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ST. ANDREW'S UNITED CHURCH STRIVES TO BE A CARING CHRISTIAN  
COMMUNITY WHICH NURTURES LOVE OF GOD AND NEIGHBOUR THROUGH  
WORSHIP, TEACHING, FELLOWSHIP, AND SERVICE



## AGENDA

### AGM 2024

#### ANNUAL CONGREGATIONAL MEETING

Sunday January 28, 2024

1. Opening Prayer
2. Welcome
3. Voting
  - a. Motion: All present, member and adherents included, have the right to vote
4. Agenda: additions, approval
5. Minutes: Approval of the Congregational Meeting minutes of January 2023
6. Business Arising out of the minutes of January 26, 2022.
7. Review of the 2023 Annual Reports
  - a. Motion to receive all reports for information.
8. New Business
  - a. 2024 Budget
  - b. Legacy Fund Recommendations
    - i. Moved that the Community portion of the Legacy Fund disbursement for 2023 in the amount of \$860.00 be evenly divided between The Broom Tree Foundation Ltd. and the Central Alberta Women's Emergency Shelter.
    - ii. Moved that the World portion of the Legacy Fund disbursement for 2023 in the amount of \$860.00 be provided to the Mission and Service Fund - Palestine Fund.
  - c. Proposed change to board structure
9. Elections
  - a. Presentations of committees and vacancies
  - b. Nominations from the floor
  - c. Election of Board Chairperson for 2024 (1-year)
  - d. Chinook Winds Regional Representative (1-year)
  - e. Trustees for 2024 (Board Chair, Chinook Winds Regional Representative, Finance Chair, Property Chair (1-year)
10. Appointment of Independent Internal Examiner
11. For Information:
  - a. Volunteer Link Representative: Tom Crozier
  - b. Members of the M&P Committee (appointed by the Board) Barry Brouwer, , Karen Yakimishyn, Sandra Smith-Bernatsky and Ron Gish
12. Motion to destroy ballots (if needed)
13. Announcements and Courtesies:
14. Closing prayer
15. Adjournment



## 2023 AGM MINUTES

### **Annual Congregational Meeting Minutes St. Andrew's United Church Sunday, January 29, 2023**

St. Andrew's United Church Annual Congregational Meeting was held in the sanctuary on Sunday, January 29, 2023 following a potluck luncheon. There were 41 in attendance. See list attached.

Monique Vermegen called the meeting to order at 12:26 PM. Jana Figursky was recording secretary.

1. Opening Prayer – Reverend Dave Holmes
2. Welcome – Monique Vermegen welcomed the congregation to the AGM.
3. Voting
  - a. Motion A1/2023: All present, member and adherents included, have the right to vote. Alida Burnard, Dennis Ethier. Carried.
4. Agenda - additions, approval. Motion A2/2023 to approve the Annual Congregational Meeting Agenda for January 29, 2023. Ko Bruning, Bryant Burnard. Carried.
5. Minutes – Motion A3/2023 to approve the Congregational Meeting minutes of March 27, 2022. Lawrence Hrycan, Jurjan Dunnewind. Carried.
6. Business Arising out of the minutes of March 27, 2022. No arising business noted.
7. Review of the 2022 Annual Reports: printed and oral
  - a. Motion A4/2023 to receive all reports for information. Barry Brouwer, Bob Settle. Carried.
8. New Business
  - a. 2022 Budget Review and 2023 Budget. Hans Haefliger reviewed the 2022 finances. For 2022, our total income was \$281,280.00, our total expenses were \$275,374.10, with a surplus of roughly \$5945.90. Hans then presented the 2023 Budget. The budget presented for 2023 shows a forecasted deficit of \$20,322.00. Motion A5/2023 to accept the 2023 budget. Dennis Ethier, Bryant Burnard. Carried  
Reverend Dave gave a short presentation on stewardship and donations.
  - b. Legacy Fund Recommendations: Doug Maas presented the following Outreach Team recommendations:
    - i. Motion A6/2023 Based on a recommendation from the Outreach Team, the 2023 Legacy Fund disbursement in the amount of \$1,565.00 for the



- Community** Portion, be provided to **The Broom Tree Foundation** in Lacombe. Moved by Doug Maas. Bryant Burnard. Carried
- ii. Motion A7/2023 Based on a recommendation from the Outreach Team, the 2023 Legacy Fund disbursement in the amount of \$1,565.00 for the **World At Large** Portion be provided to **A Better World** of Lacombe for its world projects. Moved by Doug Maas. David Thacker. Carried
  - iii. Motion A8/2023 to approve congregation portion of the funds be used towards an energy audit for St. Andrew's United Church building. Bob Settle. Sarina King. Carried.

## 9. Elections

### a. Presentations of teams and vacancies:

Vacant board terms are Finance, Christian Development, Property, Worship, UCW

### b. Nominations from the floor:

The Nomination Committee, presented by Lawrence Hrycan, put forth Hans Haefliger as the Finance Team board representative. Hans Haefliger is in by acclamation and will continue to serve as the Finance Team representative for a three-year term.

- No recommendations for the Christian Development Team, this position will remain vacant.
- Bryant Burnard nominated Gary Macdonald to the position of the Property Team board representative. Seconded by Lawrence Hrycan. Gary Macdonald is appointed by acclamation.
- Pat Crozier nominated Jane Wilkinson to the position of the UCW Team board representative. Seconded by Rhona Thacker. Jane Wilkinson is appointed by acclamation.
- Motion A9/2023 to empower the board to fill any vacancies. David Thacker. Dennis Ethier. Carried.

### c. Election of Board Chairperson for 2023 (1-year) Lawrence Hrycan nominated Monique Vermegen to continue as Board Chairperson for 2023. Monique Vermegen agreed and will continue as Board Chairperson for 2023.

### d. Chinook Winds Regional Representative (1-year) Lawrence Hrycan will continue in this position for 2023.

### e. Trustees for 2023 - Board Chair, Chinook Winds Regional Representative, Finance Chair, Property Chair (1-year) Nomination to accept trustees. Linda Hueppelsheuser. Dennis Ethier. Carried.



10. Appointment of Independent Internal Examiner – Motion A10/2023 to continue with Sandra Radau as the Independent Examiner for 2023. Linda Hueppelsheuser. Dennis Ethier. Carried.

11. For Information:

- a. Volunteer Link Representative: Tom Crozier
- b. Members of the M&P Committee (appointed by the Board) Barry Brouwer, Jim Dixon, Karen Yakimishyn, Sandra Smith-Bernatsky and Ron Gish

12. Announcements and Courtesies - Monique Vermegen thanked Shelley-May Lloyd and Pat Crozier for their many years of service on the Worship Team. Monique also thanked outgoing board representatives, Jurjan Dunnewind, Rhona Thacker, and Sandy Douglas, as well as all those who volunteer with St. Andrew's. Reverend Dave gave his thanks to the congregation of St. Andrew's.

13. Closing prayer – Reverend Barbara reminded the congregation that we are doing our work under the Christ light and closed with the song, “Go Now in Peace”.

14. Adjournment – Meeting adjourned at 1:28 PM.

X

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Board Chair

X

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Secretary



## MINISTRY REPORTS

### Reverend Dave

Let me begin this annual report once again with gratitude. I like to begin worship with gratitude, and also these reports, because I want to keep saying and noticing what a fine strong church St. Andrew's is – and how privileged I feel to be in ministry here. Our staff is outstanding; not only do every one of our staff people do fine work, they are also fine people. It is a joy to be part of this team! I have also been immensely impressed this year with our volunteer leaders and workers. 2023 has held some significant challenges and some big jobs, and *we have sailed through them*, thanks to the skill, the grace, and the dedication of our people. I know – for those (especially on the property team) who have carried the weight and done the work it might not feel like sailing, but your work has made it for the rest of us. There have been a couple of times when I've been stumped, and the board has found a way forward amazingly quickly. It is a real privilege to be part of this church. Thank you!

