



2025 Annual Report

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MINISTER'S MESSAGE 2025

Dear Glen Morris United Church,

Peace be with you all as we gather to prepare as a community of faith to plan for 2026. As I look back on 2025, I imagine this report like the moment in worship where we collect the offerings and place them before God at our altar: our time, talent, treasure, hope, joy, and courage. It is a list of generosity that can never be perfectly completed and yet is still important to reflect on in prayer:

Thank you, God, for the invitation to be part of creating your kingdom here on earth. May the life and work of the church continue to be a blessing to a world that is in need of peace, justice, and love.

In 2025, our Sanctuary was a place where we talked about the spiritual gifts of listening to our fears (Advent), and what can be found when we move beyond (either/or) type of thinking (Lent). We celebrated moments of joy like our Anniversary Service and our Connect Services, we prayed with our neighbours (Church on the Road), and we made space for sorrow (All Saint's Service and the Annual Cemetery Service). There were big moments, like our Church filled with guests on Pride Sunday and many, many smaller moments of short phone calls, pastoral care connections, and the steadfast administrative work that keeps everything running smoothly.

As a Church, we have continued on a couple of paths of discernment and engagement. First was the Grand River Collaboration. This collaboration of local ministries has helped us come together for joint worship services, including a delightful picnic in June. It has also been invaluable in terms of developing a network of collegial support ensuring all of our churches have pastoral care coverage and other forms of support. Secondly, the Church has continued this past year in the Affirming Ministry process. With well attended events like PIE Day, post-church question and answer periods, a resource library, and sermons devoted to the process, there have been many avenues for people to engage. I'm grateful for the prayerful discernment our community has invested in these opportunities.

With all that we have placed before God in 2025, I am inspired and hopeful for how we will respond to God's call in this upcoming year. I look forward to breaking bread with you and continuing to serve this wonderful community of faith.

Serving the Wider Church

Celebrating the United Church of Canada's centennial gave me several opportunities to engage in the work of the wider church including sharing my story through this [Colouring Page](#) resource and participating in [A Place At the Table](#) project. *A Place at the Table* has been a project that continues to flourish with many forms of engagement throughout the year. An article about the project was in the [Brantford Expositor](#) and in the Fall I participated in a panel on [Anti-Racism](#) as part of *The United Church's 40 Days of Anti-Racism Campaign*.

The General Council Meeting this summer featured the [United Church's Apology to 2S & LGBTQIA+ Communities](#). As someone who has participated in various forms of this work for the past decade, it was a moment of celebration but also a call to further action. I continue to participate in strategic meetings with the wider church about how to continue to animate this work. In November, I offered a workshop on the apology at the [Affirming Leaders Day](#) online conference.

Also:

- I joined Adam Cresswell for a conversation on poverty, faith, and harm reduction on *Winter is Coming: A Housing Justice Podcast*. You can listen to the podcast [here](#).
- I supported Fraser Elsdon in his Circle of Accompaniment. Fraser is currently a candidate for ordained ministry who I met during my Supervised Ministry Education at East End United Church.
- As the year came to an end, I was grateful to spend a weekend in British Columbia at a United Church young adults leadership retreat called Re:Unite. At this event, I offered workshops on Power, Faith, and Social Change.
- I continue to participate in meetings for PalNet - a group dedicated to Palestinian solidarity work within the United Church that operates in Southwestern Ontario. Our hopes are to offer an in-person workshop in Spring 2026.
- I wrote a devotional called *Yeast and Other Slow Miracles* for a Lenten Devotional entitled [Bless, Break, Share](#) that was prepared by The United Church.
- In November, I presided in a Queer Vespers Service held at Martin Luther University College for the Transgender Day of Remembrance.

Workshops and Community Engagement

In February, I offered a workshop on *Confronting Religious Based Homophobia and Transphobia* at the OK2BME Conference which gathers 2S & LGBTQIA+ high school students from across the Waterloo region. This workshop created connections that would later provide an opportunity to support students resisting homophobia and transphobia that they were experiencing through Waterloo Catholic District School Board Meetings. It also involved decision-making including the co-writing of an interdenominational letter of support (40+ ministers from 5 denominations!) and visiting a high school's Gender and Sexuality Alliance Group.

- I have had the honour of joining in prayer with the Multifaith Prayer Circles for Gaza. This collective holds bi-monthly prayer gatherings online to support people in their ongoing solidarity work for Gaza and Palestine.
- In May, I participated in a talk-back panel for a theatre show at Factory Theatre. Monica Garrido wrote, directed, and starred in a show exploring her experience coming out as a Catholic Mexican immigrant living in Toronto.
- I continue to attend meetings of the Queer Interfaith Coalition to stay connected to a wider web of people praying and working for 2S & LGBTQIA+ justice across the country.

Yours in Christ,

Rev. Michiko

**GLEN MORRIS UNITED CHURCH
ANNUAL CONGREGATIONAL MEETING
FEBRUARY 8, 2026**

Zoom Meeting Log-In: <https://us06web.zoom.us/j/83149315542>

AGENDA

Welcome

Opening Prayer: Reverend Michiko

Declaration of Quorum

Declaration by Chair

Motion: To approve congregational e-meeting access and e-voting.

Motion: To approve voting privileges for Adherent Members.

Election of Chair of GMUC Congregational Meetings for 2026

Additions / Approval of Agenda

Motion: To accept February 9, 2025, Annual Congregational Meeting Minutes.

Business Arising from the Minutes

Correspondence

REPORTS

Committee reports as printed

Motion: To accept all reports as printed.

NEW BUSINESS

ELECTION of OFFICERS

Stewards..... One required for a three-year term.

Independent Financial Reviewers..... Two required for one-year terms.

Lay Representatives Regional Council..... Two required for one-year terms.

Assistant Treasurer..... One required for a three-year term.

Motion: To elect nominees to these offices conjointly.

Chair of Official Board..... One required for a three-year term.

APPOINTMENTS

Board of Trustees..... Two required for five-year terms.

Waterloo Extension Council / UP Fund..... Two required for one-year terms.

Motion: To approve appointments to offices conjointly.

Representatives of Session or Stewards are made by those Committees. Congregational appointments are made by the committees or groups themselves. If members of the congregation wish to join a committee or group, they should contact a member of that committee or group. A preliminary list of members of 2026 committees and groups is enclosed in the Annual Report.

FINANCIALS (2025) & CHURCH BUDGET (2026)

- Independent Financial Review Report for 2025
- 2025 Financial Report
- 2025 Treasurer's Report

Motion: To receive the 2025 Treasurer's Report.

- Operating Budget for 2026
- Mission & Service Fund Objective for 2026

Motion: To approve the Operating Budget for 2026 and the Mission & Service Fund Objective for 2026.

Other Business: Items added under "Additions to the Agenda" only.

Courtesies

Hymn: VU #595 - *We are Pilgrims on a Journey*

Closing Declaration

Benediction: Reverend Michiko

Adjournment

**MINUTES OF THE ANNUAL CONGREGATIONAL MEETING
GLEN MORRIS UNITED CHURCH
SUNDAY, FEBRUARY 9, 2025
Zoom Meeting ID: 851 6767 5027 and Passcode: 752511.**

WELCOME: Dr. Robert Williams ("the Chair") opened the hybrid Annual Congregational Meeting ("ACM") of Glen Morris United Church ("GMUC") at 11:15 a.m. by welcoming 32 full members and adherents present in person and 8 full members and adherents attending virtually (Glenda Morton, Jackie Sandilands, Joan Sims, Karen Murray-Hopf, Leanne Ziler, Margaret McPherson, Jane Wyse, and Susanne Crichton). The Chair noted that the agenda for the meeting had been distributed electronically prior to the meeting and directed those present to refer to the screen versions as the meeting progressed.

OPENING PRAYER: Reverend Michiko led us in a prayer.

DECLARATION OF QUORUM: The Chair stated that in order to have a properly constituted ACM in a congregation with more than 100 members, it is necessary to have at least 20 full members of the congregation present, according to the United Church Manual. Don Douglas ("the Secretary") declared there to be a quorum present.

DECLARATION BY THE CHAIR: The Chair declared, "In the name of our Lord Jesus Christ, head of the Church, I declare the February 9, 2025, Annual Congregational Meeting of Glen Morris United Church now open to conduct such business as may regularly come before it."

BUSINESS: The Chair reviewed the process for voting locally and on Zoom. The Chair also pointed out that all full members of the congregation could vote on the following motions and all subsequent business coming before the meeting.

Motion: To approve congregational e-meeting access and e-voting. **Moved** by Lyanne Lynch. **Seconded** by Don Taylor. **Carried.**

Motion: To approve voting privileges on all matters for Adherent Members of the congregation. **Moved** by Bill Labron. **Seconded** by Deb Aitkin. **Carried.**

Election of the Chair of GMUC ACM for 2025: The Chair explained that the United Church Manual requires the congregation to elect a Chair of Congregational Meetings annually at the ACM.

The Chair noted that he had a conflict of interest in this matter and asked Don Douglas, the 2025 Secretary of Congregational Meetings, to act as Chair Pro-Tem for this item of business. Don Douglas then stated that the Official Board, from its November 25, 2024, meeting, had recommended that Dr. Robert Williams be nominated as Chair of Congregational Meetings for 2025. Don Douglas then called three times for any other nominations from the floor. Hearing no other nominations, a motion was called.

