

2020

Annual Report



Silver Spire United Church
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Silver Spire

Mission, Vision, Values

- Our Mission As an inviting and welcoming community, centered in Christ, we work with individuals and partners to transform lives.
- Our Vision As a downtown St. Catharines church, we will participate in the creation and growth of a healthy and vibrant community as we seek justice and live in kindness in the world.
- Our Values We strive to be:
- *Christ-Centered*
 - We live out the teachings of Jesus Christ, embodying compassion through listening and responding to others.
 - *Reverent*
 - We treat the earth and all creation as sacred gifts of God.
 - *Welcoming*
 - We are intentional about being invitational, building relationships and community.
 - *Open and Accepting*
 - We affirm diversity by including and celebrating people of every age, race, belief, culture, ability, income level, family configuration, gender, gender identity, and sexual orientation in life and ministry. Full participation of everyone is included in all aspects of the life and work of our ministry.
 - *Committed to Learning*
 - We inspire, explore and grow together in our faith.
 - *Truth-Seeking and Truth-Telling*
 - We seek reconciliation with those historically harmed through their relationship with the church.
 - *Good Stewards*
 - We give to God of our time, talents and treasures and use them wisely in service of our community and the world.

How shall you live out our Mission, Vision and Values today?

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In Memory – 2020

Jesus said, *"I am the resurrection and the life.
Those who believe in me, even though they die, will live,
and everyone who lives and believes in me will never die."*

Diane Rose Sauder	February 2	Robert Munson	July 7
Lois Paxton	March 8	Edward Czechowski	July 19
Jennie Kathleen Doucette	March 17	Liz Roulston	August 20
Peter Polecrone	March 28	Alan Degraw	September 17
Marjorie Burt	March 29	Shirley Kallies	October 2
John Redmond	April 2	Marjorie Brown	October 5
Harvey Gough	April 11	Jennie Josephine Doucette	October 16
Peter Price	April 19	Donald Bennett	November 14
Ronald Unruh	April 26	Patrick Dickson	December 10
Douglas Daniels	May 24	Cornelia Plug	December 12
Ruth Anne Dickson	June 22	Irene Bray	December 25

Marriages

Alysha Riane Neuman and Vincent Blake Fruci	August 1
Keith John Freeman and John Fredy Marin	August 15
Jenna Alexis MacFarlane and Robert Fraser Bruce	September 26
Caroline Nicol and Brianna Mary Empringham	October 31

New Members

Emily Pitz	September 20
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Ministry Personnel

Ministers

Rev. Jane Capstick
Rev. Karen Orlandi

Church Staff

Interim Music Director

David Hall

Office Administrator

Nicole St. Pierre

Custodians

James Sauvé
Scott Holmes

Church Council Executive

Chairpersons

Ally Phillips, John Empringham

Past Chairperson

Ellen Gretsinger

Secretary

Anne Scott

Treasurer

Jim Graham

Team Chairpersons:

Board of Trustees

Shirley Scott

Christian Nurture

Anne Scott, Margaret White

Finance

Rev. Jane Capstick, John Empringham

Ministry and Personnel

Janice Slade

Outreach

Kathy Reid

Pastoral Care

Barbara Gray, Brenda Senyk

Property

Rev. David Reid, Steven Holmes

United Church Women

Kathy Cuddy

Worship

Colleen Smith

Minister's Report from Reverend Jane Capstick:

In a year when everything changed, I could not have been more grateful to be serving Silver Spire United Church. The pandemic began when I was on my care-giving leave. I said to colleagues that I felt like I had been benched during this critical time of innovation and creativity. None of us imagined that the pandemic would stretch into its second year. We have learned to be church in a new way. As a congregation we have learned to connect over phone lines and the internet. We've streamed, Zoomed and called. Our ministry and mission continued in new and old ways.

At the beginning of 2020 we hadn't heard of Zoom. We had not yet been told, "you are muted!" or "I can only see your forehead." Now we log online for coffee, meetings, prayer, and worship. We have improved our lighting while buying cameras for our computers. When we did gather for in-person worship, we wore masks, sat in new pews, and listened to the hymns. It was a year of challenging changes but we grew and learned new skills. We continued to be the church.

And while many of you have not been inside Silver Spire for a long time, our building continues to be a place of ministry. Our Outreach programs expanded as the needs of the most vulnerable grew. Meals were cooked in our kitchen to serve Out of the Cold. Then we gave our homeless a place to rest in the summer and winter through the drop-in program. In the fall of 2020 we were able to share our building with groups in need of rental space. One 12-year-old boy came to our gym each week to practice his basketball skills with his mother watching nearby. Socially distanced music lessons were held in our sanctuary and our front lawn was used by Niagara Artists Centre and Rhizomes. The building was never really closed.

I am incredibly proud of our church leadership who have found ways to keep engaged in their ministries. Our Back to Church Team has guided us with great wisdom through constantly changing regulations and colours. From August until Christmas this team ensured we kept socially distant but were greeted warmly. As the pandemic goes into its second year, this group continues to ensure our safety while responding to our congregation's needs. Thank you to this team.

The pandemic changed many things for us in 2020, but not our commitment to living, loving, learning and affirming.

Yours in faith,

Rev. Jane Capstick

Minister's Report from Reverend Karen Orlandi:

Well, wasn't that a year! We will certainly be talking about 2020 for years to come. Pivot may be the word of the year, and it certainly described this church, and our congregation. It started out so simple, so normal - a lovely advent season. Out of the Cold was running, church services were lovely and inspired, coffee hours were lively with conversation and fresh baked goodies, none of us saw what was coming.

The pandemic hit the world so quickly, and so decisively. Now, it seems dreary, depressing and part of the landscape but in March, it was drastic, panic filled and an emergency. Much of the congregation, and many of our volunteers are in a vulnerable age bracket, and we had to be concerned. The church was physically closed for worship services but opened for service.

We moved worship services, book clubs and committee meeting online. We opened our physical doors for those without homes to go to. We became a cooling centre and a resting place for folks without homes. Meanwhile Jim was hard at work painting, repairing and freshening up the building. The Property Committee has never been busier, with new signs, repairs, a new dishwasher and beginning to work on a long-awaited shower renovation. Outside, we had art installations, a mural painted on our shed, and window art on the front windows.

We have all felt the loss of not meeting together for worship, fellowship, pastoral and spiritual care. But we have learned so many new things. We've learned to include people in videos for worship, that they couldn't have been before! We've brought guests in from across the nation to speak to us and worship with us.

We've grown as a church, reached out to others, held virtual events that allowed people who might never have stepped inside our doors, to find out who we really are. I think that is one of the most exciting things we can take away from this life-changing experience, that we are relevant, and not just to the folks we know, but to the greater world. Embracing technology, however unwillingly, allows folks to access us in ways we never before thought of.

2020, in the church world, reminds me of the destruction of the temple of Jerusalem. Our building wasn't laid waste, but it was rendered unusable in the conventional sense. But within days, we were doing church differently, and we were back on track – just a different track. It really was miraculous to see us shift gears, and change directions so quickly. Let's keep that, let's keep the expanding of our community happening.

We are poised to become what we dream of, the centre of our community, of the secular community, the arts community, the social service community. We have momentum today to become the church of tomorrow. While these 'pandemic times' are challenging and filled with the sorrow of loss and missing one another, we are also able to see opportunity. We will gather again, but in so many different ways. We will continue to live out the gospel in new and exciting ways. The temple is rebuilt, but it sure is different!

We're ready God, we're ready!

Blessings,

Rev. Karen Orlandi

Co-Chairs of Council

Silver Spire Co-Chairs: Ally Phillips and John Empringham

Mandate:

To work alongside our fellow council members and to help with the continuation of our life and work as a congregation. With God's help and guidance, we work as a congregation with "faith in the downtown". We strive to maintain open communication lines between council, our ministers, and the congregation. Council meets bi-monthly, as does the Executive.

Highlights from 2020:

- What a year this has been! We began with the retirement of Tom and Fran Inglis, as our music team; Rev. Jane took time away from the church to deal with family concerns; then COVID-19!
- Despite the closure of the church building for normal services and meetings, our outreach program expanded under the direction of Rev. Karen. Thanks to Karen and her hard work with this aspect of our ministry, we have acquired grants to help fund this outreach.
- Council has managed to continue meeting, through the technology of Zoom on line meetings. Many thanks to our council for their perseverance and being open to learn new things.
- We are thankful for the hard work of Larry Schwenker, who has upgraded and modernized our sound system, and has managed to work out the kinks of live streamed worship. Larry and his son have worked hard to install the necessary hardware to provide the best results.
- We are thankful to our ministers and staff; Rev. Jane Capstick, Rev. Karen Orlandi, our office administrator Nicole St. Pierre, our interim music director David Hall, and our custodian Jim Sauvé. We miss Scott Holmes who has not worked since March.

Our Plans and Dreams for 2021:

- **TO HAVE A CHURCH FULL OF PEOPLE WORSHIPPING TOGETHER!**
- To continue working as a team on behalf of Silver Spire United Church to support our ministry and staff.
- To keep our minds and hearts open to listen for God's voice as we are guided through 2021.
- To assist and encourage new volunteers in our congregation.
- To continue to implement our Strategic Plan.

Board of Trustees

Chair: Shirley Scott

Members: Doug Hunt, Bob Johnston, Bill Stark

Trustees Treasurer: David Reed

Mandate:

The Silver Spire United Church Board of Trustees holds all property of the congregation for the use and benefit of the congregation. It manages investments, including endowment funds, and holds the Columbarium funds in accordance with Provincial laws. The Board of Trustees also manages church insurance.

Highlights from 2020:

- We conducted a review of our insurance needs.
- We investigated coverage with UCC Protect and determined that it was better to stay with our current insurance provider.
- Bob Johnston met with a representative from Reimer/Verge insurance in November to review the insurance needs of the church. All is in order for 2021. There were a couple of insurance claims during 2020.
- We continue the regular review of our investments.
- We received and reviewed Quarterly Reviews of our investments from RBC Dominion Securities.
- Throughout the year, funds were transferred from the SSUC investments to the general fund as directed by Council.
- The total value of our investment portfolio at the end of 2020 was \$1,153,402.
- At the end of 2019 it was \$1,163,617.96.

Our Plans and Dreams for 2021:

- To ensure that the investment and insurance needs of SSUC are looked after as responsibly as possible.
- To keep our Vision, Mission and Value statements and the Strategic Plan at the forefront of the work we do.
- We will continue the regular review of our investments and insurance.