In last year's annual report, I noted some of the things that were challenging us as 2023 began. These included the lingering effects of past conflicts, and a sense of fatigue around volunteering and programs in the church. I'm pleased to say that there has been some real progress on these!

In the early fall, we had an event to do some healing around past conflicts, and to learn some skills in managing conflict. Dora Dang was our facilitator. It took a long time to arrange this event, and when it happened, it ended up being much more a lecture on conflict skills than any process of healing. But... the people who participated are a sharp lot, and the tools offered by Dora Dang were good, and I think people connected the dots for themselves and came to some resolution on their own. My sense at this point is that **we are clear enough of past conflicts that we can simply move forward**. Let me know if you disagree, but I no longer sense the kind of "guarded" attitudes in church life that caused me concern before. We always need to keep building trust and community – but I don't sense a need for extra healing. That's good news!

I sensed low energy in the church as we began 2023. But something happened early on: the Green Team formed, and suggested that we join the United Church's "Faithful Footprints" initiative to put our own house in order, in terms of our environmental footprint. Bob King offered to do an energy audit of the building (amazing work, Bob), and all of a sudden, it seemed to me, we were off on a project of repairs and renovations to the building – repairing electrical, roofing, other things that have needed work for some time, and then adding insulation, replacing some windows, insulating the hall, changing lights... At the same time, we have had office renovations going, as the result of a memorial donation, and within a year, thanks to some outstanding leadership from our property team, and a lot of background workers, we have a much nicer and more efficient building to devote to ministry and mission here in Lacombe. All of this work, while it might have been seen as an inconvenience, has instead been an injection of energy into this community of faith. Many thanks both to the property team, which I think has been here in the building more than I have in 2023, and to the Green Team.



The Lacombe Pride organization also saw lift-off in 2023. Jonathan Luscombe has justifiably been celebrated as the main “mover and shaker” in this process, but there are a few people from this church who have also been very supportive – for which I am very grateful! While Lacombe Pride is not a church initiative, it has presented us with community partners for something that is, I believe, an essential part of our future. Most of the new faces we see in church – and I would venture to say, almost *all* of the new faces under 50 – are here at least in part because of our affirming stance. While at this point there is no formal partnership between Lacombe Pride and our church, several of us have been able to volunteer at events and offer support. Here, too, I think there has been an injection of energy into our community of faith.

I was also looking for chances to put some effort into the “teaching” (and learning) side of our mission, and one of the major undertakings this year was the “fresh start in faith” group that ran for 8-9 weeks this fall. With some brand new folks and some long-timers, this was a terrific and energizing group. Thanks to Will Langille, who offered the idea for the basic structure of the group, we spent part of our time in discussion, but part of our time experiencing worship together and doing service in the church and in the community. The result was a tight-knit group, and five adult baptisms in January of this year. More than this, though – several folks have commented that we have quite a number of new faces in the church on Sundays, and this is all bringing new energy, new insight, and fresh perspectives into this community of faith.

We also convened a group of interested folks, back in January, for a brainstorming session on worship – how we conduct our worship, and what themes we thought were important. From this brainstorming session came the worship plan for the year, which included such things as a Lenten series on the 12 Steps, a summer series on Jesus as a teacher, and a late fall series on the book of Revelation. All of these have been challenging for me, but also very fruitful; it feels like the congregation’s suggestions have led us into a deeper and more relevant learning space on Sunday mornings. More reasons to celebrate!

To be sure, the challenges have not all been resolved. While there is considerable energy in some areas of the church’s life and work, others have struggled through 2023. We even failed to make quorum at a board meeting or two (which turned out, actually, to be very good meetings). This is leading us to propose a change in our governance structure, which is addressed in another part of this annual report.

For me, 2023 has also brought a new responsibility – I have agreed to become part of the Chinook Winds Regional Executive, and so will have considerably more to do with our denomination. There is much to learn, but I am more and more impressed with the way our denomination has managed the change from Presbyteries and Conferences to Regions – and our own Chinook Winds Region has been doing some very, very fine work I think.

Over the past years there has been some sense of doom and gloom in the United Church – decline and difficulty – and St. Andrew’s has not been exempt. But I sense a turn here, in this past year, that makes me very hopeful indeed. I don’t think it’s appropriate any more to talk about decline and demise. I think we should be talking about new birth and possibility. Thanks be to God! And thanks to you, too! Dave





## MINISTRY REPORTS

### Reverend Barbara

Thank you, God! This is our first prayer with the children gathering on Sunday morning. Thank you, God, for tractors. Thank you, God, for Pokémon. Thank you, God, for family and friends. Thank you, God, for candy. Thank you, God, for... so much to be thankful for, from hearing the words of Psalm 23 to talking about what it means to be kind, from making mudpies to painting stars, from singing 1, 2, 3 Alleluia to jumping like kangaroos. Gratitude abounds.

And so, with deep gratitude for St. Andrew's community of faith, I'd like to highlight some of our shared ministry in 2023:

The summer camp (also fondly known as Vacation Bible School) celebrated gifts of our faith, exploring wonder, gratitude, reflection, and service through songs, stories, games and crafts. Amazing adult and youth volunteers and equally awesome children learned from and with each other about "the secret to happiness" in a lively and life-affirming way. And in good St. Andrew's tradition great snacks, prepared by the talented kitchen crew, were enjoyed by all as well. Words alone cannot express my joy and gratitude for these four special days in August. One of the summer camp pieces of art can do it way better.



The families of Krazy Eh Farms (Edwin, Karen, Larissa and family) warmly welcomed us to "Christmas on the Farm", a December evening under the starlit sky in the company of lovely sheep, friendly horses and many twinkling lights. Two roaring fires provided cozy comfort and the backdrop to imaginative storytelling. The innkeeper, a shepherd and one of the magis shared their wondering about Jesus' birth. Delicious cookies and other sweet things with hot cocoa added more warmth to the night as did enthusiastic carolling and the joy and gratitude of being together with others of St. Andrew's.

Joy and gratitude are tangible in the visits with senior members of our church community. I am blessed by the gentle wisdom of so many I talk with, blessed by their courage and humour in often challenging days. Blessed also by the faithfulness of folks coming to the worship services we offer together with the other churches in Lacombe at Royal Oak, the Lodge, and the Extended Care.

Last, but by no means least, I am profoundly thankful for the staff team I have the privilege to work with, learn from and laugh with.

Thank you, God, for all of you at St. Andrew's and for tractors.

With joy and gratitude, *Barbara*





## BOARD REPORTS

### Board Chair

It is with a great deal of gratitude that I write this report.

It has been a rewarding privilege to serve St. Andrew's as board Chair this past year and I am thankful to have been entrusted with the position. I have had the opportunity to work with a great group of thoughtful and talented people and I am so very appreciative of my fellow board members and our dedicated ministers and staff.

I expected the year to hold surprising rewards and challenges and 2023 did just that. Let me share just a few highlights of the past year.

This year the board voted yes to a remit from the 44<sup>th</sup> General Council entitled Establishing an Autonomous National Indigenous Organization within The United Church of Canada. We unanimously supported remit which acknowledges Indigenous peoples' rights to their own spiritual identities and to self-determination.

