday morning online services.
 - d. Lynne is keeping in touch with the children and youth and setting up a movie and chat session along with Rev. Britt.
 - e. Your M&P team is keeping in touch with staff and attending Webinars for Finances including possible subsidies, etc., Ministry and Personnel issues, and now information regarding the UCC Re-Opening Discernment and Practice.

We look forward to working with and supporting our Ministry Team and members of our congregation throughout the upcoming year.

Please remember:

Your M&P Committee is a consultative and supportive agency through which your comments and concerns can, and should be, voiced.

Please feel welcome to contact us individually, or as a group.

Carol Clark, Chair.....	780-464-6375
Gail Astle.....	780-467-4268
Larry Ewanchuk.....	780-467-7517
John Bayer.....	780-887-4112

Respectfully submitted on behalf of M&P
Carol Clark, Chair

Board of Trustees Report

Every congregation in The United Church of Canada must have a Board of Trustees, made up of a minimum of 3 person plus the minister. The Board of Trustees at Salisbury United Church for 2019 was Grant Lovig, Eileen Stephenson, Sylvia Ewanchuk and Rev. Britt Aerhart. It is the job of the Board of Trustees to hold all real and personal property of the congregation in trust for The United Church of Canada. The Board of Trustees meets as directed by the Board whenever matters arise related to taking out loans, addressing permissions for property sale, construction or purchase, or when making investments with the congregations' financial assets. The minister of the congregation, as the only person who cannot resign from the Board of Trustees, chairs the Board of Trustees or appoints a designate to chair meetings.

Respectfully submitted by Rev. Britt Aerhart, Chair

Vision Support Team

The Vision Support Team or VST is a standing committee of the Church Board providing support to the Board, Committees and the Congregation in living out the Church Model, Vision and Mission. The current members are Rev. Britt Aerhart, Gail Astle and Lucille Birkett.

The Responsibilities of VST include listening to the pulse of the Congregation and facilitating conversations concerning our Church Model, Vision and Mission. To that end, we facilitated several small group Congregational Table Talks following a Vision Circle Discussion Guide “We’ve Come This Far, Now What?” prepared by Rev. Britt. We explored questions about the life of our Congregation at this time, what strikes a chord or maybe should be added or changed in our Vision Statement and whether the Key Components still express a horizon we as a Church are called to aim toward. We Re-Membered Sal and talked about concerns or tensions and opportunities for Sal at this time, what is precious Sal, what are our prayers for Sal and what does God want Sal to lift a light to in the coming years? VST will discern what we have heard so far and plan to have further conversations in small groups and with the Board.

VST is engaged with the Board in exploring partnerships with others to discuss goals for shared opportunities. We have reached out to United in the Park (Sherwood Park United) and some of our Ecumenical partners to see if there are others with the same thoughts that together we might be stronger, with shared opportunities, strengths, services, programming, facilities.

VST has reflected on moving from a linear approach to budgeting to investing in visioning - identifying budget items as essentials, discretionary visionary: what might be done if money came in – a vision or dream for future activities. The next step is to meet with the Finance Committee.

We continue to support the Board in having effective business meetings and *time for discernment*, with a revised Board Agenda and Board Report Template. We will plan for the Board Retreat, which has been postponed due to COVID-19.

Discernment is not a logical, rational, ordered discipline that leads deductively to inescapable conclusions...

Discernment means to “see” or to “know” or to “acknowledge” what is. It is to see the movement of God, perhaps only in the dust kicked up in the wind. It is to see from God’s perspective. If this is so, then the discernment process is one of uncovering the decision – not of making it. The Spirit prays within us “with sighs too deep for words”. As we listen to the Spirit, those prayers begin to surface into our consciousness.

Discerning Your Congregation’s Future – A Strategic and Spiritual Approach by Oswald and Friedrich, credit to Charles M. Olsen, *Transforming Church Boards into Communities of Spiritual Leaders*.

Respectfully submitted by Lucille Birkett, Chair

Northern Spirit Region

In the Spring of 2019, May 23 to 26, I was able to attend the first Northern Spirit Regional Council meeting in Valleyview, AB. As I reported to the congregation, the meeting was very enthusiastic and a great way to kickoff the new council. Since that time, a website has been launched. I would encourage all those interested to visit and see the workings of our larger church community through the council (<https://northernspiritrc.ca/>). Of particular interest are the weekly newsletters that provide a wealth of information on church activity in our region and nationally. It also provides updates on how the Church is responding to the pandemic and the number of challenges it brings.



