



Annual Report 2017

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<u>Contents</u>	2
Mission Statement & Our Values & Vision	3
In Remembrance	4
Statistical Report	5
Council Executive	6
Minister's Report from Ivy Thomas	7
Council Report from Larry Scott	8
Spiritual Care and Wellness	9, 10, 11
Worship & Christian Spiritual Development & Library	12, 13
Communication	13
Music	14
Redevelopment Task Group	15
Epiphany Explorations	16, 17
United Church Women	18
Transition Team	19
Children, Youth, Young Adults & Families	20
Ministry and Personnel	20
Hospitality, Newcomers Welcoming	21
Outreach	22
Finance & Administration, Property, Stewardship Plus and Archives & Heritage	23
Board of Trustee	24
Financial Statements for 2016	25,26,27
First Met Staff	28



Volunteers &
Volunteer Cake



Celebrating 150 years of Canada
At Beacon Hill Park

A Centre of Spiritual Growth and Community Engagement

Our Mission Statement

We are a community called to live our lives as witnesses to God as known through Jesus. We invite others to share our Christian journey as we seek to be a transforming presence in our city and the world.

Our Values

To love one another unconditionally as God loves us.

To value each person's uniqueness and the gifts of community.

To actively care for and live with respect in Creation.

To nurture Christian spirituality and justice-seeking in ways that foster personal growth and creative interaction.

Our Vision

To be an alive, welcoming and inclusive Christian community for all ages.

To enter into worship that draws us closer to our Creator, and enabling us to be active followers of Jesus in our communities.

To nurture transformation through spiritual practices and learning that reconnects us to our Source and empowers us to be salt and light in the world.

To reach out with compassion and respect, seeking justice and healing within our church, our community and beyond.

Defining our collective theology is challenging. We are a people called to love, honour, worship and serve God. This calling is reflected through a diverse range of programs that reach inward to foster the spiritual growth of our members and outward to help meet the needs of our neighbours and others in the world beyond. We like to be challenged, and we welcome speakers on a diverse range of spiritual, social and global issues. We seek to meaningfully engage the broader community in an era of rapid and radical change. We firmly believe that action must accompany our faith.

Sunday Services

9:00 am	Communion in the Chapel
11:00 am	Worship in the Sanctuary
12:00 pm	Congregation Coffee and Fellowship

In Remembrance

February

MACKAY, Helen	Feb 2	Stewart, husband	Member
MEDLIN, Don	Feb 5	Jacquie, wife	Member
ANKENMAN, Doug	Feb 6	Pat, wife	Member
LOCK, Gladys	Feb 18	David, son	Member
DERBYSHIRE, Murray	Feb 25	Sylvia, wife	

March

GLEN, Olive	March 23		Member
MOODY, Donna	March 23	Vicki Potter, friend	Member

April

JENSEN, Sven	April 5		Adherent
REDFORD, Alice Noreen	April 10	Leslie, Gwyneth and Marilyn	Adherent

May

LAURIE, Mary	May 8	Bill, son, Barbara, daughter	Member
WALLACE, David Douglas	May 5	Joan Dowse, mother	
BUTLER, Rev E. Laura	May 23		Member
VALIANT, Gordon Fredrick		Graveside service, July 17	
MORRISON, Marjorie	May 27	Brent, Christina, Katie	Member

July

TILL, Gordon	July 18		Adherent
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August

CUNNINGHAM, Norman	Aug 17	Joan, wife	Member
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September

ALLEN, Phyllis	Sept. 25		Member
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November

OTTOSON, Jesper	Nov 22	Dorothy, wife	Member
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December

LETT, Ethel	Dec 18		Member
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I am the resurrection and the life; all who believe in me, though they die, yet shall they live, and whoever lives and believes in me shall never die.
(John 11:25, 26)

Statistical Report 2017

Wedding Bells

Bruce Michael Lemire-Elmore and Susan Josephine Clough were married on May 6 by Rev Margaret Harper

Christopher Jewesson and Kelsey Wheatley were married on May 13 by Rev Tammy Lindahl

Carly Evelyn Youlton and Daniel Markus Hipp were married on August 21 by Rev Ivy Thomas

John David Van Damme and Sharon Marie MacDonald were married on December 27 by Rev Dr Allan Saunders and Rev Tammy Lindahl

Baptisms and Confirmation

Charlie Jesmond William	April 2	by Rev Ivy Thomas
Christie Violet Webber	May 7	by Rev Ivy Thomas
Victor Jason Webber	May 7	by Rev Ivy Thomas

Adult Baptism

Susan Anne Lupu	May 7	by Rev Ivy Thomas
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Reaffirmation of Faith

Laurie Morgan	May 7	by Rev Ivy Thomas
Eileen Lavigne	May 7	by Rev Ivy Thomas

Church Membership

Members **216**

Average number of persons attending Sunday services

9:00 am	18
11:00 am	148

COUNCIL AT THE END OF 2017

Staff partner	Ivy Thomas
Chair	Vacant*
Vice-chair	Vacant*
Past chair	Unavailable*
Secretary	Larry Scott
Treasurer	Liane Clark

Standing Committee Chairs

Ministry and Personnel	Leanne Prestwich
Property	Vacant
Finance & Administration	Liane Clark
(Board of Trustees-- reports to Council	Jan Drent)

Committee Chairs

Christian Spiritual Development & Worship	Edeana Malcolm & Marion Denton
Children, Youth, Young Adults & Family	Don Krawciw
Communications	David Bray
Epiphany Explorations Committee	Emily MacDonald
Hospitality	Maira Nassim
Music Advisory	Mary Byrne
Newcomers Welcoming	David Prestwich
Outreach	Janet Gray
Spiritual Care & Wellness	Sharron Higgins & Vreny Mathis
United Church Women	Marie McKee & Joan Dowse