In October, the board, along with other leaders in our community of faith, participated in a workshop led by Dora Dang. While the workshop was intended to deal with trust building, it was more geared toward conflict resolution. In spite of the difference in expectations, it offered our leadership team food for thought and useful tools for the future.

Throughout this year, the board had many meaningful discussions regarding the use of this historic building and how to be faithful stewards of St. Andrew's. We were generously guided by recommendations from our Green Team and also an ad hoc Visioning Group that worked on creating a mindful plan for how we might use this iconic building in service of our local community. It has been very rewarding.

It astonishes me to realize that I have been a member of St. Andrew's United Church for over 25 years. I've seen how much work goes into making this church the welcoming, vibrant place that it is. It is no secret that St Andrew's is blessed with a great number of capable and hardworking volunteers, but I am continually impressed at how much enthusiasm and excitement these teams and individuals have toward caring for this community of faith.

I would like to thank all those members of our faith community who have been so generous with their time and talents here at St. Andrew's.

Submitted with Gratitude,

Monique Vermegen,



## BOARD REPORTS

### Legacy Fund

The Legacy Fund was created in 2006 as a quasi-endowment fund for St. Andrew's.

Half the contributions each year are set aside into the fund to grow it and earn interest. The other half plus interest earned on the fund that year are eligible for distribution.

In 2023, disbursements were made to St. Andrew's Green Team initiative, The Broom Tree Foundation Ltd. and A Better World.

Disbursements are made on this basis; 40% to the work of our congregation, 30% to the local community and 30% to the world community. The congregation approves the disbursements at the annual general meeting. The funds are to be utilized for items of a non-administrative nature.

The Fund receives contributions through cash donations at the church office (most common), assignment of life insurance policies, bequests, and transfer of public shares (tax advantage for this method).

As of December 31, 2023, the balance of The Legacy Fund is \$70,819.30.

Current committee members are Ko Bruning and Doug Maas. Please reach out to them if you have any questions.

Submitted by, Doug Maas - Chair



## AFFIRM

### **Our Vision:**

A church and community that embodies God's unconditional love by welcoming all people, regardless of sexual orientation, gender identity, ethnicity, social circumstance, ability or age.

### **Our Mission:**

Affirm St. Andrew's is a diverse group of people who are committed to providing support and leadership as we move towards our vision.

It has been a difficult year for members of our community as hate groups targeting 2SLGBTQIA+ have been on the rise in 2023. During times such as these it is even more important that Affirming Communities of faith such as St. Andrew's stand up for those who are feeling most vulnerable.

Affirm St. Andrew's work focuses on making sure that all who enter our church feel welcome and genuinely included in this community. It is important to our team that no person be marginalized. All are welcome here including, but not limited to, our LGBTQ friends and community members. We need to reinforce for our most vulnerable church attendees that St. Andrew's is a safe and secure place for all to worship.

We participated in many affirming projects and events this year. Once again, we hosted a PIE Day celebration in March reinforcing our commitment to be Public, Intentional and Explicit. Our team organized the service and afterwards served coffee and pie. In July, members of the Affirm Team took part in the Lacombe Day's Parade by marching with the newly formed Lacombe Pride organization. We were pleased to commemorate another Pride service in August along with other affirming central Alberta churches. Many of our Affirm Team showed up for Lacombe Pride Days with some volunteering to make the event a success.

On a more painful note, this year we felt the necessity to offer messages of support for Ponoka United Church after their Pride display was vandalized in early summer. Also, on the morning of Sept 20 we held a vigil as counter protest against the anti-2SLGBTQIA+ activists plan to rally at legislatures, city halls, and school board offices across the country under the "1 Million March 4 Children" banner. While they claimed to be in support of parental rights, this was explicitly an anti-2SLGBTQIA+ rally. They're supported by a big tent of far-right and conspiratorial groups, including Christian Nationalists, white supremacists, and anti-public education activists.

Our team has maintained a bulletin board in the auditorium. As well, we continue to maintain brochures for the pews and try to ensure that all feel welcome. We recognize special national and international days and are working with community partners and Affirm United. We are committed to providing books and resources for members of our congregation and those seeking support.

It was 12 years ago that members of St. Andrew's voted to become an affirming congregation. Through that process, we at St. Andrew's have found a clearer sense of who we are. We aim to

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be inclusive, supportive, and accepting of all. Every individual is important to our congregation and all are valued and offered a sense of God's unconditional love

We thank all of you who have helped to move us toward our vision and look forward to your continued support.

Respectfully Submitted,  
Monique Vermegen



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## CHRISTIAN DEVELOPMENT

The Christian Development Committee is an energetic and enthusiastic committee whose purpose is to *support and nurture faith-based learning for young and old*. We support a variety of programs and are always looking for ways to expand our faith focus within the church.

Members: Teri Lynn Amundson, Annerie Dunnewind, Barbara Lieurance, Dustin Butterfield, Norm Start, Lawrence Hyrcan, Claudine Bruning, and Dave Holmes

Christian development supports adult learning initiatives provided by the minister, confirmation classes, Sunday School, Nursery, VBS, Youth group, Messy Church, and the church library.



We started off the year with a sledding event held at the Bruning's Farm. This was a cold but fun event with over 40 people in attendance. Even though there were limited amounts of snow the fire, animals and lunch kept everyone entertained and happy.

In March we hosted a very special Kids Meeting to figure out what our youngsters want most from church. They felt very important to finally be able to attend a meeting like mom and dad do so often.

We kicked off the Spring by hosting our 5th annual Easter Egg Hunt! It was a great success and fun was had by all. It was great to see so many faces that we hadn't connected with for a while and meet some new faces that have become a part of our regular worship.

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We hosted another successful garage/bake/flower sale that brought in proceeds of \$ 3125.00 which we donated to the Environmental Group within our church for all their wonderful work to help make our church greener and more environmentally friendly.

We also hosted another great Summer Camp that was thoroughly enjoyed by volunteers and kiddos alike.



We ended the year with a joint project between the CD Committee and the Advent Planning Committee with an off-site event Christmas on the Farm. This was our 3<sup>rd</sup> Christmas on the Farm event with over 60 people in attendance. It was so great to have us reconnect in an outdoor environment, with the beautiful night sky, animals, great fellowship, and of course hot chocolate and yummy cookies. This has proven to be a successful event of the last 3 years and it was enjoyed by ALL Ages.

We are blessed at St. Andrew's to have an energetic, creative, and dedicated group of volunteers who strive to make the St. Andrew's experience welcoming, enlightening, and open. Without the support of these volunteers, many of the programs under our umbrella would not function. If any of these areas are of interest to you and you would like to more information or to volunteer, please contact the C.D. committee or the church office.





## CHRISTIAN DEVELOPMENT

### Messy Church

We held our first Messy Church in October 2013 and December 2023 was our 77<sup>th</sup> Messy Church.

The overall theme of 2023 was “Wonder” and the themes that followed were:

January	Appreciate	Philippians 4: 4-8
February	Salt & Light	Mathew 5: 3-16
March	One World Together	Luke 10: 25-37 The Good Samaritan
April	New Life	1 Corinthians 15: 35-41
May	One with Nature	Ezekiel 47: 1-12
September	Five Senses	Mark 8: 22-26
October	Giving Thanks	Ruth 2: 1-3 Harvest Story
November	Sharing	Mathew 25: 40 7 Martin & the Red Cloak
December	Wonder of the Star	

As many activities do at St. Andrew’s, Messy Church relies heavily on volunteers. This year, in addition to many adult volunteers, 11 youth from St. Andrew’s and the community contributed their time in making this prayer and gathering time successful.

Families who participate have told us that they appreciate the youth involvement with their children.