Reverend Britt has been closely involved throughout the launch of the new regional council. In 2019 and 2020 she has worked as the Convenor of the 2020 Regional Council Meeting that was to be held in Camrose on June 11 to 14 of this year. As I am sure you can imagine, the pandemic has changed this plan and provided a new opportunity. In October the group will meet virtually instead for worship, decision-making, celebration, and setting future directions for the Regional Council.

Rest assured planning is already underway to ensure that we have a strong in-person Regional Gathering when we next meet face-to-face in 2021.

Respectfully submitted by Craig McKnight, Northern Regional Council Representative

Finance Committee

Finance Committee members are Alex Waddell, Scott Alanen and Grant Lovig (Chair).

The objective of our committee is to serve God's ministry for Salisbury United Church in support of the Church Vision by ensuring adequate financial controls are in place to assist and guide the Church Board, committees of the Board and members of the congregation. The Finance Committee reports to the Church Board. Responsibilities cover pretty much all things financial.

Highlights from 2019:

Fundraiser Guidelines – Created to support and encourage members of the congregation who wish to initiate new projects. The guidelines will help ensure that the funding priorities of the church are taken into account when planning events.

Cash Management – New cash handling and bank deposit procedures to improve safety and security when handling funds earned by fundraisers.

Budget 2020 – Completed with the help of all committees and the Board.

Financial Reporting Project – Combined projected opening and closing cash positions with income statement from operations to give better view of projected cash position before and after the budget year.

New for 2020:

Actual versus Budget Reporting – For the first time, income statements now include budget figures that match the period being reported, adding a needed perspective to financial statement review.

Covid-19

- Working with Mr. Cake's daycare, our primary tenant, to help them through the government-mandated shutdown followed by a staged reopening.
- Ongoing video conferences and discussions to investigate funding programs offered by provincial and federal governments which might be available to Salisbury.

Offerings – With Salisbury church services moved online, we offer new ways for financial supporters to contribute to the life and work of Salisbury United Church (Pre-Authorized Remittance (PAR), e-transfer, credit card on website plus cheques or post-dated cheques, with home pick up available).

Face Shields for Salisbury – A new fundraising initiative to replace lost income due to the government prohibition of public gatherings, including in-person fundraisers such as our Turkey Supper, Bake Sale and other events.

Respectfully submitted by Grant Lovig, Chair

Salisbury United Church 2019/2020 Budget Comparison

	Budget 2020	Budget 2019	Actual 2019
Income for Mission and Ministry			
Loose Offerings	2,900	2,650	3,389
Envelopes	72,000	60,000	60,661
Par	36,000	30,000	29,770
Fundraisers	13,000	6,100	10,142
GST Rebate	800	800	1,754
Provincial Energy Rebate	0	0	1,800
Loan Donations	1,000	2,000	50
Funeral/Weddings	1,000	3,000	985
M&S Fund	17,500	17,500	15,119
Other Income – Gifts In Kind	100	268	2,695
Broadview Subscriptions & Calendars	305	315	283
Cornerstone Income	500	2,000	641
Rental & Utilities –Daycare	71,040	69,346	70,785
Rentals-Other	9,900	12,300	11,380
Subtotal	\$226,045	\$206,279	209,454
Spending for Mission and Ministry			
Children's Church	1,200	2,850	1,611
Youth Church	300	700	92
GO Project	1,562	300	665
GST Charges	1,800	3,200	1,851
Mission & Service	17,500	17,500	15,119
Special Donation	0	600	1,097
Hospitality & Fellowship	100	200	0
Advertising & Subscriptions	2,525	2,783	2,554
Compassion Fund	150	0	106
Ministry & Personnel	123,030	120,519	117,747
Payroll	21,258	20,011	20,378
Northern Spirit Region	600	500	430
Property	44,550	46,480	43,313
Utilities	14,100	16,720	15,922
Office Supplies/Equipment	4,500	4,000	4,114
Insurance	7,400	6,200	7,335
Maintenance/Repairs/Fire Inspections/Elevator Maintenance	11,050	14,500	9,762
Caretaker & Snow Cleaning Contracts	7,500	5,060	6,180
Stewardship & Outreach	690	730	1,292
UCC Loan Interest	485	685	684
UCC Assessments	5,874	5,874	5,874
Worship	2,005	2,000	2,080
Congregational Care	200	250	154
Fundraiser Expenses	800	0	949
Congregational Engagement Committee	500	900	0
Congregation Education	0	250	0
Church Board Retreat	200	300	450
Subtotal	\$225,329	\$226,632	\$216,446
Annual UCC Loan Repayment	10,075	9,875	9,875
Cash at End of Year (projected with Cornerstone & Building Funds)	68,289		
Net Change in Cash	-\$ 9,359	-\$ 30,228	-\$ 16,867

Salisbury United Church
Income Statement Summary
Actual vs. Budget
January 1 to April 30, 2020