Other Committees (reporting to Council)

Margaret Cameron Memorial Fund	
Archives & Heritage	Margery Hadley & Sharron Higgins
Library	Denise Holmen

Task Groups (reporting to Council)

Transition Team	Maira Nassim
Governance	Andrew Faulkner

*At the time of the writing of this report, Council is still operating without an official Chair. Since April, 2016, this position has been shared at meetings by Committee Chairs who are also members of the Council. Also, Council Executive was suspended and Council as a whole has been doing its work. This has posed some challenges, but for the most part the governance of First Metropolitan has run fairly smoothly, thanks in very large measure to Larry Scott, who as secretary has ensured that nothing slipped through the cracks.

Minister's Report from Ivy Thomas

In God you have been enriched in every way - with all kinds of speech and with all knowledge.

1 Cor. 1:5

With a mere four months left in the Intentional Interim, I pause to say “thank you” for your commitment and passion for the ministry of First Metropolitan. While some struggled with change or the lack there of, you have continued to lean into the work and participate fully in the congregational life and ministry that this interim time has brought you.

Beyond the interim work but in conjunction with it we have worked together to build and deepen our relationships.

Our relationships with each other have been tended to through small and large group gatherings, soup lunches, movies and social gatherings. Thanks to the Hospitality team for the extra time and effort they have put in to make these events not only insightful but tasty too! To Cathy McMillan for providing soup and Janet Gray for organizing of the soup lunches, to Steve Gray, Andrew Faulkner and others who have developed a men's social night, and to Barry Rolston for organizing Movies at the Met - it is volunteers like you that enrich our fellowship - deep gratitude!

Our relationship with The Holy has expanded through a number of new study groups all of which have been well attended and deeply appreciated by the participants. Thanks to Edeana Malcolm, Emily MacDonald, and Jane Dawson for taking leadership in this area.

Our relationship with the wider community has begun to blossom through new collaborative events including the Arts and Crafts Christmas sale with marginalized artists from Our Place, Anawim House, and Victoria Cool Aid Society; Earth Literacies & Diarmuid O'Murchu; Starfields: A Festival of Hope - The Blanket Exercise; The Law of the Land: Learning with Indigenous law. Thanks to Mavis and Jim Oleson, Denise Nadeau, and Janet Gray for taking leadership roles in these events of the First Met property. My hat goes off to all of you, but most especially to Ross Breckon and Paul Jenkins for their leadership on this project.

In addition, I would be remiss if I didn't affirm the work of the Property Redevelopment Team for their incredibly hard work and successful congregational affirmation for the redevelopment. My deep gratitude also goes to the staff members of First Met who have worked faithfully together during these shifting times: supporting one another, encouraging one another and empowering everyone to fully participate in the life and ministry of this congregation.

I am blessed to be a part of the work you are about and pray that God will continue to richly bless us all as we move into the future.

Respectfully submitted

Rev. Ivy Thomas
Interim Minister



Report from the Secretary of Council

The governing body of First Met is a Church Council, which consists of the chair(s) of each ministry group, standing committee and task group, plus an elected Chair, Secretary and Treasurer. Our Interim Minister, Ivy Thomas, has been our ministry adviser and we are thankful for the leadership that she has provided to Council and Congregation. If all of our committee leadership positions were filled and those people attended Council, the group would be about 26 people. In 2017 there was no Chair or Secretary for the first four months, with different members of Council taking turns at those roles. In May I was appointed Secretary. Our pastoral charge Treasurer, Liane Clark, has been away since August, 2017. Her plan is to return to Victoria in June, 2018. During her absence she has capably carried on core Treasurer duties by email, supported by our Assistant Bookkeeper, Katya Rumyantseva.

The Council met monthly (and sometimes twice monthly) through 2017 (and early 2018), with an average attendance of 14-16 people. The main focus of Council has been supporting the work of the Redevelopment Task Group and the Transition Team, while attending to the preparing and monitoring of the annual Budget. It is noteworthy that a permanent Chair of Council could not be found and there has consequently been a gap in that area of leadership. People on Council are generally the head of a committee already and would not be taking on the extra load of being Chair of Council. Indeed, that person should be someone who has no other church responsibilities but no one who was approached was willing to serve. And there have been no volunteers. This is perhaps a sign of diminishing numbers, an aging demographic and a certain degree of volunteer fatigue in our membership. These are systemic issues that we need to figure into the overall life of the congregation as we plan for the future.

Even a fairly large Church Council is only a small portion of the congregational membership, and the issue of communicating the decisions of “the few” in an accountable way to “the many” is important. Minutes of Church Council, Congregational Meetings and the meetings of the Trustees, are posted on the congregational bulletin board at the north entrance of the Christian Education wing (opposite the Church Office). The same minutes or draft minutes are on the church website. There are also Council Highlights posted in the church bulletin, following each Council Meeting. There have also been a number of congregational conversations hosted by the Transition Team and by the Redevelopment Task Group, as well as discussion at formal Congregational Meetings. There is a difficult balance between “lack of consultation” and “meeting fatigue” as we navigate through this time of change.

Looking ahead to the balance of 2018, the congregation is anticipating the call of a full-time Coordinating Minister and the appointment of someone new to the Spiritual Care position, which the Rev. Tammy Lindahl vacates in July. The retirement of Building Supervisor Cullen Morton and Admin Assistant & Letting Coordinator Sharon MacDonald have also marked a transition in staffing in 2017. We are thankful for those who have served so faithfully and for those who are serving anew.