Affirm Committee

Chair: David Hall

Members: Ally Phillips, Rev. Karen Orlandi, Rev. Jane Capstick, Joyce Little, Julia Eckert and Sue Empringham

Mandate: To find ways to help our community of faith to live out its affirming Value/Vision Statement to provide a link with Affirm United and other Affirm ministries.

Value/Vision Statement: We affirm diversity and relate with all people in loving and caring ways, by including and celebrating people of every age, race, belief, culture, ability, income level, family configuration, gender, gender identity and sexual identity in life and ministry. Full participation of everyone is included in all aspects of the and work of our ministry.

Highlights from 2020:

- “How to Be an Ally” Workshop – Sunday, January 26, 2020 – Presented by Julia Eckert and Lorne Gretsinger with a soup and sandwich lunch after the morning service. Sponsored with Christian Nurture Committee.
- Drag Queen Story Time – Monday, Family Day, February 17, 2020 – Presented in collaboration with Pride Niagara with over 100 in attendance including 60 children. A question and answer time with the Drag Queens followed the reading of four children books on diversity and inclusion – What Riley Wore, And Tango Makes Three, Jacob’s New Dress and Be Who You Are.
- PIE Day – Sunday, March 8, 2020 - A day to celebrate the public, intentional and explicit affirmation of the LGBTQIA+ and Two-Spirit community. This celebration was unfortunately cancelled last minute due to State of Emergency declared by the Ontario Government due to COVID-19.
- Rainbow Sidewalk – In time for Pride Week, “temporary” sidewalk chalk paint in the colours of the Pride rainbow flag were purchased and applied to the ramp/landing at the front of the church and the crosswalk from the parking lot to the entrance at the back of the church. Thanks Rev. Karen Orlandi for making this happen.
- Drag Queen Story Time – Saturday, May 30, 2020 – Presented virtually in collaboration with Pride Niagara to kick-off Pride Week in Niagara. Questions submitted by text and email were answered live by the Drag Queens followed the reading of two children books on diversity and inclusion – I Like Myself and I Am Jazz.
- Pride Service – Sunday, June 7, 2020 – A service of celebration and affirmation of the LGBTQIA+ community was held with David Hall speaking as well as videos featuring Ally Phillips, Joyce Little and Sue Empringham reflecting of the year following Silver Spire becoming an Affirm United community of faith. The theme of the service was based on the song “This Is Me” from the movie The Greatest Showman and sung by Chris Haynes during the service.

- Affirm United/S'affirmer Ensemble Annual General Conference – July 24-26, 2020 – The conference was held virtually with David Hall in attendance and elected as a member of the National Council with support and encouragement of the Affirm Committee.
- Other items
 - Use of Affirm United logo and rainbow colours on all Silver Spire media and printed materials continues to move forward.
 - Ongoing encouragement of all Silver Spire staff, pastors, and council and committee members to use pronouns wherever possible including all printed matter and media.

Our Plans and Dreams for 2021:

- Adding LGBTQIA+ individuals to the committee.
- Installation of new church sign with Affirm United logo and rainbow colours.
- Installation of rainbow sidewalks using permanent sidewalk paint.
- Rainbow ribbon art installation in sanctuary.
- Value/Vision Statement art banner installation in narthex.
- Peter Toscana Film Night/Watch Party.
- Workshop using case studies and scenarios of the LGBTQIA+ terms and pronouns learned in the “How to be an Ally” workshop.
- Networking with other local LGBTQIA+ church and para-church groups.
- Queer Theology – Ecumenical Bible Study.
- Queer Worship Service – Pride Week.
- Upcoming 2021 Dates
 - Black History Month – February
 - Drag Queen Story Time – Monday, February 17
 - PIE Day – Sunday, March 14
 - Pride Week – Saturday, May 29 to Sunday, June 6
 - Drag Queen Story Time – Saturday, May 29
 - Pride in the Park – Saturday, June 5
 - Pride Service – Sunday, June 6, 2021

Respectfully submitted by David Hall.

Arts Team

Chair: Colin Bruce Anthes

Members: Dorothy Franklin, Rev. Karen Orlandi, Susan Reichheld, Janice Slade, John Sweeney, Antje Wirth

Mandate: To partner with community groups to integrate the arts into the life of the congregation and the community. To provide opportunities for participatory experiences in the visual, performing, musical and literary arts.

Highlights from 2020:

- Paint Nite Feb. 21.
- Creative Spirit began Feb. 26 (suspended due to COVID).
- Preparation for drama “The Humans” (suspended due to COVID).
- Successfully applied for and received an SCCIP grant to fund Culture Days activities.
- Participated in St. Catharines Culture Days: Sept. 26 Marion Giese presented an in-person post card art workshop, Oct. 3 Jenn Judson presented an online collage workshop and on Oct. 17 John Sweeney presented an online drama workshop.
- Sept. 25-27 Rhizomes, a series of site-specific art installations and performances was presented by In the Soil Arts Festival throughout our building.
- Sept. 26 – 27 Niagara Artists Centre held a rummage/sidewalk sale, as well as sponsored outdoor art on our front lawn.
- Fall - Collaborated with Niagara Artists Centre, Dispatch, and The Lincoln by hosting the outdoor art installation *Traversées* by Jose Luis Torres on our east side lawn.
- In conjunction with the Downtown Business Association, commissioned a mural created by Matthew Vizbulis for the bunker storage container.
- Window artist Adam Buller painted the front doors for two different church seasons.

Our Plans and Dreams for 2021:

- Continue to add members to our team.
- Apply for a SCCIP grant to offer Culture Days activities.
- Accept Lenten submissions for pre-service slides.
- Partner with Willow Arts Community to offer a Makerspace and other programs.
- Apply for Arts funding to create a mural on the large exterior wall beside Dispatch.
- Nominate Tom Inglis for a city Arts Award.
- Work with the Affirm Team to commission banners for the entranceway to the church.
- Continue to look for opportunities to incorporate the arts into all aspects of the life of Silver Spire.

Back-to-Church Team

Chair: Janice Slade

Members: Rev. Jane Capstick, Kathy Dallaire, David Hall, Rev. Karen Orlandi, David and Kathy Reid, Anne Scott, Shirley Scott

Mandate: To review government and public health guidelines during COVID as they pertain to the day-to-day business of Silver Spire, including: worship, short term and long term rentals, staff, and all teams of the church.

Highlights from 2020:

The team first met on June 4, 2020. Over the course of 2020, we met formally nine times and continue to meet in 2021. Multiple discussions and much sharing of information also took place over email.

June

- Surveyed Silver Spire community.
- Made an effort to communicate to the church community via weekly E News as well as hard copy newsletters.
- Removed books, cushions, children's table, and upholstered chairs from the sanctuary.
- Created a seating plan in the sanctuary that followed physical distancing protocols.
- Created cleaning and sanitizing protocols for worship and rental spaces.
- Created COVID addendum for rental agreements.
- Worked with Property Team to have more monitors installed in the office as well as a barrier to the office area.
- Worked with Outreach to have Morning Prayer changed to take-out.
- Worked with Christian Nurture who created kits for children in place of Sunday School.

July

- Hosted a funeral.
- AA and NA returned to in-person meetings with protocols in place.
- Created a "Return to Church" video so people would know what to expect.
- Had a trial run July 19, 2020 where Council members were invited to attend the service.

August

- Hosted a wedding.
- Trained teams of "seaters and greeters" and created guidelines for them.
- Opened for in-person worship August 9, 2020 as online worship continued.
- Created guidelines for small group meetings and sent those guidelines to all key holders in the church.

September

- Created a COVID button on our website to post the most current information.
- Continual monitoring by the Team of worship services.

- Worked with Worship Team to have a gradual reintroduction of soloists or small groups of musicians.
- A focus on building community: Choir Zoom, Youth Group Zoom, Supper Church Zoom.
- A second survey was sent out to our membership.

October

- Continual monitoring by the Team of Sunday worship services.
- Due to high number of cases of COVID, moved to Zoom meetings for all church teams.
- Checked in on rental groups in regard to following protocols.
- Worked with Pastoral Care and UCW to create a telephone tree to keep church members in touch with each other.
- Worked with Worship team to discuss/plan special music for Advent.
- Zoom Coffee Hour Thursday mornings was established.
- Worked with Christian Nurture to offer Zoom Supper Church and Youth Jackbox.

December

- Niagara went into lockdown on December 20.
- Moved to online worship only.

Our Plans and Dreams for 2021:

- To continue to review government and public health guidelines as they pertain to the day-to-day business of Silver Spire, including: worship, short term and long term rentals, staff, and all teams of the church.
- For our community to be safe enough to disband our team.

My immense thanks to this wonderful team who were able to meet without a lot of notice as situations changed rapidly. They always considered information prayerfully and thoughtfully to make what is hoped were the best decisions for our Silver Spire community.

Respectfully submitted,

Janice Slade

Christian Nurture

Co-Chairs: Anne Scott and Margaret White

Members: Elizabeth Agnew, Rev. Jane Capstick, Julia Eckert, Susan Gabel, Rev. Karen Orlandi, Anne Scott, Margaret White

Mandate: To nurture our congregation of all ages through Christian educational opportunities for spiritual growth.

Highlights from 2020:

- Sunday School:
 - Nursery, Primary/ Junior classes have continued to use the Spark curriculum accompanied by the Spark bibles.
 - Youth Class teachers tackled the uncomfortable questions... Would Jesus preach in a mega church? Does God hate LGBTQ folks? etc...
 - Special Children's services were held on Mondays, April through July, and posted on the Silver Spire website.
- Youth Ministry:
 - Youth group met on a weekly basis when possible. During the pandemic, leaders kept in touch electronically or by phone.
 - Silver Spire youth gathered with social distance and masks to watch the livestream of Rendezvous. Instead of travelling to Calgary as planned, our youth were able to watch speakers from our Hearth Room and engage in Rendezvous Online. Over the three days of Rendezvous we had eleven youth and adults drop in for different portions of this event.
 - Several children and youth from the congregation participated in the Cave Springs "Camp in a Box" camping program during the summer and were financially supported by members of the congregation.
- Adult Small Group Ministries:
 - These included, when possible, Care for the Soul, Dream Group, Book Study Groups and Affirm Storytelling Circles.
 - Book Study Groups engaged in a study of the books, "Braiding Sweet Grass", by Robin Wall Kimmerer and "Unsettling the Word" by Steve Heinrichs and Jonathan Dyck.
- Intergenerational Events:
 - These included various Supper Church events for Lent and Pentecost, in person, and for Thanksgiving and Advent via Zoom, all with faith enriching opportunities and activities.
 - Five Advent Story Boxes were created for children to use each Sunday during the Advent Sunday morning services.
 - A congregational "All Ages" Pageant, and White Gift Sunday took place on December 13.
 - The "Family" Christmas Eve Service was enhanced by providing each child with a small "Story Box" so that each child could engage more fully in the Christmas Story being told.