	Jan. 1 to Apr. 30,2020	Actual	Budget	Actual vs Budget	Act vs Bud
Income					
4019 - Offerings		28,689.20	35,922.74	-7,233.54	-20.14%
4060 - Fundraisers		0.00	4,210.98	-4,210.98	-100.0%
4061 - GST Rebates		0.00	259.14	-259.14	-100.0%
4063 - Donations to UCC Loan		0.00	323.92	-323.92	-100.0%
4100 - Wedding & Funeral		100.00	323.92	-223.92	-69.13%
4140 - Mission & Service Fund		4,379.20	5,668.61	-1,289.41	-22.75%
4150 - Special Donations		3,486.50	293.15	3,193.35	1,089.32%
4220 - Rental Income		25,178.00	26,218.08	-1,040.08	-3.97%
4235 - GO Project Income		5,270.00	0.00	5,270.00	0.0%
Total Income		67,102.90	73,220.54	-6,117.64	-8.36%
Gross Profit		67,102.90	73,220.54	-6,117.64	-8.36%
Expense					
5060 - Children's Church		0.00	420.00	-420.00	-100.0%
5064 - Youth Church		0.00	105.00	-105.00	-100.0%
5065 - GO Project		4,555.51	546.70	4,008.81	733.27%
5100 - GST Expense		644.61	630.00	14.61	2.32%
5140 - Mission & Service Remittance		3,256.70	6,125.00	-2,868.30	-46.83%
5180 - Hospitality & Fellowship		0.00	35.00	-35.00	-100.0%
5220 - Advertising		786.80	883.75	-96.95	-10.97%
5230 - Compassion Fund		80.00	52.51	27.49	52.35%
5250 - Congregation Education		0.00	0.00	0.00	0.0%
5260 - Ministry and Personnel		37,387.00	43,060.78	-5,673.78	-13.18%
5280 - Payroll Expense		7,520.64	7,440.47	80.17	1.08%
5300 - Northern Spirit Expense		0.00	210.00	-210.00	-100.0%
5335 - PROPERTY		19,895.73	15,592.51	4,303.22	27.6%
5380 - Finance		196.39	206.51	-10.12	-4.9%
5384 - Mandate Magazine		64.75	0.00	64.75	0.0%
5410 - UCC Loan Interest		189.48	169.77	19.71	11.61%
5420 - UCC Assessments		5,874.00	2,055.90	3,818.10	185.71%
5480 - Worship		844.59	701.77	142.82	20.35%
5489 - Congregational Care		0.00	70.00	-70.00	-100.0%
5490 - Fundraisers Expense		0.00	280.00	-280.00	-100.0%
5491 - Congregational Engagement Com.		0.00	175.00	-175.00	-100.0%
6990 - Church Board Retreat		0.00	70.00	-70.00	-100.0%
Total Expense		81,296.20	78,830.67	2,465.53	3.13%
Net Income		-14,193.30	-5,610.13	-8,583.17	152.99%

Salisbury United Church Mission and Service Fund

Supporting the Mission & Service Fund (M&S Fund) of The United Church of Canada continues to be the main compassionate outreach activity at Salisbury United Church. For 2019 we donated a total of \$15,119 to the M&S Fund!

By contributing to this fund, we become part of a much larger national pooled fund which supports global, Canadian and regional partners working in the areas of compassion, community development, social justice and education. You can donate to our Mission and Service Fund by designating a portion of your envelope or PAR offering for the M&S Fund, or by writing on your donation cheque "M&S Fund".

Thank you for your generous giving to the M&S Fund and for making it a regular part of your life of faith. Also special thanks to Poppy Cumming for serving as our M&S enthusiast and bringing their stories to the congregation.

2019 Financial Review Engagement Report

Leslie Musselwhite

1238 – 105 Street
Edmonton, Alberta T6J 6J9

Phone: 780-504-7807
Email: leslie@nordicsystems.ca

Review Engagement Report

To the Members of
Salisbury United Church

I have reviewed the balance sheet of Salisbury United Church as at December 31, 2019 and the statements of revenue and expenditure, fund balances and cash flows for the year then ended. These financial statements have been prepared in accordance with Canadian generally accepted accounting principles.

My review consisted primarily of examination and verification of data entered and information supplied to me by the Church. A review does not constitute an audit and accordingly I do not express an audit opinion on these financial statements.

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

Leslie Musselwhite

Edmonton, Alberta
May 11, 2020

SALISBURY UNITED CHURCH

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2019

1 PURPOSE OF THE ORGANIZATION

Salisbury United Church belongs to the Clover Bar Pastoral Charge and is a designated community of faith accountable to the Northern Spirit Regional Council within The United Church of Canada. Salisbury United Church conducts regular worship and other programs for its members in the Sherwood Park, Alberta area. Salisbury United Church is incorporated as a not-for-profit organization and is a registered charity under the Income Tax Act.

