



ANNUAL REPORT 2020



Squamish
United Church
AT CENTREPOINT

Introduction

Welcome to Squamish United Church 2020 Annual Report

Every year at this time I invite us to pause and take a look at where we have journeyed. I am finding that challenging to do this year. It is hard to know where to start but I invite you to give it a try with me:

When I step back, this is what I saw:

- Vibrant worship with growing music leadership both individually and collectively (the year started this way and it continued even when we moved to online worship).
- Thoughtful leadership on behalf of the Board (our Board made some challenging decisions this year with regards to the pandemic, our finances and so much more).
- Growing circles of care and accompaniment both formal and informal gathered around people in times of joy and in times of struggle. (Appropriately most circles of care became virtual – phone trees and zoom have kept us connected.)
- A staff that works collaboratively, honestly, and faithfully. (We celebrated a strong staff team in 2020, a lot of transition for Spirit Kids but the team became strong once we came back together in September, and we continued to care for our community in this way).
- A growing children and family ministry (we continued with faith at home kits and online worship, along with a few in-person worship experiences when permitted).
- When able, our sanctuary became a place that was open to the community groups that were not able to meet in smaller rooms and locations.
- A connection with community that is vibrant and growing.
- A faithful church community discovering a new way of being.
- A Leadership Team that worked very hard to connect with the spirit, and with that, developed new dreams and mission.

This somewhat incomplete list speaks to the big picture that one can see from the outside, what a visitor might see after having come a few times or checking out our Facebook page

or website. However, I find another kind of stepping back comes with having walked the road with Squamish United for almost twelve years with shared joys and challenges. I am talking about the human dynamic, and within that, I see people fiercely committed to Squamish United Church as a place of genuine community. I see an aging population committed and trying to figure out how to be a church for all ages and how to invest in that.

I see an institution with a rich history that did their very best to pivot in a pandemic while trying to adjust to changing lifestyles and a much-reduced volunteer base. I see a recognition of a need for a paradigm shift and a struggle to figure out how to make that happen and what that means. I see a community trying to find ways to engage the wider community through seniors' programs, children and family programs, and events for all ages. I see a community trying hard to figure out who they are as a church in the 21st Century as they change and adapt and grow, wondering how to meet the spiritual needs of those who live life in Squamish.

Squamish United Church has been around for over 90 years. We are one of the churches that is admired for its willingness to risk trying to be something new. Yet as we change and grow, it is very important to step back and consider where we are called by God to go from here. As you read these reports, I hope you see yourself and your ministry reflected somewhere in this booklet. I hope you can sense the countless hours represented here. I also hope that you take a moment, step back and ask yourself how might I participate in the life and work of Squamish United Church to assist it in moving forward courageously to meet the spiritual needs of our church community and beyond. What questions are we called to grapple with? What people are we called to engage? And perhaps by the time you get to the end of the report, you will have become inspired to step in and be part of that future together.

Karen Millard

“... how might I participate in the life and work of Squamish United Church to assist it in moving forward courageously...”

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Minister's Report

Before you go any further, I want to invite you to stop. Take a moment to close your eyes and breathe deeply. Seriously. Stop. Breathe...



I am writing this to you during Holy Week and we have just been notified we are going back into a larger degree of lockdown again. Even before that news, I could see and feel and experience the rise in anxiety and stress in people. On Sunday I saw many of you who came to put a daffodil into the cross and drop off items for the food bank. It was so good to see your faces after so long and hear your stories and cry and laugh with you. I know this report is to be about the year gone by, but last year and this year blur together in a different kind of way and it is hard to separate the months and days.

We are living in a liminal time, and making concrete decisions or statements at this time is ill advised. So, let's just breathe deep and try to rediscover some of the gifts and challenges of the year gone by and see how it helps us know where to go from here.

Squamish United Church – look at who you have become! You have become a church with an online presence. That wasn't even a goal for most, it was one I wanted to create but never found the ability. It is amazing what you can accomplish when you don't have a choice. Last year in this report, I talked about the changing faces in worship and acknowledged how hard that can be. This year we have seen 'hard' in a way we never dreamed of.

As a minister, speaking to a camera every week is more of a challenge than you might imagine. As a person who is passionate about community and being present with one another, this pandemic has been sole sucking. I carry a weight on my shoulder for not being in touch with every one of you every week. I think of all of you so often, your names and

faces come to mind as I go through my day wishing we could just meet again. Your board and I made a clear decision when this began that we would not come back together until it was safe for all. I appreciated the support and leadership of the board on this. We asked the question regularly – is it time? And each time agreed that ‘not yet’ was the faithful response. We do not want to be together until we can be as certain as possible that we will not spread Covid to one another. As your minister I do not want to have to choose who is allowed to come and who is not, nor do I want to monitor how you interact with one another. When we come together, I want to sing and be community in a way we cannot yet.

2020 showed us gifts in our Administrator that many didn’t even know she had. Lisa was able to create worship recordings beyond what we could have ever imagined. The feedback about the images and flow of worship was filled with gratitude. Thank you to Lisa for making beautiful worship for us. Lisa and I spent most of this year working together, the only two allowed in the space for most of the year other than people coming in to sign checks on occasion. This filled our year with challenges and joys.