Our Plans and Dreams for 2021:

- To continue to provide strong support to our Sunday School teachers, youth leaders and other small group leaders.
- To support children, youth and adults interested in attending such events as Rendezvous, Cave Springs Camp, Leadership opportunities and additional faith enriching experiences, whenever possible.
- To host "All Ages" Supper Church events related to significant church "seasons," online as needed, changing to in person when allowed.

Finance

Co-Chairs: Rev. Jane Capstick and John Empringham

Treasurer: Jim Graham

Members: Lowell Scott, Heather Steen

Mandate:

To monitor the day-to-day financial affairs of the church and to ensure that sound, transparent procedures are followed in the recording and reporting of all receipts and disbursements.

Highlights from 2020:

- Prepared and reviewed a Financial Report each month.
- Compiled the Financial Reports for 2020 and Budget for 2021.
- Completed annual T3010 Registered Charity Information Return.
- Enable Interac e-Transfer as a method of extending offerings and payments.
- Promoted PAR and successfully attracted more parishioners to this method.
- Enable web-based statement access for TD Bank chequing account, GIC and credit card.
- Reported to Council on trends in giving, grants, other income, and expenses.
- Assisted Committees and Outreach programs with financial accountability.
- David Reed retired as Treasurer at the end of 2020 and Jim Graham is transitioning into the position.

Our Plans and Dreams for 2021:

- Do our best to communicate our financial position to the congregation.
- Obtain feedback from the congregation on clearer ways of reporting finances.
- Assist with Stewardship initiatives.
- To have a sustainable budget for 2022.
- Transition our financial records, from its current 3-platform system to a single platform.
- Continue the training and development of the new Treasurer and Finance Team.

See Financial Statement and Budget on page 31

Ministry and Personnel

Chair: Janice Slade

Members: Jim Agnew, Peter Boyce, Janice Slade, Mary Lou Watt, Sybil Wilson

Mandate:

To provide a consultative and supportive team for the ministers and staff and for members and adherents. To review working conditions, job descriptions, and remuneration for the ministers and staff. To maintain liaison with Horseshoe Falls Regional Council through its Human Resources Commission.

Highlights from 2020:

- Rev. Jane was granted a compassionate leave from March 2 – June 22.
- Rev. Elizabeth Agnew was hired part time, March 2- May 31 to help with ministerial duties during Jane's leave.
- Hired Rev. Karen Orlandi as our full time Minister, beginning June 1, 2020.
- Hired Credence & Co. to facilitate team ministry.
- Laid off the following staff due to lack of work from COVID: part-time custodian Scott Holmes, Nursery personnel Olivia Wyatt, and organist Tom Inglis. Both the organist and the part-time custodian have been permanently laid off. When we emerge from COVID, a needs assessment will be done to determine what positions will be available and what the particulars of those jobs are.
- Revised ministers' job descriptions.
- Conducted annual performance reviews of all staff.
- Renewed part time contract of Youth Worker (Ally Phillips) from June – December 2020.
- Worked with the Music Director Search Team to revise the Music Director Job Description in light of COVID.
- Adjusted Minister of Music weekly hours to reflect restrictions due to COVID.

Our Plans and Dreams for 2021:

- To continue to adapt to the challenges that COVID is providing.
- To continue to work with ministers on a team ministry.
- To review all staff job descriptions and revise as needed, considering staff changes and input from 2020 performance reviews.
- To work with the Music Director Search team to hire a new music director.
- To keep current on ministry and personnel matters that come from the Regional Council and or the UCC.
- To ensure protocols, directives and policies that impact staff are kept current and are respected.
- To support staff participation in relevant educational events.

Outreach and Social Action

Chair: Kathy Reid

Members: Rev. Karen Orlandi, Liz McGregor, Jim Agnew, Jeanette Liberty-Duns, Marjorie Cushman, Barbara Schwenker, Barbara Creelman, Nancy Lamontagne, Cory Pascuzzo, John Kumpf, Dunc Tolley, Jeannie Price, Celestin Nkulu, Sylvia Child

Mandate:

To lead and support the congregation in outreach activities, social justice and political action. To support the Mission and Service Fund and other church initiatives through education. To develop an annual plan of core outreach projects for the congregation and submit to Council with a supporting budget, and to keep the congregation informed and engaged.

Highlights from 2020:

January to March:

- January saw the retirement of a number of the amazingly faithful volunteers of Morning Prayer after 11 years of committed service. Jeannie and Peter Price, Libby and Max Gollert, Blanche Boyle. Under the leadership of Colleen Smith, Rev Jane and Karen Orlandi, the Monday to Friday Taize style of meditative worship continued with the very popular brunch prepared by some of the old volunteers and some new ones. Judith Fetter prepares the worship each week and Larry Schwenker looks after the recorded music and visual projection. Since the arrival of the pandemic in mid-March, Morning Prayer has been on and off hold according to the Ontario levels of lockdown. Jeanette Liberty-Duns has taken on the role of leadership. The emergency food cupboard is organized by the Morning Prayer team.
- Outreach supported the Alzheimer walk fundraiser and the participation of Diane Abfal and Evelyn Johnson. \$ 500.00 was raised at coffee hour to top \$800 pledged for a total of \$1300.
- The three months of OOTC ended March 31 with a necessary response to the declaration of COVID 19 pandemic. It was necessary to stop serving dinners indoors, all meals became take-out. Because our church was centrally located downtown, all meals every week were served from our kitchen. The participating churches brought their prepared food to Silver Spire and served here.
- Showers are provided on Monday, Wednesday and Friday mornings every week. Rob Case is our faithful supervisor for this program. Rob receives a stipend to recognize his service. He has become adept at managing the pandemic precautions to protect himself and those coming to shower.

After March:

The Outreach team quickly learned to Zoom in order to meet and keep track of everything happening.

- Each year we administer the disbursement of the Stevens's trust fund to local service agencies (see financial statement p. 39)
- Drop-in and Cooling Centre: Under Rev. Karen's leadership, grants were realized to support a weekend drop-in throughout the summer months and an ad hoc Out of the Heat service. Our

auditorium space is ideal to allow a resting space, safely socially distanced for the folks who had no place to be during the hot days and especially when no bathrooms or sources of running water were available anywhere in the downtown. The Start Me Up Niagara space could only accommodate small numbers but we were able to host all comers. A great video was made to show this project and has been shown via the livestream.

- Lists of books and YouTube videos were shared via E News to help people understand systemic racism which affects black, indigenous, and people of colour (BIPOC) as the issue assumed a huge presence in our consciousness.
- The congregation was invited via E News to write to the Ontario Government in support of the RNAO's paper about the need to implement Better care for residents in Long Term Care.
- Members were encouraged to write to our local government to demand attention to the need for public toilets and water to be available 24 hours/day.
- Outreach keeps the congregation engaged with the support of the Campden Grain Growing Project which grows for Canadian Foodgrains Bank.
- Environment: With the necessity of serving all meals as takeout packages, we searched for and purchased compostable packaging to reduce the plastic one-time use containers that end up as litter or in landfills.
- Fall Out of the Cold saw a major change from previous seasons. Many of our volunteers were "laid off" because we could not bring the guests in to eat at table. To provide safe working conditions, small teams work to prepare soup from 11-12 am, pasta, buns and dessert from 2:00 to 3:30pm, packing and distribution from 4:30 to 6 pm.
- A winter weekend drop-in program has been in operation since mid-November again with grants to provide funding from the Region in cooperation with Start Me Up Niagara. The space in our auditorium, kitchen, bathrooms and showers had been very busy and much appreciated. COVID may have stopped the congregation's use of our building but so much good work has been realized. A door closed, a window was opened.

In loving memory of Peter Price who died in April.
He gave devoted service to the technical support of worship and Morning Prayer
6 days a week for 11 years.
It was his passion and pride and he did it in spite of his health problems.

See Financial Statement on page 39

Pastoral Care

Co-Chairs: Barbara Gray, Brenda Senyk

Members: Diane Abfal, Marjorie Cushman, Barb Gray, Eileen Hewson, Winn Ruf-Gadd, Brenda Senyk, Barb Vale

Support Visitors: Liz McGregor, Mary Lou Watt

Mandate:

To communicate with members who are ill, housebound, or unable to attend regular morning worship. To keep these members in touch with church events, and to listen to the needs and ideas of these members.

Highlights from 2020:

- March to December - Increased calling of members due to inability to visit during pandemic restrictions.
- Diane continues to send cards for special celebrations, illness and bereavement.
- The team delivered gift bags with a card, tea light, copy of Daily Bread meditations, copy of Advent service from Rev. Jane and a variety of sweets.

Our Plans and Dreams for 2021:

- Continue with increased phone calls to members.
- Assess needs and add new members to list.
- Plan for another distribution of gift bags in April in lieu of annual spring luncheon.

Property

Co-Chairs: Rev. David Reid and Steven Holmes

Members: Paul Pattison, Doug Cushman, Scott Holmes Sandy MacPherson, The Late Liz Roulston, with staff support from Rev. Karen Orlandi and Jim Sauvé

Mandate:

To support the Ministry of Silver Spire by overseeing the repair and maintenance of the church property and building. To ensure that the physical environment of Silver Spire is a pleasant one for those who come into the building.

Highlights from 2020:

2020 was the year like no other. Being essentially shut down for normal usage for much of the year, we have had an opportunity to catch up on many long-deferred projects.

- Jim Sauvé has kept busy replacing lights, painting and patching throughout the building as well as many of the normal repairs and upkeep.
- To our surprise, the anticipated replacement of the furnace boiler (which would have prohibitively expensive) has turned out to be unnecessary. When we consulted with boiler experts, all said it was a very good system in reasonable condition. We intend to pursue a regular maintenance program.
- A new sign has been installed on the front lawn and will be reinstalled in a new framework when weather permits.
- Electric hand dryers have been installed in washrooms in the auditorium area to prevent the flushing of paper towels which clog the drains. We had to have our main drain pressure flushed this year.
- We have learned about the ventilation and supplementary heating systems installed throughout our building in the rebuild after the fire in the early 1960s.