2 ACCOUNTING POLICIES

(a) Basis of Presentation

The accounting policies of the Church are in accordance with generally accepted accounting policies for Canadian non-profit organizations.

The significant accounting policies followed are described below to enhance the usefulness of the financial statements to the reader.

(b) Fund Accounting

The Church records its transactions in three separate, self-balancing funds:

General Fund	Reflects transactions related to the general operations of the Church. This fund reports unrestricted resources.
Cornerstone Fund	Reflects transactions related to memorial and other special gifts. These funds have been set aside for new property and program initiatives.
Capital Fund	Reflects the assets, liabilities, revenues and expenditures related to the Church's capital assets.

2. ACCOUNTING POLICIES (continued)

(c) Land, buildings and equipment

Land, buildings and equipment acquired prior to December 31, 1979 are recorded at a nominal value of \$1. Subsequent major additions and renovations are recorded at cost.

No provision is made of amortization of the cost of buildings and equipment.

(d) Revenue and Expenditure Recognition

All revenue and expenditure is recorded in the year to which it relates.

(e) Financial Instruments

The Church's financial instruments consist of cash, term loans, accounts receivable and accounts payable. It is the Board's opinion that the Church is not exposed to significant interest, currency or credit risk arising from these financial instruments.

(f) Prepaid Insurance

As instructed by the Board, insurance is no longer set up as a prepaid expense.

Salisbury United Church Balance Sheet

SALISBURY UNITED CHURCH						
BALANCE SHEET						
AS AT DECEMBER 31, 2019						
FUNDS						
		General Fund	Cornerstone Fund	Capital Fund	Total 2019	Total 2018
ASSETS						
	Cash	\$ 63,685	14,801	(43)	78,442	92,316
	Accounts Receivable	515			515	506
	Prepaid Expense	-			-	1,295
	Land, buildings and Equipment			532,088	532,088	532,088
		\$ 64,200	14,801	532,044	611,045	626,205
LIABILITIES						
	Accounts Payable	\$ (4,863)			(4,863)	(3,154)
	Loan from United Church			(28,684)	(28,684)	(38,560)
		\$ (4,863)	-	(28,684)	(33,546)	(41,714)
FUND BALANCES						
	Designated	\$	14,801	560,728	575,529	580,915
	Undesignated		69,062		69,062	87,004
			69,062	14,801	560,728	667,919
		\$	64,200	14,801	532,044	611,045

Salisbury United Church Statement of Revenue & Expenditures

SALISBURY UNITED CHURCH						
STATEMENT OF REVENUE AND EXPENDITURE						
FOR THE YEAR ENDED DECEMBER 31, 2019						
FUNDS						
		General Fund	Cornerstone Fund	Capital Fund	Total 2019	Total 2018
REVENUE						
	Envelopes and loose offerings	\$ 93,819	641		94,460	101,178
	Mission and service	15,119			15,119	17,986
	Rentals	82,166			82,166	81,515
	Other	15,955			15,955	29,963
		\$ 207,059	641	-	207,700	230,641
EXPENDITURE						
	Salaries and benefits	\$ 135,288			135,288	135,632
	Light, heat and water	13,252			13,252	12,436
	Insurance	7,335			7,335	5,991
	Improvements and repairs	15,942			15,942	33,381
	Advertising	2,554			2,554	2,511
	Postage, stationery and office	7,402			7,402	6,717
	Telephone	2,670			2,670	2,718
	United Church assessments	6,304			6,304	5,964
	Mission and service	15,225			15,225	17,986
	G.S.T. expense	97			97	2,139
	Committee expenditures					
	- Stewardship and Finance	2,924			2,924	771
	- Worship	2,234			2,234	3,548
	- Christian development	3,464			3,464	3,580
		\$ 214,692	-	-	214,692	233,374
EXCESS OF REVENUE						
	OVER EXPENDITURE	\$ (7,633)	641	-	(6,992)	(2,733)

Salisbury United Church Statement of Cash Flows

SALISBURY UNITED CHURCH				
STATEMENT OF CASH FLOWS				
FOR THE YEAR ENDED DECEMBER 31, 2019				
FUNDS				
	General Fund	Cornerstone Fund	Capital Fund	Total 2019
CASH PROVIDED BY (USED FOR)				
OPERATING ACTIVITIES				
Excess of revenue over expenditure	\$ (7,633)	641	-	(6,992)
Net change in non-cash working capital items				
Accounts receivable	\$ -			-
Prepaid expenses	-			-
Accounts payable	-			-
Building improvements - net	-	-		-
Miscellaneous	(4,490)	4,490		-
Repayment of long term loan	-			-
Cash flow provided by operating activities	\$ (12,123)	5,131	-	(6,992)
CASH, beginning of year	-	-	-	-
Cash, end of year	\$ 63,685	14,801	(43)	78,442

