

EBENEZER UNITED CHURCH

2025 ANNUAL REPORTS



***Ebenezer United Church – 1669 Courtice Road
Church Office – 905-436-1258
Clergy – Rev. Nancy Knox
Director of Music – Tracy Marek
Office Administrator – Sherri Risto
Caretaker – Tracie Pawson***

***“Then Samuel took a stone...and called the name of it Ebenezer, saying,
‘This is a witness that the Lord has helped us’.”
1 Samuel 7:12***

MISSION STATEMENT

“Learning, Living and Loving, Following In Jesus’ Footsteps”

VISION STATEMENT

***“A Welcoming Community of Faith
Serving God in Love and Harmony”***

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COUNCIL CHAIR'S REPORT

for the year ended December 31, 2025

It is now three years since Ebenezer United Church became a one-point charge. While we must continue to work at improvements, I think it is fair to say that by most measurements the results have been quite positive. I would also suggest that it is the result of a lot of hard work by many people and, to be totally honest, our share of good fortune.

As you know the work of the church is divided among the various committees, and as you read through their reports you will be impressed by their accomplishments throughout the year. We are all very appreciative of the time, energy and skill they bring to their roles. I would normally avoid singling out any one committee, but this has been an exceptional year and I want to give special recognition to George Moore and his Maintenance Committee who have worked so hard to allow us to continue with church activities while dealing with the issues in the sanctuary. We also owe a special thanks to the AV committee for their work in difficult circumstances.

Church finances remain healthy in spite of some unusual and large expenses this year. We are fortunate to be able to absorb these expenses, which unfortunately do arise from time to time. This is only possible because of the generosity of our congregation, the efforts of our Stewardship and Finance committee and the wise counsel of our Trustees who manage our investments.

Our volunteers are of course critical to the success of the church. But they do not do it alone and we must recognize the contributions of staff members who look after much of the day -to-day operations. Sherri in the office, who in her role as Office Administrator and with the guidance from our Technology Committee are making great strides in modernizing our administrative processes. Tracie and her family who continue their work in maintaining our building as a place we can be proud of. This role expands as we have more activities in the church and Tracie has certainly been up to the task. And to Tracey Marek for his musical leadership which greatly enhances our weekly services.

I'm not sure that many of us were aware of how important a decision it was three years ago when it was decided to bring Nancy to Ebenezer on an interim basis. It takes many hands to make a church successful. But it takes a leader to bring it all together, and Nancy is the leader. Her skills, hard work and dedication have allowed us to move forward. And she is, I'm pleased to report, not done yet. Nancy recently agreed to continue to lead us at least through 2027.

2025 has been a bit of a challenging year, but it has been successful. Thanks to all for who have helped to make it so.

Respectfully submitted,
Tom Worden
Chair, Ebenezer Church Council

MINISTER'S REPORT

for the year ended December 31, 2025

I have a piece of paper taped to my office door. On it is written in fluorescent pink marker, 'Church is the Best'. Circling around the words are stars. This was given to me by one of the kids who regularly attends. She handed it to me at 'Children's Time' one Sunday. I love it. It makes me smile every morning that I arrive at the office. 'Church is the Best'.

The turn of a new year offers great temptation to plan and anticipate but the purpose of an Annual Report is to review and reflect and assess the time that has passed. And as I take a look back at 2025 it feels like a year that passed quickly but with much to be thankful for.

2025 began with our first, and now we hope annual, Women's Retreat Day in January. It was a huge success.

In February, for the first time ever we held our Annual Meeting within the morning worship service. This worked well. Setting the year's reports and achievements amongst prayer and hymns seemed a fitting way to mark the passing of the year and the essential review of 2024. In May the Finance Committee offered a new venture of a Spring Marketplace, a book end to our annual Winter Marketplace – both were successful!

The Outreach Committee oversee the monthly gathering of food for the Food Bank which the children happily collect in worship on the last Sunday of each month. This committee has also been instrumental in keeping us informed of social needs in our broader community.

The Property Committee planned and undertook some important work and then the ceiling fell in – literally! This has resulted in many extra hours of work and worry. Thank you so much to our Property Chair George Moore and his excellent committee for steering this challenging repair to completion.

In 2025 the Council spent some time at our meetings in reflection as to how we could make Ebenezer a welcoming place for the broader community. We had already made the building available for three 12-step groups to meet throughout each week. We reached out to the Durham Alzheimer's Society to see how we might build a relationship with their very important work. Carol O'Neil provided a workshop on September 28th and that along with increased signage has allowed us to be designated a Dementia Friendly Community. A group meets weekly in our building to provide respite for care-partners of those living with dementia. I offer shared leadership at a monthly spirituality group for care-partners which is held in Ajax.

In our Sunday morning service on October 26th, we opened the Time Capsule that had been packed away in the year 2000. We were delighted to have with us that morning, Lloyd Down, who built the beautiful church-shaped Time Capsule and Mary Ann Found, who was instrumental in organizing the contents 25 years ago. It was fun to reveal what was stored away those many years ago and to look back with fondness.

Worship in the Auditorium, through the fall and early winter, lent a different feel to our Sunday morning services but it worked! Between the Property Committee, the Worship Committee and the AV Team, they all worked together to adapt to this new, albeit temporary, worship space. It was a big effort, and we are so grateful to them for the extra hours they put in to provide our Sunday services without hesitation. The Christmas Eve service, in this temporary worship space, welcomed over 150 people to celebrate the birth of Emmanuel – God with Us. And of course there are our regular meetings of UCW, “A Stitch in Time”, Book Club, and the various committee activities. I want to give particular recognition to the fine work of the UCW who through their efforts offer great financial support to many organizations.

It has been a joy to work with Sherri Risto in her role as Office Administrator. She has made some significant and very welcome changes in management and has improved the office procedures and communication with new software. Her skill with all things technical is a gift to me and to all of us at Ebenezer. And accolades to the rest of the team. Tracy Marek provides excellent leadership to our choir and provides faithfully for us each Sunday. Tracie Pawson has had a lot to look after this year as the building use increased and with the repair work needed in the sanctuary. It has required many extra hours of cleaning. We were sorry, in December, to receive her letter of resignation from this role but we extend to her many good wishes as she has a bit more time to enjoy travel.

I want to extend my gratitude to Tom Worden, Chair of the Church Council and the faithful members of the Council who met throughout the year and who both support my ministry here at Ebenezer and provide a good solid sense of direction for our faith community. Likewise, I offer my gratitude to the Ministry and Personnel Committee for their ongoing support and review.

We are blessed at Ebenezer with the those who provide faithful discipleship of time and talent to make this a place of sanctuary, inspiration, renewal and community for many.