Our Plans and Dreams for 2021:

- **Carousel Players** will be renovating our gymnasium to enable them to use it for workshops and rehearsals.
- **Willow Arts** will be replacing **The LDA** as renters on the rental space on the gymnasium level.
- With the Worship Committee, the layout, seating and A/V in the sanctuary are under review to enhance the worship and concert capability of this space.
- At this point we anticipate the replacement of the dishwasher in the kitchen.
- A wholesale renovation of the shower area and the auditorium is being actively pursued at this time.
- We continue to look for ways to improve and enhance the appearance, cleanliness and safety of our building for all who enter or pass by.

Special thanks to Jim Sauvé, who has done so much in what has seemed like a quiet time for the rest of us.

United Church Women

Chair: Kathy Cuddy

Members: 42 ladies of the congregation

Office Holders: *Secretary:* Susan Carter, *Treasurer:* Joan Schwenker and Diane Mellor, *Sunshine:* Joy Stark and Shirley Rouse, *Council Rep:* Kathy Cuddy

Mandate:

Our mission is to love God, foster Christian faithfulness, spirituality, commitment, and devotion, and to promote love and respect by living generously and giving joyfully to all God's people and to affirm and strengthen ourselves creatively.

Highlights from 2020:

- January: The regular UCW meeting was held on January 20th with 17 ladies present. We discussed the annual bazaar held November 2019 and agreed it was a very successful day both financially and as a community event. The proposed budget and events for the new year were discussed.
- February: The annual soup lunch and meeting was held on February 18th with a guest speaker from Pathstone Mental Health. It was a very informative meeting and a donation of \$500 was presented to Pathstone.
- March: The March meeting scheduled for March 16th was cancelled due to the COVID-19 pandemic with the ruling that we were to stay home and stay safe.

UCW postponed all events for the year but we were still able to honour donations as per our 2020 budget totaling \$11,843.00. Please refer to the UCW financial report for a list of the recipients.

UCW continued to support our ladies with good wishes and condolences as required. We were hopeful that the fall would see us able to commence preparations for the bazaar in November...but COVID kept us home.

UCW continues to be hopeful that the new year will allow us to continue our ministry for serving the church and the worldwide community.

Respectfully submitted:

Susan Carter

See Financial Statement on page 38

Worship

Chair: Colleen Smith; **Interim Chair:** Joyce Little

Members: Sue Empringham, David Hall, Kathy Lowndes, Earleene Wyatt; Rev. Jane Capstick and Rev. Karen Orlandi

Mandate:

- To provide a welcoming place – physical when possible, and online every week – in which to worship, reflect, pray, sing, and laugh together.
- To oversee all activities within the sanctuary, including Sunday morning worship and special days and seasons of the Church year, communion services, Morning Prayer, baptisms, weddings, funerals, confirmations, welcoming new members, outside rentals, and concerts.
- To be intentional in addressing the Strategic Plan as it pertains to worship.
- Other responsibilities include copyright licensing, planning for pulpit supply, and ordering and arranging memorial flowers at Christmas and Easter.

Highlights from 2020:

- During the COVID-19 pandemic, the livestreaming of services has gone from being a complement to traditional in-person attendance to being the main and sometimes the only way for people to experience our worship services. Great creativity on the part of the team, church members, and especially on the part of the ministers has meant the services are inspiring and engaging despite restrictions. Participation numbers (in-person, livestreamed, or viewed later on demand) have been very good.
- Morning Prayer has been disrupted by the pandemic. It is currently suspended until the provincial emergency order is lifted.
- We have been unable to have the choir sing together, but David Hall and many talented church members and guests have shared their musical gifts to make our services more beautiful and meaningful.
- We celebrated Rev. Karen Orlandi's commissioning by attending, as a congregation and via livestream, her commissioning service in Winnipeg, and at her covenanting service in our sanctuary on November 22nd.
- We celebrated baptisms, confirmations, weddings, and funerals during the year.
- With love and gratitude, we remember Peter Price, who with Jeannie so faithfully ran the AV for Sunday services and Morning Prayer; Liz Roulston, who played the piano for Morning Prayer, and Betty Empringham, who was a member of the choir for 91 years, and, like the others, was such a part of the soul of our church.
- We extend warm and heartfelt thanks to Rev. Jane and Rev. Karen for their extraordinary leadership during these challenging times, and for comforting and inspiring us.
- We are grateful for and delighted by David Hall's musical gifts and leadership.
- We don't know what we'd do without Larry Schwenker, who works expertly and tirelessly to maintain and update our equipment and to get our worship services out to the world.

Our Plans and Dreams for 2021:

- To continue to explore ways to make the sanctuary more user-friendly/welcoming
- To continue to evaluate and update sound, lighting and projection in sanctuary
- To continue to provide meaningful and innovative Sunday worship
- To continue to be inclusive and expansive in our worship planning

Congregational Groups and Ministries:

Care for the Soul

Facilitator: Sue Empringham

Members: Diverse membership from Silver Spire and the community; persons who register for Circle of Trust® sessions; persons who have experienced Circle of Trust® sessions in the past and wish to continue; curious newcomers!

Mandate:

- To provide a safe, open space for being together in solitude and community;
- Offering skills to listen more deeply to self and others;
- Opportunity to strengthen relationships
- Self-contained sessions that do not require strict attendance; simply invitational

Highlights from 2020:

- Monthly sessions the third Thursday afternoon of each month at Silver Spire – after March these were held online.
- As a certified Courage and Renewal facilitator, Sue Empringham facilitated experiences for educators, community leaders, and health care professionals in one- and-three day retreats.
- 6-week Introduction to Circles of Trust held online in Spring of 2020, and 6-week Circle of Trust with Life as a Pilgrimage theme held in Fall of 2020 online, and participants were from geographically diverse locations around North America.

Plans and Dreams for 2021:

- To continue to offer monthly sessions at Silver Spire, or online until in-person gatherings are allowed.
- To offer day and weekend Circle of Trust® retreats, online and in person.
- To continue to expand the Circle of Trust model at Silver Spire and in the community – welcoming and inviting persons from all backgrounds who would yearn to share in a safe, inclusive space their concerns and dreams, recognizing richness in diversity and the common ground of compassion and goodwill.

Cave Springs Camp

For Cave Springs Camp 2020 was a quiet year. Rarely did we hear the cries of excited children echoing around the camp. The playgrounds and forest paths went largely unused.

Yet 2020 was also an eventful year, thanks to COVID-19. New ways on “doing” camp were developed such as Camp-in-a Box. Board and staff sought out donors on one hand and church and government support programs on the other. This provided opportunities to hire a handful of young people to work on programs and maintenance. As a result, we were able to host two private schools in the fall and hold a small day camp just prior to Christmas. We also offered the Servant Leadership Program for a reduced number of 15-year-old leaders. Although were unable to reach the hundreds of children and youths of a normal year, we kept busy... working to survive.

2020 saw the new Legacy Hall building reach completion just in time to welcome the pandemic shutdown in March. Instead of a bustling new facility, we found ourselves with a new set of expenses and an unused asset with great potential, but standing silent as it received finishing touches. Only in July did we get final approval to use it at all. It has seen some use, but now as 2021 begins, we are in total lockdown.

We know that it is unlikely that we will be able to offer more than Day Camp this coming summer and that that does not generate enough income to more than cover its cost. We are working hard to market our new facility and make it known. This is difficult at a time in which, because of COVID, we are unable to know when we will be able to run any educational programs or rent our space for any events.

The Board of Directors and its committees are working very hard to weather the storm. Financially, challenge after challenge has been met, to date, but more are imminent. Our Virtual Race fundraiser in October exceeded our expectations, but we would need one of those a month to really meet the need. As always we ask that each congregation name two representatives to be members of our corporation, to attend two or more corporation meetings and to represent Cave Springs to your congregations and, possibly, to serve on a committee and volunteer to help with various camp projects.

We understand that 2020 has been tough for all of us, but we ask that, if at all possible, you set something aside in your budget for Cave Springs and that our need be put before your congregation.

It is our hope that soon, the joyful sound of youthful voices will again resound at our camp as our – no, your – youth may learn to give praise to God here in this beautiful natural setting.

Rev. David Reid
President, Cave Springs Camp Inc.

Choir

Co-Chairs: Kathy and David Reid

Members: *Soprano:* Rev. Elizabeth Agnew, Susan Carter, Barbara Creelman, Barbara Gray, Joyce Little, Elsie Siemens, Earleene Wyatt, May Simpson.

Alto: Kathy Cuddy, Carol Gaspari, Mary Kowalchuk, Muriel MacKenzie, Kameron Reichheld, Susan Reichheld, Kathy Reid, Shirley Slade.

Tenor: Carol Bell, Dale David, John Sweeney, Chris Haynes, Phil Tauro.

Bass: Edward Capstick, John Empringham, Lorne Gretsinger, David Reid, Lowell Scott, Dick Slade.

Mandate:

- Making a joyful noise to the Creator; and repeat.
- Leadership for congregational singing.
- Welcoming new members!

At the close of 2020, we celebrated the gifts of Tom and Fran Inglis who retired after 10 years of musical delight. We welcomed David Hall as our Interim Director which a search committee began work to find a new music director. And then came March and the necessary cessation of formal services in the sanctuary and the prohibition of singing together. Choir members mourn the long months of not meeting together for practice and worship to praise God.

We applaud David Hall whose music comes to the congregation via livestream and John, Janice, Johanna, Lorne, Chris, and others who played and sang for the hymns and solos for special occasions for the five months when Silver Spire was open for socially distanced and masked worshippers.

Socially, Choir has met twice in the fall via Zoom, our new meeting place.

“Stay tuned” for the future when the pandemic is controlled, and we will return singing.

Prayer Tree

Chair: Kathy Reid

Members: Rev. Jane Capstick, Rev. Karen Orlandi, Rev. Elizabeth Agnew, Kathy Lowndes, Kathy Dallaire, Barbara Schwenker, Barbara Gray, Liz McGregor, Betty Lou Bellows and Phyllis Coles

Mandate:

- Prayer for the Silver Spire Congregation, ministry and leadership.
- Prayer for individuals and families who request prayer, compassionate support for persons with physical, mental or social health concerns, for those facing life changing health issues, end of life and loss of loved ones.
- Protection of privacy and confidentiality.