One of the things that took place this year that would not have if we had not gone through this pandemic was the building of new community partners. Organizations started to contact us in the summer asking if they could use our space because the spaces they were using were too small to follow current protocols. We became a home for:

- Healthy Pregnancy Outreach
- Pain BC (3 days a week)
- And two startup churches with smaller numbers when in-person worship was permitted

We continued to run our Spirit Kids program although numbers were small because parents were not using care to the same degree as pre-Covid. Government subsidies assisted us in getting through.

Things that have continued outside of the building are:

- UCW
- Pastoral Care
- Your Board
- Hugh Kerr and Bruce Larson as our Treasurers along with our Finance Team work tirelessly to help us figure out how to move forward with our financial needs.
- M&P have spent many hours figuring out new job descriptions, staff reviews and more.
- Grace as Chair of the Board has been at the helm through a very challenging year.
- Our music team adapted to meeting as safely as we could from time to time.
- Lisa Cameron worked many hours to keep this ship afloat. She was a ministry partner and a general manager of this place and its mission.
- Last year at this time we also developed a leadership team (Grace Halvorson, Dalia Shehata, Michelle Ulmer, Kelly Banna, Vicki Haberl, Ian Kent, Bruce Larson, Julie Larson, Heather Mann and myself) under the leadership of George Meier, who worked tirelessly to develop new goals and mission as we listened to the spirit and created a new ministry called The Cup (you will hear a lot more about that next year).

There is so much more to say and I will never cover it all. If I have missed your work and ministry, it has not been intentional. We are so blessed by so many of you.

We celebrate all who offer their time and gifts to make a difference.

We have our challenges finding the people we need to do all we long to do, finding the financial resources to sustain our mission, and we are always in need of more board members and volunteers. I have no doubt that we are blessed with gifted people, with a great facility, with a location in the community, with staff and volunteers, and most of all with an attitude of gratitude, all of which gives me great hope for our future. I am grateful that God has called me here. I wholeheartedly believe that God is up to something important through us here in Squamish. I invite everyone to actively listen for God's leading as we move together into this next phase of life at Squamish United Church.

Every AGM we have the opportunity to stop and look at where we have come from and to refocus our ministry. To ask once again, “Who are we? What is our purpose? Why are we here? What is our mission?” It is especially in these times that we are called to remember our

mission both as Christians and church community. Firstly, we are called to love. “*“Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind; and, ‘Love your neighbour as yourself.’”* (Luke 10:27), and secondly, as Squamish United Church we have been called to be “*an inclusive community serving God’s world.*”

“Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind; and, ‘Love your neighbour as yourself.’”
(Luke 10:27)

Let us take this opportunity to celebrate the year of life we have had together as a community of faith. In the year ahead I will continue to pray that we open our lives to mystery, to beauty, to hospitality, to questions, to the endless opportunity of discovering the Holy in all we do. Let us continue to seek to be faithful companions on the journey of life, faith and church together. Amen.

Submitted by Rev. Karen Millard



Board Chair Report



This has been quite a year! I hope you are all as well as can be expected and are dealing with the pandemic as best you can. I know many of us have had health issues or loved ones have. Many have lost loved ones and have not been able to gather to celebrate the lives of those family and friends we have cared so much for. I extend my sympathy to all of you and I trust the memories we hold dear and our faith will sustain us all! We acknowledge the feelings of loneliness we have felt at not being able to see our loved ones, our neighbours and friends as we maintained our bubbles. Where possible, please reach out to others to let them know you are thinking of them.

Covid hit Canada and the World in the early part of the year and by March we were no longer able to worship in person. Dr. Bonnie Henry, BC's "top doctor" guided us to "Be Kind, Be Calm and Be Safe". I am sure none of us thought that over a year later we would still not be worshipping in person. Social distancing, masks and small group meetings became the order of the day. We were still having some meetings (small in number), in the church but very quickly this too changed. Church work did continue in a somewhat limited manner and we held board meetings and other meetings on Zoom.

Lisa and Karen continued to work out of the church with strict protocols. There were strict protocols for all of Centrepont and for Sea to Sky Community Services. Quite quickly Reverend Millard and Lisa adjusted to the restrictions and we were worshipping on Zoom via Vimeo. The services were so welcomed by many who were familiar with or learned to navigate a computer or iPad. Congratulations to those of you who mastered iPads or computers to watch our Sunday morning church services! Unfortunately, not all were able to do this and so a number have missed church. We all have missed our church family! The upside of this pandemic (if there is one) is that many people, besides watching our services,

have been able through zoom, you tube and other devices to reconnect and watch their former home churches or our neighbours' church services.

Not only did we have to deal with the pandemic, but also as everyone knows, the finances at Squamish United Church had been a problem for a number of years. We just do not have the money necessary to employ a full-time minister and so to formulate a plan as to how to move forward was necessary. After consulting with staff at the Pacific Mountain Region, their financial support was forthcoming to provide funds for a consultant to walk us through a forward moving process. A leadership group was formed. This group was a cross section of young and old members (not just in age but years of worshipping at SUC). The Leadership Team, comprised of Kelly Banna, Grace Halvorson, Vicki Haberl, Ian Kent, Julie Larson, Bruce Larson, Heather Mann, Louise Martin, Dhalia Sheheta, Michelle Ulmer and Reverend Karen Millard met weekly from April–June with consultant, Reverend George Meier, to vision, to set goals, dream dreams, to formulate our Narrative, to revise our governance structure and rework our Constitution and to present recommendations to the board as to how to deal with the changes necessary to continue worship at Squamish United Church.