This ministry runs from 5 to 7 p.m. the first Friday of each month. The participants are greeted and welcomed at the door, directed to the prayer station and the bulletin board and then on to other activities. From 5 to 6 p.m. everyone becomes



involved with arts, crafts, and activities geared towards the monthly theme. At 6 p.m. we all move into the Sanctuary where the minister or a facilitator tie everything together in a lesson. St.

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ST. ANDREW'S UNITED CHURCH STRIVES TO BE A CARING CHRISTIAN COMMUNITY WHICH NURTURES LOVE OF GOD AND NEIGHBOUR THROUGH WORSHIP, TEACHING, FELLOWSHIP, AND SERVICE



Andrew's is blessed in that both Reverend Dave and Reverend Barbara take part in the service. Not all Messy Church programs have ministry personnel involved. We sing 2 or 3 songs, say grace, and then move back to the auditorium for a meal and fellowship.

*Volunteers are always welcome*, whether it be assisting with a craft, a story, a game, a song, or with the food in the kitchen. Including our food preparation planning individuals, there are currently 18 adults on the planning committee and 15 youth who volunteer. Everyone is welcome to come and simply see what the buzz is all about. Feel free to come and take part in this monthly Messy Church program.



Messy Church originated in the British Isles. This picture is taken at an Anglican Church in Port Sunlight, which is just outside Liverpool, England. They hold their Messy Church every Saturday morning.



## CONGREGATIONAL LIFE

### Healing Pathway

The Healing Pathway Ministry team at St. Andrew's is a dynamic group with nine members. It offers free healing sessions on the first and third Monday of each month, September through June. Healing sessions are by appointment at 7:15 pm and 8:00 pm. These sessions are open to anyone from the congregation or the community at large.

Contact information is included on a slide presented before the start of church, often on the back of the weekly bulletin, as well as on the church's website under Ministries: Healing Pathway. Information about the Healing Pathway ministry is provided via brochures available at the back of the sanctuary and on the church's website.

The Healing Pathway group members continue to offer a blessing to the minister each Sunday prior to the service. On Communion Sundays, two members of the Healing Pathway offer blessings to the congregation during the communion service.

In March, the group was asked to provide support for the Blanket Event; all members attended. During Lent, the Healing Pathway offered prayers/blessings each Sunday. In May, the group met to participate in various events focusing on "Healing the Energy of the Church." During the Blue Christmas service, members of the Healing Pathway offered blessings which most of the congregation availed themselves of.

Since September, there has been an increased interest in the many healing energy benefits the Healing Pathway offers, and the group has been busy filling this need within the congregation and the community.

Respectfully submitted,  
Marlene Ayer



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## FINANCE TEAM

As this report is being written, we have just heard the wise words from Rev. Dave about how to remain calm in all the chaos that surrounds us. Well, if you've been in the church facility in the last few months, chaos would certainly be the word you might choose to describe all the activity you were seeing – but what you perhaps weren't seeing was that behind the chaos there was a plan, and many competent individuals making sure that the pieces all fit together. The Green Team initiated the process and the Board green-lighted the many aspects of the changes we were living with. What does this have to do with the finance team? Well, for one thing, all the structural work being undertaken created a blizzard of invoices and papers to descend on Shannon's desk. Shannon Epp is the very capable part-time bookkeeper that St. Andrew's is blessed to have – and I stress part-time. She is very conscientious about only paying bills – some of them very large- when they have been OK'd by an authorized person. And to add to the workload, there were several projects happening simultaneously, with overlapping costs. What costs are to be charged to which project, how much to upgrades, and how much to regular maintenance? A separate spreadsheet is available to clarify these issues, but the expenditure to year end is in excess of \$100,000. Funding comes from specific bequests donations (office renovations), targeted project donations, and from the funds in Credential investments. Credential investment is from a memorial insurance donation from Isabel Haefliger's family, and at the request of the family, is available for property upgrades.

Each Sunday, Rev. Dave thanks everyone for their offerings to St. Andrew's and to the wider community, be they in cash or in service. We on the finance committee would echo that thanks, because St. Andrew's is a very generous congregation and you have given generously to our “flow-through” partners in the community and beyond.

Let me explain: St. Andrew's is allowed, as a registered charity with the ability to issue tax receipts, to “flow-through” funds to other community service groups whose missions mesh with those of the church. When you designate donations to these funds, those givings are reflected in your tax receipt from St. Andrew's. Some of these groups have their own charitable status; some do not. Some of the worthwhile causes are directly related to St. Andrew's – like FRoG (Friends of Guatemala -\$450), Legacy Fund (\$2750), Healing Team (\$50), Kasota Camps (\$2270). But you have also supported other community groups through St. Andrew's: Lacombe Food Bank (\$470), Central AB Foodgrains project (\$200), Lacombe Refugee Fund (\$130). The total of funds that have flowed through St. Andrew's to these groups from your direct designated givings is \$6120.

Of course, the single largest flow-through is “Mission and Service”, the outreach arm of the national church. Your direct designated givings to M&S have been \$18710. A board motion is in place that M&S transfers to national church must be at least \$17000, and your generosity has exceeded that amount. Thank you again.

December 2023 marked the deadline for repayment of the CERB (federal government) loans that were initiated by COVID crisis in 2020. Maximum loan amount was \$60,000, but if repaid in full, \$20,000 was forgiven. This “grant” was recognized in our financials for 2022, as suggested

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by the auditor. Funds were in place to repay the outstanding \$40,000 CERB loan (December 21, 2023) and that payable will not show on the balance sheet for 2023.

The budget process for 2024 was completed and presented to the board. That budget – or a modified version – will be ratified at the January 28 AGM, along with the audited financial statements for 2023. We hope to see you there, and have answers to any questions you may have.

Again we thank our St. Andrew's family for continuing to support our operations and physical plant with your dollars, but also for supporting our hard-working staff and volunteers – and one another! – with your prayers and connections.

We are all volunteers together, so we do what we can to make this family stronger and happier together!

On behalf of the finance team:

Hans Haefliger, Henk Kassies, Linda Hueppelsheuser, Shannon Epp



## MINISTRY & PERSONNEL (M&P)

The M & P Committee of St. Andrew's is a committee of trust and confidentiality that provides support, assessment of and consultation with all ministry personnel and non-ministry staff of the church. Comprised of individuals from the congregation appointed to 3-year terms, the committee provides a liaison between and among the congregation and the ministers and other staff of St. Andrew's. As an advisory body, the committee makes recommendations to the church board on ministry and personnel matters. The M & P Committee is represented in the Church Board.

Our membership for 2023 was: Karen Yakimishyn, Sandra Smith, Jim Dixon, Ron Gish, and Barry Brouwer.

**Janitorial, Custodial & Grounds Keeping** – Jill Hair continues to provide excellent care of our building, in the janitorial position. The security/custodial contract has been updated to remove Dale Chengler, who was working with Diane Hayduk. Diane will continue to take care of the tasks in this contract. Thank you to Norm Start for the excellent lawn care, and to Hans Hafliger for maintaining the beautiful flowerbeds throughout the spring, summer, and fall. The snow removal contract with I Care Lawn Service (Terry Souveny), will continue in 2024.

