

**Squamish United Church Board Meeting
Wednesday, November 19, 2025 at 7:00 pm
Via Zoom**

***The Mission of Squamish United Church is to be
“an Inclusive Community Serving God’s World”***

Present: Rev. Anita Spiller, Trevor Harris (Chair), Cindy Roy (Treasurer and Secretary), Vicki Haberl (Recording Secretary), Kevin Haberl, Glen Van Brummelen.

1. Welcome and Land Acknowledgment (Trevor): 7:02 pm
2. Opening Prayer (Rev. Anita)
3. Approval of Agenda: Moved by Vicki, seconded by Kevin. Carried.
4. Approval of October 22, 2025 Minutes: Moved by Cindy, seconded by Glen. Carried.
5. Dreaming and Visioning
 - a. Discussion of current sense of vibrancy at the church, some new faces.
6. Reports
 - a. Minister – reported on success of the Coffee House (despite lots of competition for other events that evening); lots of people attending church who seem to be exploring who we are.
 - b. Worship – we are trying out coffee hour being in the sanctuary (too many for the hallway now)
 - c. M&P – Cindy and Julie will meet with Erica on Friday to conduct a performance evaluation
 - d. Finance – see attached reports (P&L October, YTD comparisons) The financial situation is optimistic. We are close to a balanced budget, and we will make a plea to the congregation to make a final push in 2025.
 - **Motion** to accept the report by Glen and seconded by Kevin. Carried.
 - **Motion** to hire Amanda Birch of Birch Financial to conduct an audit of our books. Moved by Cindy and seconded by Glen. Carried.
 - **Motion** to renew the VanCity GIC with interest included for another 12 months. Moved by Kevin and seconded by Cindy. Carried.

e. Budget 2026 –

- **Motion** to approve the proposed Worship Committee budget of \$4730 (with amendment to include 10 hymnals and accommodation expenses for 2 people to attend Pacific Mountain Region AGM). Moved by Kevin and seconded by Cindy. Carried.
- **Motion** to approve the proposed Ministry and Personnel budget for 2026, including Option #1 for church administrator. Moved by Glen, seconded by Kevin. Carried.
- Proposed overall budget was discussed, with some amendments, and will be reviewed in January when we have final YTD figures.

7. Old Business:

- a. Interact Square – Square was set up for use at the recent Coffee House fundraiser. There are some issues to resolve for using it with the church iPad.
 - Vicki and Cindy will work on a resolution.
- b. Update re audiovisual – Kevin reported that some work is being done to determine whether the screens and projectors that are becoming outdated should be changed over to LED television. There are many issues to consider.
 - Anita will inquire if other churches have already investigated this issue.
 - Kevin will continue exploring different options, and get quotes for each, such as replacing the bulbs of existing equipment, versus purchasing a new very large television monitor, etc.

8. New Business

- a. Strata Update – a consultant was hired to sort out the problems with our strata fees. WRM is taking over the administration of the strata dues.

9. Upcoming Events:

- a. “Talk Turkey Luncheon” – Sunday, November 23, 2025
- b. First Sunday of Advent – Sunday, November 23, 2025

10. Next Meeting: Wednesday, December 17, 2025

11. Closing Prayer (Anita)

12. Adjourn Meeting – at 9:07

Signed:

Trevor Harris, Chair

Cindy Roy, Secretary

Squamish United Church

Profit and Loss

October 2025

	TOTAL
INCOME	
500 Donations	
501 General Donations	6,245.00
507 Benevolent Fund Donations	150.00
Total 500 Donations	6,395.00
511 Fundraising	20.00
526 Facility Donations	4,975.00
Total Income	\$11,390.00
GROSS PROFIT	\$11,390.00
EXPENSES	
600 Operating Expenses	
611 Website Expenses	26.98
612 Software	33.44
627 Office Cleaning	400.00
689 UCC Annual Assessment	400.63
Total 600 Operating Expenses	861.05
660 Building Expenses	
667 Strata Fees	2,899.01
668 Communications	143.40
Total 660 Building Expenses	3,042.41
670 Administrative Expenses	
671 Insurance	179.63
672 Legal & Accounting	34.59
673 Service Charges	47.45
Total 670 Administrative Expenses	261.67
711 Fundraising Expense	520.00
850 Salaries & Benefits	
851 Salary Expense	5,031.72
853 Employer-paid	947.14
854 Phone Allowance	70.00
855 Service Charges	57.64
Total 850 Salaries & Benefits	6,106.50
Total Expenses	\$10,791.63
OTHER INCOME	
535 M&S Flow Thru Income	0.00
Total Other Income	\$0.00
PROFIT	\$598.37