Motion: To elect Dr. Robert Williams to be Chair of the GMUC Congregational Meetings for 2025. **Moved** by Bill Labron. **Seconded** by Marion Morton. **Carried.**

Dr. Williams resumed the Chair. He thanked Don Douglas for acting as Chair Pro-Tem and thanked the congregation for their vote of confidence.

REMEMBRANCE: The Chair stated, "Let us now pause from the work of this meeting to remember those who have passed from our midst this past year. We remember their heritage as part of this congregation, their deeds of goodness, their work for God, and our faith community in the Glen.

Vic Locker
Tom Ingall
Jack Griffin
Jim Morton

Let us join in a moment of silence to remember them. We not only remember those whose names have been mentioned, but we also remember all those that we loved who are not with us now. We cherish their memories in our hearts."

Rev. Michiko lit a candle in memory of all those who have passed and gave a brief prayer for comfort in our grieving. She gave thanks for their faithful service, saying that memories of them are a blessing.

Approval of Agenda: The Chair inquired whether anyone present wished to amend the meeting agenda. No amendments were put forward from the floor.

Motion: That the agenda circulated prior to the meeting be approved. **Moved** by Jen Westbrook. **Seconded** by John Graham. **Carried.**

Approval of Minutes: The Minutes of the ACM conducted Sunday, February 11, 2024, were reviewed and the Chair inquired regarding any errors or omissions. None were identified.

Motion: To approve the Minutes of the ACM conducted Sunday, February 11, 2024. **Moved** by Lyanne Lynch. **Seconded** by Bill Coppes. **Carried.**

Business Arising from the Minutes: Marilyn Cline Estate Bequest:- John Graham explained that the monies received from this bequest were originally planned to pay down some of the existing mortgage. Instead, all the funds were invested at a higher rate of interest relative to the existing mortgage interest. This decision to change was made jointly by the Trustees and Stewards. The mortgage will continue to be paid and managed based on our financial planning and Investment Policy.

Correspondence: The Secretary reported that there was no correspondence to come before the meeting.

REPORTS: The Chair directed the attention of those present to the written committee and group reports contained in the Annual Report that had been distributed prior to the meeting and noted that the authors of these reports would not be called upon to elaborate on their contents except in the event of questions from the floor.

There were no other verbal reports presented nor any questions from the floor.

Motion: To accept all reports of committees and groups as contained in the 2024 Annual Report. **Moved** by Neil Sandilands. **Seconded** by Deb Fraser. **Carried.**

NEW BUSINESS:

- Recommendation of Official Board to approve “GMUC Investment Policy” as recommended by the Board of Trustees and the Committee of Stewards. The proposed policy was previously distributed. Bill Labron gave a brief overview of the policy.

Motion: To approve the “GMUC Investment Policy.” **Moved** by Bill Labron. **Seconded** by Bill Coppes. **Carried.**

- Recommendation of Official Board to approve “Revisions to the 2025 GMUC Governance Document” that had been previously distributed.

Motion: To approve revisions to the 2025 GMUC Governance Document. **Moved** by Bill Labron. **Seconded** by Sue Williams.

There were four proposed amendments:

1. Amendment to Finance Committee Responsibilities P. 18

Bill Coppes, Chair of the Finance Committee, in consultation with the Committee, proposed an addition to the responsibilities of the Finance Committee to add the responsibility of annually reviewing the salaries of Ministry Personnel and paid church staff. This change clarifies which committee will be responsible for salary recommendations and/or negotiations, and the process to be followed. Since the Stewards and not Ministry and Personnel are responsible for the annual budget process, the Finance Committee holds the decision-making authority for any recommended compensation increases that are within the budget capabilities of GMUC.

Motion: That the Finance Committee review annually the salaries of Ministry Personnel and paid church staff and make recommendations to the Budget Meeting of Stewards accordingly. **Moved** by Bill Coppes. **Seconded** by Bill Labron. **Carried.**

2. Amendment to Ministry and Personnel (M&P) Committee P. 11 & 12

Donna Jarvie, Chair of M&P, in consultation with all members of the Committee, proposed two minor revisions to the M&P Committee’s responsibilities. It was recommended that on pages 11 and 12, the words “compensation” be deleted and replaced with “benefits.” Donna explained that the M&P Committee only has jurisdiction over benefits and not compensation. Such benefits could include Sabbatical leaves or changes in vacation times.

Motion: That the M+P Committee’s preamble and list of responsibilities be changed with the word “compensation” deleted and replaced with the word “benefits.” **Moved** by Donna Jarvie. **Seconded** by Deb Fraser. **Carried.**

3. Amendment to Faith Formation (FF) Committee Description P. 23

Jen Westbrook, Chair of FF, presented a proposal adopted at the FF Committee, to change the wording of the Governance Document concerning the responsibilities of the FF Committee.

Motion: That the list of Faith Formation Committee responsibilities be changed by deleting the words “planning and implementing all aspects of congregational worship” to “supporting the planning and implementing of all aspects of congregational worship.” **Moved** by Jen Westbrook. **Seconded** by Bill Coppes. **Carried.**

4. Amendment to Manse Committee Membership P. 17

Liz DeGroote proposed re-adding the following sentence to membership of the Manse Committee. (Since Liz was not present at the meeting, the Chair gave an explanation to the attendees on her behalf.)

Motion: That the membership of the Manse Committee include one full member or adherent of the congregation for a maximum term of three years. **Moved** by Lynn McRuer. **Seconded** by Donna Jarvie. **Carried.**

The Chair called for any other amendments or revisions. There were none from the floor. Under these circumstances, the motion on the floor was then presented with the four approved amendments:

Amended Motion: To approve revisions and the added four amendments to the 2025 GMUC Governance Document. **Moved** by Bill Labron. **Seconded** by Sue Williams. **Carried.**

Note: After the motion carried, Bill Labron spoke to the reasons and necessity of having a detailed and accurate Governance Document and the purpose of having such as a “living” document for guidance.

- Recommendation of Committee of Stewards to approve “that GMUC apply for a Western Ontario Waterways (“WOW”) Regional Council Matching Fund Grant of up to \$50,000 for church debt repayment, as soon as the process and application forms are available from Regional Council.” Lynn McRuer spoke to this opportunity and how it can assist us with paying down the mortgage much sooner than planned. The formal application process is not formalized yet, but we should look forward to having GMUC participate in this process.

Motion: That GMUC apply for a WOW Regional Council Matching Fund Grant of up to \$50,000 for church debt repayment, as soon as the process and application forms are available from Regional Council.

Moved by Lynn McRuer. **Seconded** by Jen Westbrook. **Carried.**

- Recommendation of Rev. Michiko that GMUC commits to being a part of the Grand River Collaboration where communities of faith can feel a strengthened sense of solidarity to navigate the challenges facing the church of today and the future. The sharing of resources can enable churches to engage in more effective stewardship, and enable churches to engage in new, necessary and innovative forms of ministry. Staff and ministry personnel can work with an environment of collegiality. Rev. Michiko gave a brief overview and explanation to the attendees.

Motion: That Glen Morris United Church commit to being a part of the Grand River Collaboration. **Moved** by Donna Jarvie. **Seconded** by Deb Fraser. **Carried.**

ELECTION OF OFFICERS FOR 2025:

The Chair explained that the procedure for nominations and elections is established by the United Church Manual wherein candidates for office are put forward by the Nominating Committee and nominations may also be received from the floor. To validly nominate a person from the floor, the nominee must be present at this congregational meeting to consent to the nomination.

ELECTIONS

The Chair read the list of nominees for:

Ministry and Personnel Committee.....	Wayne McComb for a five-year term
Committee of Session.....	Donna Jarvie for a one-year term
Committee of Stewards.....	Bill Coppes for one-year term, Ross Miller for three-year term
Independent Financial Reviewers.....	Deb Aitkin and Murray Pearson for one-year terms
WOW Regional Council Reps.....	Lynn McRuer and Jen Westbrook for one-year terms

There was a discussion about the number of Session members for 2025. It was the opinion of the Chair that any vacancies on Session could be filled by the Official Board under its authority to act on behalf of the congregation.

The floor was opened for further nominees for these positions. There were three separate calls for nominations from the floor. Hearing no other nominations, the nominations were declared closed by the Chair.

Motion: To elect nominees to offices conjointly. **Moved** by Bill Labron. **Seconded** by Jen Westbrook. **Carried.**

APPOINTMENTS

Don Douglas read the names of those nominated by appointment by the Nominating Committee:

Board of Trustees: Ross Earnshaw for a five-year term

Waterloo Extension Council / UP Fund: Don and Ingrid Douglas for one-year terms

Motion: To approve these appointments conjointly. **Moved** by Charlotte Taylor. **Seconded** by Lyanne Lynch. **Carried**

INDEPENDENT FINANCIAL AUDIT 2024

Deb Aitkin presented the following report:

“On January 21, 2025, Murray Pearson and I met with John Graham and Leanne Ziler to review the Glen Morris United Church financial records. Everything was found to be in good order, and we appreciate the work John went to in organizing all of the reports on short notice. We also appreciate the efforts Leanne and John have been undertaking to streamline the various aspects of the role of Treasurer. Succession planning is well underway.”

Respectfully submitted by
Deb Aitkin, Dr. Murray Pearson

FINANCIAL STATEMENTS 2023 and BUDGET 2024:

The Chair called upon Treasurer John Graham to present the Financial Statements for 2024 and to introduce the Budget for 2025. The Treasurer directed those present to the financial documentation set out on pages 33-36 of the Annual Report. Income and expenditure items were generally reviewed for information. Highlights of any extraordinary items were noted and explained. Overall, we met our financial goals and targets for the past year.