**Staff Liaison** - Individual committee members endeavor to maintain regular and open communication with individual members of the Church staff, and these liaisons include:

<b>Committee Member</b>	<b>Staff Position</b>
Karen Yakimishyn	Communications Coordinator – Jana Figursky, and Shannon Epp (Bookkeeper)
Karen Yakimishyn	Building Janitorial – Jill Hair
Barry Brouwer	Snow Removal (Terry Souveny)
<i>(Distributed)</i>	Building Janitorial, Security/Custodial and Grounds Keeping Contractors
Ron Gish	Full-time Ministry Position – Rev. Dave Holmes
Sandra Smith	35% Ministry Position – Rev. Barbara Lieurance
Sandra Smith	Worship (Choir Director & Pianist) Support – Leanne Oslund & Nicole Bartolay
Sandra Smith	Honorary Associate Minister – Rev. Bob Settle
Sandra Smith	Building Security/Custodial – Diane Hayduk
Barry Brouwer	Ministry & Personnel Committee Chair

Jim Dixon resigned from the committee in October. We are grateful for his contributions to the work of the committee since 2019. Jim was also a committee member in 2016, when I was





appointed. Representation for the contractors that Jim represented has been (temporarily) distributed among Karen, Sandra, and Barry.

Karen and Ron will be staying on the committee for 2024. Sandra Smith has been serving on this committee since 2013, and I have served as chair since 2016.

If the Church Board nominating committee is unable to find new volunteers to join the committee, Sandra and Barry are willing to serve for 2024.

Members of the Congregation wanting to comment regarding an individual staff member or position are encouraged to contact these Committee Members.

Submitted by Barry Brouwer, Chair



## OUTREACH

### Central Alberta Foodgrains Growing Project

The local growing project in partnership with the Canadian Foodgrains Bank, had a record setting year in 2023. From its own canola crop sale, to central Alberta farmers donating some of their own crops, and to cash donations from individuals and businesses, just over \$195,000 was raised. This represents the most funds raised in the 28-year history of the project.

The funds were sent in late December to the Canadian Foodgrains Bank in Winnipeg, a registered Canadian charity that helps disadvantaged people internationally with food assistance. The Foodgrains Bank created in 1983, provides emergency food assistance, as well as works with local partners in such countries as Kenya and Ethiopia on long term solutions to hunger.

In 1996, 6 area farmers came together to create the local growing project and the group has completed 28 consecutive harvests. This year's field was located on the southern boundary of Bentley, and 85 acres of canola was grown. Local farmers provided all the necessary spring and fall work and agri-businesses donated some of the inputs. Any expenses incurred were covered by cash donations. Cash donations over \$20.00 receive a charitable tax receipt.

The growing project has grown crops all over Lacombe County since its inception. In the last two years, the fields have been located west of Highway 2. The land is sometimes donated for use, or the group will pay cash rent for an available parcel.

If you have land available for the local growing project in 2024, please call Doug at 403-318-5733.

Submitted by Doug Maas, Committee Member.



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## OUTREACH

### Friends Of Guatemala - FRoG

The Friends of Guatemala – FroG – have been meeting somewhat regularly over the past year with a group of about 10 people.

We had been planning a variety show fundraiser, but due to schedule conflicts it was postponed to the new year. It will be held in April. Watch for further details.

**CEDEPCA** hosted another virtual tour in May. These online tours are open to anyone interested with a very nominal suggested donation (\$11). This one was:

*'Lessons From Tamar and Jose – Empowering Teenage Boys and Girls'*

These are very interesting and informative events that can be attended from the comfort of your home.

**Safe Passage** switched to distance learning again later in the year, this time due to the political situation in Guatemala. They felt it was safer for everyone.

**Fraternidad de Presbiteriales Mayas** advised us of another Food Security Project they are doing in the community of Nueva Concepcion, San Juan Ostuncalco, 25 kms from Quetzaltenango (Xela), Guatemala. This project is to provide women, all from the Mam ethnic group, with Loma laying hens and necessary resources for egg production. This will provide their families with a good source of protein. They will be supported with training and technical assistance of an agronomist to manage their project with the goal of sustainability. All this is to help combat high rates of malnutrition amongst children, and also to support pregnant and lactating mothers. Projects like this help to improve the quality of life for many Mayan families.

If you want to know more about any of these organizations and the work they do, just talk with anyone from FRoG, or you can check them out online. Being a part of FRoG is a great way to learn about Guatemala and people who live there.

If you would like to make a donation towards these projects, you can do so through the church office and mark it for Guatemala.

Submitted by Donna Pierson



## OUTREACH

### Lacombe & District Volunteer Link

For 20 years, Volunteer Link has been helping seniors and other individuals reach their medical/dental appointments and other matters such as grocery shopping.

A registered charity comprised of 8 local churches including St. Andrew's, each church provides a representative to the Volunteer Link Board, a \$1,000.00 annual membership fee, and volunteers to complete the drives.

Most driving is local; however, the organization does drives also to Calgary, Edmonton, and Camrose for specialist appointments.

Volunteer Link has one part time employee, Jean Cheek, to co-ordinate the rides and complete administrative tasks. Funding is provided by the churches, Lacombe FCSS, and private donors.

In 2023, an incredible 1378 hours of volunteer time was accrued and 56 people were serviced. There is no charge for the rides, but clients may choose to compensate the drivers for fuel, especially for longer trips.

Bob Settle is our St. Andrew's representative for Volunteer Link. Please approach Bob if you wish to volunteer with this important local organization.

**LACOMBE & DISTRICT VOLUNTEER LINK**

**JOIN US!  
VOLUNTEER LINK**

IN PARTNERSHIP WITH:  
Lacombe and District FCSS

**We Need Help To:**

- ✔ Provide clients transportation to dental appointments
- ✔ Provide clients transportation to medical appointments
- ✔ Willing to help others

For more information on how to volunteer, please contact our Resource Centre Coordinator.

Call Us  
403-786-0110

For More Information  
lacombevolunteerlink@gmail.com

**MOBILIZING COMMUNITY VOLUNTEERS TO RESPOND TO THE NEEDS OF THE COMMUNITY!**

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## OUTREACH

### Lacombe Food Bank

Thank you, St Andrew's, for continuing to support the Lacombe Food Bank. Millie Snow, the Director of the Food Bank, counts St. Andrew's as one of the most reliable and generous supporters throughout the year.

In 2023 donations from our church were as follows: January - 26.6 lbs. February - 11.2 lbs. March - 14.6 lbs. April - 24.6 lbs plus \$50. August - 28 lbs. September - 49.8 lbs. plus \$20. October - 14.2 lbs. December - 117.6 lbs plus \$637. Our grand total for the year was 286.6 lbs of food and \$707 in cash.

Please remember the Food Bank when you are doing your grocery shopping. You may bring donations to the church on any Sunday, and at the end of the month they will be taken to the Food Bank to be weighed and documented as coming from St. Andrew's. There is always a need. Use of the Food Bank has increased over the past few years, and there are often big, empty spaces on the shelves. Our contributions are greatly appreciated.

Submitted by Dianna MacLeod




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## OUTREACH

### Living Into Right Relations Team

On March 25, we were finally able to host a Blanket Exercise for about 30 people, thanks to the facilitation of Rev. Tony Snow, Indigenous Ministry Lead for Chinook Winds Region, and Samson United Church Elder Marlene Lightning. This is a very enlightening experiential learning tool about the history of Indigenous peoples on Turtle Island after European contact.



In August, about a dozen people from St. Andrew's joined others from Drayton Valley and Rimbey United Churches to attend the Samson Cree Powwow.

International Chief Wilton Littlechild from Maskwacis and Lt. Gov Salma Lakhani were part of the Grand Entry and spoke along with Chiefs or Councillors from the 4 First Nations that comprise Maskwacis. Littlechild explained how the presence of the Lt. Gov renewed the Treaty 6 relationship. We were in awe of the kaleidoscope of hundreds of dancers of all ages in beaded and feathered regalia performing grass, chicken, traditional fancy, shawl, and jingle dances to the music of several drum groups.