In 2020, monthly reports and new urgent requests were emailed to all members. We adapted to using Zoom for our meetings. The COVID-19 issue and how that affected seniors in long-term care was near our hearts.

For the future, we will pray that people find comfort and support in life's journeys and for truth, justice and peace in personal and public life.

God's blessing on our church family.

FINANCIAL STATEMENTS
THE BOARD OF TRUSTEES
SILVER SPIRE UNITED CHURCH

December 31, 2020

FINANCIAL STATEMENTS
THE BOARD OF TRUSTEES - December 31, 2020

Balance Sheet		2020	2019
Assets	Year-end Asset Proportions		
Cash	5.7%	66,138	37,112
Shares, Foreign Securities	79.5%	916,713	940,305
Fixed Income Investments	14.8%	170,551	186,201
Total Assets		\$ 1,153,402	\$ 1,163,618
Liabilities			
Maintenance Liability - Columbarium Niches - note 2		7,600	7,600
Plaque Reserve for future cost of plaques		34,450	33,800
Total Liabilities		42,050	41,400
Endowment Fund Balances			
Fund - see Note 1 for adjustments	Permitted Use		
Choir	At the discretion of Choir	138,216	85,456
MacQuillen	For gymnastic equipment	6,500	4,425
Falk	Income to be paid to UCW	57,636	48,986
Epstein	Income to be paid to UCW	2,577	2,190
Stevens	Income to be paid to Outreach	95,768	81,392
Verge	As required for the organ	31,744	23,460
Welland Ave.	Income to the church	86,725	59,048
Total - Endowment funds and externally restricted funds		419,167	304,956
Unallocated - see notes	Unrestricted	692,185	817,263
Total Funds and Liabilities		\$ 1,153,402	\$ 1,163,619
Statement of Income and Expenses		2020	2019
Income			
Interest		6,983	6,832
Dividends		18,137	19,583
Other		5,496	6,652
Realised Gains (losses) from sale of investments		(30,157)	42,536
Total Investment Income		459	75,603
Sales of Columbarium Niches (2020 = 1)		330	-
Miscellaneous Income or Bequests received		-	-
Total Income		\$ 789	\$ 75,603
Expenses			
Investment Management Fees		12,401	12,858
Interest and Bank Charges		10	10
Purchase of Columbarium Plaques (2020 = 0)		-	1,118
Total Expenses		12,411	13,986
Surplus (deficit) for the year before Unrealised Gains		\$ (11,622)	\$ 61,618
Unrealised Gains (losses) on value of investments		65,757	79,299
Surplus (deficit) for the year before transfers		\$ 54,135	\$ 140,917
Transfers out - note 3			
Transfers to SSUC General Account		(50,000)	(50,000)
Transfer of income from Falk & Epstein bequests to UCW		(2,253)	(2,154)
Transfer of income from Stevens bequest to Outreach		(3,584)	(3,426)
Transfer from Choir Funds to SSUC General Account for expenses		(8,515)	-
Total Transfers Out		(64,352)	(55,580)
Change in Value of Invested Portfolio for Year		(10,216)	85,337
Portfolio balance, beginning of the year (including Thorold CU)		\$ 1,163,618	\$ 1,078,281
Portfolio balance, end of the year		\$ 1,153,402	\$ 1,163,618

Investments are shown at year-end market value. Notes on following pages are part of this statement.

FINANCIAL STATEMENTS

THE BOARD OF TRUSTEES - December 31, 2020

Notes to the Financial Statements

1. The investments administered by the Board of Trustees include cash and investments from the three predecessor churches which amalgamated on July 1st, 2008 to form Silver Spire United Church. Each of the amalgamating churches had funds which were designated for a specific purpose, or had restrictions on their use. These designations are being maintained, and details of the purpose of the gifts are given below. Also included are the proceeds of the sale of two church properties totalling \$860,120.

A part of the realised change in portfolio value for the year is distributed to the named Endowment funds below. The amount listed as "Total Investment Income" in the Income and Expenses is multiplied by the proportion of the Restricted Funds, divided by the Total Portfolio Value. This amount, net of an inflation increase, is then distributed to the Restricted Funds in proportion to each fund value. This inflation increase is intended to keep the funds at a constant value. The current year's inflation factor for Canada is 1.0%.

This distribution of income has been calculated incorrectly in most years since amalgamation. This has been corrected to the end of 2020 by recalculating for each year. The 2020 values listed for the Restricted Endowments will be used going forward.

The terms of the Endowments require a distribution of income to be made to the UCW from the Falk and Epstein funds, and to Outreach from the Stevens fund. The distribution calculated above is transferred to the UCW and Outreach in the following year. The amounts to be transferred are listed below. These funds, therefore, are increased by the inflation factor only.

Details of the individual endowments and restrictions are as follows:

Garner

These funds were given to the choir from the Garner Estate, and are to be used by the choir at their discretion. The choir has used \$1,719.29 of these funds in 2020, which will be transferred to the SSUC General Account in January 2021.

MacQuillen

These funds were given to be held in trust, and the net income distributed as required for gymnastic equipment.

Falk and Epstein

These funds were given to be held in trust, and the net income to be paid to the United Church Women on an annual basis for use in the church or the local community. **The distribution from 2020 will be \$3,500.**

Stevens

These funds were given to be held in trust, and the net income to be paid out for the "mission of the church" on an annual basis, and are distributed by the Outreach Committee. **The distribution from 2020 will be \$2,200.**

Verge

These funds were given to be held in trust, and are to be used for maintenance of the organ. \$473.97 of this endowment was used for organ tuning in 2020 and this amount will be transferred to the SSUC General Account in January 2021.

Welland Avenue

These funds were given to be held in trust, and the net income used at the discretion of the Trustees.

Unallocated

These funds are unrestricted, with no specific allocation.

2. Columbarium

Silver Spire is the operator of a Columbarium - *a place for respectful storage of cremated remains*. The Columbarium niches are located in the basement, between the auditorium and the bowling room. The Columbarium is legally a cemetery, regulated by the Bereavement Authority of Ontario (BAO).

As part of the Funeral, Burial and Cremation Services Act, 2002, the operator is required to hold a "Care and Maintenance Fund" with an independent trustee for the perpetual care of the niches and plaques. Silver Spire's trustee for this fund is Thorold Community Credit Union. The current requirement is to hold an amount of \$100 or 15% of sale price of the niche for each one sold. Our current liability is \$7,600, correct by BAO. Account balance is \$7,152.28. An amount to cover the difference will be transferred in early 2021.

Prior to 2019 the fee for the niche included the cost of the plaque, which is paid out of the fee at the time of service. Consequently, an amount has been set aside as a plaque reserve for the purchase of the future plaques. This amount is adjusted as needed for the changing cost of the plaques. From 2019 onwards the niche purchase fee does not include the cost of the plaque, which becomes the responsibility of the purchaser at the time of the service.

Plaque Reserve

These funds have been established to provide for the future cost of plaques and their maintenance, and are adjusted from time-to-time to account for new niche sales and cost increases. The value of this reserve is currently estimated at \$650 per unused niche, to be drawn down by this amount per future use. At present, 196 niches are sold, 143 are used. The Plaque Reserve is $53 \times \$650 = \$34,450$.

FINANCIAL STATEMENTS

THE BOARD OF TRUSTEES - December 31, 2020

Notes to the Financial Statements 2 of 2

3. Transfers

Transfers out during the year were as follows:

To SSUC to support the Worship, Learning, Care and Outreach Ministries of the church	\$	(50,000)
Transfer from the Choir fund to cover 2019 choir expenses		(8,515)
Annual transfer of endowment income from Falk & Epstein funds to UCW		(2,253)
Annual transfer of endowment income from Stevens funds to Outreach		(3,584)
Total transfers to SSUC General Account (from unrestricted fund)	\$	(64,352)

To Thorold CU for Columbarium Care and Maintenance fund (from cash)	\$	-
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Transfers in during the year were as follows:

Nil	\$	-
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4. Falk Estate

In 1986 a bequest in the amount of \$50,000 was received from the Estate of the Late Elizabeth G. Falk. Pursuant to the terms of the will the principal is to be invested and the income derived from the investment paid annually to a beneficiary for his lifetime. Upon the death of the beneficiary the investment and interest shall be paid to the endowment fund of St. Paul Street United Church (now Silver Spire). The funds are held in a separate trust account and are not included in the financial investments of Silver Spire United Church.

The market value as at December 31, 2020 is \$391,200.45. Value at December 31, 2019 was \$387,070.00.