As I said at the beginning, the purpose of an Annual Report is look back and not ahead, but I will peek into the year of 2026 just enough to mention that it is with keen anticipation that I welcome the work of the newly formed Affirm Team who will lead us through discussion and reflection on what it means to be a truly welcoming community to all. I feel that 2026 is going to be a great year filled with God’s blessings.

Respectfully submitted,
~Rev. Nancy J. Knox

ANNUAL GENERAL MEETING 2024 MINUTES

Our Annual Congregation Meeting was held Sunday Feb 9th, 2025 during our regular church service this year. An attendance sheet was circulated for those attending in person.

Attendance: Rev. Nancy Knox, Sally Barrie, Tom Barrie, Maggie Finnimore, Bill Gillanders, Ted Barnes, Doug Moore, Rae Pickell, Marilyn Down, Susan Knowlton, Robert Robinson, Carol Robinson, Bonnie Colwell, Brian Duffey, Cindy Duffey, Midge Buzza, Shirley McLean, Neale McLean, Dorothy Kelly, Paul McCullough, Olive McAdam, David McAdam, Jeanette Ferguson, Janice Cirelli, Peter Cirelli, Pat Kennedy, Roxy Barnes, Lois Stephens, Ray Stephens, Lynne Morrison, Ivan Wolley, Brenda Stainton, Dave Stainton, Kim Robinson, Georgie Watson, Ted Watson, Barry Macklin, Kay Moore, George Moore, Marilyn Simser, Susan Marshall, Helen Hammond, Win Morgan, Keara Baxter-Elvery, Karlie Baxter-Elvery, Keith Worden, Lois Worden, Elmer Down, Ray Edmunds, Larry Down, Chalotte Hughes, Ken Down, Kathy Down, Scott Down, Dave Unwin, Tracey Merick, Marg Munday, Joan Pickell, Connie Edmunds, Mary Ruth Moore. On ZOOM: Rick Dolan, Judy Dolan, Catherine Ehmke, Willie Ehmke, Jill Allen, Andy Nguyen, Stan Found, Betty Samis, Don Samis, Tom Worden, Roberta Duncan.

Rev. Nancy Knox welcomed those attending in person & on Zoom.

Marilyn Down was the Chairperson for today's meeting and called the meeting to order. Quorum established.

Opening Business: If joining us in person or on Zoom you can vote on a motion. Janice Cirelli motioned, 2nd by Carol Robinson, that all people attending either in person or via Zoom be allowed to vote. Carried

Motion by Charlotte Hughes, 2nd by Keith Worden to approve the minutes of the Congregational Meeting of Feb 11, 2024. Carried.

Please note addendum to these minutes. Item 8 D) of the 2024 AGM minutes. The loan was a CEBA loan, not a CIBA loan.

We heard Rev. Nancy's message today "No Looking Back" & her new word of the week was "collywobble" a feeling of fear, apprehension or nervousness.

Minute for Mission: Kim Robinson motioned that our goal for 2025 be set at \$21,000.00. Mission & Service follows under Outreach under our new council. 2nd by Joan Pickell, carried.

Approval of Budget: Joan Pickell reviewed the budget, explained how revenue is generated. No questions asked.

Nominating Report: Charlotte Huges explained there are vacancies available for Vice-Chairman & Co-Ordinator of Fellowship Hour. If anyone is interested, please speak to her.

There were no other questions or comments.

Motion by Susan Marshall, 2nd by Dave McAdam to accept all committee reports for 2024. Carried. Next year's Annual Congregation Meeting will be held February 8, 2026.

February 9, 2025 – Chairman: Marilyn Down Recording Secretary: Susan Knowlton

PASTORAL CHARGE STATISTICAL REPORT

for the year ended December 31, 2025

Our Church Celebrations:

Baptisms 0 at Ebenezer

Weddings 0 at Ebenezer
0 off site

Funerals 15

Membership Roll Ebenezer: 182 Members (includes 13 Non-Residents); 126 Adherents

Households (includes both members and adherents)
230 at Ebenezer

Transfers 18 received at Ebenezer
0 removed at Ebenezer

Confirmation 0 Ebenezer

Removed by Death from Historical Roll 2 at Ebenezer

Removed by Membership Committee 0 at Ebenezer

Submitted by Sherri Risto
Office Administrator

WORSHIP COMMITTEE

for year ended December 31, 2025

Committee members are Kay Moore (secretary), Dave Unwin (designate to Council), Ted Barnes (AV Committee), Charlotte Hughes (chair) and Rev. Nancy Knox.

We met in January, March, May, August, September, October, and November. At the beginning of each meeting, Ted Barnes, AV Chair, keeps us informed on any changes, problems/solutions, or requests related to providing technology in services. Ted completes a separate report to combine with ours for each Council Meeting.

The Worship Committee helps in the planning of special services, arrangement for Communion, coverage when Nancy is away, scheduling of pianists to fill in while Tracy is off contract for a month in the summer and scheduling of Greeters/Offering and Scripture Reader Volunteers. We provide an average attendance count to council meetings.

We had 5 Communion in 2025. Special Services included: Sunrise Service on Easter Sunday, Camping Sunday, emphasizing the 75th Camp Quin-Mo-Lac Open House, Outdoor Service for Canada Day, Sunday Service at Knox Family Farm, Thank Offering Sunday when our Time Capsule was opened, Remembrance Sunday complete with bagpipes and trumpet and our Christmas Eve Service. Additional battery-operated candles for Christmas Eve were purchased and added to our supply. We were especially grateful to all who provided beautiful Christmas decorations for the hall while our sanctuary was under repairs.

It continues to be a pleasure to work with Nancy as she shares her abundance of energy, enthusiasm, and leadership while ministering to everyone in our Ebenezer Family. Thank you, Nancy!

Respectfully submitted,
Charlotte Hughes (chair)

AUDIO VISUAL TEAM REPORT

for year ended December 31, 2025

We have continued to do our best working in the auditorium. It is challenging setting up and dismantling before and after each event. There have been separate events where we have accommodated the use of the AV system in the auditorium successfully. We are looking forward to returning to the sanctuary!

Looking ahead we are looking at these things in 2026.

- Some form of hearing assist for those of us with hearing issues that could be used in conjunction with our sound system in the Sanctuary.
- Make our internet available in a reliable form in the Parlour, Hall, and an area in the basement.
- Have the Zoom service available on screen in the Parlour. This would allow people not directly involved in the service to see what is taking place (persons helping with a lunch after funeral service). I believe this is doable with these new smart TV's but would require professional assistance as I am unfamiliar with the reality of making it happen in conjunction with our service.
- Have sanctuary sound available in the Basement. I believe it is possible at the present time but has not been used in a very long time. There may be some expenses involved.