In the week before Sept.30 National Day of Truth and Reconciliation, St. Andrew's along with the Lacombe Museum and the Mary C. Moore Library, cohosted an online Lunch and Learn 5-session series from the National Centre of Truth and Reconciliation. All but one session was held at the library. There was an average between 15-20 participants each day! As with the Blanket Exercise, all said they heard things they were never taught before e.g. the Doctrine of Discovery.

On Oct.1, Rev. Cecile Fausak, as former General Council Liaison Minister: Residential Schools, preached on the occasion of the 25<sup>th</sup> anniversary of the apology offered by past moderator Bill Phipps to the former residential school students, their families and communities. It is awkward taking steps in reconciliation, but we must get out of our comfort zones to grow in our relationships.

LIRR members Cecile, Tilly, and Don (shown in above photo) are all part of the Chinook Winds-Northern Spirit Regional Being Good Relations Network Leadership Group. This Group hosted a Lenten book study on "Indigenous Writes" by Chelsea Vowel and an April webinar on actions that various communities of faith have taken. Don shared what an impact the new bulletin board and display in the hallway has, which he generously made. Tilly, Don, Cecile and Bruce attended the December funeral in Saddle Lake Cree Nation for beloved Elder Charles Wood who taught us much.





We are looking forward to connecting more with the Interconnect Spiritual Circle in Red Deer which is a new urban Indigenous United Church Ministry guided by Charlene & Russel Burns. The St. Andrew's Board voted yes on the Remit concerning the establishment of an Autonomous National Indigenous organization within the United Church.



Respectfully submitted by Don Fraser, Tilly Meyer, Cecile Fausak, Bruce Jackson, Bob Settle, Dave Holmes, Barbara Lieurance, Terry Souveny, and Doug Maas.  
(We would love to have others join us!)

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## PROPERTY

### **Part A: Overall Maintenance and Renovation Project**

Background:

In March 2023, the Green Team got the ball rolling by recommending that St. Andrew's take advantage of a potential \$30000 UCC Faithful Footprints grant (to United Churches to reduce their energy footprint) requiring a minimum expenditure of \$45000 on approved items...based upon the submission of a thorough energy audit.



The Board passed a motion on July 30 authorizing the expenditure of up to \$175000 on maintenance and renovation items to be recommended by the Property Committee...which constitutes part A of this report.

We thank Annerie Dunnewind and her Yard Sale Team who turned over all their profits to this project.

It is important that we all recognize that none of this would have been possible were it not for Isabelle and Hans Haefliger's decision, some years ago, to make a \$500000 contribution. Part A is 95% completed...awaiting approximately \$10000 of exterior work in the spring of 2024 after we see if we have successfully solved one particular water problem.

### **Part B: Office Renovation Project**

Part B refers to expenditures in the office area resulting from a donation Vic Bergen made in Oct 2022 in memory of Sue who had worked there for many good years. Vic wants it to be something of which Sue would have been proud and this is what we are trying to achieve.

### **Part C: Breakdown**

Part C will break all the expenditures into 3 categories: Maintenance and Repairs, Renovations, Office Project

Following are details for those of you interested. Otherwise skip to Part C!



## Part A:

This was a huge undertaking capably led by Greg Pallister, Gary MacDonald, Bob King, and Dennis Ethier (involving close to 1000 h of volunteer labour...Bob King alone had almost 300 recorded hours.)

We appreciated that Doug Will (Foxwood Homes) volunteered to act as an advisor. Many congregants volunteered and/or stepped up whenever they were asked. Thanks to Bob and his son in laws thermal imaging camera, we had the most thorough energy audit submitted to the UCC...costing us only \$400. (Estimates from the recommended sources ran in the \$5000 - \$15000 range.) Consequently we received rapid grant approval from Stephen Collette (UCC Faithful Footprints Project Administrator) based on a thorough application completed by Cecile Fausak and the Green Team.



That audit confirmed our suspicion that we had major heat loss concerns: over 700 sq ft of single pane windows (13 big windows) in the auditorium alone, major heat seepage through the cinder block walls of the auditorium, inadequate...and often zero...attic insulation throughout the entire property.

### 1. Exterior Repairs:

It immediately became apparent that we had to confront a number of major repair concerns before we could begin to address the attic insulation question. We started at the top of the building and worked our way down.

We rented, for 1 month, the biggest lift available (65 ft) and used it to:

- replace torn off fascia and screw on (previously nailed) all the fascia
- address ventilation concerns above the sanctuary (installed 4 whirlybirds)
- replace rotten woodwork on the tower
- replace portions of the asphalt shingling
- perform significant repairs to the flat roof above the sanctuary extension (built in 2001) and bring in Edmonton people to perform major repairs to the tile roof. Estimates to replace the tile roof ran from \$68000 to \$100000. They feel these repairs will gain us another 5-15 years of use. We had had major water leaks in both roofs...causing assorted grief and precluding insulation work. These moves addressed the water intrusion issues
- replace the torn down eaves troughs (resulting from the brickwork) and replace the hopelessly plugged east eavestrough
- install additional eavestrough and downspouts (plus install rain barrels etc. to accommodate the gardening team) to improve roof drainage
- trim the trees on the east side that were damaging that roof
- replace the north soffit screening (totally disintegrated...the pigeons will need to find other attic accommodation in Lacombe)

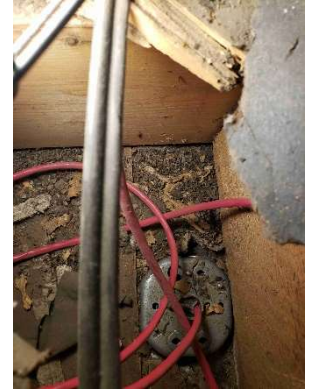




- rewire the heating tape system and controls where the ice dams have been causing a problem
- replace one HVAC motor that had a seized bearing as a result of having never been run
- paint all exterior woodwork

2. Interior issues we discovered:

- We found serious electrical problems. Above the sanctuary some connections had melted above the track lighting...possibly due to the water leakage...and we are fortunate we had not had a fire. The 10 swag lights in the original part of the sanctuary were all interconnected with their original knob and tube wiring featuring some unique connections. This would likely have invalidated our fire insurance. All electrical wiring issues in all the buildings had to be addressed before any attic insulating could occur.
- Most of the ceiling light fixtures throughout the entire property needed to be replaced to facilitate the installation of new LED lighting.
- We found numerous heat loss issues into the attics which were resulting in significant condensation issues and subsequent water damage to ceilings and walls.
- One HVAC (heat, ventilation, air conditioning) unit, installed in 2001 and originally intended to heat the current preschool, had never had its duct work completed down in the preschool...so had never been used. In-floor heating was implemented instead.
- The second HVAC unit on the roof, intended to heat the sanctuary, had all its duct work in place but had ever been run. These units are now operational. They are saving wear and tear on 2 of our older furnaces that were heating the sanctuary as well as the in-floor heating system in the preschool.



Resulting interior work:

Prior to starting on the auditorium:

- major electrical repairs in the sanctuary including complete replacement of track lighting...equipment and wiring, replacement of all knob and tube wiring and associated connections, other wiring and lighting above the choir loft.
- replacement of all ceiling electrical fixtures in all buildings to facilitate LED lighting
- install LED lighting throughout the entire property
- install the security system (difficult to access) above the narthex door (all 4 doors now monitored)
- open up many attic areas to facilitate insulating then insulate all horizontal attic surfaces in all buildings to R50 and all non-horizontal surfaces to the best of our ability.