Salisbury United Church Statement of Fundraising Events

SALISBURY UNITED CHURCH				
STATEMENT OF FUNDRAISING EVENTS				
FOR THE YEAR ENDED DECEMBER 31, 2019				
FUNDRAISING EVENTS	REVENUES	EXPENSES	NET INCOME	
Children's Church	\$ 706	-	706	
Turkey Supper	4,328	792	3,537	
Memorial Tree Lighting	3,415	-	3,415	
Tea & Bake Sale	1,693	158	1,851	
NET REVENUES FROM FUNDRAISING	\$ 10,142	949	9,508	

2019 Ministry Coordination Team Report

Ministry Coordination Team (MCT)

Members: Rev. Britt Aerhart (Minister), Lynne Wilson (Children's Church), Sylvia Ewanchuk (Congregational Care), Karen Zazzara (Congregational Engagement), Joan Souster (Hospitality and Fellowship), Brian McCarthy (Property), Val Hunt (Worship), Roxanne Prytula (Secretary). The position of MCT Chair rotates within the membership.

Objectives: To serve God's mission for Salisbury United Church by building communication and interaction between the committees regarding the day-to-day ministry of the congregation of Salisbury United Church.

In our goal of ensuring good communication between the committees and with the Board, we make day-to-day ministry decisions that affect more than one committee and coordinate events on the master calendar to avoid overlap of activities or overbooking of spaces. We share individual committee plans, recommend policies and procedures for Board approval and implement them as directed. We review issues having financial impact and, where possible, seek to resolve needs for extra funding at the committee level. Items needing Board approval are forwarded to the Board or, if needed, to the Finance Committee for further study.

In 2019 we held four meetings (January, March, June and September). In these meetings we reviewed some Terms of Reference and made minor changes to some procedures. We also discussed the possibilities and logistics of new events (Go Project), the feasibility of applying to the government program for a summer student, the introduction of an eco-project to reduce consumption of single-use plastic in the church, and suggestions for fundraising projects. The Summer Go Project Camp was a success but the pandemic circumstances have deterred us from offering it in 2020. The Board studied our fundraising suggestions and asked us to look at carrying out some of them when we are again open and able to operate normally. At each meeting we also celebrate the work of the various committees. Celebrations honoured successful projects such as Congregational Engagement's *Basically Babies* charity, Hospitality and Fellowship's *Memorial Tree* project and the many events they host to bring us together in fellowship, Property's many projects and careful maintenance that make ours a safe and welcoming church, Children's Church's special projects and events, Congregational Care's outreach and connection with those who cannot be with us in person, Worship's work with Rev. Britt in bringing us meaningful opportunities for worship within our church, our community and our Northern Spirit Region. In all this we are ably assisted by Roxanne who records our actions, maintains our calendar and keeps us on track. To her we say, "Thank You!" For more details on the work of the Committees, please turn to their individual reports.

In the coming year we will continue to work together to meet the new challenges we face in this time of pandemic, closure, and an uncertain way forward to a new way of being the church.

Respectfully submitted by the Ministry Coordination Team

2019 Committee & Program Reports

Worship Committee

The role of the Salisbury Worship Committee is to help create a place where people of all ages can connect with others to advance their faith in God and knowledge of Christianity as based on doctrine of the United Church of Canada. The committee is represented on the Ministry Coordination Team, which in turn reports to the Board.

Members of the Worship Committee are as follows:

Rev. Britt Aerhart, Corrine Cheng, Margaret Dick, Elaine Govindasamy, Nina Hoffman, Lucienne Holzman, Val Hunt, Frieda Lovig, Nomsa Maromo.

The focus of the committee is on provision of weekly worship. Rev. Britt selects or creates a Lectionary as a guide for worship service content. Thanksgiving Day, Remembrance Day, Memorial Sunday and the seasons of Christmas and Easter are highlights during the church year.

Communion is celebrated on the first Sunday of each month and on Christmas and Easter Sundays; arrangements for communion (elements, servers) are made by the Worship Committee members. The contribution of Poppy Cumming is much appreciated; Poppy purchases and cuts the gluten free bread. Rev. Britt serves communion to people confined to their residence or to a hospital room.

Annually, in October, Salisbury United Church joins with now seven other Sherwood Park Christian churches of various denominations for a four-day Ecumenical Mission. A guest leader is chosen. Churches share in hosting worship services, educational sessions and social events. The Worship Committee acts as host.