Sincerely
Ted Barnes

TECHNOLOGY COMMITTEE REPORT

for year ended December 31, 2025

The Technology Committee was established in early 2025 and its primary goal is to improve the technological infrastructure in all areas of the church. The committee includes Ted Barnes and Doug Moore as representatives of the AV Team because of the close interaction with the office for the weekly services. Nancy Knox and Sherri Risto are the primary users of the software that the church employs, and Brian Duffey is chair.

The first year of the committee was quite active once we identified, and fulfilled, the needs of the church office. The activities included purchases of a new computer and a colour printer for the office administration. The colour printer saved numerous trips to office stores to print colour flyers, and it makes any promotional materials more inviting.

A proper offsite backup system of all data was established and is performed on a scheduled basis.

The church was using software licences which were owned by Ebenezer members. For simplicity and reporting reasons we consolidated all the licences to Ebenezer, where they belong. Microsoft Office 365 was rolled out to all relevant computers.

Ebenezer required a church management database to handle the member details, committees, mailings, donations, etc. plus tax receipts eventually. A product called Breeze was purchased and has been in use with great success since the summer. The office admin uses it daily and have found it beneficial so far and there are other things it will be used for in future.

A goal of the Council has been to separate the daily flow of banking details, deposits, bill payments and such from the Treasurer's activities. Joan Pickell is the Treasurer, but the daily activities will now be consolidated into Sherri Risto's role as office administrator. To allow for sharing of a database, Ebenezer had to switch to an online version of QuickBooks, the accounting software. This project was completed in late Fall, and all parties are working out the details and procedures.

The AV Team puts out their own report under the Worship Committee. However, we should acknowledge the herculean effort that was required to move all the AV equipment into the auditorium when we had to close the sanctuary in the Fall. This effort, along with other efforts from countless people, has allowed us to continue with weekly services. When the sanctuary work is complete, the AV equipment will have to be relocated to its home on the balcony.

In an effort to reach the greater community with the recordings of our Sunday Services Ebenezer uses three online platforms: a Facebook page, a website and a YouTube page.

These platforms have been visited by many people over 2025

Facebook (<https://www.facebook.com/EbenezerUCCLarington/>)

- 35.6k views
- 2.6k unique visits
- 432 link clicks
- 244 followers

Website (<https://www.ebenezerunitedchurch.ca/>)

- 3151 unique visits
- 7899 page views
- 2.4 average page views per unique visit
- Top Pages: Calendar, Rentals, Online Sunday services

YouTube (<https://www.youtube.com/@EbenezerUnitedChurchCourtice>)

- 1026 views
- 149 hours of watch time
- 21 subscribers
- Top Content
 - Choir Anthem: Goin Up Yonder (75 views)
 - Easter Sunday 2025 (49 views)
 - Fourth Sunday of Lent 2025 (45 views)

The Technology Committee looks forward to planning and completing new and exciting projects in the year 2026.

Respectfully submitted by Brian Duffey
Chair Technology Committee

CHRISTIAN EDUCATION REPORT

for year ended December 31, 2025

SUNDAY SCHOOL

2025 was another wonderful year of growth and encouragement within our Sunday School program. We have been blessed to welcome several new children and families into our church community, and it has been a joy to see the continued excitement and participation each Sunday morning.

Throughout the year, we have continued to build and develop our own curriculum using the *Jesus Storybook Bible* as our foundation. This resource has allowed us to share Bible stories in an engaging and child friendly way, always pointing the children back to the love of Jesus and God's greater story of redemption. The children have responded very positively and continue to actively enjoy their time in Sunday School each week.

We are grateful for the ongoing support of Rev. Nancy, whose leadership and encouragement have been a key part of the Sunday School experience. The children look forward to their time with her each Sunday and are always eager to take part in the life of the church. It has been especially meaningful to see the children take pride in helping with worship services whenever possible, whether through Share Sunday, participation in seasonal services, or simply being present and engaged as part of our congregation.

A special thank you is extended to all those who have stepped in to assist or lead when our regular Sunday School leaders have been unavailable. Your willingness to help, sometimes on short notice, has been such a blessing. The flexibility and understanding shown by our volunteers and church family continues to be deeply appreciated, and it is a wonderful reminder of the supportive spirit within our congregation.

The Sunday School will be closing their individual account and the balance of \$822 will be transferred into the general church account. Going forward the Sunday School will be included in the budget.

Looking ahead, Sunday School will break for the summer in early June, as it typically does each year, and will resume again in September. We are excited to continue building on the momentum of this past year and look forward to another year of learning, growth, and faith formation for our children.

Respectfully submitted,
Will Davies

ADULT EDUCATION

There were several opportunities for Adult Christian Education in the year 2025.

The year started with a Women's Retreat in January. This was the first time we held such an event. It was very successful (and warranted repeating in January of 2026). There were about 40 women in attendance. Our speaker Laura Cirelli provided a very engaging talk on the importance of music and group singing.

A mid-week Lenten Bible study was held each week during the five weeks of Lent with about 10 in attendance. And a mid-week Advent Bible study was held using the resource Names for the Messiah by Walter Brueggemann. There were approximately 6 in attendance.

The 'Ebenezer Reads' Book Club met monthly with an average of 12 attending. We had an interesting roster of books. Members of the group took a turn leading the discussion.

Submitted by
Rev. Nancy Knox

PROPERTY RENTAL & MAINTENANCE

for year ended December 31, 2025

Maintenance & Repairs:

- Thanks to the new drainage in fall of 2024 for the 1st time in over 50 years there as been no flooding in the church Sunday School basement area.
- A new jet pump was installed
- Thank you to Ebenezer United Church Women (UCW) for paying \$1,096 to have the Reverse Osmosis water system installed at the north sink. This removed the salt allowing drinkable water from that tap.
- Fire Extinguisher and Emergency Lighting Inspection.
- Furnaces were serviced.
- Basement large room floor – 2nd coat of epoxy based paint applied.
- The auditorium was painted.
- Driveway – graded the driveway and removed one row of curbs.
- New commercial vinyl tile flooring installed in the library entrance, auditorium & on the stage. Total cost \$19,130.90
- A 14 ft. section of crown molding fell down and for safety we closed the sanctuary. A contractor was hired to remove and replace the crown molding. Lead was discovered in the crown molding paint. The Ministry of Environment asked for a special remediation which added \$5,500 to the quote. The total cost of the repair was \$33,053.00.
- New room signs have been posted as Ebenezer became an Alzheimer/dementia friendly church.
- Thank you to Ken Down for relocating parking lot snowbanks to increase parking spots.

Health and Safety:

- Peter Knowlton continues oversight of the water system. Thanks to Peter for taking on this important position.
- Thank you, Joan Pickell, who for many years has taken water samples to the lab in Pickering every 3 months for testing. Tracie Pawson has volunteered to take over the water testing in 2026.