Thank you to the team for their commitment, dedication and love for Squamish United Church.

Some of the conclusions and recommendations, taken from George Meier's Consultation Report, July 2020 were as follows:

1. "Ministry is recommended to become half time. SUC is a small congregation that does not have the financial capacity to support a full-time minister."
2. "Both a worship and a pastoral care team should be formed and trained."
3. After much visioning, a Public/Gospel purpose was arrived at. This involved four strategic initiatives:
 - a. Continuing to listen to the heart of the Squamish Community
 - b. Programs for youth that address the three bullet points in the purpose

- c. Address the spirituality of children and youth community-wide with Karen's leadership
- d. Create, staff and resource the structure for implementing the purpose.

What needed to follow the Leadership Team's final report from Reverend Meier?

A team worked with M&P to rework both the minister's and administrator's job descriptions, and Reverend Millard and a small group further developed the vision of the Spiritual Wellness Centre (The CUP). Application was then made to the Pacific Mountain Region for funding for a church plant to cover half of Reverend Millard's salary and for a budget to support The CUP. The Pacific Mountain Region granted this.

The response of the Federal Government to support many aspects of the Country enabled us to apply for and receive the Canada Emergency Wage Subsidy. This enabled us to keep our doors open. We are grateful to Cindy Roy for her "magic" in dealing with the challenging paperwork that accompanied the applications and provided us with funds to keep going.

Truly it took so many dedicated individuals (the leadership team, the board, the staff, the M&P committee, the worship team) working tirelessly on our behalf over the course of 2020!

We held a Congregational meeting in November to approve the new revised Constitution and to approve the move from full-time ministry to half-time ministry. Both were approved and the transition set to take place at the beginning of January 2021. Throughout this time Karen, Lisa and the worship team delivered excellent Sunday morning services. Thank you!

Amidst all of the stresses in the world a baby brings so much light and joy! Congratulations to Kayla, Jamie and Connor as they welcomed baby Kian into their family in June.

In the summer, we said thank you and farewell to the Kent's who moved in September to North Vancouver. Both Deb and Ian were an active part of our family and were great supporters of SUC. We wish them well as they enjoy being closer to their family!

In the fall, a cross was erected outdoors over the Squamish United Church entrance sign. Thank you to Carl Halvorson who built the cross and Nathan Webb of Webbwoodworks and Mike Fieldhouse of Masek Construction for installing the cross for us!



I would like to commend our hard-working board and committees for their dedication and commitment this past year. This was not an easy task, reducing our minister from full to half time. I would also like to commend the staff for their diligence and ability to be flexible in adjusting and carrying on as they have! It has been emotionally draining for our staff and for all of us. Please keep everyone in your prayers. We are asking you, our congregation, to continue to support Squamish United Church as we also embrace The CUP. We hope to continue to live out our mission to be **“An Inclusive Community Serving God’s World”**. We are a dedicated group of people with a desire to share God’s grace and love within the community in which we live, work, play and worship”.“ With the congregation’s support both financially and by volunteering your time and talents we now embark in half-time ministry. We are hopeful that down the road we may one day have full-time ministry again.

***Blessings,
Grace Halvorson, Board Chair***

Board Members:

| | |
|-----------------|-----------------|
| Heather Mann | Secretary |
| Bruce Larson | Treasurer |
| Trevor Harris | Member at Large |
| Carlotta Liehti | Member at Large |

Board of Trustees Report

Hello everyone, the Board of Trustees had another year with very little activity.

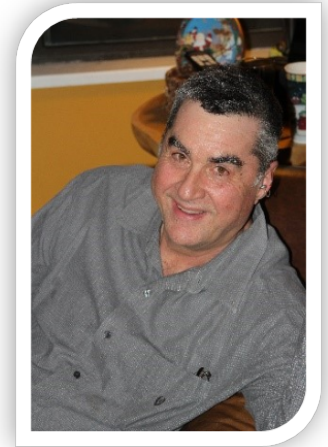
The Trustees investment account is still at \$100,000 plus a little earned interest. It is invested in a term deposit at Vancity/Squamish Savings.

This investment fund was set aside in 2017 by the congregation to be available in the event the money is needed to help us keep our asset (i.e., the sanctuary) whole in the event we cease active operation or become something much, much smaller. It will be available to pay the strata fees and minimal heat/light/telephone for a period of time. It was not intended to be a constant subsidy to our operating budget as it runs short on cash. That said, the congregation ultimately decides where it wants the money spent. But once it is gone, there is no more.

I have chaired the Trustees since 2003. I think Trevor Harris is the only other Trustee who goes back that far (I might be wrong). When we re-activated the Board of Trustees, we realized that fully three-quarters of the trustees named on title were no longer alive. I have decided to step down as chair and as a member of the trustees in order to ensure the transition is made ahead of my passing. Eighteen years is a pretty good run and I have enjoyed the experience. We have covered a lot of ground since those days. Thank you for this opportunity to serve.

Best wishes to all.

