

Annual Report 2016

ST. PAUL'S UNITED CHURCH



454 Egbert Ave.
Saskatoon, SK S7N 1X3
306.955.3766 spuonline.com
stpauls.uc@sasktel.net

Table of Contents

ST PAUL'S UNITED CHURCH.....	2
MINUTES OF AGM FEBRUARY 7, 2016	3
MINUTES OF CONGREGATIONAL MEETING DECEMBER 4, 2016	6
LEAD MINISTER REFLECTIONS	11
MANAGEMENT TEAM.....	14
CONNECTIONS	14
WORSHIP DESIGN.....	16
FAITH FORWARD.....	17
SPIRITUAL GROWTH GROUPS	19
OUTREACH.....	21
ASSETS MANAGEMENT.....	23
RIVERBEND PRESBYTERY.....	24
HUMAN RESOURCES	26
VISIONARY BOARD	27
JOINT NEEDS ASSESSMENT COMMITTEE	32
MEMBERSHIP REPORT	33
CHARTERED ACCOUNTANT'S STATEMENT	34
NOMINATIONS.....	40

ST PAUL'S UNITED CHURCH

CORE VALUES – *positive choice congregants are expected to make in daily living*

- Practice radical hospitality
- Worship joyfully
- Grow spiritually
- Communicate openly
- Serve with enthusiasm
- Show compassion to all
- Seek justice

Negative Values:

What we seek to Overcome

- Self-Centeredness
- Control
- Insensitivity

Vision – *song in the heart to be shared with strangers.*
We are the hands of Christ.

BEDROCK BELIEFS – *what we turn to for strength in times of confusion or stress*

- God is our strength
- Faith in God gives hope
- God's love never quits
- Jesus Christ is our teacher and role model

Mission – *our core message and commitment*
Change Your Life? Experience God

February 7, 2016
Annual General Meeting
Minutes

St. Paul's United Church

Worship Centre, following the 10:30 Service

The following Members (*) and adherents signed the attendance sheets:

*Gordon McKay	*Heather Heavin	*Edwin Zarycki
*Pat Keyser	Marjorie Keyser	*Nola Riche
*Deb Dawson	*Susan Carney	*Jim Ferrie
*Karen Tzupa	*Bev Carney	Rachel Lamoureux
*Arlene Swidzinski	Brian Turnquist	*David Crump
Ev Smith	*Roberta McKay	*Irene Turner
*Florence Parohl	*Kay Falls	*Loraine Burak
*Wayne Parohl	Gloria Reid	*Jolene Crump
*Don Norum	Eleanor Johnson	*Shirley Accleton
*Margaret Norum	*Bruce Karras	*Janet Potter
*Nancy Fischer	*Marni L. Handwork	
*Gladys Beznoska	*Deb Banks	
*Ellen Wilson	Megan Banks	
*Naomi Girling	Samantha Koshinsky	
*Bob Wilson	Aaron Koshinsky	
*Lynn McKay	*Bev Karras	
*Gilda Pilon	Dan Smith	
*Cheryl Wilken	Karen Smith	
*Roger Pilon	Marty Cummins	
*Mark Zielke	Paige Gryba	

See original Sign-in Sheets (**APPENDIX A**)

1. Gathering, Call to Order and Prayer:
Marjorie Keyser, Lead Minister, welcomed meeting attendees and called the meeting to order at 11:10 am. Marjorie opened the meeting with prayer.
2. Election of Chairperson and Secretary:
2.1: Marjorie Keyser called for nominations to elect a Chairperson.
Brian Turnquist/Ellen Wilson: that **Gordon McKay** act as Chairperson. **CARRIED**
2.2: Marjorie Keyser called for nominations to elect a Secretary.
Brian Turnquist/Roger Pilon: that **Gilda Pilon** act as Secretary. **CARRIED**
3. **Quorum** was established.
Susan Carney /Heather Heavin: that all present may vote. **CARRIED**

Gm

4. Approval of Agenda:

Susan Carney /Cheryl Wilken: approval of the meeting agenda as circulated (**2015 Annual Report, page 4**). **CARRIED**

5. Approval of Minutes:

5.1: Susan Carney /Roger Pilon: approval of the minutes from the Annual General Meeting of February 8, 2015 (**2015 Annual Report, pages 5-11**) **CARRIED**

5.2: Susan Carney / Cheryl Wilken: to approve the minutes from the Congregational Meeting of December 6, 2015 (**2015 Annual Report, pages 12-18**) **CARRIED**

6. Accountability of the Visionary Board for 2015:

6.1: Thanks to Zixia Gong, SPUC Administrator, for her work in preparing the **Visual Report of St. Paul's 2015**.

6.2: Gordon McKay responded to this question: *How effective was the Visionary Board in achieving our measurement for successful disciple-making?* Gordon detailed numerous ways that the congregation, led by the Visionary Board, participated in many and varied opportunities to learn and grow spiritually during 2015. "We are on the right path." (**2015 Annual Report, page 36**)

6.3: Heather Heavin answered this question: *How effective was the Visionary Board and SPUC at meeting our 2015 Strategic Plan Goals?* Heather began by summarizing strategic plan goals that guided the Management Team in 2015. Heather noted that SPUC achieved many great things during 2015 and that one important positive learning from the review suggestions was to risk into including more aspirational goals vs directive goals in future strategic planning exercises (**2015 Annual Report, pages 37-40**).

6.4: Susan Carney responded to this question: *How effective was the Visionary Board in utilizing decision-making habits?* Susan described several ways that the Visionary Board moved the standard of effective decision-making up during 2015, noting especially the importance of reference to Scripture and to mission alignment. As well, the Visionary Board became more effective decision-makers by ensuring that they operated within expectations, guidelines and policies set out by various supervisory bodies (**2015 Annual Report, pages 40-41**).

7. Reflections of Lead Minister (2015 Annual Report, pages 19-22)

7.1: Marjorie Keyser expressed that she felt honoured to serve with the congregation in these challenging, changing times. The past year sometimes was difficult and exhausting, but we came through with grace and integrity, demonstrating that we are resilient, thanks to our faith in practice which sustains us.

Gm

7.2: Marjorie Keyser summarized many reasons to celebrate: a more positive and constructive relationship with River Bend Presbytery; new staff; the opportunity to work with Grosvenor Park United Church in sponsoring a refugee family; and the challenge to become more present in the community.