Motion: To receive the 2024 Financial Report and the 2024 Treasurer’s Report. **Moved** by John Graham. **Seconded** by Bill Coppes. **Carried.**

The proposed Budget for 2025 was then reviewed by the Treasurer. He noted that the Budget for this year is only slightly higher than our 2024 actual result.

Motion: To approve the 2025 GMUC Operating Budget (\$135,900) and Mission and Service Fund objective (\$9,000) for 2025. **Moved** by John Graham. **Seconded** by Deb Aitkin. **Carried.**

The Chair extended special thanks to John Graham, the Finance Committee, and the Committee of Stewards, for their prudent fiscal management of the affairs of GMUC.

OTHER BUSINESS: None.

Courtesies by the Chair:

“And now, on behalf of the entire congregation, I wish to express most sincere thanks to those who work so hard to enrich the life and work of our Church here in the Glen. First and foremost, let us thank Reverend Michiko for their devotion and dedication to our Church, for their outreach in the wider church community, and their role in nurturing spiritual growth within our congregation. As I have said on many occasions in the past, Michiko, we look forward to your ongoing ministry with us, and for many years to come. I would also like to express thanks to our Director of Music, Lynn McRuer, the church choir, and Margaret Fleury for their inspirational music which fills this Sanctuary every Sunday, and also on special occasions. Our Church is known for its exceptional music, and there is no doubt this reputation is very well deserved. I would also like to express thanks from the Congregation to the 2024 Anniversary Committee and all those who contributed to special events, celebrations, and activities for our 175th Anniversary, culminating in the memorable Anniversary Sunday Service on September 29. On behalf of the Congregation, I would also like to thank Nancy Smith for the excellent work she carries out as our Church Custodian. And now, without naming any others specifically, I wish to thank on your behalf, all the members of all church committees and groups, and to every person in the congregation for supporting our Glen Morris United Church in 2024 and beyond.

Finally, over the past year, we celebrated the 175th Anniversary of our beloved Church, and we remembered many past events, achievements, and those who have gone before us. As we now look forward to the future, we are reminded that Reverend Michiko preached the following message during Epiphany: whether the road be straight, or the road be long and winding, we are never alone on this journey. Let us sing together our closing hymn.”

Hymn: VU # 651 *Guide Me O Thou Great Jehovah*

Closing Declaration: The Chair stated, "I declare that, subject to the motion to adjourn being carried, this February 9, 2025, Annual Congregational Meeting of Glen Morris United Church now be closed, and that the powers of governing be returned to the Official Board to deal with such matters as may come before it."

Benediction: Reverend Michiko gave a benediction thanking the members of the congregation for their devotion to the life and work of the church and sending them forth into the community in peace, and with joy and hope, and being inclusive and appreciative of each person on the journey.

Adjournment: On a **Motion** by Ross Earnshaw, the meeting adjourned at 12:20 pm.

Dr. Robert Williams, Chair

Don Douglas, Secretary

PRELIMINARY GMUC COMMITTEE LIST 2026

INFORMATION FOR ANNUAL CONGREGATIONAL MEETING

(#) = Years of Term Remaining * = Vacant Position

January 19, 2026

MINISTER		COMMITTEE OF SESSION	
Rev. Michiko Bown-Kai		Deb Fraser (Chair 2025, 1)	Liz DeGroot (Clerk, 1)
DIRECTOR OF MUSIC		Rev. Michiko Bown-Kai	Donna Jarvie (1)
Lynn McRuer		Jayne Miller (1)	Deb Aitkin (1)
CUSTODIAN		Brenda Totten (2)	*
Nancy Smith		AFFIRMING COMMITTEE	
OFFICIAL BOARD		Deb Fraser (Chair 2025)	Rev. Michiko Bown-Kai
Dr. Robert Williams (Chair 2025)	Don Douglas (Sec, 1)	Joy Hancock	Donna Jarvie
Minister, Trustee Rep, M&P Chair, Stewards, Treasurer,		Lynn McRuer	Karen Murray-Hopf
Asst Treasurer, Session Members, Clerk of Session,		Don & Charlotte Taylor	
Communications & Media Chair, WOWRC Reps		FAITH FORMATION	
BOARD OF TRUSTEES		Jen Westbrook (Chair 2025)	Rev. Michiko Bown-Kai
Don Douglas (Chair 2025, 2)	Margaret McPherson (1)	Sue Harkness (S S Rep)	Lynn McRuer (Music Director)
Ross Earnshaw (4)	*	Deb Fraser (Session Rep)	Bill Labron (Stewards Rep)
*	Rev. Michiko Bown-Kai	Janice Little	
MINISTRY & PERSONNEL (M&P)		OUTREACH & SOCIAL JUSTICE	
Donna Jarvie (Chair 2025, Session Rep, 1)		John Graham (Chair '25, Sec)	Rev. Michiko B-K (Session Rep)
Margaret Fleury (1)	Dr. Murray Pearson (3)	Joan Sims	Brenda Totten
Wayne McComb (4)	*	PASTORAL CARE	
COMMITTEE OF STEWARDS		Ingrid Douglas (Chair 2025)	Rev. Michiko Bown-Kai
Bill Labron (Chair 2025, 1)	John Graham (Sec/Treas, 1)	Sue Galvin-Williams	Joy Hancock
Leanne Ziler (Assist Treas)	Margaret Fleury (Manse, 1)	Jane Hutchinson	Jane Shorney Jane Wyse (Cards)
Dr. Murray Pearson (1)	Bruce Shorney (1)	ANNIVERSARY COMMITTEE	
Rick Totten (1)	Ross Miller (2)	Suzanne Crichton	Rev. Michiko Bown-Kai
*Finance Chair	*Property Chair	Deb Fraser	Ross Earnshaw
ANNUAL REPORT		BROADVIEW	
Margaret Fleury	John Graham		
CHURCH HUB AGENT		DAILY BREAD	
Donna Jarvie	Lianne Lynch	APPLEFEST	
		Liz DeGroot	Lianne Lynch
COMMUNICATIONS & MEDIA		CATERING CONVENERS	
Karen Murray-Hopf (Chair 2025)	Rev. Michiko Bown-Kai	Janice Little	Jayne Miller
Wayne McComb	Rick Totten	CHURCH RENTALS	
Jen Westbrook		Robson Community Room	- Margaret Fleury
ENVELOPE SECRETARY		IN MEMORIAM	
Lianne Lynch	John Graham	Sanctuary	- John Graham
		Weddings	- Rev. Michiko Bown-Kai
INDEPENDENT FINANCIAL REVIEWERS		BOOK CLUB	
Deb Aitkin (1)	Dr. Murray Pearson (1)	FUNDSCRIP	
		Lianne Lynch	Margaret Fleury
PANDEMIC MONITORING COMMITTEE		KEY MONITOR	
Dr. Robert Williams (Chair 2025)	Rev. Michiko Bown-Kai	KOINONIA	
John Graham	Lynn McRuer Dr. Murray Pearson	Lianne Lynch	Ingrid Douglas
SPECIAL EVENTS - FUNDRAISING		PANCAKE SUPPER	
		Janice Little (Chair 2025)	Margaret Fleury
Karen Murray-Hopf (Chair)	John Graham	John Graham	Sue Harkness
Lynn McRuer		Rick & Brenda Totten	
UP FUND		PASSING THE PEACE NEWSLETTER	
Don Douglas (1)	Ingrid Douglas (1)	Rev. Michiko Bown-Kai	Karen Murray-Hopf
WOW REGIONAL COUNCIL REPS		MEN'S COFFEE CLUB	
Lynn McRuer (1)	Jen Westbrook (1)	SOLE SISTERS	
		Margaret Fleury	Jane Hutchinson & Norma Wilson

OFFICIAL BOARD REPORT 2025

2025 has been an unsettled year, leading many to be concerned about the future. Reverend Michiko has preached that despite our fears, and no matter the circumstances, God is always with us. Our hymn for the Annual Congregational Meeting is, “We are pilgrims on the journey; fellow travellers on the road.” Like Abraham, Christians are travellers in a world that is not our permanent home. Our Church in The Glen knows that Christ is our companion every step of the way, and so we shine a beacon of light and hope in this uncertain world.

During 2025, our Church and Official Board completed the following goals:

- General Council of the United Church of Canada approved our proposal that “Adherents may now be elected to Governing Bodies of Communities of Faith, with the majority being full members of the congregation.” This change allows adherents to join the Official Board and its committees to participate in the work of the church.
- Our Church raised \$50,000 in a 12-month period ending on March 31 to qualify for a Western Ontario Regional Council matching grant of \$50,000. Our outstanding mortgage stood at \$64,403 on October 31.
- The Affirming Ministry Group continues its work, which is outlined in a separate report.
- We were approved for a \$10,000 grant from the United Possibilities Fund to update the Audio-Visual equipment in the church.
- The Board approved a new Record Retention Policy and authorized that archived files stored in the Church vault, dating from 1855, be transferred to The Archives Office of the United Church of Canada in Toronto. Those files not appropriate for transfer have been placed back in the vault. Should any transferred files be required for review or display in the future, they can be retrieved from The Archives.
- The Board decided in March to subscribe to a new accounting and church management software program, “APLOS.” Leanne Ziler and John Graham started using the program in September in tandem with written records. We will switch to APLOS exclusively on January 1, 2026.
- An updated Privacy Policy was approved in September (the last revision was in 2022).