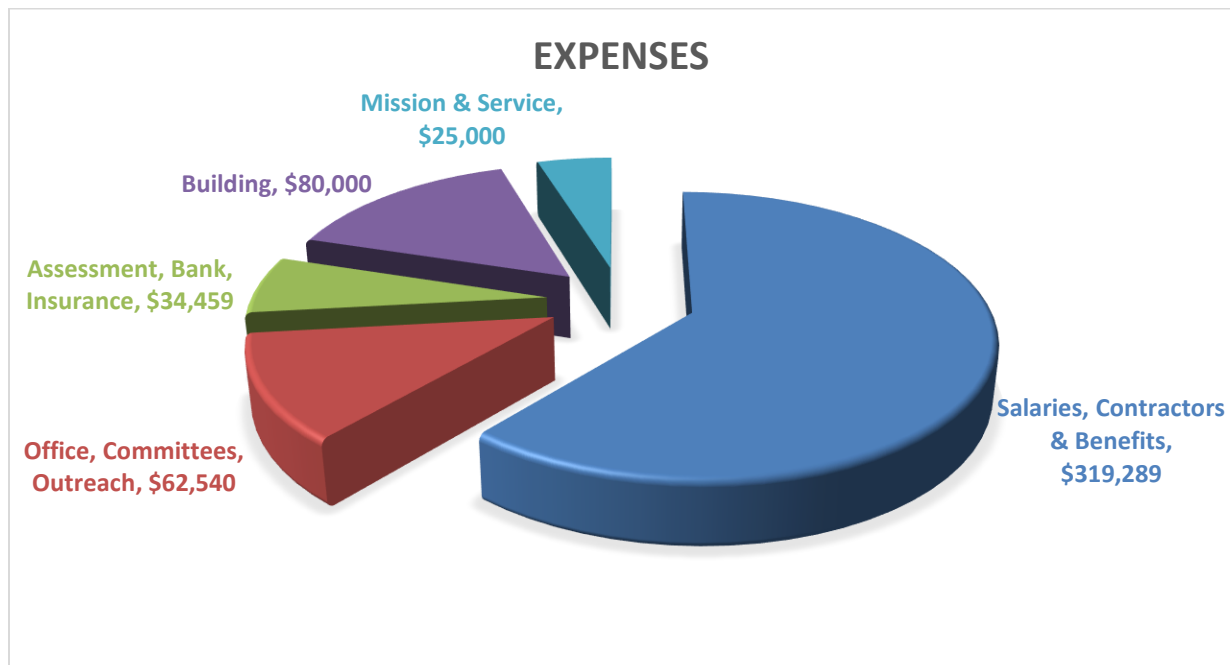
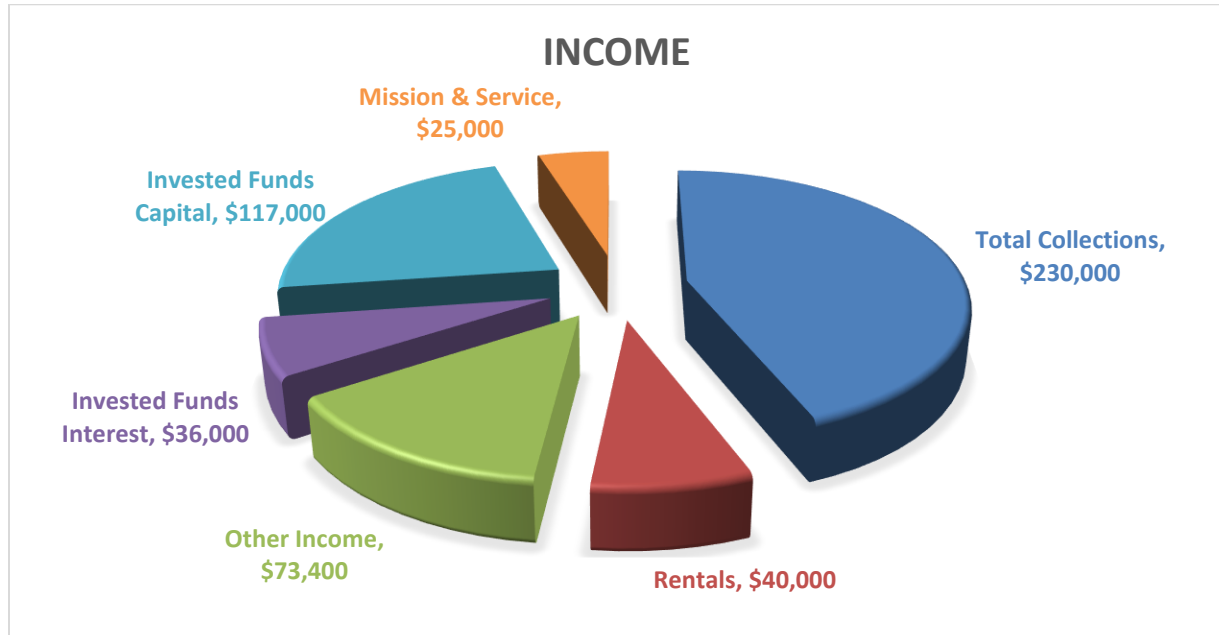
5.

Portfolio Value - December 31st

2016	\$	1,193,637
2017	\$	1,210,771
2018	\$	1,078,281
2019	\$	1,163,618
2020	\$	1,153,402

SILVER SPIRE UNITED CHURCH FINAL BUDGET FOR 2021

ESTIMATED INCOME	\$404,400
ESTIMATED EXPENSES	\$521,288
CAPITAL REQUIRED FROM INVESTED FUNDS TO BALANCE BUDGET	\$116,888



**SILVER SPIRE UNITED CHURCH
STATEMENT OF INCOME AND EXPENSES 2020
BUDGET FOR 2021**

INCOME	2020 Actual	2020 Budget	2021 Budget
Local Offerings	211,269	230,000	230,000
Mission & Service	19,327	27,000	25,000
Loose Offerings	645	4,500	3,500
Fundraising	0	2,500	2,500
Special Donations	5,070	11,000	8,000
Initial Offerings	197	500	500
United Church Assessment - Donations	135	200	200
Total Collections	236,643	275,700	269,700
Rentals & Facility Users	50,947	42,000	40,000
Outreach Programs - Income	48,441	9,000	50,000
UCW - Donations to General Fund	6,000	7,000	1,000
Estimated Investment Income to General Fund ^{Note 1}	36,000	36,000	36,000
Bequests	14,716	0	0
Administration	1,105	1,200	1,200
Committees	2,065	6,500	6,500
Grants	2,900	0	0
Miscellaneous	150	0	0
Total Income	398,967	377,400	404,400
EXPENSES			
Salaries, Contractors & Benefits (Schedule 1)	253,326	319,388	319,289
Administration (Schedule 2)	11,309	16,700	17,000
Committees (Schedule 3)	13,138	31,484	17,840
Outreach Programs - Expenses	19,726	21,000	27,700
Building (Schedule 4) ^{Note 2}	49,992	60,000	80,000
Mission & Service	19,327	27,000	25,000
United Church Assessment	12,959	12,959	12,959
Interest & Bank Charges	1,725	2,000	2,000
Insurance	15,905	14,855	19,500
Miscellaneous	380	0	0
Total Expenses	397,787	505,386	521,288
INCOME (DEFICIT)	1,180	(127,986)	(116,888)
Additional Amount Required from ^{Note 1}	14,000	127,986	116,888
Invested Funds as Needed			

Notes:

1. In 2020 a total of \$50,000 was transferred from the Board of Trustees to Silver Spire. \$36,000 was budgeted for as income and an additional \$14,000 to balance the budget.
2. \$10,000 was added to the Property Budget for 2021 to cover a new dishwasher.

SCHEDULES

	2020	2020	2021
	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>
SALARIES, CONTRACTORS & BENEFITS			
Salaries and Contractor Costs	197,041	252,424	247,048
Continued Education Allowances	3,142	3,200	3,200
Telephone Allowances	2,100	2,400	2,400
Travel Costs	949	2,000	2,000
Memberships & Licenses	217	500	500
Meetings, & Lunch - Networking	0	250	250
M&P Expenses	2,349	4,500	4,500
Employer Costs - CPP, EI, WSIB	12,604	17,317	17,988
Employer Costs - UCC Pension, Insurance	34,554	36,447	41,053
UCC Payroll Services	370	350	350
Total	253,326	319,388	319,289
ADMINISTRATION (Schedule 2)			
Telephone	1,023	1,200	1,200
Internet	1,219	1,200	1,500
Computer Maintenance & Software	79	1,000	1,000
Office Supplies	1,550	3,000	3,000
Postage	2,027	1,500	1,500
Bulletins & Envelopes	1,889	1,500	1,500
Copier	2,622	6,000	6,000
Observer Subscriptions	625	1,200	1,200
Police Checks	50	100	100
Weddings & Funerals	225	0	0
Total	11,309	16,700	17,000
COMMITTEES (Schedule 3)			
Communication	1,030	1,200	1,200
Council	581	3,000	3,000
Christian Nurture	595	3,500	3,000
Arts	3,923	4,600	2,500
Affirm	423	1,000	1,000
Outreach	3,557	0	0
Outreach - OOTC & MP, Showers, Bear Clan	19,726	21,000	27,700
Pastoral Care	106	500	0
Worship	2,544	4,600	3,640
Finance	378	3,500	3,500
Total	32,863	52,484	45,540
BUILDING (Schedule 4)			
Property Repairs & Maintenance	26,234	26,000	26,000
Electricity	6,188	12,000	12,000
Gas	13,191	17,000	17,000
Water	4,379	5,000	5,000
Scheduled Maintenance	-	0	10,000
Special Projects	-	0	10,000
Total	49,992	60,000	80,000

SALARIES, CONTRACTOR COSTS + BENEFITS

	2020 <u>Actual</u>	2020 <u>Budget</u>	2021 <u>Budget</u>
Minister - Jane	49,424	71,456	73,028
Minister - Karen	55,781	54,768	60,748
Office Administrator	28,447	30,148	33,018
Ministry Staff - Outreach - Part Time	0	0	0
Custodian - Full-Time	45,265	45,265	48,755
Custodian - Part-Time	5,585	19,288	0
Music & Choir Director	8,377	24,200	24,199
Nursery - Contract	300	1,300	1,300
Youth - Contract	1,188	2,500	2,500
Supply wages	5,250	1,500	1,500
Overtime	1,112	2,000	2,000
Total Salaries and Contractor Costs	200,729	252,425	247,048
<u>Continuing Education</u>			
Minister - Jane	1,325	1,600	1,600
Ministry - Karen	1,817	1,600	1,600
Ministry Staff - Outreach - Part Time	0	0	0
<u>Telephone Allowances</u>			
Minister - Jane	900	1,200	1,200
Ministry - Karen	1,200	1,200	1,200
Ministry Staff - Outreach - Part Time	0	0	0
<u>Car/Travel Costs</u>			
Minister - Jane	0	1,000	1,000
Ministry - Karen	949	1,000	1,000
Ministry Staff - Outreach - Part Time	0	0	0
Membership & Licenses	217	500	500
Meetings, & Lunch - Networking	0	250	250
M&P Expenses	2,350	4,500	4,500
CPP - Employer	7,540	10,268	11,202
EI - Employer	4,187	5,049	4,786
WSIB	877	2,000	2,000
UCC - Benefits	19,675	20,325	41,053
UCC - Group Insurance	14,878	16,122	0
UC Payroll Services	370	350	0
Total	257,014	313,786	317,689

Silver Spire United Church
Statement of Income & Expenses 2020 Budget 2021
Notes to the Financial Report & Budget

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SUMMARY

Total income for 2020 was up by approximately \$11,000 which is a 2.8% increase over 2019 income. This increase in income was largely due to additional rental, grant and bequest income. Furthermore, expenses for 2020 were down by almost \$39,000 which represents an 8.9% decrease in expenses from 2019. This decrease in costs was largely due to decreased salaries and decreased committee work due to the pandemic. As a result of slightly higher income and decreased expenses the church needed less financial support from the Board of Trustees than what was budgeted.