- open up the ceiling and south wall of the stairway to the offices then insulate, seal, drywall, camouflage the ongoing cracks caused by the shifting of the buildings, paint. This is the area in which we hope we have solved an ice buildup and water problem...we will see.
- perform many hours of maintenance on storm windows...5 of which were jammed open because their tracks were so crammed with rock hard dirt!
- replace all thermostats (old ones were worn out and causing grief)
- complete the heating duct work in the preschool
- thanks to Bob and Dennis the 20+ years of freezing water pipes to the office bathroom has been successfully addressed



#### Auditorium itself:

This is the stuff apparent to the eye, but as you can see, was actually the smaller half of the work.

- remove the 13 big windows and replace with 4 half size windows, all resulting exterior impacts were stuccoed and all our nongreen glass stucco will get painted in the spring as part of the \$10000 we held over for 2024.
- install new windows above both sets of exterior double doors
- remove exterior double doors (both SW entrance and N entrance to lane way...all of which were wooden and in need of replacing) and replace with supposedly insulated metal doors. In hindsight an error as the metal frames were totally uninsulated and the doors themselves poorly insulated. We were told "That is what all metal doors are!" We spent a lot trying to insulate them...including a lot of volunteer hours from Dave Corea, and they are still a poor job. Bad advice. Live and learn. Sorry about that.
- build, insulate, vapour barrier, drywall all exterior walls (note: on the stage we allowed in the framing for the subsequent construction of 2 rooms if that ever becomes useful.)
- wire and install multiple electrical outlets on the stage as well as 5 new outlets along the east wall.
- paint all paintable surfaces
- reinstall, and install new where necessary, the rubber floor edgings
- get stage curtains altered as necessary...then washed note UCW Unit 2 has kindly done this as a contribution
- clean all duct work and the 2 furnaces associated with the auditorium
- replace a motor on one of the furnaces servicing the auditorium

In conclusion we want to thank all who have been involved in the overall project in any way. Your efforts, your patience, your flexibility, and your support have been consistently superb.





**Part B:**

Vic wanted the administrative office renovated and refurnished, the bathroom spruced up, the outer area cleaned up and rearranged to create a welcoming comfortable waiting area, and any leftover \$ to go toward window replacement.

At this point the admin office has been renovated including the installation of a wheelchair width door featuring a stained-glass window...the scene is the view coming up the Bergens' driveway.

Refurnishing is well along in the conversation stage.

The bathroom is almost completed including new windows (tough luck again pigeons!)

The outer office fix up and creation of a waiting zone are now in Jill Hair's capable hands. The window decision will depend upon the available \$ once everything else is completed.

We appreciate that Oct 2022 was a long time ago, but there were several valid reasons for the delays.

**Part C:**

A Financial Summary of Projects A and B to Date (Will be provided at the AGM)

Submitted by Gary MacDonald on January 17, 2024





## UCW 1

**Unit 1** UCW currently has 22 members.

Each month on the 3<sup>rd</sup> Sunday we provide coffee and snacks after the church service, as well as birthday cake for all those who celebrated a birthday that month.

We continue to serve Fair Trade coffee, which helps to support independent farmers in small-scale cooperatives to receive fair and equitable income in a sustainable farming practice. Pat looked after stocking kitchen supplies.

Some of our members planned and executed a trip to Mexico in January. All returned relatively unscathed with some wonderful memories!

Once per month Jane plans Saturday luncheons for us at various restaurants. We have also had other random outings such as movie nights, kayaking, wing nights, tour of an amaryllis/tulip farm.

Thursday morning coffee time has been at Annamaria's in the LMC, but has now moved to Marion's in the Lacombe Motor Inn since Annamaria's has closed. This is a drop-in and anyone is welcome to join us.

Since the auditorium was under renovations, we were unable to have our traditional Christmas Potluck Party this year. Instead, we gathered at Leto's for supper on December 14. So easy, and no dishes to do!

Our main fundraiser is Christmas Fruitcakes. This year we made 10 batches, including some gluten-free cakes. They all sold quite quickly – a smash hit!!

A new fundraiser that we are trying is a bottle drive. Jane contacted the Delburne Bottle Depot and they will come on January 5. People can drop off their bottles to the trailer in front of the church.

We distributed funds as follows: \$300 to FCSS, \$300 to Jr. High Breakfast Club, \$300 to UCW National Healing Fund, \$300 to Camp Kasota in memory of Madeline Hendrickson, \$300 to LCHS Food Cart.

Rhona Thacker is our coordinator/chair. Our UCW board representative is Jane Wilkinson. We welcome any new members if you would like to try out UCW.

Submitted by Donna Pierson



UCW 2

**Unit 2** UCW currently has 17 members.

We meet once a month, the 3<sup>rd</sup> Tuesday, at 2:00 p.m. in the parlor. Although they are ‘business meetings’, there is always time for visiting and socializing. Twice a year (or more) we lunch out, Spring and Christmas.

In the past year, we catered three funeral lunches and helped with lunch setup and cleanup for the Kairos Blanket Exercise in March. As well, our members were involved with many other Church activities such as Coffee Sunday (the 1<sup>st</sup> Sunday of every month), cooking for Messy Church, helping with the Garage Sale and ‘Lift Someone into the Light’, one of the Advent activities. In November and in conjunction with Unit 1, we normally host our annual Christmas Tea for the congregation. This year, because of the renovations in the auditorium, we had to postpone it. The Tea was held on January 21. Several of our members delivered ‘Meals on Wheels’ for FCSS during the month of August.

Our donations this year include the Canadian Food Grains Project, FCSS Fill a fridge, Santa’s Anonymous, Camp Kasota and CAWES.

Respectfully submitted,  
Susan Hrycan  
Unit 2

**UCW PURPOSE:** *To unite all women of the congregation for the total mission of the Church and to provide a medium through which they may express their loyalty and devotion to Jesus Christ in Christian witness, study, fellowship, and service.*



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## WORSHIP TEAM

*“A worship committee is made up of people who are seeking to “hold space” where we, as the beloved community, might seek and experience the presence of God.”*

**Committee Life in 2023:** This has been a transitional year for the worship committee. After 17 years of faithful service the co-chairs of the committee stepped away from this role at the last annual meeting, and for the months following there was a rotating chairperson for meetings. Dave Rev. worked with the results of a congregational worship planning session from early in 2023 to shape the themes and flow of worship through to the end of December. A second annual planning session was held in November 2023 to draft out the worship themes through 2024, and once again, Dave is engaging in conversation and consultation with many others about the content and shape of the emerging worship life of the congregation.

In September, a new chairperson was recruited, and the committee began to meet again.

**Worship Committee Members 2023** – have included: Anneke Kassies (off in October), Sarina King, Margaret Gordineer, Karen Holmes (chairperson), and our Rev's, Barbara and Dave. Our members at large are: Leanne Oslund, Nicole Bartolay, Laurence Hrycan, Jana Figursky. They are not required to be at meetings but play a large role in worship and share in the committee's work.

A special heartfelt thank you to Peggy Deforge and Phyllis Obst, who have also been members at large, who have looked after all our décor for this year – from candles and banners, to adding seasonal art on our walls and thoughtful items to hand out at the door to underscore themes throughout advent. We thank them both for all the “TLC” they brought to this ministry. Their work is now done, and we are looking for a new team who would enjoy this creative role for the year ahead.

**Meetings** are held monthly. An ‘open to all’ worship theme planning meeting is held once a year to explore ideas for the coming year. From this Dave puts together an annual plan. As we begin 2024, we are looking forward to building our worship team. This is truly ‘the work of the people’, good work for every member of the congregation to engage with at one point in your life of faith.