On behalf of the Congregation of Glen Morris United Church, I wish to express our grateful thanks to Reverend Michiko, who has been with us since 2020. Rev. Michiko has requested a Sabbatical leave for the Summer of 2026, and our Official Board unanimously approved their request on December 1. This matter will now be reviewed by Regional Council, and then the congregation will be provided further information as it becomes available.

Respectfully submitted by

Dr. Robert Williams
Chair, Official Board, Glen Morris United Church

BOARD OF TRUSTEES REPORT 2025

Trustee members for 2025 included:

Don Douglas, Chair
Margaret Fleury, Secretary
Margaret McPherson
Neil Sandilands
Ross Earnshaw
Rev. Michiko Bown-Kai

At a Board of Stewards Meeting on March 13, 2025, we were made aware of the Matching Grant Capital Fundraising Campaign that was underway. The goal was to raise a little over \$20,000 to add to the Renovation Fund currently in the Capital Account, so that we could reach \$50,000 in total to garner the maximum matching grant of \$50,000 from Western Ontario Waterways Regional Council (WOWRC). In case the Stewards were not able to meet our fundraising goal by April 1st, they thought it would be wise to use part of the \$25,000 GIC investment (3 year cashable at 4% interest) to top up any shortfall. The Trustees passed a motion approving the use of these funds if needed, however, our Church successfully met our goal of \$50,000 on time. We were awarded with a grant of \$50,000 which greatly assisted us in lowering our mortgage by \$100,000.

On December 22, 2025, members of the Board of Trustees and John Graham met with Don Graham, Agent with the Halwell Dumfries Mutual Insurance Company (formerly the Dumfries Mutual Insurance Company) to review our insurance coverage for the Church and the Manse. The Church insurance was updated and revised and accordingly lowered from \$4,077.03 to \$3,796.20, a difference of \$280.83. The Trustees approved the revised plan by electronic vote on January 2, 2026. The Manse insurance is still under review and should be forwarded for approval early in 2026.

We were deeply saddened to learn of the passing of one of our Trustees, Neil Sandilands, on October 22, 2025. Neil was actively involved in the life and work of our Church and the Glen Morris community. His beautiful carpentry work, his music, and his wonderful smile will be forever treasured. Neil was always available to lend a hand and is deeply missed.

I will be retiring from the Board of Trustees. It has been a pleasure serving as Secretary for the past five years.

Respectfully submitted by

Margaret Fleury
Secretary, Board of Trustees

MINISTRY AND PERSONNEL (M&P) COMMITTEE REPORT 2025

Committee members for 2025 were Donna Jarvie, representing Session, Bill Coppes, representing Stewards, and Margaret Fleury, Murray Pearson, and Wayne McComb, representing the Congregation. Bill Coppes will be departing our committee as of the ACM. We are very grateful for his many years of service on the M&P Committee and the thoughtfulness he has brought to the group. He will be missed!

2025 was another very positive year from an M&P perspective as our Church personnel remained consistent again this past year, with Rev. Michiko Bown-Kai continuing in their role as our full-time Minister, Lynn McRuer as our Music Director, and Nancy Smith as our Custodian.

We met with all personnel in January 2025, as part of the 2024 reviews to discuss their plans for the upcoming year and to reaffirm responsibilities of their positions. We continue to encourage the use of eligible vacation time to re-energize. With GMUC's partnership with St. George United Church, this provides our congregation with an alternative place of worship when our Church is closed. Feedback from all three staff about their duties and responsibilities, and their relationships with GMUC, continues to be positive. We strive to model an atmosphere of open communication, as well as being attentive and supportive of their concerns. Lynn continues to energize and challenge the choir and to support the weekly messages through the music offerings. We were very happy to learn of Rev. Michiko's invitation to join the UCC's retreat to envision what "A Seat at the Table" would look like during the UCC's 100th anniversary, as well as their invitation to speak at a youth retreat later in the year. We are blessed to have such a skilled and collaborative team!

Our "end of year" meetings with all three of our personnel took place in November 2025. We met with Rev. Michiko, Lynn McRuer, and Nancy Smith over Zoom to review their performances against the goals they had set, to listen to their perspectives, along with any concerns, and to provide feedback and/or suggestions for improvement. Rev. Michiko submitted their request for a Sabbatical Leave beginning in June 2026, which was included as a motion by M&P to the Official Board, who unanimously accepted the motion at its December 1st meeting. M&P also communicated with WOW Regional Council to confirm the steps for proceeding and was met with support for the plan. Rev. Michiko will be providing more details as the plan and activities are confirmed, however, Faith Formation is well equipped to handle their absence. We look forward to welcoming Rev. Michiko from their leave and pray it is a rejuvenating and enlightening journey for them.

Since the Robson Community Room has become so busy for rental activities (particularly in the last couple of months of the year), we continue to be sensitive to the increased demand it can place on our Custodian, Nancy Smith.

On behalf of the Congregation, we are grateful to be blessed with our GMUC team. We extend our sincerest thanks to each of them for their dedication to improve the spiritual life of the Church.

My sincerest "Thank You" also to the members of the Committee for their dedication and ongoing support throughout 2025.

Respectfully submitted by
Donna Jarvie
Chair, Ministry and Personnel Committee

COMMITTEE OF STEWARDS REPORT 2025

Member donations by PAR (Pre-Authorized Remittance) and automatic E-Transfer are the main methods of providing financial support for the Church and the Committee of Stewards encourages their use.

The Committee of Stewards met 5 times in 2025, both in person and via Zoom. Major accomplishments were as follows:

- The Church water was tested three times in 2025 with clear results. The Church septic holding tanks were also pumped three times in 2025. The Manse septic tank was pumped in September.
- Several successful fundraising activities occurred in 2025 that helped the Church finances considerably. The Committee of Stewards thank all those involved.
- A Capital Fundraising Campaign took place to raise funds to help pay down the mortgage that was taken out to finance the new addition on the side of the Church. \$50,000 was paid against the mortgage principal and a matching \$50,000 Debt Reduction Grant was received from WOW Regional Council. The mortgage principal was reduced by \$100,000.
- We subscribed to a new web-based accounting software program, APLOS. The Assistant Treasurer is now using this software for the Church financial records. We also purchased a new computer.
- The rear southwest corner of the Manse foundation was parged and waterproofed.
- The expansion of the Dunbar St. parking lot was approved along with a general cleanup of the area. This work will be completed in 2026.
- \$10,000 was borrowed from the Capital Account in September to cover a low operating account balance. This was repaid in December.
- There was an issue with black sulphur particles in the Manse water system. A prefilter was installed along with a new water softener. A large section of the cold-water piping in the basement was replaced and the whole system needed to be flushed repeatedly to remove residual sulphur deposits that had collected inside the plumbing. This issue was resolved.
- The Manse roof vents were covered with mesh and the chimney seal flashing secured to stop squirrels from getting into the attic.
- A grant was received from the UP Fund to purchase a set of the new United Church hymn books.
- A \$10,000 grant was received from the UP Fund for Tech equipment upgrades. Equipment purchases will be made in 2026.

The Committee of Stewards thanks all of the donors and volunteers who contributed to the success of our Church in 2025.

Respectfully submitted by

John Graham
Secretary, Committee of Stewards

COMMITTEE OF SESSION REPORT 2025

The purpose of the Committee of Session is to oversee the spiritual interests of the Congregation, including the order of public worship, religious training, the physical and financial care of the needy, as well as the use of the Sanctuary. The Committee of Session is responsible for keeping the Registers of Baptisms, Marriages, and Burials, and maintaining the Roll of the Congregation. In 2025, Session met four times to fulfill these duties.

Reverend Michiko performed two baptisms this year:

- Morgan Taylor Heerschap, daughter of Suzanne and Matt Heerschap - June 29
- Gavin Richard Lynch, son of Sara and Peter Lynch - June 29

Jim and Florence Rothwell transferred their UCC membership to Glen Morris United Church from the Paris Community Church in February of this year.

There were no weddings in the Glen Morris Church this year.

Reverend Michiko performed one offsite wedding:

- Jignesh Dilipbhai and Navkiran Kaur in their home, December 12

Our Wedding Registry was also used by Reverend David Kai this year to record the wedding of Kyle Marchen and Heidi Dienesh that he performed on August 16.

In 2025 we grieved the loss of the following Church members:

- Vera Morton passed away August 14
- Don Harkness passed away September 8
- Lloyd Moore passed away October 4. Reverend Michiko presided over a family service and interment.
- Neil Sandilands passed away October 22. Reverend Michiko presided over a funeral in the Church and the interment.
- Rita Faye Fleury passed away October 28. Reverend Michiko presided over a graveside service and interment.

Reverend Michiko also presided over the funeral of Phyllis Foulds in the Glen Morris Church on April 29 and the funeral of Soley Blinston on June 22 in Mulmur, ON.

The Communion Sacrament was celebrated six times at Glen Morris United Church in 2025 and at two of our Church on the Road Services at Telfer Place. During the Church Communion Services, special offerings were collected for the Benevolent Fund, Dr. Mathers and Ottawa Funds, the local Food Bank, Five Oaks, Nova Vita, and the Canadian Foodgrains Bank.

Session is working on an audit of *The Life and Work of Our Church* by gathering lists of all of the work that is carried out by our many volunteers. We will look at redundancies to plan for the future.

In 2025, Session revised a 2013 document that outlines the method of serving Communion at Glen Morris United Church.

We would like to thank the Communications and Media Committee who continue to tackle technological challenges and keep our Church connected electronically. You are doing a fantastic job.

Session recognizes that Pastoral Care continues to be very time consuming and extends our deepest gratitude to the Pastoral Care Committee for their dedication to this work.