***Respectfully submitted,
Peter Gordon, Chair***



Treasurer's Report

I would like to thank Hugh Kerr, Carlotta Liechti, Trevor Harris, and Grace Halvorson for their hard work, guidance, and support through this year, difficult in so many ways, including financially. Because of the troubling financial situation we were in at the end of last year, the Region was willing to jump in and help us plan for a more sustainable future (as explained in the Leadership Team Report), but insisted that for 2020 we adopt an “as is” budget, essentially mirroring the 2019 budget. Then COVID-19 struck, shutting down our in-person worship and many fund-raising opportunities, reducing Spirit Kids activities (including complete cancellation of Summer Camp), and restricting many facility rental opportunities. On the other hand, we became eligible for federal CEWS funding, and, through the excellent leadership and work of Cindy Roy, we received over \$41,000 in wage subsidy. In addition, the Region continued to support activities such as Spirit Kids during our financial reorganization by providing \$56,700 in a grant.

The overall congregate givings were about \$63,400, down a bit from \$66,175 the year before. The UCW made a very generous donation of a computer and other in-kind donations that does not show up in this year's budget. Thank you everyone for your continued support. Other income also is shown in the financial statement. Of special note is the income from facility rentals, which was over \$14,000 (more than double what was forecasted in the budget) in spite of having to completely close down for several months because of COVID restrictions. Like last year, a major source of income was \$48,900 from a grant, most of which was designated for Spirit Kids and similar activities. Fees from parents for Spirit Kids totaled about \$37,244. For accounting reasons, federal CEWS income shows up as a reduction in salary expenses rather than a source of income.

The operating expenses (office, audit, presbytery allocation, worship, utilities, phone, insurance, strata, etc.) totaled about \$48,183. Church salaries and benefits (not including

Spirit Kids) totaled about \$75,294. Spirit Kids salaries, benefits and program expenses totaled \$55,695. All combined the church finished with a deficit of \$11,420 for the year.

Our financial situation at the end of 2020 is presented in the balance sheet. We ended the year with approximately \$15,000 in the General Account.

Moving forward into 2021 we have reduced the total expenses, primarily by going to a half-time minister. Many of the operating costs will be shared with the CUP. The Spirit Kids program has totally moved to the CUP. The proposed budget has an anticipated deficit of approximately \$15,500. Because of great uncertainty related to the ongoing pandemic, it is difficult to accurately forecast our income for the year.

***Respectfully submitted,
Bruce Larson, Treasurer***

2020 FINANCIAL STATEMENT

| | | Actual 2020 | Budget 2020 |
|------------------------------------|--|---|------------------|
| Income | | | |
| 500 · Donations | | | |
| | 501 · General Donations | \$63,395 | \$68,000 |
| | 502 · Family/Children | \$25 | \$1,500 |
| | 503 · Open Donations | \$298 | \$2,400 |
| | 505 · Messy Church Donations | \$152 | \$300 |
| | 506 · Donations - In Kind | \$1,040 | \$0 |
| | 507 · Benevolent Fund Donations | \$2,490 | \$0 |
| | 508 · Donations - Other | \$253 | \$0 |
| | 508 · UCW Donations | \$0 | \$2,500 |
| | Total 500 · Donations | \$67,653 | \$74,700 |
| | 511 · Fund Raising & Events | \$955 | \$4,000 |
| | 520 · Interest Received | \$17 | \$1,000 |
| | 526 · Facility Donations | \$14,415 | \$7,000 |
| | 535 · M&S Flow Thru Income | \$222 | \$9,000 |
| Total Income (minus Spirit Kids) | | \$83,262 | \$95,700 |
| 600 · OPERATING EXPENSES | | | |
| | 610 · Advertising | \$42 | \$1,200 |
| | 620 · Bank Charges & Fees | \$1,315 | \$1,200 |
| | 622 · Flow Thru Disbursements | \$100 | \$0 |
| | 623 · Centrepont Expenses | \$0 | \$500 |
| | 625 · Church Office Expense | \$5,369 | \$8,500 |
| | 635 · Utilities & Telephone | \$2,254 | \$3,000 |
| | 645 · Insurance | \$1,972 | \$1,600 |
| | 655 · Legal & Audit | \$7,731 | \$10,000 |
| | 657 · Miscellaneous Expense | \$1,713 | \$500 |
| | 720 · Congregation event activities | \$0 | \$200 |
| | 730 · Benevolent Fund withdrawals | \$1,780 | \$0 |
| | 785 · Presbytery Allocation | \$5,719 | \$5,720 |
| | 791 · Worship Expense | \$5,482 | \$5,000 |
| | 600 · OPERATING EXPENSES - Other | \$700 | \$0 |
| | Total 600 · OPERATING EXPENSES | \$34,177 | \$37,420 |
| | 642 · Facility Rental Expenses | \$2,700 | \$500 |
| | 667 · Strata Fees | \$9,983 | \$10,000 |
| | 700 · NEW PROGRAM INITIATIVES | | |
| | 700-10 · Messy and Childrens Church Exp. | \$214 | \$2,000 |
| | Total 700 · NEW PROGRAM INITIATIVES | \$214 | \$2,000 |
| 800 · MINISTERIAL EXPENSES | | | |
| | Phone education, travel, discretionary | | \$3,500 |
| | 800-5 · Education & Resource Materials | \$842 | |
| | 800-8 · Phone Allowance | \$1,920 | |
| | Total 800 · MINISTERIAL EXPENSES | \$2,762 | \$3,500 |
| 850 · SALARIES & BENEFITS | | | |
| | 850-1 · Salary Expense | \$48,480 | \$106,078 |
| | 850-3 · Benefits - Operating | \$26,813 | \$24,345 |
| | Total 850 · SALARIES & BENEFITS | \$75,294 | \$130,423 |
| Total Expense | | \$125,129 | \$183,843 |
| Net Ordinary Income | | -\$41,868 | -\$88,143 |
| Spirit Kids and Summer Camp Income | | | |
| | Grants | \$48,900 | \$38,075 |
| | SK Fees | \$37,244 | \$76,485 |
| | Summer Camp | \$0 | \$29,715 |
| | Spirit Kids and Camp Total Income | \$86,144 | \$144,275 |
| Expenses | | | |
| | Spirit Kids salaries and benefits | \$50,578 | \$63,750 |
| | Spirit Kids Program Costs | \$5,119 | \$5,200 |
| | Camp Salaries and Benefits | \$0 | \$16,695 |
| | Camp Expenses | \$0 | \$5,807 |
| | Spirit Kids and Camp Total Expenses | \$55,696 | \$91,452 |
| | Spirit Kids and Camp Net Income | \$30,447 | \$52,823 |
| | Total Net Income | -\$11,420 | -\$35,320 |
| | | (Budget presented last year did not include \$9,000 pass through) | |