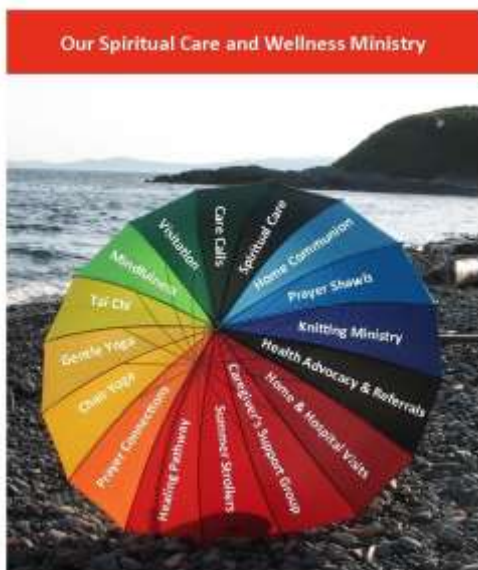
In 2017 a Governance Task Group looked at possible ways in which we might develop a leaner governance structure, in light of our smaller numbers and the need to plan strategically for the next stages of development. Generally discussions about redevelopment, transition and staffing took precedence in 2017. The discussion about governance will receive more attention in 2018.

I am stepping back from the role of Secretary of Council at the Annual General Meeting, but I would like to thank members of Council and Congregation for their patience and support during my tenure.

Respectfully submitted,

Larry Scott – Secretary of Council

Spiritual Care and Wellness



The Spiritual Care and Wellness Committee serves to support and advocate for the spiritual care and wellness of members and adherents of the First Metropolitan United Church (FMUC) and the wider community.

Committee Members:

Sharron Higgins - Co-Chair

Vreny Mathis - Co-Chair

Tom Attig, Kathy Cook, Irene Baddeley, Patti Buchanan and Wally Lazaruk

Staff Representatives:

Spiritual Care Minister: Tammy Lindahl

Health and Wellness Advocate: Kyla Morrison Morgan

Highlights for 2017:

- **Congregational Health and Wellness Survey, June to Fall 2017.** Kyla Morrison Morgan coordinated the overall survey; drafted the questions and oversaw the responses. Wally collated and summarized the results. The Committee used the results for the strategic planning meeting and as a general resource tool throughout the year.
- **Mindfulness Workshops and Presentations:** After a successful initial session in 2016, Wally Lazaruk has repeated the workshops to individuals and groups within FMUC, as well as providing short “Moments for Mindfulness” at various church functions.
- **Umbrella Groups:** An annual consultation/appreciation meeting was held in June 2017. In October, various Umbrella Ministries featured their specific focus in displays following a SC & W themed Worship Service.
- **Restorative Yoga:** A new, well received Yoga program with a restorative focus has been started by Elaine Duke under the sponsorship of FMUC.
- **Mandate:** The Mandate of the SC & W Committee was reviewed, updated and approved by Council in November 2017.
- **“The Challenges of Caregiving” Workshop.** Kyla organized the session given by Janet Dunnett. Janet based the talk on her book on the same topic. The participants felt the event was very enriching and appreciated Janet’s understanding of being in a caregiving situation.
- **Communication:** Attendance at Council meetings; congregational meetings and redevelopment discussions brought the voice of the committee to the wider FMUC community.

- **Newsletter Submissions:** Health Quiz; Information re Health and Wellness Bursary
- **Blue Christmas Service:** A service of reflection, healing and hope; presided by Tammy and Kyla.
- **Christmas Gifts for the Adult Shelter:** Monies for gift cards provided from Margaret Cameron Fund, augmented by baking from various volunteers.
- **Strategic Planning Day:** Ivy Thomas facilitated a Strategic Planning Meeting on Oct. 16, 2017. The input and outcome was used in our evolving Strategic Plan.

Administrative Responsibilities:

The committee oversees and administers two funds: The Margret Cameron Trust Fund and the Health and Wellness Education Bursary Fund.

Objectives for 2018:

- **Strategic Plan 2017 – 2019,** finalize same and present to Council
- **Volunteer Recruitment:** Bulletin Announcement to invite guests; networking
- **Promotion of Health and Wellness Education Bursary:** Council, Newsletter, Bulletin
- **Grief Support Group:** Explore feasibility of same.

First Metropolitan United Church – Umbrella Ministries:

The SC & W Committee sincerely appreciates the work of FMUC Umbrella Groups and embraces them as a vital part of FMUC spiritual care and health and wellness ministries.

Care Call and Visitations - The Care Call and Visitation team maintains a sense of connection and community for those no longer able to actively participate in church life. Fifteen volunteers visit approximately 35 people - averaging once a month, with phone calls in between. Quarterly meetings help to coordinate the service and update records.

Ongoing training, speakers and information session help to make the visits most beneficial and rewarding to both visitors and those visited.

Care Giver Support Group - The group meets monthly on the 4th Thursday of the month from 1 – 2:30 pm. At present there are 13 members, with a general attendance of about 10 each meeting. The CGSG is an independent group of the Alzheimer's Association of Victoria. The professional and peer support provided by the CGSG is very much appreciated.

To cite one of many responses: "My dementia support group has not only been a healthy space to vent, to cry and to empathize I am learning how to better manage « my job » and my emotions, how to better negotiate with the complex health system..."

Gentle and Chair, and Restorative Yoga – In 2017, Gentle and Chair Yoga , under the professional leadership of Elaine Duke continued to be offered at FMUC on a regular basis. In addition to these

established programs Elaine introduced an evening, restorative Yoga component. Restorative Yoga focusing on deep relaxation, is offered over eight weeks at reasonable costs.