Session would also like to thank all of the volunteers that donate in any way. They all help to make Glen Morris United Church run smoothly, and it could not be done without them.

Session would like to sincerely thank Donna Jarvie and Jayne Miller, who have agreed to remain part of Session although their three-year term is up.

Respectfully submitted by

Liz DeGroote
Clerk, Committee of Session

AFFIRMING COMMITTEE REPORT 2025

The Affirming Committee was newly formed at Glen Morris United Church this year. Our hope is to move the Congregation forward through a process that encourages courageous conversation — asking questions, remaining open-minded, seeking justice, and celebrating diversity.

Throughout the year, we hosted several events and, in true Glen Morris United Church fashion, food was always involved. PIE (Public, Intentional, and Explicit) Day was celebrated on March 30 and was a great success. We watched a film highlighting the experiences and successes of Affirming Congregations and explored what the Affirming process had looked like for them. This was followed by meaningful conversations about what becoming an Affirming Congregation would — and would not — mean for us.

Members of the Committee also shared written reflections on welcoming the LGBTQ2S+ Community and what this commitment means to them. These reflections are available on the Church website.

On June 1, we held a wonderful Pride Service that was well attended and deeply meaningful. This was followed by a potluck lunch on the Manse lawn.

Anne Tinker, former Chair of the Affirming Committee at Wesley United Church in Cambridge, joined us to speak about the process her Congregation had undertaken. Her visit prompted thoughtful questions and left us with a much clearer understanding of the journey ahead.

In November, Rev. Michiko offered an insightful and engaging presentation on the “clobber verses,” helping us understand these passages through different translations and within the historical context in which they were written.

As we move into 2026, we look forward to greater congregational participation, and to hosting additional events that will continue to deepen our shared understanding.

Respectfully submitted by

Deb Fraser
Chair, Affirming Committee

ANNIVERSARY COMMITTEE REPORT 2025

This year, our Anniversary Committee downsized as we recovered from the 175th activities that kept us all very busy last year.

Our Anniversary Service, Sunday, September 28th, featured Jordan Sullivan, a trans man and a SOGIECE*/Conversion Therapy Survivor. His words were a heartfelt expression of his lived experience. As we in the Glen look towards becoming an Affirming Congregation, his message was timely and meaningful. A potluck meal with cake and beverages followed the Service.

We thank our wonderful Hostess, Ingrid Douglas, with her able sous-chef, Don. They are retiring from the Committee this year. Also retiring is Bill Labron. Personally, I am grateful to have had the opportunity to serve the community as Chair of the Committee. I, too, am retiring from the Committee this year. Going forward, I would suggest that this Committee become a sub-committee of Special Events or Faith Formation and is constituted “as needed” by one of these other groups.

Respectfully submitted by

Lynn McRuer
Chair, Anniversary Committee

And members:

Bill Labron
Deb Fraser
Ingrid and Don Douglas
Charlotte and Don Taylor
Suzanne Crichton and Ross Earnshaw
Rev. Michiko Bown-Kai
Karen Murray-Hopf (Communication liaison, only).

APPLEFEST REPORT 2025

September 19 & 20, 2025

We rented the kitchen at Wesley United Church in Cambridge where nine volunteers assembled and baked our apple pies. Ten people made pastry in our Certified Kitchen prior to baking day and we were able to make 100 pies. Seventeen volunteers peeled apples at GMUC the day before pies were baked.

This year we sold pies across from the St. George Legion on property owned by St. George United Church. St. George United Church sold pies in front of their Church. St. George sold out around noon. We took until 1:30 p.m. to sell out.

Thanks to the generosity of the Glen Morris community, we received enough donations of ingredients and cash to cover all of the expenses. Our profit was excellent again: \$2,085.

Our most sincere thanks goes to John and Marion Morton for supplying all of the apples. This generous donation makes a huge impact on our profit.

A huge thank you goes to all of the bakers, peelers, and pastry makers as well as everyone who donated ingredients or cash. Your help allows Applefest to be a very successful fundraiser for Glen Morris United Church.

Respectfully submitted by

Lyanne Lynch
Liz DeGroote



CHOIR REPORT 2025

FROM THE DESK OF THE MUSIC DIRECTOR!

We are blessed in the Glen to have a wonderful Adult Choir, who faithfully attend Sunday mornings to lead our Congregation in song. The Choir members are a delight to conduct. Thank you to each singer for your gift of song, your enthusiasm and your humour.

Our year began with a celebration of Nora Fueten's life held in St. George United Church Hall. Our Choir performed along with St. George Pro Musica, instrumentalists, and soloists. It was a lovely tribute.

We led music at our Church on the Road Services (February, April, June, August, October, and December) at Telfer Place Retirement Community in Paris. During the Fall, we acquired a set of the new United Church hymn resource - *Then Let Us Sing!* You are all doing a wonderful job learning new music from this resource.

Sadly this year, we sang at services to honour the lives of Phyllis Foulds, Rita-Faye Fleury, and Neil Sandilands. Phyllis was a member of our Congregation for many years with her husband, Bob, (long time Choir member). Rita-Faye sang in the Choir for many years. At her Graveside Service, the choristers present sang *Amazing Grace* in her honour. Neil Sandilands was a wonderful singer and instrumentalist who sang in the Choir most of his life. His humour and gentleness will be missed by all of us. Singing for his Celebration of Life was a privilege. I know he and Bill Taylor and Heather are playing together again.

As we neared Christmas, we led carols outdoors in a snowstorm at the 'First' Annual Christmas Tree Lighting in Queen's Square, Cambridge (with singers from Wesley UC and other local churches). The following Sunday evening we participated in *Choirs and Carols* at Wesley United Church, Cambridge. And in mid-December, we presented a Christmas Concert with St. George ProMusica in our Sanctuary.

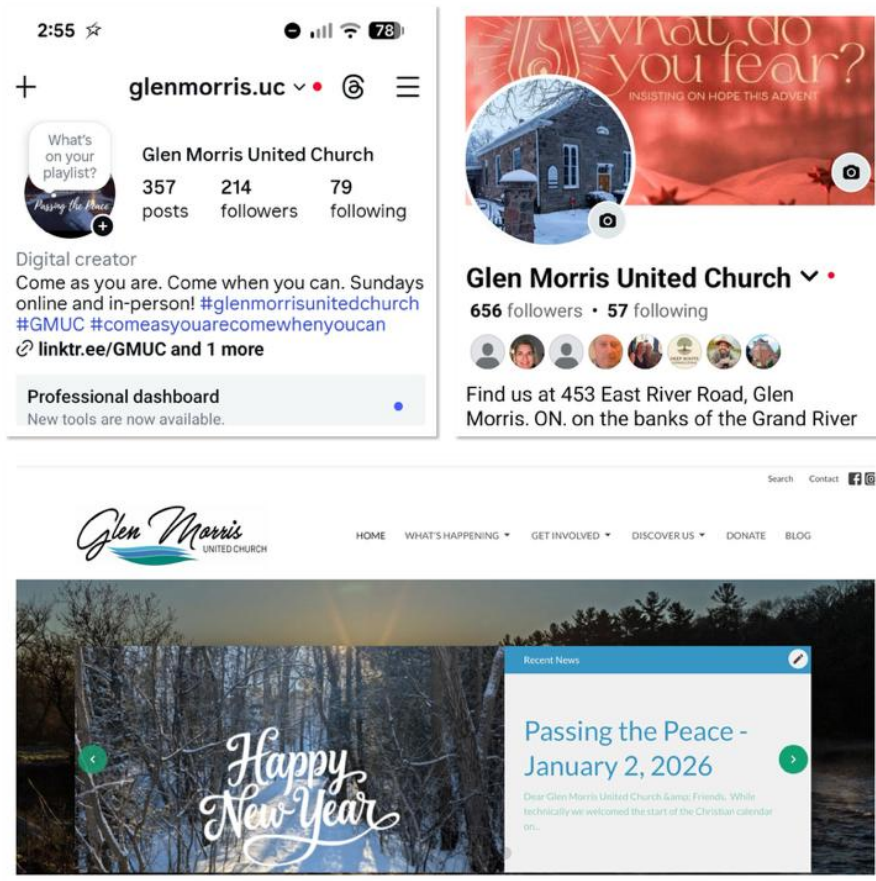
The highlight for me, though, was our Christmas Eve Service. Our pre-service special music included Stan Szymko on saxophone and Margaret Fleury on piano, Leanne Ziler on cello, Victoria, Reese and Nathan Garbedian on piano, our Choir with solos by Bill Labron and Karen Murray-Hopf, and a special treat, Rev. David Kai presenting jazz piano carols. (He was eventually accompanied by a percussion ensemble comprised of children attending worship!)

I thank each person who participated in our music program. Please know there is always room in the Choir for one more voice, one more instrument, and one more smile!

Respectfully submitted by

Lynn McRuer
Director of Music

COMMUNICATIONS AND MEDIA COMMITTEE REPORT 2025



1. Our Website, Facebook page, and Instagram account continue to be important ways of sharing the news and events happening at Glen Morris United Church. Our weekly 'Passing the Peace' newsletter, which offers an always wonderful opening message by Rev. Michiko, as well as updates on events and news, currently has 227 subscribers, an increase of 12 since last year. Our Facebook page has 656 followers (up 21 from last year) with our Instagram account having 214 followers (up 25 from last year). We also have a weekly entry in the Glen Morris Column of the Ayr News which has provided a different 'audience' to life at GMUC.
2. We occasionally provide paid event promotion through our Facebook account for special events, as well as in the Ayr News, St. George Lance, and Paris Chronicle. Some free event promotion has appeared in the Brantford 'BeScene' publication. During this past year, a mobile sign was used to advertise some coming events (one in conjunction with the Glen Morris Lions) with occasional 'community mailing' for events.