Exterior:

- The flower beds were maintained during the growing season by Brian Duffey. A few overgrown shrubs were removed.

Rentals:

- Our committee updated in 2025, and Council approved, the “Rental Agreement and Guidelines”.

The two changes were:

1. One day renters removing all garbage and recyclables.
 2. Clarifying short term \$50 rentals as a minimum of 26 consecutive weeks.
- Weekly rentals – Monday evenings AA, Wednesday morning a quilting group and A Stitch in time, Thursday: mornings 1st Responders, afternoon Alzheimer’s program, evening AA and Friday night drop-in euchre.
 - Occasional rentals have included birthday celebrations, celebration of life lunches, family Christmas celebrations, and Retired Women Teachers meetings.

The weekly rentals and many activities at Ebenezer have added to the custodial workload but Tracie and her family manage the many trips and detailed cleaning each week. A huge thank you to the Pawson/Finnimore family in caring for our church.

A committee has been formed to hire a new custodian. The Pawson/Finnimore family have resigned as of April 30, 2026. The advertisement has been developed and distributed to churches in our area.

Thank you to the committee for their continued support and being on “standby” to assist with any projects.

George Moore,
Chair, Property Maintenance & Rental Committee

MEMBERSHIP & PASTORAL CARE

for year ended December 31, 2025

The duties of this committee are outlined in the Ebenezer governance document as follows:

Attend to membership matters (maintaining the roll, ensuring that records of baptism, confirmations, transfers of memberships, profession of faith and records of deaths are up to date). Oversee sending of bereavement and wellness cards and updating of name tags. Work with the Minister to develop strategies for Pastoral Care to our congregation and community. Oversee the prayer shawl Ministry and plan congregational events that build community. Create a welcoming and inclusive space for people new to our congregation.

This year, the Committee attempted to fulfill its mandate in many ways.

- Our second Epiphany Dinner was held in January.
- 18 new members were welcomed and presented with Ebenezer keepsakes.
- Seasonal Classics Teas have been organized for our seniors. Thanks to the organizers Sally Barrie, Pat Kennedy, Shirley McLean and Roxy Barnes.
- The Prayer Shawl ministry, co-ordinated by Roxy Barnes, has continued to support many within and outside of Ebenezer. Approximately 50 prayer shawls were distributed.
- This committee prepared the lunch for the Knox Farm Service last fall.
- A fun “Guess Who’s Coming to Dinner” event was held in November.
- Name tags were provided to any new folks who requested them. Thank you to Cindy Duffey.
- 58 sympathy, get-well, and thinking of you cards were sent to many in the congregation. Joan Greenway’s work on this ministry is greatly appreciated.
- An update of our church directory is in progress. New pictures as well as current contact information will be available soon. Thanks to Scott Down for his help.
- A soup lunch was provided for those attending the Alzheimer Society workshop on September 28.
- The Membership committee members read and discussed the United Church document “Steps to Becoming an Affirming Ministry”. It was our unanimous decision to send a motion to Ebenezer Council to move forward with this process. This motion was passed at Council and a committee has been formed to put the process in motion. Members are Rev. Nancy, Scott Down, Jon Arnold, Ann Hilborn and Sally Barrie.

Respectfully Submitted,
Marilyn Down, Chair

OUTREACH COMMITTEE

for year ended December 31, 2025

We appreciate the ongoing support and generosity from the congregation when called upon to help those in need. Once again, we made a positive impact in the community.

The past year we donated clothing items, non-perishable food and monetary donations to the following organizations:

- Back Door Mission, Oshawa
- Clarington East Food Bank, Newcastle
- Clarington's Winter Warming Centre, Bowmanville
- Salvation Army, Bowmanville.

In March, we donated \$965 cash and \$790 in gift cards to the Salvation Army Bowmanville for the fire victims.

In November, our coat drive collected 15 large bags of new and gently used adult winter coats that were dry cleaned and donated to local charities.

In December, \$1,320 in gift card plus \$25 cash was donated to the Durham Children's Aid Foundation, Holiday of Hope Program.

Cards of Support

A total of 54 condolence/thank you/get well/congratulations cards were sent to members and adherents.

In 2026, our efforts will continue to help support food insecurity with donations going to the Clarington East Food Bank, Bowmanville Salvation Army and Durham Feed the Need, plus donating items that are in demand and that can provide immediate relief.

Respectfully Submitted,
Kim Robinson, Outreach Committee Chair

MINISTRY & PERSONNEL COMMITTEE REPORT

for year ended December 31, 2025

The Ministry & Personnel Committee (MPC) functions as the human resources department of Ebenezer United Church and acts under the guidelines of The Manual of the United Church of Canada. The MPC has the responsibility for all personnel related matters and to facilitate open and beneficial communication and to promote positive working relationships between all staff and congregants of our Church. They are also a liaison link between Ebenezer Church and the East Central Ontario Region Council (ECORC) and General Council.

The MPC of Ebenezer has the responsibility for all personnel matters concerning the staff of the church, the choir director and the custodians. The MPC members for 2025 were: Pat Kennedy, Bonnie Colwell, Larry Down and Don Samis.

We want to confirm that we provided a confidential environment where members of the congregation and staff can confidentially express their concerns and comments in person or in writing.

We met with Rev Nancy and Sherri throughout the year to discuss their work, vacations, Study Leave for Rev Nancy and the functioning of the office and how they are and can contribute to the continual growth and well-being of the church.

At the May 6, 2025 Council meeting, Council asked George Moore, Chair of Property, Rental and Maintenance Committee and Don Samis, Chair of MPC, to meet with Tracie Pawson to review the custodial workload now that the church is rented/used nearly every day of the week. We met with Tracie in July and a report was presented to Council at the August 26, 2025 Council meeting.

In the fall MPC met to prepare Performance Reviews for staff. In November we met with Rev Nancy and Sherri separately to conduct their Performance Reviews. Subsequent to the Performance Review meetings MPC developed compensation recommendations to present to Council for staff for 2026.

We also met in November with Tracy Marek our Choir Director and Tracie Pawson our Custodian to review and negotiate their Contracts for Service for 2026 for presentation at the December 2, 2025 Council meeting. Tracie Pawson presented us with her notice that she would be terminating her Contract for Service effective April 30, 2026.

In September I started the process to prepare and submit Rev Nancy's 2026 Reappointment on the UCC Church Hub for ECORC approval. The UCC Minimum Salary Schedule was not available until mid October to facilitate the submission. The Reappointment was then submitted and Rev Susan Garrod-Schuster, ECORC Covenant Support Team, approved it on October 14, 2025. During this process I also learned that Steve Coles is no longer our ECORC Liaison person.