Healing Pathways/Healing Touch – For 2017 Healing Pathway/Healing Touch reported to have 6 regular practitioners qualified in fields like reiki and healing touch. All together they were able to provide their services at 765 client appointments. Sessions are available twice weekly over four hours.

Relaxation and self-healing are important to the healing process. To quote one amongst many more responses from clients: “This healing is a way of loving myself.”

Knitting – The Knitting team reports 16 knitters for 2017, 12 – 14 coming out to meetings and 3 home knitters. In addition there are at least a dozen non-affiliated community members who are also helping with projects. Knitting Prayer Shawls remains the primary focus of the group, but in 2017 The Compassionate Warehouse, in Esquimalt reported a need for toques to be sent overseas. Our knitters were able to donate over 150 finished toques in a two-month period.

Prayer Connections – The Prayer Connection Teams works in the privacy of their homes. They have currently 10 members from various walks of life. Some are largely housebound and/or elderly; others fit the PCT into their busy schedules. The group receives request from individuals, other front-line volunteers and staff.

Summer Strollers – Supported by a wonderful group of volunteer drivers, the summer strollers meet at Willows Beach each Thursday, from late May to late September for a stroll, followed by refreshments at the Kiwanis Tea Room.

Tai Chi – Tai Chi is offered twice weekly. One session is provided pro bono under the leadership of a Tai Chi master Kit Wong and two of his students. The other session is led by volunteer participants. In 2017, out of a core group of about 30 regular members, 10 to 20 attended on any given day. In the words of one of the coordinators: “It remains central to our group that the program be a welcoming, supportive and inclusive environment, as well as providing a physical skill/exercise.”

Indeed, Spiritual Care and Health and Wellness are integral parts of FMUC’s ministry. A service made possible thanks to the ongoing commitment of staff, volunteers and committee members, as well as outside providers.



Emily MacDonald and Heather Querengesser at the Umbrella presentation in October.



Umbrella group meeting in June

Worship and Christian Spiritual Development

Worship

There are two Sunday services, one in the Chapel at 9 am with weekly communion, and another in the Sanctuary at 11 am with monthly communion and a magnificent choir led by Kelly Charlton. The 11 o'clock service also features Children's Time and Sunday School led since September by our newest minister, Rev Arleigh Alexander. During the Sanctuary service, we also tried rearranging the chairs in the round on a couple of occasions.

We'd like to thank all those who contributed to the worship services in 2017 to make them lively, thought-provoking, fun, frustrating, head-shaking or whatever they were at any given time.

Christian Spiritual Development

We had numerous workshops and various presenters in 2017. Edeana Malcolm and David Bray conducted memoir writing groups. Rev Ivy Thomas offered a study group called *We Make the Road by Walking*. Jane Dawson led several well-attended Bible study groups. Edeana Malcolm facilitated the group *Epiphany Revisited*, featuring Marcus Borg. And Emily MacDonald led a study of Paul with DVDs by John Dominic Crossen.

We'd like to thank all those who participated in the study groups. I think we can say we have all learned a lot about this religion we're a part of and about each other.

Thanks also to the members of the Worship and CSD Committee who met almost monthly in 2017 and especially to Rev Ivy Thomas who kept us on track.

Respectfully submitted by Marion Denton and Edeana Malcolm

Worship & Christian Spiritual Development Committee Members

Staff Partner: Ivy Thomas
Edeana Malcolm— Co-chair
Marion Denton— Co-chair
Brendan Tuey
Niki Sacoutis
Jane Dawson
Marg MacQuarrie
Flower Committee
Marg MacQuarrie
Arlene Anderson



Library Committee Members (reports to Council Through CSD-Worship)

The Library Committee members continued to be David and Gillian Chamberlin, Pat Davey, Phyllis Duval, Denise Holmen (Chair), Clare Lowery and Terry Swan.

Book orders, church newsletter columns, bulletin notices and bulletin board displays largely focused on Indigenous reconciliation and care giving.

David Chamberlin catalogued 65 books, 26 DVDs and 15 CDs.

218 items were borrowed from the library.



Church in the Round

Communications

Communications carried out two major projects in 2017

- introduced a new and more user-friendly website which allows for quick updates to events, news and other information; improves visual appeal; gives easy access to sermons, written and audio; provides regular congregational updates; saves thousands of dollars in annual costs
- completed the long-delayed renewal of exterior signage for the Balmoral Road, Quadra Street and North Park entrances incorporating the church's logo and increasing visibility

Team Members: David Bray, Chair
Joan Mason
Andrew Faulkner
Irene Baddeley

New Sign on Quadra Street



Music

Music continues to be a major influence in the life of First Metropolitan United. Whether at regular Sunday worship services, special concerts, weddings, funerals or seasonal extra services, music serves to heighten our spiritual awareness, invigorate our congregational singing and console us in times of need or sadness.

The Sanctuary Choir is the mainstay for choral music at the 11 am Sunday worship, and is drawn from a variety of musical genres. Members' talents and enthusiasm coupled with dedicated service to the choir result in a happy and vibrant group, constantly striving to "sing with the spirit and with the understanding also." Several new titles were purchased for the music library this year and were received with enthusiasm both from the singers' and listeners' perspectives. Two new members joined the choir during the 2017 season, one bass and one soprano.