Balance Sheet (liquid, does not include building or furniture)

| | <u>Dec 31, 20</u> |
|--|-------------------|
| ASSETS | |
| Current Assets | |
| Chequing/Savings | |
| 111 · Spirit Kids Petty Cash | 25.13 |
| 115 · Sq. Savings - GENERAL | |
| 115-2 · Memorial Fund | 580.00 |
| 115 · Sq. Savings - GENERAL - Other | 14,462.50 |
| Total 115 · Sq. Savings - GENERAL | <u>15,042.50</u> |
| 122 · Trustees - 100078791394 | 27.21 |
| 123 · Long Term Redeem 100079707811 | <u>100,000.00</u> |
| Total Chequing/Savings | 115,094.84 |
| Accounts Receivable | |
| 150 · Accounts Receivable | <u>10,107.64</u> |
| Total Accounts Receivable | 10,107.64 |
| Other Current Assets | |
| 12000 · Undeposited Funds | 100.00 |

Proposed Budget for 2021

| INCOME | Jan. - Aug. | Sept. - Dec. | Full year |
|--|------------------------|------------------------|------------------------|
| Congregational Giving | \$44,000 | \$24,000 | \$68,000 |
| Open (offering plate) | \$0 | \$200 | \$200 |
| Children's Church and Activities | \$25 | \$125 | \$150 |
| Messy Church donations | \$0 | \$150 | \$150 |
| <i>What We Give</i> | <i>\$44,025</i> | <i>\$24,475</i> | <i>\$68,500</i> |
| UCW donations | \$500 | \$1,500 | \$2,000 |
| Fund Raising events | \$1,000 | \$600 | \$1,600 |
| Facility Rentals | \$0 | \$8,000 | \$8,000 |
| Misc. Income (e.g. CEWS, interest) | \$3,006 | \$4 | \$3,010 |
| Depreciation fee from CUP | \$8,700 | \$6,300 | \$15,000 |
| <i>Other Income</i> | <i>\$13,206</i> | <i>\$16,404</i> | <i>\$29,610</i> |
| Total Operational Income | \$57,231 | \$40,879 | \$98,110 |
| EXPENSES | | | |
| Worship Expenses | \$3,691 | \$1,846 | \$5,537 |
| Pastoral Care Expenses | \$290 | \$100 | \$390 |
| <i>What we are about</i> | <i>\$3,981</i> | <i>\$1,946</i> | <i>\$5,927</i> |
| Strata fees at Centrepont | \$4,150 | \$2,075 | \$6,224 |
| Utilities (fee to Squamish District, Hydro etc.) | \$400 | \$200 | \$600 |
| Communications (IT, landline phone etc.) | \$480 | \$240 | \$720 |
| <i>Our Building</i> | <i>\$4,550</i> | <i>\$2,275</i> | <i>\$7,544</i> |
| Office supplies | \$565 | \$385 | \$950 |
| Office cleaning costs | \$1,500 | \$800 | \$2,300 |
| Bank charges and fees | \$800 | \$400 | \$1,200 |
| Insurance | \$1,000 | \$0 | \$1,000 |
| Legal, accounting, review | \$2,948 | \$4,467 | \$7,415 |
| Facility rental expenses (extra clean, etc.) | \$0 | \$500 | \$500 |
| Minister cell phone | \$278 | \$202 | \$480 |
| Presbytery allocation | \$3,664 | \$1,832 | \$5,496 |
| <i>Operations</i> | <i>\$10,755</i> | <i>\$8,586</i> | <i>\$19,341</i> |
| Minister Salary | \$21,750 | \$15,750 | \$37,500 |
| Minister Benefits | \$5,003 | \$3,623 | \$8,625 |
| Admin. Salary | \$14,477 | \$10,483 | \$24,960 |
| Admin. Benefits | \$3,330 | \$2,411 | \$5,741 |
| Director of Children and Family Programs | \$2,320 | \$1,680 | \$4,000 |
| <i>Our Minister and Staff</i> | <i>\$46,879</i> | <i>\$33,947</i> | <i>\$80,826</i> |
| Total Operational Expenses | \$66,165 | \$46,753 | \$113,638 |

Worship Report

The Worship Committee portion of worship was a challenge this year under Covid protocols. Still, we give thanks to:

- Lisa who was able to produce high quality worship for us from the very beginning of the pandemic.
- Macky Sumalileng who willingly played guitar and sang for every service from the first moment of lockdown.
- The musical team of Arlene Robinson, Louise Martin, Macky Sumalileng, Julie Murakami, Kayla Mak and Heather Mann who pulled together and created beautiful

worship when we were able to do so.