7.3: Marjorie Keyser referred to us as a “can-do congregation”—the right size, right place, right time, right people and right resources to make a difference in the world. God is up to something—our job is to figure it out! (2015 Annual Report, pages 19-22)

7.4: Susan Carney /Ellen Wilson: to accept the **Visual Report** of St. Paul’s 2015 (AV Presentation), **Print Reports** from the Management Teams; and **Oral and Print Reports** from the Visionary Board and the Lead Minister.

CARRIED

8. New Business:

8.1: Karen Tzupa /Roberta McKay: to adopt the AMENDED 2016 Governance Document with quorum. **CARRIED**

8.2: Janet Potter /Heather Heavin: to receive and accept the report of the Auditor for 2015, Laskowski & Wright, Chartered Accountants (2015 Annual Report, pages 43-51). **CARRIED**

8.3: Roger Pilon/Shirley Accleton: to appoint Laskowski and Wright as auditor for 2016.

CARRIED

9. Nominations – Visionary Board and Trustees: (2015 Annual Report, page 52)

9.1: Gordon McKay read the criteria for selection of a new member of the Visionary Board.

9.2: Susan Carney/Janet Potter nominated Jacky McArthur to fill the vacancy on the Visionary Board. **CARRIED**

9.3: Gordon McKay offered thanks to Brian Turnquist for his exceptional leadership during the past six years.

9.4: Gordon McKay called for nominations to fill two positions as Trustees.


Susan Carney/ Cheryl Wilken: nominated **Gordon McKay** and **Heather Heavin**. **CARRIED**

10. Closing Prayer and Motion to Adjourn:

Gordon McKay offered a closing prayer and moved the meeting be adjourned.

MEETING CLOSED AT 11:41 am.


Gordon McKay, Chair


Gilda Pilon, Secretary



St. Paul's United Church
Saskatoon, SK
Congregational Meeting
DATE: Dec 4, 2016

SIGN-IN SHEET

SIGNATURE

and

PRINTED NAME

* Beverly Rutherford

Beverly Rutherford

Zixia Gong

MARIE TOKE

Jim Ferris

Pat Kayser

Jacky McArthur

H. LANGE

Roberta McKay

Roberta McKay

Bonny Russell

BARRY Rutherford

Gail Kaminsky

ELMER AND GAIL Kaminsky

Gail Kaminsky

Gail Kaminsky

Eleanor Johnson

ELEANOR JOHNSON

Shirley Aceton

Shirley Aceton

Cheryl Wilken

Cheryl Wilken

Ellen Wilson

Ellen Wilson

Robert Wilson

Robert Wilson

Gilda Pilon

GILDA PILON

Roger Pilon

ROGER PILON

Sharon Ferguson

Sharon Ferguson

Marlene Simister

MARLENE SIMISTER

St. Paul's United Church
Saskatoon, SK
Congregational Meeting
DATE: Dec 4, 2016

SIGN-IN SHEET

SIGNATURE	and	PRINTED NAME
<u>[Signature]</u>		<u>Sharon Revitt</u>
<u>[Signature]</u>		<u>Debra Bathgate</u>
<u>[Signature]</u>		<u>Donald Norum</u>
<u>Margaret Norum</u>		<u>Margaret Norum</u>
<u>Nancy Fischer</u>		<u>Nancy Fischer</u>
<u>Betty J. Steenson</u>		<u>Betty J. Steenson</u>
<u>[Signature]</u>		<u>Key E. Feltz</u>
<u>[Signature]</u>		<u>Eise Livington</u>
<u>[Signature]</u>		<u>EVELYN BOWMAN</u>
<u>Bob Dadds</u>		<u>Bob Dadds</u>
<u>Carol Dadds</u>		<u>Carol Dadds</u>
<u>[Signature]</u>		<u>DEB Dawson</u>
<u>Kim Hardy</u>		<u>Kim HARDY</u>
<u>Margie Hardy</u>		<u>MARGIE HARDY</u>
<u>Irene Turner</u>		<u>Irene Turner</u>
<u>[Signature]</u>		<u>ALLAN MCKAY</u>
<u>Nancy Moloney</u>		<u>NANCY MOLONEY</u>
<u>[Signature]</u>		<u>GARNET MOLONEY</u>
<u>Lorraine Burak</u>		<u>LORRAINE BURAK</u>
<u>Doreen Casper</u>		<u>DOREEN CASPER</u>

St. Paul's Congregational Meeting

December 4, 2016
St. Paul's United Church Worship Center
Saskatoon, SK.

The Congregational Meeting of St. Paul's United Church began with a faith-sharing discussion.

Those present (See sign-in sheets Appendix A):

*Beverly Rutherford	Sharon Revitt
Zixia Gong	*Debra Bathgate
*Mark Zielke	*Donald Norum
*Pat Keyser	*Margaret Norum
*Jacky Bauml	*Nancy Fisher
*Helen Lange	*Betty Steenson
*Roberta Mckay	*Kay Falls
*Barry Rutherford	*Elsie Livingstone
*Elmer Kaminesky	*Evelyn Bowman
*Gail Kaminesky	*Bob Dodds
Eleanor Johnson	*Carl Dodds
*Shirley Accleton	*Kim Hardy
*Cheryl Wilken	*Marjorie Hardy
*Ellen Wilson	*Irene Turner
*Roberta Wilson	*Nancy Moloney
*Gilda Pilon	*Garnet Moloney
*Roger Pilon	*Loraine Burak
Sharon Ferguson-Hood	*Doreen Casper
Marlene Simister	

* signifies member of St. Paul's United Church

1. Call to Order

Chairperson, Heather Heavin called the meeting to order @ 11:50am noting that there was quorum.
It was agreed to extend the vote to all present.

2. Approval of Agenda (presented at the meeting)

The Agenda included items for discussion: Governance Document Revisions (See Appendix A), Joint Needs Assessment Report(See Appendix B) and Budget 2017 (See Appendix C).