Respectfully submitted by

Karen Murray-Hopf
Chair, Communications and Media Committee

FAITH FORMATION COMMITTEE REPORT 2025

Over the course of the year, the Faith Formation Committee supported a full and vibrant cycle of worship, education, and congregational life at Glen Morris United Church. Fellowship and community engagement were evident early in the year with the well-attended Pancake Supper in March and the annual Celtic Vespers Service, which once again provided a meaningful alternative worship experience with special music. Seasonal planning continued with Lenten activities offered both locally and in partnership with the Grand River Collaboration, culminating in a Good Friday Service, a Sunrise Service at the home of Janice Little, and Easter worship in the Sanctuary. Additional special services throughout the year included Church on the Road, Communion Services, the UCW Closing Service, Pride Sunday, the Connect Service at the Harkness farm, and Summer shared services with St. George United Church.

The Committee devoted significant attention to worship planning and leadership support. Pulpit supply was arranged as needed during study leave and vacation periods, with appreciation expressed for guest preachers and musicians who enriched worship. Special services such as Anniversary Sunday, World Communion, Thanksgiving, Remembrance Day, the Affirming Ministry Service, All Saints, and the Longest Night Service were thoughtfully planned and warmly received. Creative elements, including music, poetry, re-created Last Supper symbolism, Sanctified Art resources, and expanded participation in Advent and Christmas worship, contributed to meaningful and engaging services for the Congregation.

Faith formation and collaboration were ongoing priorities. The Committee planned fellowship and learning opportunities such as movie nights, community meals, shared Advent devotionals, and joint services with GRCM churches. Planning extended well into the future, with service dates finalized for 2026 and early discussion of a 10-year celebration of worship at Telfer Place. Programming ideas for the coming year include Pancake Tuesday, Celtic Vespers, Easter Services, a Pentecost Bonfire, Pride Events, and a Community Barbecue, reflecting a strong commitment to outreach and connection.

Administrative and resource matters were also addressed throughout the year. The technology grant application, prepared by Jen Westbrook and Rick Totten, was approved, and purchasing of new and replacement equipment will commence shortly to support hybrid worship and broader church programming. The committee approved the purchase of *Sanctified Art* materials, devotionals, and new hymn books, while exploring cost-sharing opportunities with partner churches. Changes in Committee membership were noted, with gratitude expressed for past service, and the Committee continued to meet regularly for reflection, planning, and mutual support. Overall, the year reflected thoughtful leadership, creative worship, and a deep commitment to nurturing faith and community at Glen Morris United Church.

Respectively submitted by

Jen Westbrook
Chair, Faith Formation Committee

Committee Members:

Rev. Michiko Bown-Kai, Deb Fraser, Lynn McRuer, Janice Little, Sue Harkness, and Bill Labron

KOINONIA REPORT 2025

2025 Koinonia Events

February 1 - Card-making led by Pat Howell-Blackmore

March 29 - Felting project led by Susan Norman

April 26 - Chocolate Tasting at Chocolate Tales and lunch at Denningers in Hamilton

July 19 - Pool Party and Secret Sister reveal at the home of Kathy Marziano

October 23 - Bowling

December 5 - Christmas Potluck and Gift Exchange

These are the fun events that were attended by many of the ladies in our Church and community.

We had a record 20 attending the Christmas Potluck!

We are a group of women who support each other in a Godly and mindful way through crafts, outings, theatre, dinners, and Secret Sister greetings. New ideas are always encouraged. We usually have between five and twenty people attending the events. There are no memberships or commitments. All are welcome!

Respectfully submitted by

Ingrid Douglas

OUTREACH AND SOCIAL JUSTICE COMMITTEE REPORT 2025

The Outreach and Social Justice Committee strives to keep the Church members informed of the involvement of the United Church of Canada in social justice issues locally, nationally, and internationally. Through *Minute for Mission* readings on Sunday mornings, newsletter notices, and the quarterly *Mandate Magazine*, we provide information about the Mission and Service Fund of the United Church and its partners around the globe.

Our Congregation continued financial support to the United Church Mission and Service Fund with donations of \$10,167, exceeding our 2025 objective of \$9,000. Financial support of \$6,970 was provided to the Salvation Army for the Paris Food Bank, as well as about 12 grocery bins of food, hygiene products, and toys. Donations were also made to Nova Vita, Pride Stables, and Five Oaks.

Funds donated to the Canadian Foodgrains Bank, including the Sharp family donation from the sale of their crop, amounted to \$4,362 in 2025. This represents the 32nd year of Church and Sharp family contributions to the Foodgrains Bank. The total amount donated is \$60,021. We continue to thank the Sharp family for their donation of time, land, and finances with this wonderful global program. The Foodgrains Bank is one of two primary channels for the Government of Canada's funding for food assistance in the developing world. Through the Government of Canada's support, the Foodgrains Bank's 15 member agencies are able to leverage donations from individuals, churches, and businesses up to a ratio of 4:1. Our Church donations, with government funding added, represents a total of \$300,105 in food assistance throughout the world!

The Sole Sisters ladies' walking group meet in the Robson Community Room on Monday mornings hosted by Jane Hutchinson and Norma Wilson. The Men's Coffee Club meets each Wednesday morning in the Robson Community Room hosted by Margaret Fleury. Funds raised go toward the Church Renovation Fund.

The Outreach and Social Justice Committee met informally and communicated via email as required in 2025. We are looking for additional Committee members in 2026 as we continue to inform the Congregation of Social Justice issues.

Respectfully submitted by

John Graham,
Chair, Outreach and Social Justice Committee

PASTORAL CARE COMMITTEE REPORT 2025

The Pastoral Care Team (PCT) consists of Rev. Michiko Bown-Kai, Joy Hancock, Sue Galvin-Williams, Jane Hutchinson, Jane Shorney, Jane Wyse, and myself.

Visits, cards, gifts, emails, and phone calls have been made by our PCT to many people in our Church community in 2025. We have also delivered poinsettias at Christmastime to 15 people who are getting care. The funds for this come from a special amount from the former UCW.

Jane Wyse sends greeting cards whenever appropriate on behalf of the Glen Morris United Church. This is part of Pastoral Care now. If anyone feels a card should be sent to any member or adherent, please feel free to contact me or Jane Wyse.

Our Prayer Shawl Ministry is still active. Scarves, shawls, and lap blankets have been presented to individuals who might be comforted by this and there is always a prayerful card plus a visit that goes along with it. We are very grateful to our very talented “knitters.”

Sadly, we have lost several members and friends in 2025. Our condolences to these dear families.

Respectfully submitted by

Ingrid Douglas
Chair, Pastoral Care Committee

SPECIAL EVENTS AND FUNDRAISING COMMITTEE REPORT 2025



One community event and four ‘*Music in the Glen Concert Series*’ events were held not only to fundraise for Glen Morris United Church, but for our wider community, as well. In light of our very successful Capital Campaign, some proceeds only went to other charities.

1. Onion Honey Band Concert - \$351.00 to Canadian Cancer Society
2. Community Pancake Supper - \$1,000.00 for Glen Morris United Church
3. Tatiana Speed Concert - \$195 for Glen Morris United Church, \$105 for the Moosehide Campaign
4. Lucas Julian Concert - all proceeds to Indwill, supporting homelessness in Ontario
5. Two Choirs. One Christmas. Concert - \$970 to Salvation Army Community Christmas program.

Margaret Fleury continues to do an amazing job with the administration of our very successful FundScrip program which saw 2025's total raised being \$2,586.31.

The total raised from these fundraising efforts for Glen Morris is \$3,781.31.

Respectfully submitted by

Karen Murray-Hopf
Chair, Special Events and Fundraising Committee

UNITED POSSIBILITIES FUND (UP FUND) REPORT 2025

(WATERLOO PRESBYTERY EXTENSION COUNCIL)

The only formal meeting held during the year was the Annual General Meeting in June 2025, via ZOOM.

As a reminder, this group was originally the Waterloo Presbytery Extension Council and still functions as UP Fund to provide support for the original Pastoral Charges within the previous Waterloo Presbytery. Forty-two Pastoral Charges remain today. They can provide loans and/or grants for Capital or Ministry Projects to those original Charges. They can also provide bursaries for Student Ministers.

This past year, we received a \$10,000 grant for upgrading our audio/visual equipment and a special United Church 100th Anniversary Grant of \$1,600 which paid for our new Hymn Books, *Then Let us Sing*.

There are two granting cycles per year and application forms are available online through their website.

As new projects arise, we can continue to apply for financial assistance. Details of the UP Fund audited financial reports are available, if requested.

Respectfully submitted by

Don and Ingrid Douglas
UP Fund Representatives for Glen Morris United Church

REGION 8 - WESTERN ONTARIO WATERWAYS (WOW)

REGIONAL COUNCIL REPORT 2025

In the Fall of 2024, WOW Regional Council implemented the *Bridge Loan/Matching Grant Fund*. Our wee little Church raised \$50,000 by March 31, 2025, and we received a \$50,000 grant all of which was used to pay down our mortgage. **YIPPEE!**

WOW Regional Council met in person at the Unifor Centre, Port Elgin, on May 2nd and 3rd. Both Jen Westbrook and I were present for the meeting. We also met for the Fall meeting on Zoom. Both meetings focused on supporting connection with one another across the region.