The Children's Choir was disbanded in October of 2017 upon consultation between myself and Bambi Maree, their Director of just over a year. I will quote passages from her Oct. 2, 2017 report, the whole of which may be seen, if requested. "This fall there was only one First Met family that came to choir, and one of my own students. Last week's rehearsal showed only my student and no one from First Met. I do need to prep for these sessions, and to do this work for one or two students is not enough to make a feasible choir....I feel that we have given our best shot at trying to develop a children's choir at First Met. I would like to suggest that we disband the choir. Time changes things and other interests seem to have taken over." As sad as this seems to be, I would point out that the lack of children in the CYYAF program is a large factor in the ultimate decision taken.

Pringle Bells are doing well and continue to meet every Friday morning for rehearsals. Always a keen group, they continue to present semi-annually in worship services and their repertoire and skill continue to grow. There has been some discussion as to having the bells serviced, as they have had none for at least fifteen years, and the likelihood is that this will happen during the summer of 2018. Part of the expense will be covered by the Music fund, but the majority will be paid by one of the group who wishes to remain anonymous, a magnanimous gesture for which we are truly thankful.

The Choral Bursary Program continues to thrive and we have had excellent singers again this year: the soprano spot was shared between Kelsey Jewesson (nee Wheatley) and Jennifer Turner. Alto was Gina Johnson, tenor Ethan Hill and bass, Matthew Hausmann. Funding for this program is paramount as it the largest line item in the music budget. I take this opportunity to thank all those who regularly contribute to the Bursary Fund to enable this valuable program to continue.

The Music Committee is at full strength and is currently chaired by Mary Byrne. I appreciate all the work done by this group in helping to keep music healthy throughout the year.

Respectfully submitted,

Kelly Charlton, Director of Music Ministry

Music Advisory Committee

Mary Byrne — Chair

Sharon Stennes

Gordon Larsen

Kelsey Wheatley Jewesson

Redevelopment Task Group

2017 Membership

Ross Breckon (Chair)	Paul Jenkins (Co-Chair)	Kathy Cook (Transition Team
Linden Holmen	David Bray	Steve Gray
Mike McAuley (Presbytery Re-	Cullen Morton (Staff Resource)	Ivy Thomas (Staff Resource

Purpose of the RTG

To ensure that FMUC has sufficient and suitable space from which it can deliver programs in a cost effective manner and support Church operations well into the future, the RTG has two primary objectives:

- Explore and evaluate various development opportunities for FMUC properties.
- Recommend a Master Development Plan.

2017 RTG Activities in Review

- In January 2017, upon learning that ICA was no longer interested in redeveloping the Fellowship Hall the RTG began formal discussions with the BC Conference Property Resource Team (PRT) to explore how the PRT might be able to assist FMUC with its property redevelopment efforts.
- In March of 2017 BC Conference proposed to have the PRT undertake a feasibility study of potential redevelopment options for FMUC and launched the study in May.
- In August 2017 the PRT presented the results of its Feasibility Study to the RTG which then began an in-depth review of the Feasibility Report and the redevelopment option that was recommended by the PRT.
- By mid December 2017 the review of the Feasibility Report was completed the RTG was preparing to bring the results of the Feasibility Study to Council in January 2018 with its support for the redevelopment option recommended by the PRT.
- The proposed redevelopment initiative will include the restoration and renovation of Church space in our Heritage Building and Annex (Sanctuary) and the Christian Education Wing in conjunction with the construction of affordable apartment housing on the current site of the Fellowship Hall and Social Suite.
- A strong working relationship between the RTG and PRT was developed in 2017 which augurs well for the proposed redevelopment initiative should it be approved by the Congregation in 2018.

Respectfully Submitted by

Ross Breckon



Even though registrations were lower for 2017 (182 people), I believe that we had a very successful Epiphany Explorations conference. We tried to do things a bit differently this time, with local musicians, our own choir and bursary students, and our own church groups providing refreshment breaks. We also decided to have lunch at a local restaurant rather than have it catered.

There were things to be learned from all these new changes, but for the most part things worked out well. Also, people are very forgiving! We learned that we need to prepare musicians in advance for the fact that gathering music is not a performance. It is there to provide background music and a time to join together and sing, as people re-gather from coffee break and

prepare for the next presentation. We learned that we can't offer people two choices on a list of meal options at a restaurant and not determine in advance what that choice would be, when 100 people arrive at that restaurant at once! That slowed down the meal time considerably, and some people were then late for the next presentation. We and Romeo's Restaurant learned a lot that day! We also learned that we can think on our feet and respond to last-minute issues, like the unavailability of a presenter. Thanks to First Met ministry staff for that.

Feedback I received from registrants verbally and in the few hard copies of Evaluation forms we received were very positive. The evaluations from Survey Monkey were also very good. Presenters were well received. For more information on these Evaluations, please see the EE 2017 file folder in the church office computer. All individual team reports are also there.

The many volunteers (109, including the core team) who make Epiphany Explorations possible were once again exemplary. They are like a well-oiled machine. It was such a pleasure to work with them. There are 18 teams of people, not to mention staff. Some teams or sub-committees are large, some are small and may be only one member, but all are so important. I think we have a great template for "how to offer a successful conference". From their reports, we know what worked and what didn't, and what was involved in carrying out their task. We can apply that information to the future.

It was a pleasure to be the Chair for Epiphany Explorations in 2017, and thank you for putting your trust in me.