Moved by **Barry Rutherford** and Seconded by **Doreen Casper**,
THAT the Agenda be approved. **CARRIED**

3. Governance documents Revisions (Appendix A)

Moved by **Dabra Bathgate** and Seconded by **Irene Turner**,
THAT the Governance Document Revisions be approved.
CARRIED

4. Joint Needs Assessment Report (Appendix B)

Moved by **Heather Heavin** and Seconded by **Barry Rutherford**, **THAT the JNAC Report** be approved. **CARRIED**

5. SPUC Budget 2017 (Appendix C)

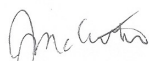
Moved by **Gilda Pilon** and Seconded by **Jim Ferrie**, **THAT the SPUC 2017 Budget** be approved. **CARRIED**

6. Trustee Appointment

Moved by **Irene Turner** and Seconded by **Shirley Accleton**,
THAT Gordon McKay and Marjorie Keyser be removed as Trustee for SPUC. Susan Carney and James Robert Ferrie be appointed as Trustees for SPUC for a term of three years be approved.
CARRIED

7. Adjournment

Gilda Pilon adjourned the meeting.



Jacky McArthur
Secretary



Heather Heavin
Visionary Board Chairperson

St. Paul's United Church
2017 Budget

04-Dec-16
Approved

	2017 Budget	10 Months 2016 Actual	Year 2015 Actual
REVENUE			
Offering - Local & Open	180,000	147,093	205,868
Mission matters	20,000	15,155	22,057
Mission - The Store	3,500	3,212	3,802
Refugee Sponsorship	-	3,280	-
Rentals, Weddings	32,000	27,333	33,345
TOTAL REVENUE	235,500	196,073	265,072
EXPENSES			
Staffing costs -Note 1	140,000	126,830	173,571
Mission -Note 2	20,000		
Faith Forward		4,805	5,331
Immigrant Initiative		9,075	11,420
Refugee Sponsorship		6,400	-
Deffered Revenue - Prev. Yr.		(20,280)	
M & S		4,000	8,000
Total Mission	20,000	4,000	24,751
Programming			
Local Mission	1,000	1,152	4,333
Winds of the Spirit	-	331	1,816
Observer	1,200	1,171	1,562
Christian Education	2,000	260	-
Worship	2,000	1,478	2,779
Hospitality	3,600	2,586	3,466
Board expense, Advertis	2,000	103	3,257
Presbytery	10,000	7,795	10,251
Total Programming	21,800	14,876	27,464
Administration / Facilities			
Utiilities / Telephone	20,500	16,117	19,284
Insurance	8,000	7,337	6,987
Bldg - R & M, Supplies	10,000	15,831	11,437
Bldg - Improvements	17,000	-	-
Office operations	5,000	4,231	5,695
Audit	3,500	3,300	3,225
Bank charges	1,200	830	932
Total Admin / Facilities	65,200	47,646	47,560
TOTAL EXPENSES	247,000	193,352	273,346
SURPLUS (DEFICIT)	(11,500)	2,721	(8,274)

Note 1 : Budget includes mininster's salary for 8 months only

Note 2 : Budget breakdown to be determined by Board

LEAD MINISTER REFLECTIONS

May 30, 2016

Dear Friends,

Re: Change in Pastoral Relations

After a good deal of prayer, reflection and conversation with my spiritual director and other I have decided to retire from ministry. That means I will be stepping aside as the Lead Minister of St. Paul's United Church effective September 1, 2016. It has been my great pleasure to journey with this congregation as we have faithfully lived out our covenant with each other and with God.

Over the past 13 years we have undertaken some huge challenges including gaining financial stability and deepening our understanding of mission. We have achieved much in our time together including a growing awareness of the importance of spiritual growth along with a willingness to engage in the work of embracing God's guiding presence. We have had success in initiating and sustaining spiritual growth groups and have developed a unique style of worship. Over the years our understanding of mission has expanded, challenging us to engage beyond our walls with the core neighbourhood and most recently to find ways to build relationship with our local school.

I want to thank members of the Management Team for their willingness to risk into leadership that seemed often beyond their ability and yet has proven to be nothing short of inspirational. I thank the Visionary Board for their hard work in staying focussed on a new style of governance which delegates power, avoids micromanagement and puts emphasis on policy development.

Thanks to the staff with whom I have been blessed to have worked with over the years; for the compassion of Ellen Wilson, the energy of Mark Zielke, the integrity and support of Zixia Gong I am truly grateful.

Thank you to this congregation for together we have brought SPUC to a good place. We have been open to cultural diversity and demonstrated financial stability. Our reputation in the community has undergone a shift as we are now recognized for our outreach through the store, community soup lunch program and now this refugee sponsorship.

Special thanks to Roberta McKay for her vision and Janet Potter for her willingness to remain to the leading of the Holy Spirit. You have both been an in-

spiration. Thanks also to all the volunteers who have engaged in providing hospitality and have supported each new venture. Together we have made great strides in carrying out the church's commitment to change lives and have guided this congregation into its second century.

Clearly, we are entering a new era which will require:

- Skill in asking great questions that invite everyone into the alternate future needed by the church
- Willingness of each individual to engage in spiritual practices and offer mentoring to one another in the faith.
- An emphasis on the resources each member of the congregation brings to this community.
- Continued focus on "futuring" by the Visionary Board as it addresses the changing face of culture in our city as well as the Board's need and responsibility to articulate an effective strategic plan to carry out our mission.

Responding to the cultural and missional challenges of being church will require a leader with a strong love of Christ, an ability to invite and embrace diversity and a deep passion for disciple-making.

Just as I felt God's call to come to St. Paul's, I now feel a call to leave. I believe that the time is right for a new minister with the necessary combination of energy, vision and leadership to come and guide the next steps in SPUC's life and mission. For this reason I have decided to retire now.

Stepping down as leader is hard: together we have been through a number of changes and challenges that have shaped who we are as a people of God.

- We have stepped up to what it means to have a spiritual life.
- We have learned new ways of being the church.
- We have articulated a vision and mission, identified core values and named our bedrock beliefs. I celebrate that we strive to hold ourselves and each other accountable for making these positive choices in our daily lives.

SPUC has grasped the meaning of hospitality and what it means to welcome the stranger to God's grace. We are seeking to understand ourselves as followers of Jesus committed to joining God's mission of love and justice.