The committee works to update church policies (communion, baptism, wedding, funeral, acknowledgement of territory) when needed.

Music is an important part of worship, and we are very fortunate to have the musical talents of Lucienne Holtzman. Lucienne works with Rev. Britt to plan the music for all services of worship at Salisbury United. Congregants have enjoyed occasional guest musicians. The choir, led by Lucienne, is a smaller group this year and sits in the congregation rather than at the front.

Another function of the Worship Committee is to encourage and facilitate mid-week spiritual learning opportunities. One example is the Go Project “camp” organized by Rev. Britt and held at our church last summer; this was a successful event for children. Weekly meditation sessions and an education series for adults, both led by Rev. Britt, have been well received by participants.

In light of COVID-19, the planning of reopening procedures for in-church worship is underway. Online services may continue after church reopening. There will be a need to modify how sacraments such as communion are observed. This year may be the time to initiate Worship to Go, a series of at-home worship experiences.

Congregants are given opportunities to use their talents in worship services, whether it be as lay leaders, greeters, communion servers, choir members, or by decorating the sanctuary or running the projector. All are encouraged to be involved.

Respectfully submitted by Val Hunt, Chair

Children's Church

Children's Church aims to offer engaging learning experiences for children and their connection with God. To encourage our kids the following have been provided'

Curriculum and Lesson Aids

- Synchronize lessons with Rev. Britt Aerhart's worship lectionary themes and schedules.
- Internet and bible research.
- The Godly Play. Jerome Barrymore (offered every four to six weeks as some youth find it boring and become restless).
- A Joyful Path, Progressive Christianity.
- iPad - YouTube short bible story videos.
- The Bible and story books including Children of God Storybook Bible, Archbishop Desmond Tutu.
- Art and craft work.

Our Activity Work Circle

Workstations include;

Paint station.

Pencil colour, wax crayon, stencil and watercolour station.

Craft station.

Puzzle stations.

Play Dough station

Sand box.

Building blocks.

Lego.

Books are renewed regularly and are distributed on shelves.

All Godly Play materials are available for exploration.

*A journal for kids who want in depth answers to ask their questions. Rev. Britt gives written explanations that the child can read privately in the next lesson. This is a popular and valuable tool.

Art Units

- Pour acrylic Painting.
- Free flow artwork. The children create their own art using different mediums (watercolor and acrylic paints, stencilling, wax crayons, colouring pencils and craft making).
- Austyn created an amazing artistic musical video. She started this in class and worked many hours at home completing it. This video was shared with the congregation this fall. Her original artwork is displayed in the hallway.

Some older kids expressed an interest in making a fun documentary video in 2020. However due to Covid 19 and low attendance this did not happen.

Fundraisers

Cupcake sale combined with Soups On. Always fun and great teamwork. Cupcakes raised \$262.00 and H & F generously donated their \$265.00 proceedings to Children's Church.

Charity Support

With the Cupcake fundraiser, baptism, early Advent and December events the fall season seemed to pass quickly. We discussed charity nominations however attendance had declined and we decided to postpone choosing charity nominations until 2020.

Discovery Day: March 28th

Nine kids attended. We started at 11.30am and finished about 5.30pm. The day included Britt's lessons on understanding The Lord's Prayer, making stone prayer cairns, pizza lunch followed by the Paddington Bear movie. Families and some congregation members joined us for the movie, chips and refreshments.

Field Trips

- **Oil Kings Icebreakers March 1st:** Rev. Britt and I thought that we should take advantage of this opportunity because after the game there was a planned meetup for kids of faith from Edmonton and surrounding areas after the game. We invited any interested congregation members to join us. Children's Church sponsored 50% of the children's tickets. Three kids, two parents and Brian McCarthy joined us. Unfortunately the game was fun, however the meetup was slow and too late in the evening.
- **IMAX Movie, May 11th:** Six children and three parents attended the Superpower Dogs movie. This was a fun and educational movie about the training and work of service and rescue dogs. We then went to Dairy Queen (Sherwood Park) for ice-cream and to talk about the movie. The kids found it difficult to focus on discussion. .

*Note: I notice that in the past two years more than one volunteer parent hampers discussions on fieldtrips.

BBQ Picnic Activities

Seven children took part in egg games outside. They enjoyed these new activities.

Intergenerational Activities

- Lay Assist readings.
- Discovery Time with Britt and Foxy.
- Candle lighting.
- Taking the communion elements to Rev. Britt.
- Serving communion.
- Communion.
- Sharing movies with congregation members.
- Congregation Nativity worship.