The last half of 2020 saw the beginning of a transition of the Treasurer duties from Eleanor and David Reed to Jim Graham. Jim would like to acknowledge the many years of service Eleanor and David provided to SSUC.

INCOME

Local Offerings:

2020 was a unique year as in-person Sunday worship services were restricted due to the global pandemic and services were streamed over the Internet. This is believed to be a contributing factor to offerings being down approximately 3.6% below 2019 and approximately 8.3% below the 2020 budget of \$230,000. PAR represented 54% of total offerings.

Mission & Service:

This is a pass-through account. All monies collected are forwarded to the United Church of Canada M & S Program.

Invested Funds:

In 2020 only \$50,000 was transferred from the Trustees to the SSUC General Fund. This was 32.7% of the budgeted amounts: Invested Funds Capital of \$117,000 plus Invested Funds Interest of \$36,000.

Rental Income:

Nearly \$51,000 of Rental & Facility income was realized in 2020. This exceeded our rental budget by 21.4%.

Extraordinary Income:

The following grants were received in 2020:

- i) From United Church: Mission and Discipleship in the amount of \$8,370 for the 2020 Summer Drop-In
- ii) From United Way Emergency Community Support Fund in the amount of \$20,000 for the 2020 Summer Drop-In
- iii) From the Emmet grant in the amount of \$3,600 to the Bear Clan
- iv) From the United Church Extension Council in the amount of \$2,500 to the General Fund
- v) From St. Catharines Cultural Investment Program (SCCIP) in the amount of \$920 for the Arts Committee

Additionally:

- i) A final distribution from the Estate of Lloyd Francis Snider in the amount of \$14,716 was received and is pending decision from Council on how this money will be used.
- ii) UCW contributed \$6,000 to the General Fund in 2020.
- iii) Silver Spire received \$3,688 from Canada's federal Temporary Wage Subsidy for Employers program in response to the economic effects of the pandemic.

EXPENSES**Salaries, Contractors & Benefits:**

These costs were 20.7% below the budget of \$319,000. Contributing factors to these savings includes:

- i) Rev. Jane was off for a 3-month period without pay
- ii) Replacing the Organist / Choir Director position was put on hold due to the pandemic
- iii) The part-time custodian was laid off due to the pandemic.

Building:

Of the \$60,000 budgeted for 2020 only \$50,000 was expensed. The budget for 2021 was increased to \$80,000 in part to account for a new dishwasher.

Assessment, Bank, Insurance:

The UCC assessment for 2021 will remain unchanged from 2020. The budgeted cost of insurance for 2021 increased by approximately 23.8% to \$19,500.

Silver Spire United Church
Balance Sheet - December 31, 2020

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	December 2019	December 2020
ASSETS		
Bank Balance at end of period	49,412.05	58,125.77
Sales tax refund due ^{Note 1}	5,706.52	3,646.20
Pre-paid expenses - Insurance ^{Note 2}	11,962.50	18,626.85
Long-term Investments - GIC at TD Bank ^{Note 3}	25,273.30	25,437.25
Uncleared Deposits	3,109.50	9,169.88
Native Centre October Rental	2,000.00	-
	97,463.87	115,005.95
Invested Funds Liability ^{Note 4}	27,858.31	26,569.74
TOTAL ASSETS	125,322.18	141,575.69
LIABILITIES		
Uncleared Cheques and Payments	21,336.11	9,033.45
Estate of Lloyd Francis Snider	71,498.00	86,213.79
Memorial Fund	10,999.89	11,669.12
The Spire Fund	8,322.08	13,525.69
Morning Prayer	(1,113.84)	(3,988.70)
Out of The Cold	3,746.92	5,076.28
Cave Springs Bursary	711.00	911.00
Choir ^{Note 5}	(7,363.07)	-
Organ ^{Note 6}	(1,151.61)	-
World Events Appeal	500.00	-
Strategic Plan Initiatives	113.64	-
Youth Festival	12,009.26	11,269.89
Youth Ministry	5,713.80	7,865.17
	-	-
TOTAL LIABILITIES	125,322.18	141,575.69

NOTES

1. As a charitable organization, we are entitled to a rebate of part of the GST and PST paid on our purchases. All our expenses are recorded net of this rebate, and the amount shown here is the current accumulated rebate. We apply for a rebate twice yearly.
2. We pay the full cost of the yearly insurance bill in early December. The accounts, however, show this as a monthly expense.
3. A 5 year \$25,000 GIC is invested at TD bank as guarantee for a \$15,000 overdraft facility. This was assigned at the time of amalgamation, and matures in October 2022.
4. Most of the liabilities consist of fund amounts shown on the Income and Expenses sheet. If we had to use up all of these funds, we would not have sufficient money in the bank account to cover them - we would have to use invested funds to do so.
5. The choir makes use of the Garner endowment fund to cover some expenses. Instead of transferring money for each expense, we make a single transfer from the Garner funds in early January to clear this amount.
6. The Verge endowment is for maintenance of the organ. Similar to the Garner funds we make a single transfer in January to clear this amount.

SILVER SPIRE UNITED CHURCH WOMEN
Financial Report For the Year 2020

Opening Balance as of January 1, 2020 \$22,315.52

Income:	Event Income	
	Bazaar Income	\$195.00
	Party-Lunch Income	
	Envelopes & Donations	\$498.95
	Falk/Epstein	\$2,253.00
	Food sales	\$2,083.00
	Funerals	
	Other Income	
	Interest Income	\$77.48

Expenses:	Event Expenses	
	Bazaar Expenses	
	Party-Lunch Expenses	\$10.15
	Donations to Organizations	\$9,436.00
	Falk/Epstein	\$2,407.00
	Food-Baking Expenses	\$485.29
	Funeral Expenses	
	Bank Charges	
	Mission & Service	\$3,000.00
	Staff Gifts	\$300.00
	Other Expenses	\$100.00
	Kitchen	\$143.73
	Office	\$176.52
	Dues & Memberships	\$166.00

Profit or Loss : -\$11,117.26

Closing Balance as of December 31, 2020 \$11,198.26

including \$5151.13 GIC at 1.5% for 5 year
redeemable and \$10.00 shares

Donations:

Brock University Chaplaincy	\$100.00		
Campden Grains	\$200.00	SSUC general fund	\$6,000.00
Sleeping Children	\$525.00	Cave Springs	\$2,000.00
Five Oaks Centre	\$500.00	Comunity Care	\$500.00
Pathstone Mental Health	\$500.00	YWCA	\$250.00
Niagara Nutrition Partners	\$500.00	Gillian's Place	\$250.00
Women's Inter-church	\$65.00	Out Of The Cold	\$253.00
SSUC In Memory	\$200.00		

Total donations \$11,843.00

submitted by Joan Schwenker (treasurer)

Outreach Financial Statements

<u>Program</u>	<u>Income</u>	<u>Expenses</u>	<u>Net</u>
Summer Drop-In	\$29,156.85	\$2,716.32	\$26,440.53
Out of the Cold	\$7,073.44	\$5,744.07	\$1,329.37
Morning Prayer	\$4,198.75	\$7,073.61	-\$2,874.86
Steven's Bequest	\$7,168.00	\$4,100.00	\$3,068.00
Campden Grains	\$200.00	\$556.68	-\$356.68
Shower Program		\$4,648.75	-\$4,648.75
Winter Drop-In	\$200.00	\$1,077.73	-\$877.73
Bear Clan	\$5,180.00	\$1,502.00	\$3,678.00
Pantry	\$425.00		\$425.00
Miscellaneous	\$1,535.00	\$425.00	\$1,110.00
Shower Renovations	\$350.00		\$350.00
Totals	\$55,487.04	\$27,844.16	\$27,642.88

<i>Steven's Bequest</i>	<u>Income</u>	<u>Disbursements</u>	<u>Balance</u>
March			
Interest available	\$3,584.00		
April 13			
Bethlehem Housing		\$300.00	
Ozanam		\$300.00	
Westview Center for Women		\$300.00	
Morning Prayer		\$300.00	
Community Breakfast Program (St. George's)		\$300.00	
Raft Administration		\$300.00	
Raft Cooking Team		\$200.00	
Salvation Army		\$300.00	
			\$1,284.00
September 15			
Interest available	\$3,584.00		\$4,868.00
October 1 - School Nutrition Programs			
Connaught Public School		\$200.00	
E.I. McCulley Public School		\$200.00	
Lincoln Centennial Public School		\$200.00	
Harriet Tubman Public School		\$400.00	
Morning Prayer		\$400.00	
OOTC at Silver Spire		\$400.00	
			<u>\$3,068.00</u>

Minutes of the Annual General Meeting of Silver Spire United Church

Sunday, February 23, 2020

Attending: 111

1. Constitute the Annual General Meeting – Rev. Jane Capstick called the meeting to order.

2. Election of Congregational Chair and Secretary:

MOTION: That Lorne Gretsinger be named Congregational Chair.

Moved by Janice Slade, seconded by Ellen Gretsinger. CARRIED.

MOTION: That Dorothy Franklin be named Congregational Secretary.

Moved by Mary Kowalchuk, seconded by Cory Pascuzzo. CARRIED.

3. Motion to extend voting privileges to Adherents

MOTION: That all persons present may vote on all motions.

Moved by Roy Wainwright, seconded by John Empringham. CARRIED.

4. Motion to Adopt the Minutes for the Annual General Meeting of March 3, 2019 (pp. 43-46)

MOTION: That the minutes from the Annual General Meeting held on March 3, 2019 be adopted as amended.

Moved by Janice Slade, seconded by Tammie Cooke. CARRIED.

AMENDMENT: p.44, Item 9, first bullet point "Deficit" should read "Deficit for the year: \$29,000.00." Delete words forming remainder of that bullet point.

Moved by David Reed, seconded by Larry Schwenker. CARRIED.

5. Motion to Adopt Minutes for Congregational Meeting of June 16, 2019 (pp.47-48)

MOTION: That the minutes from the Congregational Meeting held on June 16, 2019 be adopted as printed.

Moved by Ellen Gretsinger, seconded by Doug Cushman. CARRIED.

6. Discussion & Questions of any Reports in the 2019 Annual Report, except for Finance and Nominations.

MOTION: That all reports, with the exception of Finance and Nominations be accepted as presented as the 2019 Annual Report of Silver Spire United Church.

Moved by Roy Wainwright, seconded by Kathy Lowndes. CARRIED.