I have enjoyed 25 years of ministry with the United Church of Canada, and appreciate the support of many colleagues across the country. I will certainly miss SPUC and the companionship we have shared in this part of our individual spiritual journeys. However, after 25 years of my ordained ministry it is time to

settle into a different rhythm of living. I look forward to contributing to the life of the whole church, in all its forms, including work with Micah Mission, coaching new ministers in transformational leadership and in other ways which God opens for me.

The next steps for SPUC regarding pastoral relations is to remember that you have choices and that there is no need to rush into a solution, The suggestion of interim ministry can be explored and the search process for leadership should be at the national level. Your work is all made easier because of the job description for lead minister included in our governance document.

St. Paul's is a unique, exciting, and faithful church, and the continued focus on spiritual growth and clarity around mission will ensure that the congregation flourishes as it continues to gain credibility in the community and beyond. I will remain forever grateful for the time I have served with you as minister.

With every prayer for God's blessing on this congregation.



The Reverend Marjorie Keyser, Leader Minister
St. Paul's United Church



**-Rev. Marjorie Keyser
Lead Minister**

MANAGEMENT TEAM

**Connections, Worship Design, Faith Forward, Small Groups,
Outreach, Assets Management**

CONNECTIONS

Change your life? Experience God!

The Ethnic potluck lunch following the service on the first Sunday of the New Year has developed into a bit of a tradition here at SPUC. A sense of pride and camaraderie imbued this event as we shared with others favourite foods from our various cultural backgrounds.

A long-standing community event at SPUC is the Shrove Tuesday Pancake supper. The sausages were delicious, the pancakes light and fluffy and the array of fruit toppings stunning! We were pleased to receive \$1,100 in the goodwill offering, which went to support the refugee fund.

In March we hosted the World Day of prayer service and welcomed guests from St. Matthew's Anglican Church and Holy Family Cathedral. It is challenging for people to enter places that are unfamiliar. The warm and welcoming style of hospitality practiced at SPUC allows guests to feel a bit more relaxed and comfortable. By first acknowledging their presence, then sharing appropriate information, and by offering food and drink, people feel welcomed and at ease. One guest made a point of thanking us for the warm and helpful welcome he received at the World Day of Prayer service. When he arrived with two other folks, I greeted them, I indicated where they could hang

up their coats and invited them to enjoy a cup of juice we had on offer. After he hung up his coat, he came back to me and earnestly thanked me for the “warm and helpful welcome”. As I looked around the foyer it was apparent that the entire SPUC team was engaged with other guests in that very same style of hospitality.

Traditions in hospitality vary from church to church. Guests one Sunday after helping themselves to coffee looked around and asked, “Where do we put the loonie?”

Sunday morning visitors to SPUC are invited to offer written feedback on their experience of their time with us. “The inclusiveness and community support focus of the church; opportunity to discuss these within the service was what I particularly enjoyed.” “When you ended the first service I attended with the song, ‘Go Make a Difference’, you had me.”

May hospitality continue to abound and spill over to everyone we meet in our lives.



- Pat Keyser
Connections Team Leader

WORSHIP DESIGN

Worship Arts continues to shine light into the St. Paul's community.

As I reflect on this past year, we've had many ups and downs - together with challenges, and many successes.

This year, we celebrated the Tech Training of Rachel Lamoureux - a win that made it possible for me to enter our city council race, and know that nothing would fall apart (figuratively or literally)!

As well, Worship Design Team has catapulted into 2017 with a significant alignment on "Teamwork" and "Celebrating Success". While we formally gather regularly for one hour a week, the WDT is in constant communication, crafting and preparing worship, as well as many other events that overlap the variety of ministries ongoing at St. Paul's. I refer to WDT as unsung heroes during this time of transition, and celebrate their perseverance - and steadfastness in what God is leading us to do!

Lastly, Worship Arts has focused significant time and energy in engaging the outside community. This is something that I personally feel will be the trend for the future. Special Sundays have reflected this attitude, and it's a good growing opportunity for all involved.



- Mark Zielke
Worship Arts Director

FAITH FORWARD

Throughout 2016, Faith Forward continued to seek meaningful ways to make weekly worship a pan-generational experience.

- We supply worship journals to interested people of all ages.
- Faith Forward provides print resources to families seeking to grow their faith together.
- The Prayground at the front of the Worship Centre provides a relaxed space where people can get closer to the action of worship.
- Bacon, Faith and Friends breakfasts continue to give people of all ages the opportunity to develop closer faith-centered relationships with each other.
- Faith Forward is committed to working with the Worship Design and Connections Teams in order to have people from at least three generations visibly participating in worship leadership and/or hospitality every Sunday.

So many wonderful scenes and impressions spring to mind when I reflect back over 2016:

- a young person working closely and observantly with an experienced spotlight operator;
- youngers and elders working together to serve others by offering radical hospitality;
- children, youth, parents, grandparents and non-related adults gathering around the table at the front of the Worship Centre to participate in the lighting of the Christ candle;
- the blessing of receiving Communion from servers from three or even four different generations;
- the unexpected moment of connection that occurred when a costumed youngster offered a Halloween treat to a grateful senior;
- the delight of watching a tiny, exuberant angel on Christmas Eve, whose dancing joy reminded us all exactly why Jesus welcomed and included little children into worship;

- a thoughtful pre-teen who so perfectly expressed why it is so important to welcome newcomers into our midst;
- a young artist whose detailed illustration gave us a reminder of all the things that tug at our hearts at Christmas;
- stories shared by parents and grandparents who leaned into their discomfort and initiated conversations about faith with their beloved children;
- and many more.

In the coming year, Faith Forward will focus on finding new ways to give children, youth and adults the opportunity to develop closer relationships with each other as they explore what it means to walk together in the way of Jesus. How can we make this happen? How might you get involved? I would love to hear from you!

- Gilda Pilon
Faith Forward Team Leader



-Prayground-



- Bacon, Friends & Faith Breakfast -

SPIRITUAL GROWTH GROUPS

Spiritual Growth Groups are the "backbone" of St. Paul's United Church. It is in these groups people become stronger in their faith, build deeper relationships, grow spiritually and become disciples. It is here we really live out our mission "Change your life? Experience God." Small groups are God's gift to foster changes in character and spiritual growth.

Here are some stories from people who have faithfully attended St.Paul's Spiritual Growth Groups. Thank you all for sharing.

Attending a small group helps myself and others find meaning and purpose in our spiritual journey. Keeps us accountable especially in spirituality.