Members of the congregation and staff are encouraged to bring their comments, concerns, questions and suggestions to our attention in person or in writing. We will treat all

information with confidentiality and with God's guidance and Love will address the issue to the best of our abilities. Together we continue our journey of faith and growth in God's Love.

Respectfully submitted

Don Samis, Chair

Ministry & Personnel Committee

"Year end is neither an end nor a beginning but a going on, with all the wisdom that experience can instill in us. – Hal Borland"

CEMETERY REPORT
for year ended December 31, 2025

Receipts		
	Interments: Full Body (3)	\$ 3,550.00
	Interments: Cremations (3)	\$ 2,100.00
	Grass Cutting- Committee of Stewards	\$ 600.00
	Donations - Decoration day	\$ 9,016.55
	Interest - Public Trustee	\$ 1,548.15
	Lot sales (1)	\$ 1,250.00
	Corner Stone Sales (1)	\$ 275.00
	Niche sales (1)	\$ 2,875.00
	HST Refund	\$ 3,775.50
	Total Receipts	\$ 24,990.20
Expenses		
	Interments (2)	\$ 1,356.00
	Grass Cutting	\$ 12,995.00
	Plaque and Marker Engraving	\$ 384.18
	Service Charge	\$ 51.10
	Decoration Day Expenses	\$ 900.60
	Public Trustee (Care and Maintenance)	\$ 1,075.00
	Maintenance	\$ 3,288.30
	Investment	\$ 9,000.00
	Total Expenses	\$ 29,050.18
	Excess of Income Over Expenses	\$ (4,059.98)
	Bank Balance Forward January 1, 2025	\$ 22,590.37
	Bank Balance As At December 31,2025	\$ 18,530.39
Monument Tax Fund		
	Bank Balance January 1, 2025	\$ 2,830.52
	Monument Tax	\$ 100.00
	Service Charge	\$ (78.00)
	Bank Balance December 31, 2025	\$ 2,852.52

Report submitted by Stan Found

UCW COMMITTEE REPORT

for year ended December 31, 2025

Another satisfying year for the UCW Ladies.

We catered various groups – The Canadian Men’s Club, The Retired Teachers Luncheon, several funerals as well as a private family dinner this year. Additionally, we had revenue from the Christmas Marketplace, a Pampered Chef Party and Empire Cheese sales.

As a result of these events, we were able to donate considerable sums to local and church community groups. We were also able to add and replace old items in the kitchen as well as pay for a new tap with a reverse osmosis water system on it. This was previously approved by our group in late 2024. We recently purchased two new blinds for the windows on the west side of the church hall. One of our favourite occasions was to support a local family this past Christmas.

To do all of this required the support and commitment of our church members and we are very appreciative of that support. Hats off to all of you!!

Our group is not about the amount of money raised but more about enjoying each other’s company and learning new things. We had a speaker from the Canadian Food Grains group address our group and two of our quilting ladies made a presentation about the importance of quilts through biblical times. Our group was pleased to host The Fall Gathering at Ebenezer. We welcomed ladies from our extended United Church community. Marla Walters spoke to us about the HUB for the unsheltered in Ajax, Ann Hilborn updated us on the BLUE (Building Lives Up everywhere) program held at St Paul’s United Church in Bowmanville.

On a somber note, we acknowledge the passing of two long term members, Marge Hodgson and Judy Dolan.

As of February 1st, I pass the position of President over to Kay Moore.

Ebenezer United Church Women
Susan Marshall, President

EBENEZER UNITED CHURCH WOMEN (UCW)

Financial Report - December 31, 2025

	Dec 31/25	Dec. 31/24	
Bal. Frwd. January 1, 2025	10,661.71	4,977.76	
REVENUE			
Monthly Offering	1,176.00	1,507.00	
Donations	280.00	100.00	
Fund Raisers			
Bazaar/Winter Market & Pampered Chef	2,712.80	2,132.00	
Catering	11,275.00	10,695.00	
Empire Cheese	3,229.30	4,919.16	
Pointsettias		2,148.00	
Miscellaneous	107.10		
Total Revenue	18,780.20	21,501.16	
EXPENSES			
United Church Mission & Service	2,000.00	2,000.00	
Ebenezer Finance Committee	1,096.00	1,500.00	
Cards and flowers	50.00	279.72	
Catering Expenses	3,977.36	2,447.45	
Empire Cheese	6,304.43	652.81	
Pointsettias		2,687.29	
Kitchen Maintenance/Supplies	499.37	262.64	
Charitable Donations	5,910.00	4,600.00	
UCW - Presbyterial			
Bursary Fund	100.00	100.00	
Camp Quin-Mo-Lac	300.00	100.00	
Cross Cultural Experience (CCE)	100.00	100.00	
UCW Presby & Regional Dues	100.00	50.00	
National UCW	25.00	25.00	
UCW Indigenous Healing Fund		500.00	
Youth Sponsorship			
Books & Bibles			
Camp Quin-Mo-Lac (\$300/family)			
Miscellaneous	319.66	-	
Bank Charges	99.22	12.50	
Total Expenses	20,881.04	15,317.41	
Bank Balance January 1, 2025	10,661.71		
Revenue over Expenses	-	2,100.84	
Bank Balance Dec. 31, 2025	8,560.87		
Charitable Donations Itemized			
			Broadview 60.00
			Food Grain Bank 500.00
			Catholic Family Services 500.00
			Rehoboth Brunch Kids 500.00
			Cornerstone 100.00
			Gate 3:16 100.00
			Feed The Need 100.00
			Hearth Place 200.00
			Safe Hope Home 250.00
			Bow. Salvation Army 300.00
			Bethesda House 100.00
			Denise House 100.00
			Lakeridge Spiritual Care 300.00
			Durham Outreach for Needy 100.00
			Back Door Mission 100.00
			Marigold Hospice 500.00
			Bow. Hospital Foundation 1,000.00
			Durham Region Alzheimers 100.00
			BLUE - St. Paul's United 200.00
			DUO - Do Untio Others 200.00
			Ann Hilborn - Needy Family 600.00
			Total Charitable Donation: 5,910.00
Respectfully submitted:	Marilyn Down, Ebenezer UCW Treasurer		

INVESTMENT ACCOUNT
BOARD OF TRUSTEES INVESTMENT SUB-COMMITTEE REPORT
for year ended December 31, 2025

The Ebenezer Board of Trustees Investment Sub-Committee (BTI) met with our Manulife wealth investment advisor July 22, 2025 for a mid-year portfolio review. The BTI met with our Manulife wealth investment advisor January 14, 2026 for our annual review as of December 31, 2025.