Respectfully submitted, Emily MacDonald





Epiphany Explorations Planning Committee

Staff Partners– Ivy Thomas
Kelly Charlton
Tammy Lindahl
Cullen Morton
Sharon MacDonald
Katya Rumyantseva – Registrar
Emily MacDonald – Chair
Penny Bond – Asst. to Registrar, Exec. Secretary/Brochures/Programs/Sign
Denise Holmen – Presenters Coordination
Vanessa Hammond - Registration Desk
Jane Louie-Visuals/Graphics/Layout
Sheila Anderson – Recordings
Barbara Langton – Information Desk

Ruth Ratzlaff – Information Desk
Edeana Malcolm-Prayer Coordinator
Al Fowler – hosting/volunteers/Facebook/Twitter
Niki Sacoutis – Hospitality
Don Evans-Our Place Liaison
Joan Mason – Parking Coordinator, Promotions Coordinator, Communications Coordinator
Jan McArdle – Special Needs Coordinator
Barry Rolston – Presenters Search
Rennie Warburton – Member at Large
Forrest Nelson – Member at Large
Mandy Wilson – Member at Large





United Church Women (UCW)

We continued to work toward fulfilling our purpose “to provide a medium through which the women may express their loyalty and devotion to Jesus Christ in



The Executive members of the First Met UCW: Joan Dowse/Marie McKee, co-chairs; Patti Buchanan, Secretary; Marie McKee, Treasurer; Corresponding Secretaries: Barbara Robertson and Janet Harper. The Executive met eight times a year. There are 20 members in two units: Mildred Mossop Unit and Unity. The units met monthly. In 2017 we held three joint meetings: a M&S fund raising event, the Ingathering of the Least Coin Service and an Ecumenical Advent Service. We collected items such as eye glasses, used stamps, tabs from pop cans and Campbell's soup labels.

Highlights of 2017 were

- *our joint services, especially the Advent service with guests from seven churches and Kelly Charlton leading the music.

- *five women from First Met attended the 55th Anniversary of the National United Church Women, “Celebrating the Spirit” Conference, held at UBC, joining 300 women from across Canada and Bermuda. This was the first time this conference was held on the west coast.

- *attending “Day Apart” at Camp Pringle

- *in the fall we hosted the Victoria UCW Presbyterial AGM

- *meetings with these topics: Sandy Merriman House, Anawim Society, and ReachOneTouchOne Ministry

- *continuing our connection with children of the Church

We are committed to the total mission of the church and continue to support many groups including Outreach such as Project Connect, Elders in Uganda, Prison Fellowship Canada.

Submitted by Marie McKee

Transition Team

Membership in 2017 included: Rev. Ivy Thomas (Interim Minister), Rev. Gail Miller and Rev. Wendy Brown (Presbytery reps.), Doug Koch (Presbytery lay rep), Kathy Cook, Marion Denton, Janet Gray, Moira Nasim (Chair), Tom Attig and Barrie Bolton

In 2017, the Transition Team continued the work we began under the leadership of Ivy Thomas, who joined us as our Interim Minister in September 2016. The membership of our team changed last fall with the resignation of both Tom Attig and Barrie Bolton. We are very grateful for their hard work and contributions. Barry Rolston soon joined us thereafter and his gifts have been welcomed. Gail Miller, our conference minister, has also provided helpful guidance.

We have continued to steadfastly address the seven goals that were approved by Council. They are as follows:

1. Engage in congregation-wide discussion of a) core values and beliefs and b) what ministry(ies) God is calling First Met to live out in the coming years.
2. Review our governance structures in terms of a) changes in national church policy and b) what model is needed to live out the ministries of First Met, and c) how best to address the leadership crisis within the congregation.
3. Engage with the redevelopment committee in considering redevelopment options and possibilities to optimize effective response to the call of the church.
4. Engage with the congregation to identify communication challenges and address them through means appropriate to the challenges.
5. In consultation with the ministerial staff, Council and the congregation, evaluate ministerial roles and determine the best model for addressing the needs of the congregation and its ministries.
6. Review non-ministerial staffing needs.
7. Help to initiate stewardship renewal that fits with the ministries of the congregation.

While we have made some headway into achieving some of these goals, others have proved more difficult as different challenges have come our way (e.g. budget worries, redevelopment uncertainties, governance and leadership concerns). As much as possible, however, we have strived faithfully as a team to engage with Council and the congregation, listen faithfully to the diverse voices, and discern our way forward as best we can. To this end we have had:

- Regular twice monthly (and sometimes weekly) meetings of the Transition Team
- Many emails and conversations outside our meetings
- Eight conversations about our vision statements in March and April
- Small focus group discussions in the summer and fall on 'small group and community building', 'church outside the box', and the future of Epiphany Explorations
- A 'Theological Banquet' in the fall with Rev. Janet Gear which was well attended
- Submitted a mid-term report to Conference in Oct. 2017
- A luncheon gathering on November 12th to discuss relationship themes and our hopes and dreams for what we are looking for in a new minister
- Bulletin Board updates highlighting the Transition Team's work
- Occasional Reports in the bulletin and newsletter
- Regular reports at monthly Council meetings
- Attended a 'Holy Shift' gathering in Oct. sponsored by the BC Conference
- Carried out research and consultations with other United Churches

We are very grateful to the congregation and the staff for their faithfulness in attending our many gatherings and their input and support throughout 2017. The work of the Transition Team will continue into 2018 until a new minister is called, hopefully for Sept. 1, 2018.

Children, Youth, Young Adults & Families (CYAAF)

CYAAF, Children, Youth, Families, and Young Adults welcomed Arleigh Alexander in September. Since that time, we have had several youth-run services at both 9 and 11 am, many youth group activities including IMAX, Flying Squirrel and others, as well as two church sleepovers. For Christmas, youth and children participated in a pageant that was the centrepiece of the afternoon family Christmas service. Youth assisted Cullen to clear out and decorate a room in the church loft as a teen meeting space. In the church kitchen, youth

baking led to fundraising for the Lenten project and other activities. Also, young people made lasagna (from scratch) for the UCW appreciation dinner. We look forward to participating in the congregational camp in June.