The feel of belonging and support from the group is important to me. The small group seems to be especially effective when the Sunday Service is reflected in the week's study.

Somehow life seems fuller with the regular discussions we have.

I think SGG have played a huge role in the cohesiveness of SPUC. Our ability to know one another better has enabled us to care and comfort one another in situations often expected to be handled by the minister. Small groups have kept me accountable in my own spiritual growth journey. SPUC has survived/thrived through adversity because of the unifying power of faith and small groups!

It occurred to me this week that one of the most important things about small group is that it gives me an opportunity to really connect with other people, both intellectually and spiritually. The study aspect also is very important to me as I strive to go deeper with faith.

Small group gives an opportunity to be still and focus on just one thing for a period of time. It's like an oasis of calm for my spirit.

I appreciate being part of the men's group where we experience great discussions, great learnings and great comradeship, where I can grow spiritually and make stronger church friends.

I attend a SGG because I enjoy learning from others participating in the group. It is interesting to hear their perspective on the topic we are discussing and this in turn widens my thinking about the topic. It allows me to explore the Bible in more depth and learn from the books we read and study. I particularly enjoyed the year the congregation and groups followed the book *We Make The Road By Walking*. It was a great learning experience for me.

- Roberta McKay
Spiritual Growth Groups
Team Leader



OUTREACH

We are the hands of Christ. The people of St. Paul's have offered many an experience of God in the past year.

We continue to work with Sutherland School This has become a very enriching partnership - school students and student nurses come each week to help and interact at Soup Lunch. **"We argue over who should get to come!" a student told me. "Everyone wants to come to St.Paul's!"**

We have enabled the school to get a Breakfast Program up and running. Smiling faces greet us each morning when we arrive to pour cereal and milk. It is a heartwarming and gratifying experience. Through monetary donations and volunteering we have been absorbed into the Sutherland School Family sharing their goals and committed to enriching the lives of students, their families and the staff.

At Soup Lunch regulars and new faces visit each week. They love Grace Mkuebor's Soup. On a few occasions we have been shorthanded, but our guests all pitch in and lend a hand – like any family would. A regular attender said **"St. Paul's is so hospitable and your store is really outstanding. How you treat all visitors is beyond what we experience anywhere else in the city."**

Rachel Lamoureux continues to manage the store. She is working on her mission. "We sell. We support. We Train". Through contact in the ESL classes she is encouraging volunteers to help out at the store to practice their English.

Jim Ferrie is retiring our Driving Program. Many new drivers attained their license under his persistent guidance. Jim has traded in his steering wheel for primer readers. Now he has children anxious to read with him each week at Sutherland School.

The 'Ahlan Mission of St. Paul's and Grosvenor Park United Churches sponsored a Syrian refugee family. The Al Othman family (Nizar, Khadija, Ghazal and Majd) arrived on May 27,2016. Ghazal has been attending prekindergarten at Sutherland School and Majd will enroll in the fall. Nizar and Khadija are learning English and adapting to their new life very well. They love Canada and are overwhelmed by the welcome they have received. We are anxiously awaiting the arrival of their new baby.

Our Little Free Library is up and running. We notice many – in the nicer weather- enjoy checking out our library and sitting on the adjoining bench. A creative member even donated lovely handcrafted bookmarks for the Library.

Perhaps this story sums up Mission and what an important part of our values it is. **ESL classes sometimes join us for Soup Lunch. We were explaining what being a volunteer was to one of the students. We pointed out that volunteers are unpaid folk who just want to help others. She was quite mystified at our need to freely help the stranger! We said that her smile of appreciation is payment to us!**



**-Janet Potter
Outreach Team Leader**

ASSETS MANAGEMENT

Financial and Stewardship

The past year our financial picture has been impacted by two happenings. First: our minister Rev. Marjorie Keyser retired on August 31st, 2016. Second: property improvements. Marjorie's retirement reduced our expenses while the improvements increased our expenses. We had a small net loss of \$2,700.00.

Our Fall Stewardship Campaign provides for our annual operational expenses. The pledged contributions and other income (i.e. rental) should meet our 2017 Budget. This includes estimated expenses for a new lead minister. Our 2016 Deferred Income \$21,601.00 will be used to meet our existing mission commitments which are Syrian Refugee Sponsorship, Immigrant Initiative Program and Sutherland School.

We give thanks to God that our Church congregation can provide for our financial and spiritual needs.

Submitted by Shirley Accleton, Treasurer

Property Team

We are blessed to have dedicated property management volunteers who addressed the necessary repairs to SPUC in 2016. Over 20 repair and maintenance projects were accomplished in 2016. In-door projects included washer and dryer installation in the men's bathroom, remodeling of the downstairs bathrooms and auditorium painting. Outdoor projects included a walk-out deck, new garden beds and tree removal. Our volunteers on the Property Team include Edwin Zarycki, Jim Ferrie, Zixia Gong, Grant Mobray and sons, who bring skills and take pride in the work that they do to keep SPUC in the best shape possible. Thank you to Roger and Gilda Pilon for their time, talent and resources on several electrical projects. We can expect to have more repair expenses over the next few years as the property ages and the congregation will have to respond to these realities. The challenges before us are very workable as long as we work within our core values and beliefs.

Submitted by Jim Ferrie

RIVERBEND PRESBYTERY

The United Church of Canada continues to work through the need to change. It is no longer possible to maintain the four courts of the church: pastoral charge, presbytery, conference and general council. As a pastoral charge, we await the reorganization which will revitalize and serve the need for radical change. The leadership for this radical change is a need at all levels.

Bruce Karras has served as our Presbytery representative. Bruce has provided regular reports reflecting the activities of River Bend Presbytery to the Visionary Board of St. Paul's United Church.

Presbytery placed St. Paul's under Review in the fall of 2014. This review was re-initiated following Fred Monteith's failure to provide a written report. The second reviewer was Carol Hancock (spring 2015). She found "much to be celebrated about St. Paul's United Church" and "active and engaged leaders who are highly committed to their congregation and the United Church of Canada." Carol Hancock concluded that the congregation is in a satisfactory state.

St. Paul's worked through recommendations approved by the Commission established by the Saskatchewan Conference Executive. The areas of the recommendations included governance, communication, and conflict resolution. (June 2015) These recommendations were completed by early 2016.