The 1-year rate of return (RoR) for 2025 was 17.36%, the 3-year RoR was 14.68%, with a 5-year RoR of 7.40% and 8.34% since inception with Manulife on October 19, 2020. The above RoRs met the investment policy & procedures statement (IPPS) portfolio expectations and the portfolio objectives for 2025. The years 2023, 2024 and 2025 were very welcome positive return years after the very volatile 2022 investment year that saw negative investment returns in most sectors.

December 31, 2024

Manulife Wealth Investment Account † \$320,097.64

2025 Disbursements

Minister Salary Assistance (Transfer To Cash) \$(17,000.00)

2025 Deposits

No Deposits

2025 Investment Growth/(Loss) \$54,369.40

(Investment Interest, Dividends, Plus Realized And Unrealized Gains/Loss)

December 31, 2025

Manulife Wealth Investment Account † **Total** \$357,467.04

We do not pay any investment advisor fees. The portfolio did not pay any trading commissions in 2025. All investment account totals above are net of fees.

The United Church manual states that the pastoral charge board of trustees (BT) has the fiduciary responsibility for ownership and management of the property and financial assets of the pastoral charge. The BT has the fiduciary responsibility for the prudent investing of the financial assets realized from the sale of the manse in 2009 and formed the BTI to manage the investments. The principal cannot be used by the pastoral charge for any normal operating budget expenses. Motion m08-09/106 of Lakeridge presbytery allows earnings to be used to assist with the minister's compensation. With appropriate approval earnings may also be used for capital expenditures for the pastoral charge.

Respectfully Submitted
 Don Samis, Chair,
 Board of Trustees Investment Sub-Committee

Portfolio Mv Including Realized and Unrealized Gains. All Values Are Net of Fees/Commissions

**BOARD OF TRUSTEES MEMORIAL & RESERVE FUND
INVESTMENT SUB-COMMITTEE REPORT**

for year ended December 31, 2025

The United Church Manual states that the Board of Trustees (BT) have the responsibility for ownership and management of the property and financial assets of the church. The BT has the fiduciary responsibility for the prudent investing of the financial assets of the church.

In January 2021 the Ebenezer Treasurer and the Board of Stewards asked the Ebenezer Board of Trustees to take over the responsibility for the investing of the Ebenezer Memorial Fund and the General Operating Account surplus (Reserve). The Ebenezer Board of Trustees Investment Sub-Committee (BTI) established the Ebenezer U.C. Memorial and Reserve Fund account with Manulife Securities Inc on April 8, 2021. On April 1, 2024 Manulife Securities changed their name to Manulife Wealth Inc.

As the revenue and expenses fluctuate during the year the Stewardship and Finance Committee will deposit to and withdraw from the Ebenezer Trustee's investment account.

The Stewardship and Finance Committee can access these funds by written request to the BTI. The Ebenezer Stewardship and Finance Committee did not make any deposits in 2025. They withdrew \$19,130.00 in November to pay for the new flooring in the Hall and \$28,476.00 in November to pay for the repairs in the sanctuary.

The BTI met with our Manulife Wealth Investment Advisor on July 16, 2025 for our mid-year portfolio review. On January 14, 2026 the BTI met with our Manulife Wealth Investment Advisor for an annual portfolio review. The 2025 1-year Rate of Return (RoR) was 14.68%. The 3-year RoR was 12.56%. The RoR since the account was opened with Manulife Securities on April 8, 2021 was 8.14%.

The RoRs met the Ebenezer United Church Board of Trustees Investment Policy & Procedures Statement (IPPS) Portfolio Expectations and Portfolio Objectives for 2025. After the volatility and negative returns of 2022, it was a welcome return to positive RoRs for the last two years.

December 31, 2024

Manulife Wealth Investment Account ¹	\$246,809.19
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<u>2025 Deposits</u> (Transferred from Cash)	\$0.00
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<u>2025 Withdrawals</u> (Transferred to Cash)	(\$47,606.00)
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<u>2025 Investment Growth</u>	\$35,365.19
(Investment Interest, Dividends, plus Realized and Unrealized Gains/Loss)	

December 31, 2025

Manulife Wealth Investment Account ¹	Total	<u>\$234,568.38</u>
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We do not pay any Investment Advisor fees. We did not pay any commissions in 2025. All investment account totals above are net of fees.

The BT has the fiduciary responsibility for the prudent investing of the financial assets of the Church that are not part of the normal operating budget finances.

Respectfully submitted
Don Samis, Chair,
Ebenezer Board of Trustees Investment Sub-Committee

Portfolio MV including realized and unrealized gains. All values are net of fees/commissions.

MEMORIAL FUND AND MISSION & SERVICE

for year ended December 31, 2025

EBENEZER MISSION & SERVICE FUND REPORT			
For year ended December 31, 2025			
<u>Receipts</u>			
Church Envelopes	8,553.00		
Par Envelopes	10,705.00		
M&S Fundraiser	5,350.00		
United Church Women	2,000.00		
TOTAL RECEIPTS		26,608.00	
<u>Disbursements</u>			
United Church of Canada Mission & Service		26,608.00	
Cash Balance Dec. 31, 2025			
		0.00	
<u>Mission & Service Goal</u>			
	2025 Goal	2025 Actual	2026 Goal
Congregation	21,000.00	24,608.00	21,000.00
United Church Women	2,000.00	2,000.00	2,000.00
Respectfully Submitted			
Joan Pickell, Treasurer			

STEWARDSHIP AND FINANCE

for year ended December 31, 2025

2025 was a busy year for the Stewardship & Finance Committee. We were thrilled with several successful fundraisers (including a new Spring Marketplace) and are very appreciative of the support from our congregation and local community. We had a few large projects to fund this year and thank the Property and Maintenance Committee for their diligence in sourcing viable solutions and appreciate the support from the Trustees with financial support when needed.

2025 Fundraising Events completed:

- **April 12th – “Mood Swing” Jazz Concert**
 - **\$925.00** raised through “Free Will Offering” (no goal)
- **May 24th – 1st inaugural Spring Marketplace**
 - **Objective to clear \$2,500 in fundraising**
 - **Achieved \$3500.00 in revenue. \$1000.00 over goal**
- **August 16th – “Not a Drive Thru” BBQ**
 - **Ticket sales goal of 30 – 50 attendees by changing format.** Only 16 meals were sold at last year’s Drive Thru
 - **Ticket sales closed on Wednesday, August 13th at 50 tickets sold**
 - **Revenue: \$1,200**
- **Saturday, November 8th – 5th Annual Christmas Market & Bake sale**
 - **Revenue: \$2,737.00**

2025 Thank Offering: \$12,860.00

Treasury Notes for 2025:

- **2025 Large Project Funding:**
 - **Flooring Replacement: \$19,130.90**
 - **Sanctuary Crown Molding Repair: \$28,476.00**
 - **Both funded via Investment Accounts**

2026 Structure Adjustment:

- Structure to the S&F committee is changing. Scott Down has agreed to a role as “Co-Chair” with Will Davies. Our committee has reached out to the Nominating Committee with a request to hopefully add a few more members.