Attendance and Registration

- Many returning students do not update registration forms.
- After the initial lessons in September and October attendance declines. During the first three months in 2020 our attendance had dwindled to 2 or 3 maximum. One Sunday there were no children.
- Our kids are very involved in sport, family and extra curricular activities that coincide with church. The first few classes in September are between eight to fifteen attendees then interest sharply declines by mid October. I have observed that "drop off" in interest and

attendance begins at age eight (younger when there are older siblings) and attendance becomes more sporadic as our kids get older.

Offered Activities

- Rev. Britt offered Youth nights to our older kids last year (I volunteered) every 6 weeks. Interest waned.
- Britt offered an online group meetup this year however interest was low.
- I offered Toddler Dance classes early in 2020 to encourage new kids to experience dance and our church - one parent was interested. To be honest I should plan advertising long in advance, find and use more varied media and outreach to mother toddler groups. I had planned to offer this again in the fall but Covid 19 probably rules these gatherings out for the foreseeable future.

Moving Forward

I have expressed my concern about our declining number of children at Salisbury United. A change in programs offered should be discussed.

The question is how do we interest parents and children to come to our church?

Respectively submitted by Lynne Wilson, Children's Church Coordinator

Choir

Prior to the shutdown of in church services, the choir had been preparing music for the Holy Week and Easter services. We were about to start special after-Sunday service rehearsals for extra participants from the congregation who are not able to attend Thursday practices.

The near future for choir participation remains unclear. Even should we resume in-church services the present guidelines do not permit group or congregation singing. We will have to see how the situation unfolds in the fall.

For the duration of on-line services, I am able to assist Britt with live music Sunday mornings. We understand that we don't have the technology to provide high quality audio and video. We will continue to do our best.

Respectfully submitted by Lucienne Holzman, Music Coordinator

Hospitality and Fellowship Committee

The Hospitality Committee extends a huge THANK YOU to the entire Salisbury congregation for their ongoing support, and to all the special volunteers, who donated their time, baking, and talents, all of which contributed to the success of this year's events. We couldn't have done it without you!

Committee Members: June Bayer, Debbie Fairbank, Cherry Frampton (Secretary), Judy Gray, Jennien Potts, Eileen Stephenson, Joan Serediak (Treasurer), and Joan Souster (Chairperson).

Our mission is to serve God's ministry by nurturing social opportunities to build personal relationships and facilitate relationships among all people in the congregation.

Here's what we did in 2019:

Sunday Coffee and Conversation in the auditorium after service. Your donations helped pay for a new 100 cup coffee urn, new containers for cold drinks and of course the coffee and treats for our gatherings.

Pancake Brunch – March 3 - the Mission and Service Fund was the recipient of \$300.80

Spring Salad Social - April 7 - Great variety of salads raised \$92 for the general funds of the church.

Maundy Thursday Potluck - April 18 - we again assisted with this event as part of Holy Week.

Family Potluck "UnPicnic" – June 2 - Again the attendance was low and we planned on doing a "Pop Up Luncheon" in May...maybe next year!

Congregational Birthday Celebration – September 15 - another successful "birthday party"(even though we ran out of coffee) with lots of great cakes and great people!

Soup's On and Cupcake Sale - October 6 - This was very successful with a good turnout which raised funds for Children's Church!

Tea, Bazaar and Bake Sale - November 23 - once again the congregation of Salisbury provided donations of a wide assortment of delicious baking. Donations of wonderful door prizes, food for the lunch and volunteer time are always much appreciated. Together we raised over \$1400.00!

Sunday School Nativity Luncheon - December 15- This first event was a great success and profits went to Children's Church. This has become an annual event!

Memorial Tree Lighting Service - December 21 - This event continues to be appreciated by our community. This year we raised \$3415.00, wow!

Our committee has welcomed two vibrant new members, June Bayer and Judy Gray.

We regret that Kris and Gary Lyka, two valued member of our committee, have resigned due to health reasons. We want to thank them for the time and effort they gave our committee. They will be missed!

So... as you can see we keep on, keeping on having fun! If you would like to get involved, we'd love to have you join us!! We meet one Sunday each month, on a date that works for members, after coffee (about 12:30) at the church.

Respectfully submitted by Joan Souster, Chair

Property Committee

Goal:

“To ensure that our Church Facility and Grounds are well maintained, inviting, and supports the Vision of our Congregation”.

Members:

Dave Banick, Hilton Ferguson, Harvey Hanlan, George Hughes, Monroe Kinloch, Brian McCarthy, Rick Potts, Marvin Trimble and Murray Turnbull.

Work Completed

The kitchen dish sanitizer is required to maintain the church’s kitchen commercial rating. The sanitizer developed leaks in the main tank and would have cost approximately \$4,000 to replace. Thanks to Cherry Frampton the leaks were repaired at a local weld shop at no cost.