Staff Partner– Arleigh Alexander
Don Krawciw – Chair
Kat Rainsberry
Leanne Vowles Tuey
Marva Smith



Arleigh and children making banana bread



Youth in their new loft room

Ministry and Personnel

The First Met Ministry and Personnel (M&P) Committee consists of Leanne Prestwich (Chair), Marie McKee and Peter Clugston. Irene Baddeley was the volunteer coordinator in 2017.

M&P is the only committee that is actually mandatory for any church to have, interestingly enough.

Our main activities;

- being available to consult and support around staffing matters
- advising hiring groups (task groups) on personnel matters
- conducting staff performance reviews as we are able
- overseeing the relationship of staff with each other and with congregation
- reviewing job descriptions and updating as needed
- working with staff to ensure they make use of Continuing Education opportunities
- updating Human Resource Policies

We are a small committee for a church of our size but are grateful to work alongside such an amazing staff team.

Submitted by Leanne Prestwich
Chair, Ministry and Personnel Committee

Hospitality Committee

Staff Partner: Tammy Lindahl and Cullen Morton

2017 Membership: Moira Nasim (Chair), Irene Baddeley (Secretary), Susan Walma (Restricted Diets), Alva Jenson, Heather Querengesser, Vicky Attwell, Barbara Robertson, Edie Faucher, Janet Gray, Dick & Irene Bevan

Objectives for 2018:

- To continue to fulfill our primary mandate which strives to foster a sense of loving and nourishing community to all who attend First Met. The use of our 'blue mugs' in the past few years has enabled us to be more intentional in the welcoming of newcomers, an endeavour that we feel is vitally important.
- To support our new ministry staff and be open to fresh ways of encouraging community engagement.
- To participate in and adjust to the realities (e.g. inventory assessment, new purchases, etc.) of the ongoing development plans for the restructuring of our kitchen(s), Fellowship Hall and other areas where food preparation/serving will be required in the future.
- To encourage new members to join our team.

Highlights/Achievements:

- Continued to hold weekly Sunday morning refreshment time after the 11:00 am service
- Planned or helped coordinate various refreshment events, e.g., AGM & other lunches, Transition Team gatherings, anniversary/birthday celebrations, special cake offerings, summer picnic and a Mother's Day Japanese Girls' Choir, etc.
- Organized a number of 'celebration of life' receptions held this past year.
- Helped launch and support monthly soup lunches inspired by Janet Gray.

The Hospitality Committee extends our deepest gratitude to ALL our staff and many other volunteers who have supported our ministry in a myriad of ways this past year.



Canada Day at Beacon Hill Park



Hospitality volunteers in the kitchen

Outreach

Staff Partner– Ivy Thomas
Janet Gray– Chair, Kairos
Tom Lane– Amnesty
Kathy Cook– Refugee Sponsorship
Jan Drent– Adult Shelter Liaison

Penny Bond– Angel Gifts
Vacant– Mission & Service
Andrea Hofmeyr– Our Place Monthly Serving
Halley Hofmeyr– Our Place Monthly Serving



Janet and Steve Gray and Andrew Faulkner emceeding the Band Dance, a fundraiser for the Refugee Sponsorship



Blanket Exercise in the Sanctuary

Newcomers Welcoming

In 2017, the members of our committee were David Prestwich, Brenda Porter, Lynda Page and Barbara Whitney. Newcomer's team continues to provide greeters for the 11:00 am services and Funerals/Celebration of Life services. Our separate usher team does the offering for the 11:00 am service and any special events such as Christmas and other celebrations of the church year. We also provide First Met Welcome Packages to visitors/newcomers that contain information on programs the church offers, how we do church at First Met, a welcome letter from the minister and other welcoming materials. When possible, we make follow-up phone calls to our visitors/newcomers to answer their questions and get feedback on the service they attended. We invite them to return for another service. Our committee welcomes anyone who wants to join us in this important ministry.

David Prestwich/Chair



Soup Social

Finance & Administration

Staff Partner– Ivy Thomas

Elaine Lavigne– Stewardship

Property Chair — Vacant

Treasurer, Chair — Liane Clark

Andrew Faulkner– IT Support

Property Committee

Team Leader/Chair: Vacant

Staff Adviser: Cullen Morton

Present Membership: Vacant

Property Rep: Jan Drent

Resources: Chris Rainsberry

Stewardship Plus

1. Began working on 2018 campaign in October 2017 along with Liane and then Larry Scott joined us
2. Wrote letter to the whole congregation about the campaign
3. Worked on plans for a Women's Retreat
4. Worked on Bulletin board which Jean Jenkins eventually took over for me
5. Promoted the Mission and Service Fund in church
6. Stewardship Seconds in the bulletin
7. E-mailed Stewardship announcements to Larry Scott so that he could announce them at the 9:00 a.m. service

Submitted by Eileen Lavigne

Archives & Heritage

(reports to Council through F&A)

Staff Partner– Ivy Thomas

Margery Hadley– Co-chair & Archivist

Sharron Higgins– Co-chair

Don Bourdon

Board of Trustees

Staff Partner– Ivy Thomas

Pam Shemilt

Jan Drent, Chair, Investments

Irene Moore– Legacy Circle

Vacant– Treasurer

Larry Scott– Secretary

Vacant– Insurance/ City of Victoria

Trustees:

Ken Johnston resigned as Chair and member of the Board of Trustees in a letter to the Secretary of the Trustees, on April 18, 2017 after serving 2013 - 2017. His resignation was accepted at the AGM of the congregation on April 23, 2017. At the same meeting Jan Drent was appointed as a Trustee and added to existing Trustees, Irene Moore, Pam Shemilt, Rev Ivy Tomas (ex officio), Larry Scott. The Board of Trustees decided internally that the Chair would be Jan Drent and the Secretary be Larry Scott.