2026 Fundraising Calendar:

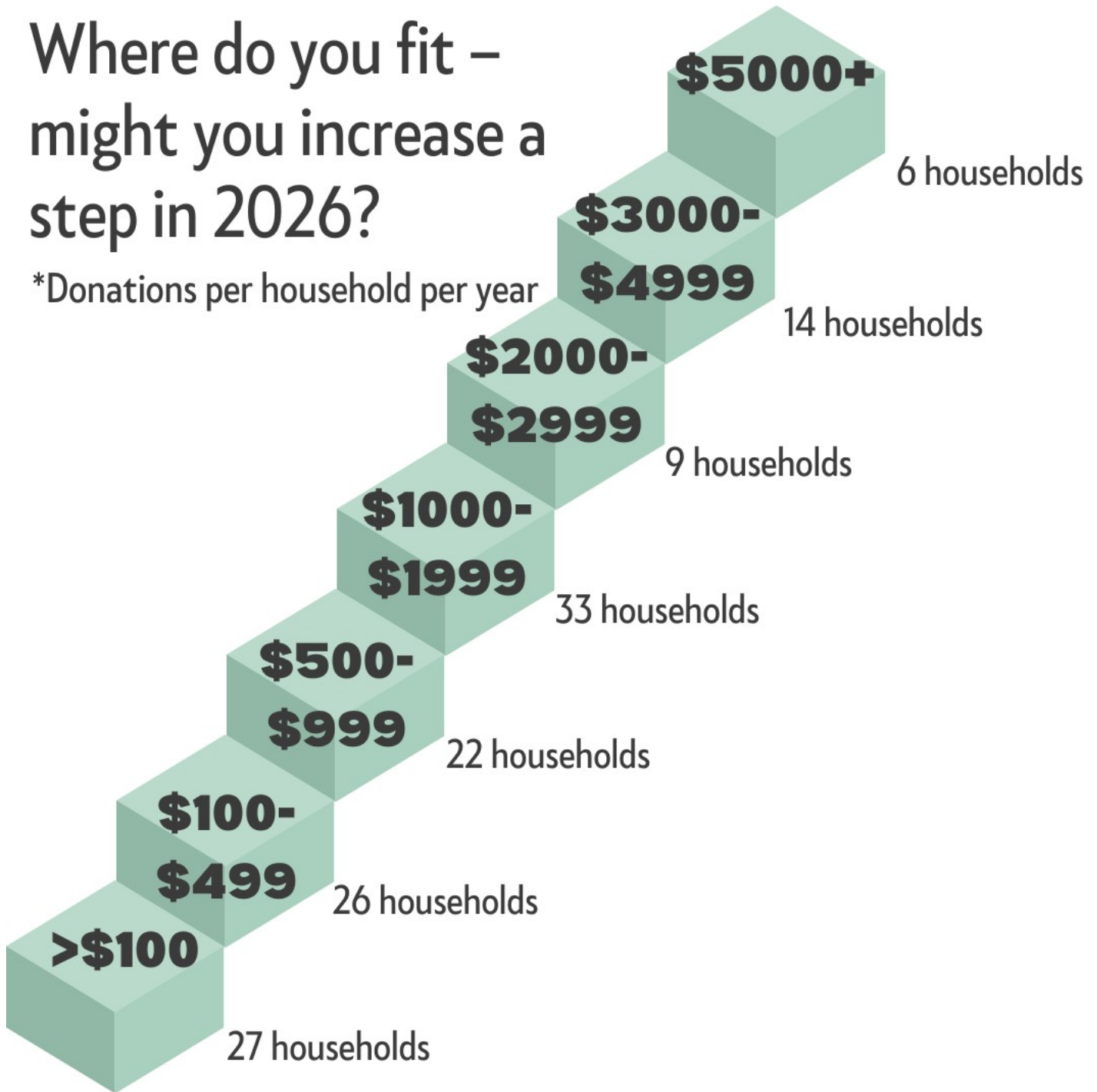
- **Late Winter**
 - Vocal Group evening. Free will offering with refreshments.
- **Spring**
 - Spring “Mother’s Day Marketplace”. Confirmed for May 9th.
- **Summer**
 - Larry Down’s Band. Free will offering with refreshments. Tentatively scheduled for June 27th
- **Fall**
 - Considering “After Church Baked Potato Lunch”. TBD
- **Winter Marketplace**
 - Confirmed for November 7th. Will work collaboratively with Faith United
 - Will revisit Purdy’s Fundraising at Christmas for the general account, rather than exclusively the Sunday School

Respectfully submitted,
Will Davies & Scott Down
Co-Chairs, Stewardship & Finance

EBENEZER UNITED CHURCH FINANCIAL REPORT, INCLUDING 2026 BUDGET			
For the year ended December 31, 2025			
	2026 Budget	2025 Actual	2025 Budget
REVENUE			
Trustees Transfer- salary assistance	\$17,000.00	\$17,000.00	\$17,000.00
In Memoriums		\$1,673.25	
Offering - Envelopes & Misc	\$63,000.00	\$61,846.60	\$55,000.00
Offering - PAR	\$71,000.00	\$68,365.00	\$71,000.00
Thank Offering	\$10,000.00	\$12,860.00	\$6,500.00
Interest - Savings Account	\$20.00	\$14.84	
Fundraising	\$9,000.00	\$8,547.00	\$8,000.00
Hall Rentals	\$15,000.00	\$14,718.00	\$10,500.00
Fundscrip	\$2,000.00	\$1,906.64	\$1,900.00
Donations(Individual, Projects, Groups)	\$5,000.00	\$4,541.24	\$7,000.00
Manulife Transfer (Major Expenses)		\$47,606.00	
* UCW	\$500.00		\$500.00
TOTAL REVENUE	\$192,520.00	\$239,078.57	\$177,400.00
EXPENSES			
Payroll (Salary/benefits/pension)	\$99,903.37	\$98,173.85	\$98,282.00
Supply Ministry	\$1,500.00	\$1,662.58	\$1,500.00
Minister's Travel Allowance	\$1,500.00	\$200.75	\$1,500.00
UCC Assessment	\$7,964.00	\$7,437.00	\$7,437.00
Custodian	\$13,320.00	\$14,675.25	\$12,675.00
Custodian supplies	\$500.00	\$583.02	\$350.00
Cemetery Board	\$600.00	\$600.00	\$600.00
Continued Education	\$1,733.00	\$121.73	\$1,689.00
UV Water System	\$100.00	\$50.94	\$350.00
Insurance	\$8,028.75	\$8,028.72	\$8,028.75
AV & Computer expenses		\$5,690.94	\$4,500.00
Office Expenses (Bell/Internet/Copier/etc)	\$1,500.00	\$5,459.56	\$4,100.00
Technology	\$8,520.00		
Choir Director	\$14,700.00	\$14,130.00	\$14,130.00
Supply Pianist/Organist	\$600.00	\$450.00	\$600.00
Guest Musician/Choir Music	\$500.00	\$150.00	\$700.00
Utilities (Heat/Hydro)	\$11,000.00	\$10,374.85	\$9,000.00
Membership Pastiral Care & Outreach	\$350.00		\$350.00
Major Expenses (HST not included \$6,191)		\$47,630.00	
Property Repairs & Maintenance	\$7,000.00	\$6,655.83	\$7,000.00
Bank Charges (bank/par/payroll services ct)	\$1,400.00	\$1,325.72	\$1,400.00
Security Monitoring Fee	\$360.00	\$360.00	\$312.00
Snow Plowing	\$11,000.00	\$15,386.50	\$4,500.00
Worship & Christian Education	\$750.00	\$212.51	\$250.00
TOTAL EXPENSES	\$192,829.12	\$239,359.75	\$179,253.75
Cash Balance forward January 2025		\$34,822.40	
Revenue over Expenses		-281.18	
Major Expenses unpaid		18,100.00	
Memorial & Reserve Fund Investment		234,568.38	
		\$287,209.60	
General Account	\$ 42,628.30		
Savings Account +Interest	\$ 1,014.84		
HSt Rebate 2025	\$ 8,998.08		
Memorial & Reserve Fund Investment	\$ 234,568.38		
Cash Balance as of December 31/25	\$ 287,209.60		