St. Paul's worked with a facilitator trained in conflict resolution on Nov. 17/15. Patti Evans returned for a one-day retreat on January 30, 2016 to facilitate a conversation between representatives of River Bend Presbytery and St. Paul's United Church. The outcome of the day included fifteen action items which were not followed up by the Presbytery Executive. St. Paul's did provide our governance model for approval and shared this model at the Presbytery meeting on April, 2016.

St. Paul's is a vibrant congregation worshipping in faith and embracing what it means to be the hands of Christ. The Joint Needs Assessment Committee began in September, 2016 to identify needs for ministry with the September, 2016 retirement of Rev. Marjorie Keyser. Our Governance Document was approved by River Bend Presbytery in January, 2017.

Submitted by Susan Carney
Visionary Board

HUMAN RESOURCES

The Human Resource committee was involved in the following:

- The annual review and termination of Aline Lamoureux.
- The three-month evaluation of Dola Parvin and Grace Mbuekor.
- The acceptance of and salary for Rachel Lamoureux as temporary replacement for Mark Zielke from September 19 to October 29, 2016.
- The acceptance of holidays for Mark Zielke from September 19 to October 29, 2016.
- Four meetings about and involving Dola Parvin before her termination as of December 1, 2016.
- The hiring of Kathy and Ken Chambers as our caretakers as of December 1, 2016
- The evaluation of Team Leaders on May 16, 2016.
- Set up a timeline for holidays and reviews.
- Created a holiday policy for employees of SPUC.
- Recommended a pay raise for Mark Zielke.
- Recommended a pay raise for Zixia Gong who chose to increase her hours instead.
- The Human Resource committee received many compliments on the cleanliness of SPUC.

Submitted by Doreen Casper

Evelyn Smith

Elmer Kaminesky

VISIONARY BOARD

1. How effective was the Visionary Board in achieving our measurement for successful disciple-making?

– Jacky McArthur

The last 6 months have been one of transition for the Visionary Board as SPUC searches for a new lead minister. In the fall of 2016 SPUC studied the book 'Power Surge' by Michael Foss in our weekly worship. The Visionary Board's commitment to disciple making has been a personal journey through readings, worship and small group attendance. We don't need to have a minister present to be intentionally loving and caring.

A disciple of Jesus is one who worships daily, serves others and spreads the good news. Disciple making is alive and well at SPUC during this transitional period. As disciples we are not perfect - but we keep following Christ and aspire to be like him. The Visionary Board recognizes that disciple making is an ongoing process that SPUC continues to strive for.

2. How effective was the Visionary Board and SPUC at meeting our 2015 Strategic Plan Goals?

– Heather Heaven

Ask and it will be given to you, seek and you will find; knock and the door will be open to you. Matthew 7:7

This verse expresses to me that opportunities await us all. Giving to others, as the Hands of Christ, is SPUC's mission, from which all other goals setting derives. God's spirit will always be there, empowering us to open doors and seek connections with each other and with God. This past year, SPUC has been in the midst of 'seeking', 'opening doors' and 'giving' to others. With the retirement of our Lead Minister, the members of SPUC have really achieved remarkable success in all areas of SPUC's ministry. Our small groups, asset management, worship, outreach, faith forward and connections teams have continued to sustain our members, while opening up doors to new relationships. These relationships have started through opening our doors at SPUC

to newcomers attending worship on Sunday, soup lunch on Wednesday, or joining small groups. These relationships have also been forged by moving out into the community and supporting outreach at Sutherland school and through refugee sponsorship. This past year, we have had had success in achieving some of the goals we have set for ourselves. And as expected, we have not achieved other goals. This does not discourage me. Instead, I believe it provides an opportunity to continue in 2017 and beyond, to seek direction and continue to work towards opening doors and achieving goals that are meaningful to SPUC, its members and our community.

Connections

All hospitality teams, minglers and Sunday hosts will be given the suggestion of a tool (e.g. Norval Daily Minute) and asked to subscribe. Hospitality team leaders will check-in with members for feedback on the experience. Minglers will be trained to note and track significant conversation to determine if spiritual growth will continue.

Practicing radical hospitality continues to be at the core of how we identify ourselves as members of SPUC. Providing support and resources for our teams, minglers and hosts occurred through this past year. We continue to encourage SPUC members to experience hospitality leadership by volunteering to be a mingler, host or part of hospitality team.

Worship

The measure, “Deeper, Further!” will be used to plan and evaluate each service to avoid maintaining the status quo. There will be pan-generational involvement in each Sunday event. Themes for the services will be developed along with other Management team leaders. Musical team members will be encouraged to have a daily spiritual practice by suggesting a tool and having them sign-up.

The worship team has been incredibly successful in achieving and exceeding its goals this past year. With the retirement of the Lead Minister, the Worship team has

continued to plan services and organize worship leadership, plan Sunday morning breakfasts and ensure that members of our congregation are provided with spiritual and sacrament support. Our church members have been gracious in volunteering to lead both in worship and through special music events. The measure of 'Deeper, Further' truly has been achieved this past year.

Spiritual Growth Groups

Use the same focus which is used in Worship for all groups from September through Thanksgiving. Focus on having 15 short-term groups in 2016-17. Work one on one to identify and apprentice three new group leaders.

Small groups continue to be an important part of spiritual development and growth at SPUC. The focus brought to the small group experience in the fall (and throughout the year), continues to be very strong. We will continue to work towards more leadership development for new small groups, and to increase short-term group possibilities. However, sharing leadership among members of groups continues to be a significant way we enable people to explore their capacity for leadership and to empower them to serve others within their groups.

Faith Forward

On any Sunday, people from at least three generations will be actively involved in greeting, hospitality and/or worship leadership. Team with Spiritual Growth groups to provide one pan-generational spiritual growth group.

The goals for Faith Forward are really aimed at positive interactions between all generations within our congregation. Great strides have been made to achieve this first goal, with most Sunday's meeting this objective through participation in hospitality, worship and greeting. Spiritual Growth groups will continue to be open to pan-generational opportunities. While this has occurred on an occasional basis, we will continue to make small group experiences open and enticing for all generations.