Meetings:

Meetings took place on April 19, May 4, November 24 - 2017.

Issues:

(a) A new property replacement appraisal was completed in November to meet the requirements of our insurance brokers;

(b) The Trustees approved guidelines for a property development proposal from BC Conference Property Development Council that will involve the lots occupied by Balmoral Housing and the Fellowship Hall. The BC Conference group anticipates sale of the Balmoral Housing land (presently owned by First Met) to a public housing agency as part of a plan to develop affordable housing on the Fellowship Hall property. As well, the lots occupied by the Heritage structure (i.e. sanctuary and annex) and the Christian Education wing (church offices and classrooms) will be redeveloped by the BC Conference Property Development Council, which is also involved in redevelop other United Church properties in BC. The land title to the lots occupied by the Heritage and Christian Education buildings will revert to the FMUC Board of Trustees after redevelopment.

As of November, 2017 the Congregation was understood to have the opportunity to vote on this proposal early in 2018.

Respectfully submitted,

Jan Drent – Chair of Board of Trustees,

First Met United Church

FIRST METROPOLITAN UNITED CHURCH

Statement of Operations
Year Ended December 31, 2017

(Unaudited)

	Operating Fund	Restricted Funds (Schedule 2)	2017	2016
REVENUE				
Donations from registered charities	\$ 237,726	\$ 23,239	\$ 260,965	\$ 259,888
Gain (loss) on investments	117	(999)	(882)	1,693
Givings	357,294	7,738	365,032	422,918
Investment income	430	1,984	2,414	4,055
Letting, net	323,405		323,405	309,235
Other income	75	918	993	4,054
	<u>919,047</u>	<u>32,880</u>	<u>951,927</u>	<u>1,001,843</u>
EXPENSES				
Administration (Schedule 3)	101,567	100,317	201,884	215,965
Building and grounds (Schedule 4)	206,914		206,914	170,337
Staffing costs	<u>552,808</u>		<u>552,808</u>	<u>575,476</u>
	<u>861,289</u>	<u>100,317</u>	<u>961,606</u>	<u>961,778</u>
		57,758	(67,437)	40,065
Net program deficit (Schedule 5)	<u>(65,395)</u>		<u>(65,395)</u>	<u>(76,657)</u>
DEFICIENCY OF REVENUE OVER				
EXPENSES	\$ (7,637)	\$ (67,437)	\$ (75,074)	\$ (36,592)

FIRST METROPOLITAN UNITED CHURCH

Statement of Financial Position

Year Ended December 31, 2017

(Unaudited)

	Operating Fund	Restricted Funds (Schedule 1)	2017	2016
ASSETS				
CURRENT				
Cash	\$ 21,512	\$ 21,349	\$ 42,861	\$ 80,463
Accounts receivable	22,984		22,984	16,838
GST receivable	3,088	1,133	4,221	3,687
Due from Foundation (Note 4)	33,559		33,559	43,494
Due from Operating Fund		333,050	333,050	300,877
Due from Restricted Fund	725		725	
Prepaid expenses	22,929		22,929	29,726
Investments		<u>53,394</u>	<u>53,394</u>	<u>122,342</u>
	104,797	408,926	513,723	597,427
PLANT AND EQUIPMENT (Note 5)		840,439	840,439	836,853
INTANGIBLE ASSETS (Note 6)		<u>102,576</u>	<u>102,576</u>	<u>125,921</u>
			<u>\$ 1,456,738</u>	<u>\$ 1,560,201</u>

FIRST METROPOLITAN UNITED CHURCH

Statement of Financial Position

Year Ended December 31, 2017

(Unaudited)

	Operating Fund	Restricted Funds (Schedule 1)	2017	2016
LIABILITIES AND NET ASSETS				
CURRENT				
Bank indebtedness	\$	\$ 10,280	\$ 10,280	\$ 6,687
Accounts payable	101,752	220	101,972	107,259
Due to Restricted Fund	333,050		333,050	300,877
Due to Operating Fund		725	725	
Deferred revenue (Note 7)	9,089		9,089	48,377
Current portion of notes payable (Note 8)		9,900	9,900	5,500
Current portion def. contributions (Note 9)	6,385	1,000	7,385	8,105
	450,276	22,125	472,401	476,805
NOTES PAYABLE (Note 8)		83,153	83,153	99,753
DEFERRED CONTRIBUTIONS (Note 9)	6,385	5,000	11,385	18,770
	456,661	110,278	566,939	595,328
NET ASSETS				
Internally restricted		1,241,663	1,241,663	1,238,825
Unrestricted	(351,864)		(351,864)	(273,952)
	(351,864)	1,241,663	889,799	964,873
	\$104,797	\$ 1,351,941	\$ 1,456,738	\$ 1,560,201

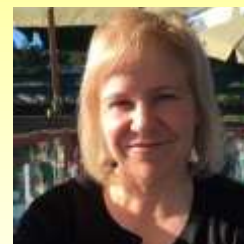
2017 FIRST MET STAFF



Ivy Thomas
Interim Minister



Tammy Lindahl
Minister of Spiritual Care



Arleigh Alexander
Minister of Children, Youth,
Young Adults & Families



Kelly Charlton
Director of Music Ministries



Kyla Morrison Morgan
Health and Wellness Advocate



Sharon MacDonald
Church Office –
Letting



Katya Rumyantseva
Finance



Cullen Morton
Building Supervisor



Bruce Davies
Facilities

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