Church infrastructure was upgraded with a new photocopier that will reduce copy costs, the office computer was replaced and as a result of a PC donation by Grant Lovig we replaced the service projector computer.

The fire alarm monitor that alerts ADT if there is an alarm was replaced due to telephone line issues and hardware failure.

A piano from upstairs was relocated to the basement and n old piano was removed and donated to a congregation member who can recycle portions of the 100+year old instrument so it can live on in a new form.

Due to the COVID-19 pandemic shutdown we participated with Finance in negotiating a rent deferral agreement with the daycare due to their loss of business.

Also because of the extended shutdown of most of the church building we:

- turned off water in many locations,
- turned off the pilots of the gas ranges,
- flushed kitchen dish sanitizer lines,
- reduced cleaning so that only south office area is cleaned,
- inspect church every 72 hours to satisfy insurance requirements.

On-Going Activities

We completed the annual inspections for the fire alarm system, Strathcona County building fire inspection and the elevator inspection and testing.

Respectfully submitted by Brian McCarthy, Chair

Congregational Care Committee

Members: Rev. Britt Aerhart, Sylvia Ewanchuk (Chair), Charlotte Johnston, Jayne McKnight, Joan Souster, Kris Lyka

Objective: To serve God's ministry for Salisbury United Church by fostering an atmosphere of care and support for all in the congregation of Salisbury United Church.

The Congregational Care Committee works with Rev. Britt to supplement the care offered by her and to serve Salisbury United Church's mission of *connecting hearts, minds and lives in community with God*. We do this by welcoming newcomers and fostering a connection with our church community, and by maintaining contact with those who cannot regularly be physically present on Sunday mornings. These connections are made when we greet one another on Sunday mornings and as we visit, phone, and e-mail those who are unable to worship with us, whether through illness or other circumstances. Kris Lyka looks after our card ministry sending cards in recognition of church-related milestones as well as to offer encouragement, condolence and friendship. We also work with Rev. Britt to bring Communion to those who cannot be present in church.

This year we expanded our role, calling those on our church list in September to welcome them to the fall season at Salisbury and make them aware of the coming events. We found this role had new meaning in 2020 when we were forced to close our doors and move our church activities on line. Since then we have been keeping in touch by phone and sharing our experiences in the time of pandemic, a role that will continue as we go forward. In November we introduced a new project—a book study of *Good Grief*, a classic study of the topic by Granger E. Westberg. Rev. Britt led participants through discussion of selected passages and themes. Coming just prior to Christmas, it offered those who were grieving insight on dealing with that season as well as an opportunity to share their experiences. We are considering repeating this study in the coming year or introducing a new book for contemplation.

We continue with our *prayer shawl ministry* which is widely received with gratitude. It is a ministry of comfort and we are grateful to the talented knitters and crocheters in our congregation and beyond who create the shawls and lap rugs. They also have offered us other creations of baby clothes and slippers which we were able to share with the *Basically Babies* charity and with *A Safe Place*. Thank you to all who made and continue to make possible this offering of the love, warmth, prayers, and comfort from the congregation. If you know of anyone in need of such comfort, please contact a committee member or the church office.

We always welcome your suggestions of how to strengthen the communication and connection between us all. May we all know and appreciate the blessings of connection as we traverse this unusual landscape of pandemic and isolation.

Respectfully submitted by Sylvia Ewanchuk, Chair

Congregational Engagement Committee

Objective: In keeping with God's mission for Salisbury United Church, the purpose of the CEC is to support congregation members of all ages in exploring and using their spiritual gifts and practical resources to make positive change in their lives, our church, our community and our world.

We are a small committee who work within our objective to bring information and projects to our church family. Following are a few things we have been working on:

- Advent giving project: Collecting for Basically Babies, we filled a playpen with beautiful baby supplies for families in dire need. We continue to collect some homemade items throughout the year as well.
- Kiva loans: We continue to invest in micro loans using our original seed money of \$500. Some of these include clean water projects in Indonesia, education in Lebanon, and an art collective in Puerto Rico.
- Spiritual Gifts: We continue to plan to do more with the spiritual gifts work we started on last year, stay tuned!
- Earth day: We had plans to do an Earth day service, including a show and tell on some of our green living alternatives. Again stay tuned and it will come to you in the future.
- Youth retreat: Our church partnered with some other United churches to organize a youth retreat which was held in February using the wonderful GO program leadership!
- We enjoy many interesting discussions from ethical food supply, to reconciliation, to interfaith activity ideas.
- Some future projects could include an interfaith community cookbook.

We look forward to the future and are always welcoming of new members!

Respectfully submitted by Karen Zazzara, Chair