**Music** is very important to our congregation and there have been a variety of musical styles, forms, and presentations this year. Our congregation likes to sing and enjoys the music our choir provides on many Sundays during the year. We are gifted with many musicians, and we have had a small band this year in the spring and individuals who have provided leadership for singing through the Sundays when the choir is not in residence. We are fortunate to have several musicians who provide their gifts on the organ or piano when Nicole Bartolay is not at the keys.

Respectively submitted by Karen Holmes.





## WORSHIP

### AUDIO VISUAL TEAM

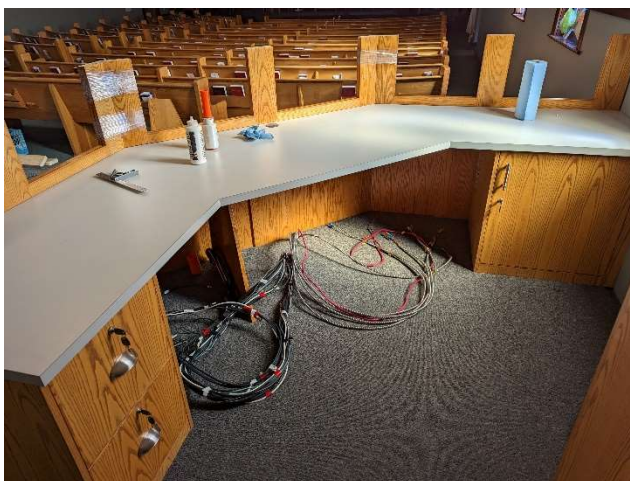
St. Andrew's live-streams funerals and weddings, as well as the Sunday morning Worship service. In addition to people being in the church, anywhere from 20 to 55 are on-line every Sunday. By the end of the week, the services average 80 views.

The AV team consists of Brielle Figursky, Tristan Maloney, and Lawrence Hrycan who do the Sunday morning services and livestreaming, as well as Jana Figursky who creates all the PowerPoints for the services. We have received many compliments regarding our productions.

2023 saw the installment of a new AV desk and work area at the back of the church, which complements the pews and the style of St. Andrew's. The work area is wheelchair accessible.

Thank you to the Board for their support for this addition.

Submitted by,  
Lawrence Hrycan



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ST. ANDREW'S UNITED CHURCH STRIVES TO BE A CARING CHRISTIAN  
COMMUNITY WHICH NURTURES LOVE OF GOD AND NEIGHBOUR THROUGH  
WORSHIP, TEACHING, FELLOWSHIP, AND SERVICE





## PROPOSAL FOR A CHANGE IN GOVERNANCE STRUCTURE

Over the years the board has considered the need to change the governance structure of this church. After several discussions this year, we have decided to move our thoughts into action. We are asking the congregation to approve a process that will move us in that direction through 2024. The proposed process would involve further research and consultation with the board and congregation in order to refine our ideas and review current policy. We hope that through this process we can begin to implement change that will improve board function.

### **Current board structure**

Our current board structure is as follows:

**Board:** Chair, secretary, treasurer, ministers, and representatives of Christian Development, Outreach, Congregational Life, Affirm, Finance, Ministry & Personnel, Property, and Worship committees, UCW rep, and Regional Council rep(s).

### **Committees and teams:**

- Trustees
- Finance
- Property
- Christian Development -currently no board representation
- Worship
- Congregational Life- currently has no members and no board rep
  - Healing Ministry team
- Affirm
- Outreach
  - Central Alberta Foodgrains
  - Friends of Guatemala
  - Volunteer Link,
  - Healing Pathway
  - Lacombe Food Bank
  - LIRR
- Ministry and Personnel
- UCW 1 and 2
- Green Team ad hoc group with no representation on board

### **Why are we considering a change?**

There are basically three reasons we would like to look at a structural change that this time.



1. **Recruitment.** It has proven to be an increasing challenge to recruiting members to both the board and committees/teams. As shown above we have several vacancies at the board level.

2. **Big picture: vision and strategic plans.**

The board's responsibility to the congregation is to ensure that the work the church does is aligned with the visions and goals of the church. In the absence of these big picture discussions, we have tended to be reactive to initiatives brought forward to the board. This reactive approach misses the discernment needed to ensure that our decisions are part of the bigger picture.

An example that brings to light this concern is the work done by the Green Team and Property to make our building more energy efficient. Thanks to the passion and enthusiasm of many of our members we have undertaken some major work to sustain our building, but our building sits empty most of the time. Without a shared vision on the use of our building, as a resource for the community and for our own mission, does this work and the work to follow lead to success in our community of faith?

3. **Flexibility.** Our structure specifies that our core committees make up the board.. If we were to build a structure that was based on member strengths and skill sets, we could ensure that those in the board positions were better able to focus on the big picture and those on committees and teams could focus on their stewardship commitments.

### Proposed change

What we propose is a change that is happening in a number of churches and in our own denomination at the Regional level.

- **The board** would no longer be composed of representatives of committees, but rather it would be a smaller group (about 7 or so) of people specifically elected to the board. The board's job would be focused on policy, and on the big-picture items like goals for the year, a ministry vision for 3-5 years, and key questions for discernment (like, what is our vision for the use of our building?). The board would also need to evaluate progress towards the goals each year.
- **Committees, ministry teams, and staff** would have a bit more autonomy and a bit more direction under this system. From the board and congregational meeting, they would have clear goals to pursue, and a budget, but staff and ministry teams would have authority to determine where and how to implement the goals. Roughly, the board would concern itself with *ends*, the committees and ministry teams with *means*. This is more or less the way we operate now, except that the board and annual meeting rarely have goals to offer the committees; committees come up with their own goals and bring those to the board. There would also be more flexibility on the part of the committees and teams to organize in whatever way serves the goals and ministries most effectively – our committee structure could be considerably less formal.



- **Policy** would need to clearly define the roles and responsibilities of the board, staff, and committees/teams, the limits on the authority of teams and staff, and lines of accountability.

### **What are we asking of this annual meeting?**

We are asking for approval in principle of the following process:

- We continue for 2024 with our current structure.
- The board would strike a policy writing team (with membership from the board and the wider congregation) to research and write policy for this new organizational system.
  - a. The committee would need to be in conversation with the Board, the congregation, and the Chinook Winds Region of the United Church. We anticipate periods of research and writing, followed by conversations with board, congregation, and region. It will likely take a few “tries” to arrive at the final policies. The goal would be to have a proposal ready for the AGM 2025.
  - b. The board would share responsibility with the policy team to maintain good communication and conversation with all stakeholders through this process.
- In addition to its current role, and its conversations with the policy team, the board would devote as much time as possible in 2024 to the following tasks:
  - a. Identifying key questions for discernment: what do we need to know or learn in order to chart a faithful path into the future?
  - b. Developing a 3-5 year vision for the church’s ministry
  - c. Setting ministry goals for 2025

If all goes well, by next year’s annual meeting we will have a proposed policy book, and at least a bit of a head start on a vision for ministry and annual goals. ***And none of this will be new to us, because as a congregation we will have had a few chances to participate in the development of these things.***



## CHURCH STATISTICS FOR 2023

### Marriages 2023 (1)

Alfred Joseph Grimard & Sherry Lynn Brown

### Funerals 2023 (10)

Barbara Mary Strathman  
Pearl Anna Johnston  
Dan Malcom Wilson  
James Henry Helm  
Mabel Aileen Baker  
Kenneth Gordon Cookson  
Jean Ellen Wood  
Gladys Leone Price  
Annie Hill  
Aaltje Vander Meulen

### Baptisms 2023 (1)

Calla Avonlea Boyd

### Confirmations 2023 (0)

### Transfers 2023 (0)