Squamish United Church
YTD Comparison to Budget
As of 10/31/2025

	Oct 31 YTD	Total Budget	10/12 of Budget Nos.
INCOME			
500 Donations			
501 General Donations	66,757.87	\$ 83,000	\$ 69,167
507 Benevolent Fund Donations	150.00	\$ -	\$ -
Targeted Donations	560.49	\$ 1,000	\$ 833
UCW Donations	0.00	\$ 2,000	\$ 1,667
Total 500 Donations	\$ 67,468.36	\$ 86,000.00	\$ 71,667
511 Fundraising (*includes Nov 1)	3,068.58	\$ 3,000	\$ 2,500
526 Facility Donations	28,128.75	\$ 28,500	\$ 23,750
Total Income	\$ 98,665.69	\$117,500.00	\$ 97,917
GROSS PROFIT	\$ 98,665.69	\$117,500.00	\$ 97,917
EXPENSES			
600 Operating Expenses			
611 Website Expenses	286.29	\$ 320	\$ 267
612 Software	1715.78	\$ 675	\$ 563
625 Office Expense	174.93	\$ 400	\$ 333
626 Supplies	150.14	\$ -	\$ -
627 Office Cleaning	3875.00	\$ 5,200	\$ 4,333
642 Facility Rental Expenses	375.00	\$ 2,000	\$ 1,667
689 UCC Annual Assessment	3605.67	\$ 4,407	\$ 3,673
730 Benevolent Fund withdrawals	400.00	\$ -	\$ -
Total 600 Operating Expenses	10582.81	13002.00	\$ 10,835
660 Building Expenses			
665 Utilities	2705.15	\$ 3,500	\$ 2,917
667 Strata Fees	16321.01	\$ 18,936	\$ 15,780
668 Communications	1434.00	\$ 1,721	\$ 1,434
669 Repair and maintenance	293.51	\$ 1,000	\$ 833
Total 660 Building Expenses	20753.67	\$ 25,157	\$ 20,964
670 Administrative Expenses			\$ -
671 Insurance	1796.30	\$ 2,163	\$ 1,803
672 Legal & Accounting	627.78	\$ 1,000	\$ 833
673 Service Charges	500.18	\$ 600	\$ 500
Total 670 Administrative Expenses	2924.26	\$ 3,763	\$ 3,136
690 Worship Expenses	173.35		\$ -
692 Music Licenses	281.00		
693 Worship Resources	363.87		\$ -
694 Worship Labour Expense	195.00		\$ -
695 Worship Decor	281.64		\$ -
696 Piano Repairs	175.20		\$ -
697 Supply Ministers	570.00		\$ -
Total 690 Worship Expenses	2040.06	\$ 3,520	\$ 2,933

711 Fundraising Expense	862.38	\$	-	\$	-
800 Ministerial Expenses				\$	-
Educational Resources	1067.98	\$	845	\$	704
802 Pastoral Care	28.25	\$	200	\$	167
Total 800 Ministerial Expenses	1096.23	\$	1,045	\$	871
850 Salaries & Benefits				\$	-
851 Salary Expense	50570.55	\$	58,206	\$	48,505
852 Worksafe BC	93.74	\$	111	\$	93
853 Employer-paid	9479.46	\$	11,393	\$	9,494
854 Phone Allowance	700.00	\$	840	\$	700
855 Service Charges	611.61	\$	850	\$	708
Total 850 Salaries & Benefits	61455.36	\$	71,400	\$	59,500
Total Expenses	99714.77	\$	117,887	\$	98,239

Worship Committee Budget for 2026

Our best estimate is a budget of \$3897.07.

- Many of our expenses can not be adjusted (for example subscriptions, required One License, annual piano tuning).
- We have planned for 4 Sundays of pulpit supply. Rev. Anita does not preach 10 Sundays a year. The Worship Committee continues to plan worship on the remaining Sundays.
- We plan for a paid supply pianist 8 Sundays a year. Last year, we were only invoiced for 3 Sundays.
- Our budget includes important program elements that do not always cost as much as anticipated (for example Children's Church)

New Hymnal Proposal

The United Church of Canada has a new supplemental hymnal "Then Let Us Sing".

We would like to begin to acquire copies of this new hymnal. Rev. Anita and Arlene Robinson have both reviewed it and are eager to include those hymns in our worship services.

The Worship Committee would like the Board to approve a hymnal buying campaign to begin in January of 2026. Asking members to buy a hymnal in honour or memory of a loved one. We are aware that the Board is also looking at ways to improve the projector/screen situation in the sanctuary. This is an important worship need. We are sensitive to the fact that too many asks for specific money can get in the way of successful fund raising for either campaign (screens and hymnals) and general giving. Yet the committee feels that people like to donate hymnals as memorials.

Each hymnal cost 32.95 (without shipping included).

Purchases of 24 or more receive a 15% discount.

2026 Budget

Below is an abbreviated budget. Cindy and Rev. Anita have the detailed worksheet if the Board has additional questions. The budget includes 2 options to buy hymnals through the general funds rather than conduct a donation campaign.

690 Expenses	935.95
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Speakers, one license, music,
etc

693 Resources	701.12
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Gathering subscription,
Children's Church, Adult
Ministry

694 Labour-supply pianist	520
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8 Sundays X 65, last year we
only used 3 Sundays

695 Décor	400
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candles, seasonal needs

696 Piano Upkeep	200
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tuning 1 piano

697 Labour -Pulpit Supply	1140
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We have budgeted for 4
Sundays @ 285. UCC calls for
261 plus travel @.60 per k,
Anglican 285

Total	3897.07
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Total plus 10 new hymals	4226.6
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Total plus 30 new hymnals	4737.3
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M+P Proposed Salaries for 2026

Rev. Anita

M+P recommends following the UCC wage scale for ministers.

2025 \$36,847.50

2026 \$37,805.50 (an increase of 2.6 percent set by UCC)

Phone \$840

Continuing Education \$866.50

Arlene, Music Director

M+P recommends giving Arlene a COLA increase of 2.6% and adding 3 additional hours for choir rehearsals. In 2025 we budgeted for 10 rehearsals of 1.5 hrs each. With the growing success of choir we feel more time should be allotted for this task

2025 \$26.75 per hour

2026 \$27.45 (a 2.6 percent increase)

218 hours per year= \$5,984.10

Erica, Church Administrator

M+P would like let Erica know that she is a valued member of our church by offering an increase above COLA and hope the Board can approve our proposal #1. Proposal #2 is the minimum increase we can support.

2025 \$25 per hour

2026

Proposal #1 \$26 per hour (an increase of 4%).

13.5 hours per week= \$18,252 for the year

Proposal #2 25.65 per hour (an increase of 2.6%)

13.5 hours per week=18,006 for the year