Outreach

Plan quarterly projects for improvements to the community that involved a high percentage (15) of the congregation. Establish a job placement program for immigrants and refugees. Identify and participate in one significant project with Sutherland School.

The Outreach team has met and exceeded expectations with its important involvement and dedication to the children of Sutherland School. This has resulted in individuals and groups within the church volunteering time and talents to provide book bags, books and breakfasts. On the reciprocal side, students have been giving of their own time and talents, helping with soup lunch, and, at the same time, learning to use equipment (such as the commercial dishwasher). On the other hand, we recognize the continued need to involve SPUC in meaningful community initiatives and find ways to support our immigrant and refugee neighbors and friends in their quest for meaningful employment.

Asset Management

Identify and train two volunteers to assist with weekly deposits by July 15. Work with Outreach and Connections to establish and dedicate a Little Free Library by September 2016. Hold two financial campaigns in the fall and the spring.

The holding of fall and spring campaigns targeted to benefit the mission and ministries of the church have continued to occur. The Little Free Library movement, including the installation of the SPUC Little Free Library outside our church, has been a visible reminder of how SPUC lives and interacts within the Sutherland community. The incredible work of many dedicated individuals to undertake much needed improvements and refurbishments to SPUC (particularly in regards to overhead and emergency lighting in the Sanctuary) have made for a busy and productive year. However, the Asset Management team continues to need support of volunteers willing to take on new responsibilities and provide support to the long serving members of the team.

3. How effective was the Visionary Board in utilizing decision-making habits?

- Susan Carney

Living God, help me seize each opportunity to love, fulfill each responsibility to serve and live each day with kindness and courage this year. – Brian McLaren

Decisions made with reference to scripture:

Visionary Board meetings begin with scripture, often read two or three times for us to chew on and begin to relate and apply to our work as a Board. Our October/16 meeting reminded us of God's generosity and God's blessings as we are "ready to do what needs to be done". 2Cor9:6-15 We have been doing what needs to be done to continue to support the work of the church. A great amount of time has been committed to the Governance Document in revisions for approval by Presbytery. Marjorie encouraged and modeled using scripture in making decisions which is the Christian way and for this we are thankful.

Decisions made weighing the costs of discipleship, feasibility of ministry plans, and available resources for mission:

The Visionary Board has lived in this time of transition with Marjorie Keyser's September/16 retirement. This has called for common sense related to planning a way forward until we secure a new Lead Minister. We have let go of some activities, empowered others to lead, supported the JNAC process and considered the available resources in this transition time. The role of the Board has required attention to Governance, Budget, and Personnel. A worship leader commented on the active, visible and authentic participation of the people of the congregation.

Decisions made in obedience to the policies of the United Church of Canada:

The revisions to our Governance Document have aligned with the policies of the United Church of Canada. This work has been rewarded with the approval of the document by River Bend Presbytery.

We dedicate our growth in discipleship with thanks to Marjorie as she has faithfully led us in pursuit of God's vision for this congregation.

JOINT NEEDS ASSESSMENT COMMITTEE

The work of the Joint Needs Assessment Committee (JNAC) began in September, 2016 as we worked with Presbytery Reps to explore and identify our needs in the search for our Lead Minister with Rev. Marjorie Keyser's retirement in September, 2016. The congregational survey provided direction and input. The JNAC Report included community, ministry, resources, congregational survey, job description and what we can offer. See the JNAC on our website <http://spuonline.com/search/JNAC>.

Submitted by Susan Carney, JNAC Chair

MEMBERSHIP REPORT

TRANSFERS & NEW MEMBERS

**Edwin Zarycki
Marlene Simister
Albert Simister**

BAPTISM

Sage Olivia Girling

MEMORIALS

**Gwenne Degenstein
Thelma Upton
James Shick
Irene Turner**

They live on in our memory

CHARTERED ACCOUNTANT'S STATEMENT



Independent Auditor's Report

To the Members of
St. Paul's United Church

We have audited the accompanying financial statements of St. Paul's United Church, which comprise the statement of financial position as at December 31, 2016, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the organization's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Basis for Qualified Opinion

St. Paul's United Church has chosen not to amortize building and equipment over their useful lives. This is not in accordance with Canadian accounting standards for not-for-profit organizations and the carrying value of property, plant and equipment, amortization expense and the fund balance would need to be adjusted if this standard was followed.

Independent Auditor's Report, continued

Qualified Opinion

Except as noted in the above paragraphs, in our opinion, these financial statements present fairly, in all material respects, the financial position of the organization as at December 31, 2016 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

A handwritten signature in cursive script that reads 'Laskowski & Wright CP'.

Chartered Professional Accountants

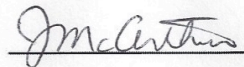
Warman, Saskatchewan
February 13, 2017

St. Paul's United Church Statement of Financial Position

As at December 31	2016	2015
Assets		
Current		
Cash	\$ 82,837	\$ 90,273
GST receivable	537	951
	83,374	91,224
Property, plant and equipment (Note 3)	1,237,646	1,237,646
	<u>\$ 1,321,020</u>	<u>\$ 1,328,870</u>
Liability		
Current		
Deferred contributions	\$ 21,601	\$ 26,809
Fund balances		
Fund Balance	1,299,419	1,302,061
	<u>\$ 1,321,020</u>	<u>\$ 1,328,870</u>

Approved by the Board

 Director

 Director

St. Paul's United Church Statement of Operations

For the year ended December 31	2016 Budget (Unaudited)	2016 Actual	2015 Actual
Revenues			
Contributions - Local	\$ 212,850	\$ 178,858	\$ 200,579
Mission Matters	35,000	16,192	22,057
Rentals	24,000	32,364	30,855
Contributions - Open	3,000	1,338	2,952
Weddings & Funerals	2,000	355	2,490
Syrian Refugees	-	6,100	-
Mission & Service	-	4,000	2,336
Clothing Store	-	3,268	3,802
	<u>276,850</u>	<u>242,475</u>	<u>265,071</u>