Where do you fit – might you increase a step in 2026?

*Donations per household per year



FUNDSCRIP

for year ended December 31, 2025

Fundscrip is a fundraising effort in which Ebenezer's congregation may purchase gift cards for much of their daily spending. Some popular examples may be groceries (No Frills, Metro, FreshCo), gasoline (Shell, Esso), department stores (Walmart, Winners, Canadian Tire) and most popular chain restaurants. Each card purchased earns Ebenezer a percentage of that card's value. Loblaws/No Frills for example pays Ebenezer 3% of the card's value so \$200 of cards purchased would earn Ebenezer \$6. The percentage earned varies with the type of cards purchased, restaurants being in the 5% return range while gas is in the 2% range. In 2025 Ebenezer earned \$1,806 from the Fundscrip effort thanks to the congregation's gift card purchases.

Of note was the special purchasing of \$790 of Fundscrip cards in February to support the victims of the Bowmanville fire. Incorporating the Fundscrip into this fundraiser allowed for a simple and effective way for people to donate.

Also of note was the donation of Fundscrip cards to the annual White Gift Sunday in the amount of \$1320.

We all need to buy these items for our daily life so participating in this fundraiser costs members nothing and allows Ebenezer to earn money at the same time.

The process is straight forward. Once monthly, usually the third Sunday of each month, the Fundscrip volunteers will set up a table during coffee-time to collect the orders. The volunteers are there to assist members in filling out the form or with payment methods. The volunteers then order the cards, and they arrive in time to be handed out the following Sunday.

Respectfully Submitted,
Brian Duffey

NOMINATING COMMITTEE REPORT

for year ended December 31, 2025

* INDICATES POSITIONS NEEDED

Ebenezer Council Executive

2025	2026	2027	2028
Chair of Council – Tom Worden	Tom Worden	Brian Duffey	Brian Duffey
Vice Chair -	Brian Duffey	*	*
Past Chair – Tom Worden	Past Chair – Tom Worden	Past Chair – Tom Worden	
Secretary – Susan Knowlton	Susan Knowlton	*	*
Treasurer- Joan Pickell			

AV Team (No Term)

Ted Barnes (team leader) Maggie Finimore Bill Gillanders	Don Samis Doug Moore
--	-------------------------

Technology (No Term)

Brian Duffey	Doug Moore	Ted Barnes
Office Administrator - Sherri Risto (ex officio)		

Cemetery Board (No Term)

Stan Found (Secretary, Treasurer & Contact Person)		
Doug Bickle	Jim Vinson	Doug Pickell
Dave McAdam	Paul McCullough	Jeff Pickell

Finance (3 Year Term)

2026	2027	2028
Will Davies	Scott Down	Rick Dolan
Gerry Mullins	Roxy Barnes	*
Susan Wood	Dana Loughlin	

Membership and Pastoral Care (3 Year Term)

2026	2027	2028
Marilyn Down (chair)	Sally Barrie	*
	Cindy Duffey (Name Tags, Fellowship Supplies)	
	Joan Greenway (Cards)	

Ministry and Personnel (3 Year Term)

2026	2027	2028
Don Samis (chair)	Bonnie Colwell	
Pat Kennedy	Larry Down	

Nominating (3 Year Term)

2026	2027	2028
Cindy Duffey	Ann Hilborn	Paula Bilsdon
Brian Duffey	Dave Unwin	
	Dave Stainton	

Outreach (3 Year Term)

2026	2027	2028
Joan Greenway	Edwina Johnston	Ann Hilborn

Property Maintenance & Rentals (3 year term)

2026	2027	2028
Peter Knowlton	Tom Barrie	George Moore (chair)
Susan Knowlton	Brian Duffey	Ken Down
Custodian - (ex officio)		

Trustees – No Term

Gary Down	Keith Worden	Lawson Gay
Scott Down	Don Samis	John Fowler
Ken Down	Jim Vinson	

Worship and Christian Education – Must be Members of the United Church

2026	2027	2028
Dave Unwin (Council Rep)	Kay Moore (secretary)	Charlotte Hughes (Chair)
		*
AV Team Leader - Ted Barnes (ex officio)		
Sunday School Representative – Sherri Risto (ex officio)		

IN MEMORIAM

Levi Powell
Brian Finnimore
Evelyn Hawke
Judy Dolan
Jennifer Horne
Katherine Ross
Marjorie Hodgson

Psalm 23

*The LORD is my shepherd; I shall not want.
He maketh me to lie down in green pastures:
he leadeth me beside the still waters.*

*He restoreth my soul:
he leadeth me in the paths of righteousness
for his name's sake.*

*Yea, though I walk through the valley of the shadow of death, I
will fear no evil:*

*for thou art with me;
thy rod and thy staff they comfort me.*

*Thou preparest a table before me in the presence of mine
enemies: thou anointest my head with oil;
my cup runneth over.*

*Surely goodness and mercy shall follow me all the days of my life:
and I will dwell in the house of the LORD for ever.*