- To Julie Larson, Lisa Cameron, and Louise Martin who put together Advent Kits that went to everyone in the congregation, and to Louise who also filmed many of our Merry Christmas messages.

Worship was a massive challenge this year and we adapted the best we could. The board and I made a firm decision from the beginning we would not come back together for in-person worship until it was safe for everyone to do so. This was a hard decision and I know it has been a challenge for all of us but the intent was for your safety and well-being. We look forward to worshipping together again as soon as we are able.

Memorials

| | |
|-------------------|----------------|
| Irene Vickers | June 11, 2020 |
| Shirley Halvorson | August 9, 2020 |

The Worship Committee is always looking for new members. We are truly in need of some more assistance with the larger responsibility of carrying out regular services. The committee helps prepare services twice a month. In our monthly meetings we work on

themes with the minister as well as prepare the Sanctuary with seasonal decorations, put up banners, etc., ensure we have supplies for the seasons and for Sunday worship services. If this sounds like fun to you and really it is, please let Rev. Karen know and you can join us. Our current Worship Committee is Julie Larson and Louise Martin.

Submitted by Rev. Karen Millard

Ministry and Personnel Report

2020 was a year of change for the M& P committee. While the year started out much as many years do, things began to change significantly in early March due to the onset of Covid 19. The Church also embarked on several structural changes, including the formation of a Leadership Committee and a change in call for our Minister as part of the CoF Profile for Squamish United Church. These too, changed the function and role of the M&P Committee.



In January there were staffing challenges with the Spirit Kids Program, including the resignation of the Spirit Kids Manager. The search for more floor staff continued and the Job Description for the Manager position was revised and posted. The new Job Description combined the Spirit Kids Manager position with the Church Administrator position. Parts of the Office Administrator position were outsourced to an external accountant.

The new combined position had barely started when the Public Health restrictions due to Covid 19 began. The restrictions included the closure of the Spirit Kids Program. The closure of the program resulted in the layoff of all related floor staff. Cindy Roy participated in many financial webinars sponsored by the United Church of Canada and applied for the Canadian Employee Wage Subsidy (CEWS) for the Church itself. This subsidy enabled us to keep our Office Administrator/Spirit Kids Manager and our Minister working full time. By early April, with the onset of on-line church services, it was evident that the

Office Administrator position had significantly changed. A new Job Description was created that included the filming of Sunday Church services.

Through the spring, things carried on and the Leadership Team worked with an outside consultant (George Meier). Of the many outcomes, it was decided to move to a smaller Board structure that would not include the M&P Committee. The M&P Committee was also relieved of its responsibilities for Spirit Kids staffing. Cindy Roy joined the Spirit Kids Advisory Committee to assist as needed. Marilyn Caldwell worked as part of the Pastoral Relations Committee to help create the new Job Description for the Minister under the new part time (50%) structure.

In June, M&P made a recommendation to the Board for a change in category for Reverend Millard. The Board accepted that recommendation.

The M&P Committee thanks all of our staff for their hard work, commitment and creativity during this challenging time.

***Respectfully submitted,
Marilyn Caldwell, Co- Chair***



Mission and Service Report



The Mission and Service (M&S) opportunities are organized by the main United Church of Canada. M&S donations support a wide variety of organizations and projects, in Canada and abroad. In Canada the projects include: ministries that provide and advocate for low-cost housing and shelters, community and justice work, mental health treatment, and employment training for marginalized Canadians. M&S givings also help people develop new skills and access life-changing medical treatment and counselling. They also help people live meaningfully and purposefully by supporting education opportunities, communities of faith, retreat centres, and more. It has partners in Latin America (8 countries), Asia (5 countries) and Africa (8 countries). Priorities abroad include access to land to grow local food, food security, safe water, and human rights. More details can be found at: <https://united-church.ca/community-and-faith/get-involved/ways-give/giving-opportunities>.

For disaster relief M&S partners with other churches through Action of Churches Together (ACT). ACT's financial support allows worldwide immediate financial response to disasters. The M&S committee at present is Barbara Stover, Pat Wilson and Hugh Kerr. Weekly presentations of "Minute for Mission" (when services are permitted) normally highlight an example project of M&S. ***In 2020 M&S donations by Squamish United Church totaled \$9507.72. This includes proceeds from recycling items at the local Bottle Depot, (account # 205), which were \$734.72.***

The M&S Committee is very grateful for these donations. We hope for continued support of M&S through regular givings in 2021. **New committee members** of the M&S Committee are always welcome. **No application forms**, or experience, are needed. Just let me know.

Barbara Stover barbarastover@hotmail.com

Family and Children's Ministry

Spirit Kids Out of School Program:

As 2020 set in, our Spirit Kids Out of School Program was enjoying a healthy attendance rate with an average of 5 children in our before-school program and an average of 16 children in our after-school program. In mid-March when schools were closed along with many other organizations and businesses, our Spirit Kids Program also closed and unfortunately, it was necessary to lay off our Spirit Kids' employees.