St. Paul's United Church Statement of Operations

For the year ended December 31	2016 Budget (Unaudited)	2016 Actual	2015 Actual
Expenditures			
Salaries & Benefits			
Salaries	99,980	90,077	100,142
Allowances - Housing	22,000	14,667	22,000
Allowances - Travel & Telephone	1,750	1,494	2,006
Allowances - Book & Study	1,500	100	89
Employer Benefits - CPP & EI	8,400	7,208	6,792
Employer Benefits - Pension	18,000	14,885	16,923
Workers' Compensation	600	(249)	198
Contracted Services	18,920	13,447	25,420
	<u>171,150</u>	<u>141,629</u>	<u>173,570</u>
Other Expenses			
Office Operations	6,000	5,863	5,695
Bank Charges	1,200	1,043	932
Advertising	500	-	-
Insurance	7,500	7,337	6,987
Presbytery Dues	9,000	10,393	10,251
Utilities	20,500	18,578	19,284
Building Maintenance	10,000	21,031	11,437
	<u>54,700</u>	<u>64,245</u>	<u>54,586</u>
Committee and Mission Expenses			
Christian Education	500	282	-
Hospitality	3,000	2,874	3,466
Observer	2,000	1,171	1,562
Worship	2,000	1,625	2,779
Immigrant Initiative	-	9,941	11,420
Board Expense	3,000	178	3,257
Audit Fees	3,500	3,225	3,225
Local Mission	35,000	3,265	4,333
Faith Forward	-	6,251	5,331
Winds Of The Spirit	2,000	331	1,816
Refugee Sponsorships	-	6,100	-
M & S Fund Payments	-	4,000	8,000
	<u>51,000</u>	<u>39,243</u>	<u>45,189</u>
	<u>276,850</u>	<u>245,117</u>	<u>273,345</u>
Deficiency of revenues over expenditures	<u>\$ -</u>	<u>\$ (2,642)</u>	<u>\$ (8,274)</u>

See accompanying notes

St. Paul's United Church Statement of Changes in Net Assets

For the year ended December 31	2016	2015
Balance, beginning of year	\$ 1,302,061	\$ 1,310,335
Deficiency of revenues over expenditures	<u>(2,642)</u>	<u>(8,274)</u>
Balance, end of year	<u>\$ 1,299,419</u>	<u>\$ 1,302,061</u>

St. Paul's United Church Statement of Cash Flows

For the year ended December 31	2016	2015
Operating activities		
Deficiency of revenues over expenditures	\$ (2,642)	\$ (8,274)
Change in non-cash working capital items		
GST receivable	414	(137)
Deferred contributions	<u>(5,208)</u>	<u>13,503</u>
(Decrease) increase in cash	(7,436)	5,092
Cash, beginning of year	<u>90,273</u>	<u>85,181</u>
Cash, end of year	<u>\$ 82,837</u>	<u>\$ 90,273</u>

St. Paul's United Church

Notes to the Financial Statements

December 31, 2016

1. Nature of operations

St. Paul's United Church is a registered charity and its main purpose is to provide a place of worship for members of its congregation.

2. Accounting policies

The organization applies the Canadian accounting standards for not-for-profit enterprises.

(a) Cash

Cash consists of balances with financial institutions.

(b) Property, plant and equipment

Property, plant and equipment are recorded at cost. The organization does not provide for amortization using rates designed to amortize the cost of the plant and equipment over their estimated useful lives which is not in accordance with Canadian accounting standards for not-for-profit enterprises. See the basis for qualified opinion in the auditor's report.

(c) Impairment of long-lived assets

The organization tests for impairment whenever events or changes in circumstances indicate that the carrying amount of the assets may not be recoverable. Recoverability is assessed by comparing the carrying amount to the projected undiscounted future net cash flows the long-lived assets are expected to generate through their direct use and eventual disposition. When a test for impairment indicates that the carrying amount of an asset is not recoverable, an impairment loss is recognized to the extent carrying value exceeds its fair value.

(d) Fund accounting deferred and revenue recognition

The organization follows the deferral method of accounting for contributions which includes grants and donations.

Restricted contributions are recognized as revenue in the year in which the related expenses are made. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Rental revenue is recognized as it is earned.

(e) Contributed services

Volunteers contributed time to assist the organization in carrying out its activities. Contributed services are not recognized in the financial statements.

(f) Financial instruments

The organization's financial instruments consist of cash and deferred contributions which are initially recorded at their fair value and are subsequently measured at amortized cost, net of any provisions for impairment. Unless otherwise noted it is management's opinion that the organization is not exposed to significant interest, currency or credit risks.

St. Paul's United Church

Notes to the Financial Statements

December 31, 2016

2. Accounting policies, continued

(g) Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. By their nature, these estimates are subject to measurement uncertainty. The effect of changes in such estimates on the financial statements in future periods could be significant. Accounts specifically affected by estimates in these financial statements are property, plant and equipment.

3. Property, plant and equipment

	2016		2015	
	Cost	Accumulated amortization	Net	Net
Equipment	\$ 157,386	\$ -	\$ 157,386	\$ 157,386
Land and building	1,080,260	-	1,080,260	1,080,260
	<u>\$ 1,237,646</u>	<u>\$ -</u>	<u>\$ 1,237,646</u>	<u>\$ 1,237,646</u>

NOMINATIONS

***VISIONARY BOARD (3-5 MEMBERS)**

- * Susan Carney (4)
- * Heather Heavin (3)
- * Jacky McArthur (2)
- * _____ (1)

***TRUSTEES**

- * Heather Heavin (2)
- * James Ferrie (1)
- * Susan Carney (1)

***PRESBYTERY REPRESENTATIVES**

- * Bruce Karras (3)

*elected (1, 2, 3) = year being served of a 3 year term (3 year term renewable once)

MANAGEMENT TEAM - Appointed

Connections - Pat Keyser

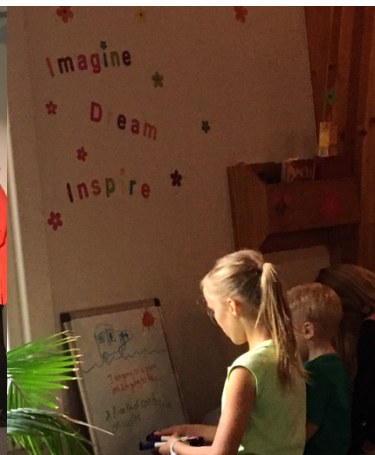
Worship Design - Mark Zielke

Faith Forward – Gilda Pilon

Small Groups - Roberta McKay

Outreach- Janet Potter

Assets Management - Vacant



We are the hands of Christ