The May meeting had the theme, '*We are One - Deepening our Connections*' with our purpose of 'Connecting, Supporting, Transforming.' Several workshops (both in person and virtual) were held on topics ranging from Affirming Ministry to a Palestine Land experience. Conversations with table group folks were enlightening as to the lived experiences of Communities of Faith throughout the region.

Our Fall Zoom meeting focused on "*Growing our Community*." We heard from the National Church about projections of membership going forward. Also, reports from each of the commissions were made. The main focus of business was to accept the prior year financial statements and to approve the budget. Breakout rooms in the Zoom meeting allowed for folks to connect in a smaller group.

Respectfully submitted by

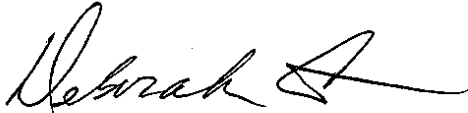
Lynn McRuer and Jen Westbrook

WOW Regional Council Representatives for Glen Morris United Church

FINANCIAL REVIEW REPORT 2025

We the undersigned, as Financial Reviewer's appointed by the Glen Morris United Church Congregation at the Annual General meeting of Feb. 9, 2025, examined the revenue and expenditures for the Operating Account and the Capital Account for the year 2025 along with the records of transfers and the status of any investments. We are satisfied that, on a cash basis (including the fact that interest on investments is not recorded until such time as the investment and/or interest is paid) the 2025 Financial Summary statements prepared by the Treasurer properly reflect the status of the Glen Morris United Church as of December 31, 2025.

Dated at Glen Morris this 13th day of January 2026.



Deborah Aitkin



Dr. Murray Pearson

Respectfully submitted by

Deborah Aitkin and Dr. Murray Pearson,
Financial Reviewers, Glen Morris United Church

TREASURER'S FINANCIAL REPORT 2025

Operating Account:

The local expenditures for 2025 at \$141,805 were 4.35% over budget but most of the additional amount was for fundraising expenses and the purchase of the new hymn books. However, that was more than compensated for by fundraising revenue and the UP Fund Grant for the hymn book purchase. The local revenue at \$140,215 was 3.17% above the budget amount with the gain mostly from local donations. Adding in revenue for the other various Church funds (Outreach, Benevolent, Dr. Mather's, Ottawa, and In Memoriam), the overall gain for the year was \$277. The Operating Account balance at the end of 2025 was \$39,452.73. Thank you to all of the Committee members involved in the fundraising activities in 2025.

The 2026 operating budget allows for a 3.98% salary increase for all paid staff. This is in accordance with The United Church 2026 Minimum Salary Schedule (with a cost-of-living increase of 2.6%) plus an incremental amount as approved by The Committee of Stewards. The 2026 proposed operating budget is \$144,850 as approved by the Committee of Stewards on January 5, 2026.

Capital Account:

Donations towards the Church Renovation Fund were \$48,830 plus the profit realized from FundScrip of \$2,723. Mortgage payments for the year were \$16,553 plus \$50,000 paid down on the mortgage principal. A matching \$50,000 grant was received from WOW Regional Council that was also paid down on the mortgage principal, leaving a year-end mortgage balance of \$61,961 and a Renovation Fund balance of \$14,565.

A bequest of \$5,000 was received in 2025 and one GIC matured. A grant of \$10,000 was received from UP Fund for the purchase of new Tech equipment in 2026. Capital expenses in 2025 for Manse repairs were \$5,639.62 for a new water softener, pre-filter, and foundation waterproofing. The Capital Account balance, excluding the renovation funds, was \$34,519.

The Capital Account balance at the end of 2025 was \$49,084.77 plus a \$25,000 GIC investment.

Respectfully submitted by

John Graham
Treasurer, Glen Morris United Church

GLEN MORRIS UNITED CHURCH - CURRENT ACCOUNT - 2025 ACTUAL REVENUE

<u>REVENUE:</u>	<u>2024</u>	<u>2025</u>	<u>2025</u>	<u>% OF</u>
	<u>ACTUAL</u>	<u>BUDGET</u>	<u>ACTUAL</u>	<u>BUDGET</u>
<u>CURRENT ACCOUNT</u>				
OPENING BANK BALANCE	\$37,482.75	\$39,175.66	\$39,175.66	
INCLUDES BENEVOLENT FUND OF	1367.94	250.94	250.94	
AND OUTREACH FUND OF	2005.17	1989.18	1989.18	
AND DR. MATHER'S FUND OF	568.00	298.00	298.00	
AND OTAWA FUND OF	1292.00	1377.00	1377.00	
<u>LOCAL REVENUE</u>				
ENVELOPES - LOCAL, BROADVIEW	96887.00	100000.00	114328.10	114.33%
CASH - PLATE	2630.00	2300.00	2644.00	114.96%
WEDDINGS ETC.		1000.00		0.00%
MISC. DONATIONS (+ WPEC Grant for Hymn books)	2267.41	4000.00	1857.40	46.44%
MANSE HEAT (MINISTER'S SHARE)	799.92	800.00	799.92	99.99%
HST REBATE	2488.68	3000.00	3094.50	103.15%
RENTAL INCOME	6200.00	8000.00	6053.24	75.67%
RENOVATIONS			71.00	
FUNDRAISING	<u>22775.40</u>	<u>16800.00</u>	<u>11366.65</u>	<u>67.66%</u>
TOTAL LOCAL REVENUE	\$134,048.41	135,900.00	\$140,214.81	103.17%
<u>REVENUE FOR SPECIFIC ITEMS</u>				
MISSION & SERVICE	9000.00	9000.00	10167.00	112.97%
OUTREACH	40.00	300.00	95.00	
BENEVOLENT FUND	183.00	500.00	225.00	
DR. MATHER'S FUND	70.00		150.00	
OTAWA FUND	85.00		200.00	
IN MEMORIAM	3530.30		2454.70	
SPECIAL CHARITIES	6103.66		11736.95	
TOTAL REVENUE	\$153,060.37	\$145,700.00	\$165,243.46	113.41%
REVENUES LESS EXPENDITURES	\$1,692.91	\$0.00	\$277.07	
ADD OPENING BANK BALANCE	37482.75	39175.66	39175.66	
TRANSFER FROM CAPITAL				
<u>CLOSING BANK BALANCE</u>	<u>\$39,175.66</u>	<u>\$39,175.66</u>	<u>\$39,452.73</u>	
INCLUDES BENEVOLENT FUND OF	250.94	250.94	225.94	
AND OUTREACH FUND OF	1989.18	1989.18	1537.21	
AND DR. MATHER'S FUND OF	298.00	298.00	448.00	
AND OTAWA FUND OF	1377.00	1377.00	1117.00	

GLEN MORRIS UNITED CHURCH - CURRENT ACCOUNT - 2025 ACTUAL EXPENDITURES

EXPENDITURES :

	2024	2025	2025	% OF	
<u>LOCAL EXPENDITURES</u>	<u>ACTUAL</u>	<u>BUDGET</u>	<u>ACTUAL</u>	<u>BUDGET</u>	
PERSONNEL:					
MINISTER'S SALARY - MICHIKO	46476.00	48,528	48528.00	100.00%	
U.C. PENSION FUND & INSURANCE	12345.84	13,256	13255.68	100.00%	
BENEFITS : CPP & E.I. - (Ministers & staff)	5000.01	5,241	5222.25	99.64%	
CHOIR DIRECTOR	11352.00	11,856	11856.00	100.00%	
CARETAKER	5316.00	5,556	5556.00	100.00%	
MINISTER'S EDUCATION & RESOURCE ALLOW.	1123.03	1,689	1278.46	75.69%	
MINISTER'S SUPPLIES & TELEPHONE	190.83	500	990.00	198.00%	
TRAVEL ALLOWANCE (.55/KM)	1019.76	1,000	284.46	28.45%	
PULPIT SUPPLY & SPEAKERS (8 @ \$254 + travel)	1584.80	2,400	2220.20	92.51%	
ORGANIST SUPPLY (7 @ \$150)	875.00	1,050	976.00	92.95%	
ADP FEE	397.43	400	407.55	101.89%	
SERVICE RECOGNITION					Personnel Total
					\$90,574.60
				% of total Expenditures =	63.9%
MANSE:					
TAXES	1929.84	2,000	2035.56	101.78%	
INTERNET	1773.48	1,800	1337.80	74.32%	
FUEL	2742.29	3,200	3730.28	116.57%	
HYDRO	2518.21	2,600	2433.55	93.60%	
REPAIRS	711.18	500	1281.91	256.38%	
INSURANCE : FIRE & LIABILITY - MANSE	1258.92	1,162	1199.43	103.22%	
CHURCH:					Manse total
GENERAL ASSESSMENT	4696.00	4,949	4949.00	100.00%	\$12,018.53
INSURANCE : FIRE & LIABILITY - CHURCH	3564.99	3,889	4393.38	112.97%	
UNITED CHURCH BROADVIEW Sub.	150.00	0	0.00		
TELEPHONE & INTERNET	2027.04	2,000	1903.37	95.17%	
FUEL	3977.58	4,500	5496.77	122.15%	
HYDRO	2049.32	2,100	2221.05	105.76%	
SUPPLIES & POSTAGE	885.46	1,030	714.11	69.33%	
FAITH FORMATION, INCL. MUSIC (+ new hymn books)	2254.98	1,800	4369.99	242.78%	
COMMUNICATIONS	1807.81	1,940	3479.01	179.33%	
FUNDRAISING EXPENSES	7223.12	0	3247.80		
MISC. EXPENSES & REPAIRS	2129.03	2,754	1546.47	56.15%	
COPY MACHINE SUPPLIES & SERVICES	207.22	200	171.71		
PROPERTY MAINTENANCE	7005.64	7,000	6623.68	94.62%	
COMMITTEES		1000	96.00		
				% of total Expenditures =	Church Total
					\$39,212.34
					27.7%
TOTAL LOCAL EXPENDITURES	\$134,592.81	\$135,900.00	\$141,805.47	104.35%	
<u>EXPENDITURES FOR SPECIFIC ITEMS</u>					
MISSION & SERVICE	9000.00	9000.00	10167.00	112.97%	
OUTREACH	55.99	300.00	546.97		
BENEVOLENT FUND EXPENDITURES	1300.00	500.00	250.00		
DR. MATHER'S FUND	340.00				
OTAWA FUND			460.00		
SPECIAL CHARITIES	6078.66		11736.95		
TOTAL EXPENDITURES	\$151,367.46	\$145,700.00	\$164,966.39	113.22%	