In August, a Spirit Kids Advisory Team (SKAT) was formed to oversee the management and staffing of the Spirit Kids Program. This team is made up of Rev. Karen Millard (Supervisor), Julie Larson, Cindy Roy, and the Spirit Kids Manager.

The Spirit Kids Program did not reopen until September 2020 and at that time, it opened with reduced hours and capacity. A decision was made not to reopen the before-school portion of the program. Two new employees were hired who along with the assistance of our Spirit Kids Manager, Lisa Cameron, ran our after-school program. With many families having the option of working from home or opting to home-school their children, our Spirit Kids numbers were significantly reduced to an average of 8 children per day.

Our Spirit Kids Program has continued to run into 2021, and we want to thank our dedicated staff for their creativity, their enthusiasm, and most of all, their unwavering patience.

***Respectfully submitted,
Cindy Roy
Spirit Kids Advisory Team***

Children's Church:

2020 continued to see growth of children and families within our church. Most of us agreed it was a great joy to see and hear the children on Sunday mornings. Kayla Mak had built a strong program over the years that now had a strong core group of families. We celebrated with Kayla in February as she went on mat leave. Today we give thanks for the healthy birth of her son, Kian James Kai-sing Mak, on June 24 and continue to wish her and her family well, and look forward to being able to meet Kian in person.

We held our final in-person Messy Church in March with a Lenten labyrinth walk.

Michelle Ulmer kindly offered to assist with Children's Church and programming and she did an amazing job. When we went into Covid lockdown and were unable to have church in the sanctuary, we carried on with Children's Church over zoom until the end of June when families were anxious to get off the computer and out into the sunshine.

Michelle also helped to organize a 'Camp in a Box' in the summer which was a huge hit.



After the summer, we offered occasional online zoom worship and held two children's church services

outdoors with social distancing – one at Rose Park and another at the river. These were great fun and very well attended.

For the season of Advent, we sent out Faith at Home kits and led weekly zoom worship again. Thank you to all who came, assisted and worshiped with us. We cannot wait to see you all in person again soon.

Submitted by Rev. Karen Millard

Administrator's Report

The year 2020 started off already facing a number of challenges. In January, a significant piece of the financial work was outsourced to accommodate combining the position of Spirit Kids' Manager with the Administrator's role. The duties of these two positions were no sooner clarified when the pandemic hit and our Spirit Kids program had to close. The church also closed and in-person services were cancelled. Suddenly our team had to learn a new set of skills – recording and editing the services for on-line presentation. It was a steep learning curve but the services have proven to be quite successful. In September, our Spirit Kids program reopened with a reduced number of children. There were some ongoing rentals, weekly on-line services continued to be produced, and the office was beginning to have a more normal feel. When the second wave of the pandemic hit, our rentals were cancelled, but fortunately our after-school program was able to continue operating as schools remained open.

All in all, 2020 certainly presented numerous challenges to our staff and we feel that they rose to these challenges in every way.

We want to express our thanks to Lisa Cameron for her many areas of expertise that proved to be so beneficial to Squamish United Church, as well as her cheerful readiness to help others. We wish her much success in her new role.

***Respectfully submitted,
Cindy Roy***

United Church Women's Report

This past year, in the face of Covid 19, like all other groups, UCW needed to restructure how we operated. However, we were fortunate enough to host a successful World Day of Prayer event in March before social distancing became the norm. Our group of 17 women learned to meet using zoom, and on two occasions in June & September managed social-

distanced meetings outside. Fundraising was on hold during the Spring, but in the Fall, we managed a profitable chicken sale and a vegetable sale, with all the recommended precautions in place. At Christmas, the Talk Turkey fundraiser proceeded virtually, raising money for First United. And socially, we arranged a gift exchange on line for our annual Christmas meeting.



Unfortunately for us but fortunately for her, Deb Kent, our long-time treasurer, moved away to be closer to family. With some reshuffling of duties, all positions were filled.

UCW not only functions to raise funds, but it helps us all stay socially connected in this time of tribulation. I would like to encourage any women who want to join to contact any member. We meet every second Wednesday of the month. For myself, I did not join until I retired feeling that I did not have the time, but even if you dropped in on one or two meetings a year, you may find it rewarding to get to know this group of ladies. I have certainly enjoyed being president these past two years and wish that I had joined the group earlier. My appreciation goes out to each and every member and we are all thankful for our continued work and health. Stay safe!

***Respectfully submitted,
Valerie Stainton, President***

UCW Financial Report

| | | |
|---|-------------------|--------------------|
| January 1, 2020 Opening Balance | \$383.70 | |
| INCOME: | | |
| Coffee | 152.00 | |
| Interest | .06 | |
| World Day of Prayer Donations | 330.60 | |
| Chicken Sales (Profit \$639.59) | 5,369.29 | |
| Tomato Plants | 177.00 | |
| Vegetable Sales (Profit \$1,115.00) | 3,006.00 | |
| Let's Talk Turkey Luncheon (Virtual) | 327.00 | |
| Total Income | \$9,745.65 | \$ 9,745.65 |
| EXPENSES: | | |
| World Day of Prayer Donations WICC | 330.60 | |
| Chicken Sales | 4,733.70 | |
| Vegetable Sales | 1,891.00 | |
| Marilyn Caldwell (turkeys for First United) 2019&2020 | 343.35 | |
| Christmas Community Care (remainder from turkey Luncheon 2020 | 177.00 | |
| Computer for Church Secretary | 1,736.87 | |
| Donation towards computer for Minister | 400.00 | |
| Service Charges | 4.50 | |
| Total Expenses | \$9,617.02 | \$ 9,617.02 |
| Closing Balance as of February 3, 2021 | | \$ 128.63 |