7. Adoption of Strategic Plan – Table Talk

MOTION: that the Strategic Plan 2020-2022 be adopted as presented.

Moved by Janice Slade, seconded by Barbara Nesbitt. CARRIED.

Table Talk Discussion:

- A Makerspace is a communal space for arts & technology tools to make things. An arts building place. Includes Sew 'n Sews sewing machines & supplies for repairs & bazaar workshops. Locate in current Nursery, Nursey moves to former Sew 'n Sews room and connects to Sunday School room.
- Expand Strategy 2 to include all races, not just indigenous. Face our racism & come to terms with it.
- Points made separately, but not a ranked list – they all work together, only work well together when integrated into the mission of the church.
- Plan is not limiting, but to help guide work of church teams and Council.

8. Report from the Joint Search Committee by Shirley Scott, Chair

Thank you to Rev. Garry van Bruchem, our Regional Representative on the Committee and to the Committee members: Joyce Little, Hugh Fraser, Sue Empringham, Ally Phillips, and Daulton McIntee for all their work.

Karen Orlandi, hired as a student during our first search, stayed on with us while the Community of Faith profile was approved by Council and adopted by the Congregation. It became clear we can't look for a student minister every year, and there was too much work for only one minister, given our congregational mandate.

We are happy to announce that we have found someone. This person is excited about full-time ministry, shares our vision & values, has a deep faith, is a talented manager, has marketing skills and experience and is enthusiastic and energetic.

- 8a. MOTION: that the faith community of Silver Spire United Church call Karen Orlandi to full-time ministry beginning on June 1, 2020 at the following terms: salary - \$56,505 per year, travel- \$0.42 per km for authorized church business, phone- \$100 per month, continuing education- \$1600 per year, three weeks of study leave per year, one month vacation (including 5 Sundays) per year, adequate administrative assistance as needed, and all associated costs of pension and benefits, in accordance with and subject to the relevant policies found in The Manual of the United Church of Canada.

Moved by Shirley Scott, seconded by Hugh Fraser. CARRIED.

- 8b. MOTION: that once the final paperwork is completed the Search Team be disbanded. Moved by Shirley Scott, seconded by Ellen Gretsinger. CARRIED.

9. Report from Trustees, presented by Shirley Scott

The Board of Trustees administers cash and investments from the three predecessor churches on behalf of the church. We ask Church Council about short and long-term needs to maximize interest earned when cashing investments. Notes:

- Investments: In 2019, \$36,000. from investments income was transferred to the General Fund.

- Reporting: Funds previously listed in the line for emergency Building Reserves have been moved to the line for unallocated funds. Previous unallocated fund amounts had been used and this is the line used for all necessary adjustments and transfers. The money is still there, simply reported on a different statement line.
- Portfolio Value: The total rises & falls over time and we ended 2018 with a net loss. In early 2019 we recovered that loss, and annual earnings were \$140,917.00. The value of the portfolio at June 1 was \$1,163,618. + restricted funds.
- Columbarium: 195 niches sold, 143 used. Niches are still available for sale. We are losing money on the columbarium because the cost charged for niches is less than the cost of the bronze plaques used. We looked for best value plaques and moving forward to charge niche cost in advance and charge for the plaque at time of internment. A 3rd party holds the maintenance contract for the columbarium.

Thank you to David Reed for Treasurer duties, reports and advice to Trustees and thanks to the Trustees: Bob Johnston, Bill Stark, Doug Hunt.

10. Finance and Budget Motions

- 10a. MOTION: That the Statement of Income and Expenses for 2019, together with the Balance Sheet and Notes, be accepted as presented.
Moved by David Reed, seconded by John Empringham. CARRIED.

Treasurer David Reed presented the highlights of the Statement noting:

- Local offering \$4,000. less than last year – doesn't match expectation from Stewardship Campaign
- Rentals & Facility users up nearly \$20,000. over last year because Niagara Regional Native Centre used space for a year, whereas the plan was for six months
- Salaries up \$20,000. given Karen's increased hours
- Deficit \$48,600., which is up from \$29,000 last year
- Investments income transferred to General Fund \$36,000.
- Deficit would be \$36,000. except for money from investment interest

- 10b. MOTION: That the proposed budget for 2020 be adopted as presented.
Moved by Bob Johnston, seconded by Janice Slade. CARRIED.

- The Notes on pages 38-39 explain the considerations for the budget on pp.34-35
- Salaries are a best guess because we have interim staff and are not paying the full cost of permanent staff, i.e. minister, organist/Music Director
- This is a deficit budget of \$127,986.00

- 10c. MOTION: That the Finance Team ensures that a review of our 2020 finances is done in accordance with the United Church Manual.
Moved by David Reed, seconded by David Reid. CARRIED.

11. Nominating Team Report and Motions

MOTION: Call for Nominations from the congregation (3x)

Nominations from the meeting floor:

That Scott Holmes join the Property Team.

That Roy Wainwright join the Arts Team.

That Phil Tauro join the Affirm Team.

That Karen Thacker join the Christian Nurture Team.

That John Kumpf join the Outreach Team

Announced: Jim Graham has agreed to serve as Treasurer.

MOTION: That the Nominations Team Report be approved as amended.

Moved by Ellen Gretsinger, seconded by Cory Pascuzzo. CARRIED.

AMENDMENT: Under the Property Team, "Scott" Holmes is changed to "Steve" Holmes. Moved by David Reid, seconded by John Empringham. CARRIED.

We thank those who have served on teams, who are now leaving those teams. The congregation appreciates your work to make a welcoming & healthy community.

12. Motions to Update to the Constitution

- 12a. MOTION: That the Affirming Team be constituted as a standing Team in the Constitution of Silver Spire United Church, with a seat at Council table.

Moved by Ellen Gretsinger, seconded by David Hall. CARRIED.

- 12b. MOTION: That references to Niagara Presbytery and Hamilton Conference be changed to Horseshoe Falls Regional Council throughout the Constitution.

Moved David Reid, Seconded Roy Wainwright, CARRIED.

13. Thanks and Acknowledgments to Staff and Members, by John Empringham

To Ellen Gretsinger, who I have been fortunate to work with as Co-Chair of Church Council; she is organised, supportive and thinks on her feet. She will now serve as Past-Chair and Secretary of our Church Council.

Thank-you to all staff for their work on behalf of Silver Spire:

Custodians Jim Sauve and Scott Holmes; Office Administrator Nicole St. Pierre; Student

Minister, Karen Orlandi; Minister, Rev. Jane Capstick; Interim Music Leader, David Hall;

Directors of Music Ministry, Tom & Fran Inglis; Youth Leader, Ally Philips; Supply Minister, Rev.

Elizabeth Agnew; Nursery, Olivia Wyatt; Audio/Visual, Peter & Jeannie Price; Livestreaming

camera, Patrick Eckert and the United Church Women.

13. Motion to Adjourn the Annual General Meeting

MOTION: that the Annual General Meeting be adjourned.

Moved by Mary Kowalchuk, seconded by Sue Empringham. CARRIED.

Lorne Gretsinger declared the meeting adjourned.

Minutes of Congregational Meeting of Silver Spire United Church

Sunday, January 5, 2020

Attending: 89

1. Constitute the Congregational Meeting – Lorne Gretsinger called the meeting to order.

Lorne introduced himself as continuing in the role of Congregational Chair and Dorothy Franklin as continuing in the role of Congregational Secretary.

2. Agenda was approved on request.

3. Presentation of the *Community of Faith Profile* by Shirley Scott, Chair of Joint Search Committee.

The United Church of Canada has mandated that all congregations now prepare a Community of Faith Profile, whether they are searching for a minister or not.

Each pastoral charge is required to prepare a community of faith profile, including the living faith story. The purpose of the community of faith profile is to:

- articulate the community of faith's witness to the gospel
- articulate the ministry needs of the community of faith
- summarize the community of faith's resources and community context

When a community of faith is not searching for a new pastoral relationship, the profile must include the following:

- living faith story
- financial statement
- demographics
- real property

When a community of faith is experiencing a change in pastoral relations, its profile needs to be ready to post for search and selection and must include the following additional elements:

- financial viability review

The Community of Faith Profile will be posted on a United Church hub and is also to be posted on our congregation website.

The Search Committee used the previous JNAC report, the website, our vision, mission and value statements, and previous annual reports to prepare our community of faith profile.

Karen Orlandi was appointed as a student minister July 1, 2019. Karen will graduate from her program in April 2020 and will be looking for a congregational call. So, we will be looking for another minister.

4. Motion to Approve the Community of Faith Profile for the purpose of declaring a vacancy for a second full-time ministry position

Background, presented by Shirley Scott

The search team encountered several challenges last year. These included finding:

- There are very few students who are available for appointment.
- Most available students only need a 32-week appointment to complete their program.
- Most available students do not want to relocate – some have families, some are older and do not want to move, some are able to go to a church as the only minister, some are told they will be given a call at the end of their appointment.
- That continuing with student appointments means that we will be looking for someone every year and that we could go a few months without a second minister. We believe that this lacks the stability and continuity that we need.

When Rev. Bill accepted another call, we went for 17 months with one called minister (this is incorrect in the document and needs to be corrected). We realized that Silver Spire needs two full-time ministers to meet the needs of this faith community.

The Search Committee is recommending that instead of looking for another student minister to fill an appointment that we change our plan and look for a minister to call. If we find a newly graduated minister it will cost approximately \$2,000 more than what we are paying now for the student minister.

MOTION: that the Silver Spire United Church faith community approve their Community of Faith Profile and living faith story as presented, with one correction, on Sunday, January 5, 2020 for the purpose of declaring a vacancy for a second full-time ministry position.

Moved by Shirley Scott, seconded by Joyce Little. CARRIED.

Chair Lorne Gretsinger asked for questions or comments. Discussion ensued about the different Orders of Ministry, educational requirements for each, who can perform sacraments. The vote was then called as noted above.

5. Motion to maintain the current Joint Search Committee to complete the search for a new minister.

MOTION: that the current Search Committee of Sue Empringham, Joyce Little, Hugh Fraser, Daulton McIntee, Ally Phillips and Shirley Scott remain in place to complete the search for the new minister.

Moved by Barb Nesbitt, seconded by Janice Slade. CARRIED.

6. Adjournment – Lorne Gretsinger declared the meeting adjourned.

Note: Dorothy Franklin gratefully acknowledges that these minutes contain notes from Shirley Scott.