2025 FINANCIAL REPORT DETAILS

<u>CAPITAL ACCOUNT</u>		<u>OPERATING ACCOUNT</u>	
Opening Balance	\$ 27,840.08	<u>Fundraising Income</u>	
<u>Revenue</u>		Catering	3,892.50
Renovation Donations	48,830.00	Concerts	2,495.00
Capital Donations (rental)	175.00	Applefest	2,539.15
GIC matured	25,000.00	Pancake Supper	1,595.00
GIC Interest	1,708.92	Line Dancers	825.00
Fundscrip Profit	2,722.95	Miscellaneous	20.00
WPEC Tech Grant	10,000.00	Total	\$ 11,366.65
WOW Grant for Mortgage reduction	50,000.00		
Estate Bequest	5,000.00	<u>Fundraising Expenses</u>	
Total Revenue	\$ 143,436.87	Catering	99.46
<u>Expenditures</u>		Concerts	2,200.00
Mortgage Principal Payment	50,000.00	Applefest	401.73
Mortgage reduction - WOW Grant	50,000.00	Pancake Supper	546.61
Mortgage Payments	16552.56	Total	\$ 3,247.80
Manse repairs - Iron filter, softener	5639.62		
Total Expenditures	\$ 122,192.18	<u>Property Maintenance Expenses</u>	
Closing Account Balance	\$ 49,084.77	Snow Removal	2,416.00
		Grass Cutting	800.00
<u>DR. MATHER'S BURSARY FUND</u>		Septic pumping	1940.00
Opening Balance	\$ 298.31	Water System	1,422.09
Revenue	150.00	Salt	45.59
<u>Expenditures</u>	-	Total	\$ 6,623.68
Closing Balance	\$ 448.31		
		<u>Communications Expenses</u>	
<u>BENEVOLENT FUND</u>		Ascend Subscription	650.88
Opening Balance	\$ 250.94	Podcast License	329.40
Revenue	225.00	CCLI Copyright License	262.00
<u>Expenditures</u>	250.00	APLOS accounting License	1,700.65
Closing Balance	\$ 225.94	Zoom Licence	242.84
		Socan License	16.95
<u>OTAWA FUND</u>		Entandem music License	158.20
Opening Balance	\$ 1,377.00	Computer Security	\$ 118.09
Revenue	200.00	Total	\$ 3,479.01
<u>Expenditures</u>	460.00		
Closing Balance	\$ 1,117.00	<u>SPECIAL CHARITY DONATIONS</u>	
		Salvation Army Paris Food Bank	6,970.00
<u>OUTREACH</u>		Canadian Food Grains Bank	4,361.95
Opening Balance	\$ 1,989.18	Nova Vita	105.00
Revenue	95.00	Five Oaks	100.00
<u>Expenditures - Coffee, Wreath</u>	101.97	Moose Hide Campaign	50.00
- Pride Stables	150.00	Cemetery Board	150.00
- Five Oaks	150.00	Total	\$ 11,736.95
- Nova Vita	145.00		
Closing Balance	\$ 1,537.21		

GLEN MORRIS UNITED CHURCH - OPERATING ACCOUNT - 2026 BUDGET

<u>REVENUE:</u>	<u>2025</u>	<u>2025</u>	<u>2026</u>
	<u>BUDGET</u>	<u>ACTUAL</u>	<u>BUDGET</u>
<u>CURRENT ACCOUNT</u>			
OPENING BANK BALANCE	39176	39176	39453
<i>INCLUDES BENEVOLENT FUND OF</i>	251	251	226
<i>AND OUTREACH FUND OF</i>	1989	1989	1537
<i>AND DR. MATHER'S FUND OF</i>	298	298	448
<i>AND OTAWA FUND OF</i>	1377	1377	1117
 <u>LOCAL REVENUE</u>			
ENVELOPES - LOCAL, BROADVIEW	100000	114328	110000
CASH - PLATE	2300	2644	2500
WEDDINGS ETC.	1000	0	600
MISC. DONATIONS	4000	1857	2000
MANSE HEAT (MINISTER'S SHARE)	800	800	800
HST REBATE	3000	3095	3100
RENTAL INCOME	8000	6053	10850
RENOVATIONS		71	
FUNDRAISING	<u>16800</u>	<u>11367</u>	<u>15000</u>
 TOTAL LOCAL REVENUE	 \$135,900	 \$140,215	 \$144,850
 <u>REVENUE FOR SPECIFIC ITEMS</u>			
MISSION & SERVICE	9000	10167	9000
OUTREACH	300	95	300
BENEVOLENT FUND	500	225	500
DR. MATHER'S FUND		150	
OTAWA FUND		200	
IN MEMORIAM		2455	
SPECIAL CHARITIES		11737	
 TOTAL REVENUE	 \$145,700	 \$165,243	 \$154,650
 REVENUES LESS EXPENDITURES	 0	 277	 0.00
ADD OPENING BANK BALANCE	39176	39176	39453
 <u>CLOSING BANK BALANCE</u>	 <u>\$39,176</u>	 <u>\$39,453</u>	 <u>\$39,453</u>
<i>INCLUDES BENEVOLENT FUND OF</i>	251	226	226
<i>AND OUTREACH FUND OF</i>	1989	1537	1,537
<i>AND DR. MATHER'S FUND OF</i>	298	448	448
<i>AND OTAWA FUND OF</i>	1377	1117	1,117

GLEN MORRIS UNITED CHURCH - OPERATING ACCOUNT - 2026 BUDGET

EXPENDITURES :

	2025	2025	2026
	<u>BUDGET</u>	<u>ACTUAL</u>	<u>BUDGET</u>
<u>LOCAL EXPENDITURES</u>			
PERSONNEL:			
MINISTER'S SALARY	48,528	48,528	50,460
U.C. PENSION FUND & INSURANCE	13,256	13,256	14,117
BENEFITS : CPP & E.I. - (Ministers & staff)	5,241	5,222	5,472
CHOIR DIRECTOR	11,856	11,856	12,324
CARETAKER	5,556	5,556	5,772
MINISTER'S EDUCATION & RESOURCE ALLOW.	1,689	1,278	1,733
MINISTER'S SUPPLIES \$ TELEPHONE	500	990	1,000
TRAVEL ALLOWANCE (\$0.60/KM)	1,000	284	500
PULPIT SUPPLY & SPEAKERS (16 @ \$261 + travel)	2,400	2,220	4,800
ORGANIST SUPPLY (10 @\$150)	1,050	976	1,500
ADP FEE	400	408	410
SERVICE RECOGNITION		0	
			Sub-total Personnel
			\$98,088
MANSE:			
TAXES	2,000	2,036	2,100
INTERNET	1,800	1,338	1,200
FUEL	3,200	3,730	3,600
HYDRO	2,600	2,434	2,600
REPAIRS	500	1,282	700
INSURANCE : FIRE & LIABILITY - MANSE	1,162	1,199	1,611
			Sub-total Manse
			\$11,811
CHURCH:			
GENERAL ASSESSMENT PRESBYTERY	4,949	4,949	6,443
INSURANCE : FIRE & LIABILITY - CHURCH	3,889	4,393	3,796
UNITED CHURCH BROADVIEW Sub.	0	0	0
TELEPHONE & INTERNET	2,000	1,903	1,085
FUEL	4,500	5,497	4,500
HYDRO	2,100	2,221	2,300
OFFICE SUPPLIES	1,030	714	1,000
FAITH FORMATION, INCL. MUSIC	1,800	4,370	2,000
COMMUNICATIONS	1,940	3,479	3,700
FUNDRAISING EXPENSES	0	3,248	0
MISC. EXPENSES & REPAIRS	2,754	1,546	1,827
COPY MACHINE SUPPLIES & SERVICE	200	172	200
PROPERTY MAINTENANCE	7,000	6,624	7,800
COMMITTEES	1,000	96	300
TOTAL LOCAL EXPENDITURES	135,900	141,805	\$144,850
<u>EXPENDITURES FOR SPECIFIC ITEMS</u>			
MISSION & SERVICE	9,000	10,167	\$9,000
OUTREACH	300	547	300
BENEVOLENT FUND EXPENDITURES	500	250	500
DR. MATHER'S FUND		0	
OTAWA FUND		460	
SPECIAL CHARITIES		11,737	
TOTAL EXPENDITURES	145,700	164,966	\$154,650

2026 Budget - \$144,850