Respectfully submitted,
Mary Larcombe
Treasurer UCW



2019 Annual General Meeting

Minutes

June 23, 2020 via Zoom

The meeting was called to order at 7:10 PM by Chair Grace Halvorson

Present: 30 attending: Rev. Karen Millard, Grace Halvorson, Carlotta Liechti, Bruce Larson, Julie Larson, Jeff Larcombe, Mary Larcombe, Ian Kent, Deb Kent, Hugh Kerr, Elizabeth Kerr, Cindy Roy, Vicki Haberl, Kevin Haberl, Trevor Harris, Patsy Riecker, Marilyn Caldwell, Julie Murakami, Lisa Cameron, Pat Yendall, Arlene Ingraham, Wendy Sellers, Joanna Schwarz, Louise Martin, Walter Huber, Peter Gordon, Barb Stover, Heather Mann, Michelle Ulmer, Rev. George Meier.

1. **Opening Prayer/Reflection** – Rev. Karen Millard
2. **Opening Comments** – Grace Halvorson, Rev. George Meier
Declaration and Congregational Welcome
3. **New members** – Bruce Larson, Julie Larson, Michelle Ulmer inducted into Squamish United Church
Commitment of Congregation, New Creed, Mission Statement read responsively by Rev. Karen Millard and Congregation (Grace read for congregation as reading en masse by group over Zoom would not work well)
4. **Motion:** Moved by Ian Kent, 2nd by Louise Martin that voting privileges be given to all members and adherents in attendance. **Carried.**
5. **Motion:** Moved by Vicki Haberl, 2nd by Arlene Ingraham that the minutes of the March 10, 2019 Annual General Meeting be adopted. **Carried.**
6. **Leadership Team Report:**
Vicki, Bruce, and Michelle representing the whole Leadership Team with input by Facilitator Rev. George Meier presented an overview of the work and conclusions of the past 3 months of intense meetings. George noted other congregations took up to 2 years to complete what we have thus far completed in 3 months. Discussion and meetings will be ongoing. Bruce presented a slide show explaining the function of the team. They also shared their purpose statement:

Creating a spiritual and inclusive environment that empowers children and youth to:

- ***Realize their value as individuals***
- ***Develop meaningful relationships***
- ***Understand, appreciate and actively engage in the world***

The question was brought up of the youth statement (above) which does not mention the word “God”. Was that intentional? Are we afraid to use the word God? George spoke in detail about our Public Purpose and the church being at the centre of our community – being quietly courageous; listening to what are the needs of the community. The Holy Spirit needs to relocate out to the community or we become irrelevant. How do we “bubble out” into the community? Old model doesn’t work anymore. We experiment with the use of broad language, i.e., spiritual, nurturing.

Another question was, “Is the BC Region on board with this new concept?” Yes, real negotiations are still evolving. Yes, they are intending to work in good faith to make this work for SUC. The document “Incorporated Ministries Guideline” from the United Church of Canada was passed onto the board.

The team wishes to emphasize they don’t have all the answers to this new structure. We are in the early stages and encourages the entire congregation to hear and learn what the future church may look like as we explore this new concept.

The question of when will we be separating Rev. Karen’s work between the traditional church work and the new proposed regional outreach work. It was suggested we may be ready by September.

7. **Motion:** Moved by Peter Gordon, 2nd by Pat Yendall that the Committee Reports except for the Nomination Committee be received. **Carried.**
8. **Motion:** Moved by Bruce Larson, 2nd by Cindy Roy that the 2019 Reviewed accounts as prepared by Smythe LLP be accepted. **Carried.**
9. **Motion:** Moved by Peter Gordon, 2nd by Trevor Harris that accountants Smythe LLP be appointed to review SUC accounts for the 2020 upcoming year. **Carried.**
10. **Motion:** Moved by Carlotta Liechti, 2nd by Cindy Roy that the 2020 Budget as presented be approved. **Carried.**

Nominations: 2020 Proposed Board:

Board Chair – **Grace Halvorson**

Vice Chair

Past Chair

Secretary

Board of Trustees

Treasurer – **Bruce Larson**

Finance Committee

Worship Committee

Caring Ministry

Ministry & Personnel – **Marilyn Caldwell and Cindy Roy**

Mission & Service – **Barb Stover**

Stewardship

UCW Liaison – **Val Stainton**
Member at Large – **Carlotta Liechti**
Member at Large – **Trevor Harris**

11. **Motion:** Moved by Trevor Harris, 2nd by Kevin Haberl that the Nominations Committee report be approved. **Carried.**
12. **Looking Ahead:** Fall congregational meeting in September. For discussion: Community of Faith Profile and future budget.
13. **Next Meeting Date:** April 2021
14. **Adjournment:** Moved by Carlotta, 2nd by Ian. 8:50 PM.
15. **Closing Prayer**

New Members

We wish to welcome the following new members who joined our congregation in 2020:

| | |
|----------------|-------------------|
| Bruce Larson | June 23, 2020 |
| Julie Larson | June 23, 2020 |
| Michelle Ulmer | June 23, 2020 |
| Heather Mann | November 15, 2020 |

GIVINGS PER WEEK (Per Month in Brackets)
2020

