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LEADERSHIP REPORTS

Message from Pat...

January 1, 2019 brought a new governance structure to the United Church of Canada, moving from a four-court to a three-court system. With presbyteries and conferences folding in to 'regions', Grace United Church no longer belongs to London Conference but Region 7, or Antler River Watershed Region.

Most of Region 7 staff are shared across Regions 7, 8 and 9, which collectively stretch from Windsor to Niagara. As a result, some have begun thinking of the three new regions as one large geographic region within which we can share ministry initiatives.

I have been approaching this shift to regions as an opportunity to continue to grow youth ministry here at Grace and beyond. London Conference has a long-standing reputation for excellence in regional youth ministry. Building on that reputation, I spent the fall of 2018 meeting with colleagues from Regions 8 and 9 to invite greater participation in our Region 7 events, and to encourage leaders in Region 8 and 9 to consider hosting youth ministry events open to all three regions. Further, I worked with colleagues across Regions 7, 8 and 9 to initiate new youth ministry events, with the goal of offering one event each month.

The main reason for investing in these events is because Grace youth benefit greatly. As participants at these large, regional youth events, Grace youth have formative experiences, develop intimate and lasting relationships, and deepen their faith. Further, Grace youth gain leadership skills and experience as they work with me to plan, organize, and deliver these events. It is not uncommon to find up to twenty percent of participants at these regional events are Grace youth. Moreover, as with the last Swell, over half of the leadership team are from Grace.

We continue to groom leaders for the church as we pave the road between Regions 7, 8 and 9.

Message from Brad

In 2018, I continued the focus on congregational growth, encouraging you to practise three simple habits: inviting people to Sunday worship, befriending newcomers to Grace, and following up with people who are absent.

I've appreciated hearing your stories about invitations and welcoming. I've heard stories about you inviting neighbours to Grace. I've heard stories about you phoning a newcomer you met on Sunday morning. I've heard stories about you checking with absent Grace members to see how they're doing.

Evangelism and pastoral care are Christian practices that belong to you. In a healthy, thriving congregation they cannot be outsourced to paid staff. We grow in our faith when we care for one another. We grow the faith when we invite others into congregational life.

I encourage you to continue these simple habits. On Sunday morning, care for the people one pew ahead and behind. Introduce yourself and ask some questions. Barb Baxter, who is our incoming Council Chair, develops these skills in her 2019 theme. When you read her leadership message, consider her challenge to ask others about their story towards building caring relationships.

In 2018, we also continued our focus on becoming an affirming congregation. In November the congregation voted to become an affirming ministry. We've done some good work and growth in recent years to build trusting relationships into the community with LGBTQ neighbours. Hearing the stories of gay and lesbian family and friends, attending events organized by transgender and queer community leaders, and offering an educational workshop in intersex studies are important first steps. But our understanding needs to grow into relationships. In 2019, the Affirming Committee will organize our public worship service and community event to celebrate Grace's affirming ministry.

In 2018, we completed one internship and began another. We said goodbye to Eric Pagé and said hello to Brett Boyko. Thank you to the Lay Supervision Team—Gord Walkling, Bev Walkling, Iris Murtha, and Carrie Brescia—for your caring support with this supervised ministry education program. Thank you also to the congregation for opening yourselves to the ministry offered by Eric and Brett.

Thank you to Pat, Glenn, Lori, and Curtis for our shared ministry. We are blessed with a congregation that lives boldly into being an inclusive, intergenerational, community partner. May God continue to bless our ministry.

Message from Brett

It's strange how fast time moves. It feels like yesterday I was arriving on the front steps of Grace United with Mariah getting my bearings both in Sarnia and at Grace United. Time is a spiritual concept because within it are all things, but the moment God is removed it simply becomes a reason to produce and consume. My time at Grace United has provided me with opportunities to learn, times of introspection, and to develop my identity and best practices as a minister.

Currently, I'm halfway through the internship. I am working closely with Brad, Pat, and my Lay Supervision Team. We have developed a series of learning goals which range from preaching, presiding, and pastoral care to designing liturgy, and further develop my own education. It has been a blessing to be welcomed into the

lives and homes of the members of Grace and an honor to share the gospel with you. As I continue to grow, learn, and serve, my learning curve has become a straight vertical line. Grace United is allowing me to experience the full spectrum of what it means to be a minister in a loving, nurturing, and challenging environment. It is this support of the community and my experiences here which give me confidence in the future of the United Church of Canada.

When I was first given the option of coming to Grace United, I had 60 minutes to make a decision. In that time, I was able to speak to friends of family who knew of Grace, go through the notes of various meetings at Grace, and the overall consensus was that this is a good church, filled with good people who understand the importance of community. In my past four months I have learned how true that is and worked alongside you. I thank you for this continued journey we take together and the learning, knowledge, and love I have gained through this opportunity.

Blessings, Brett

Message from the Outgoing Chair of Council...

As I look back on the past year and my time as Chair of Council, I am filled with great pride that I have the opportunity to be part of such a great group of people. The members of the congregation that make up Council and the sub-committees within are a committed group that give freely of their time and talents and ask for nothing in return. They should all be commended for the efforts that they all put forward.

This past year was a year of great accomplishments at Grace. Thanks to the generosity of you, our members, as well as the various committees watching expenses, we were able to show a small surplus for the year. Council continues to be mindful of expenses and I believe this reflects itself in the upcoming 2019 budget.

We as a congregation have always prided ourselves on being an inclusive, intergenerational, community partner. I was very happy when by almost unanimous vote we saw Grace United Church continue to be a leader within our community with our move to officially becoming an Affirming Ministry. I would like to personally thank Barb Baxter and her Affirming Committee for all their hard work and dedication in helping to make this happen.

The future of Grace is its people. I urge all of you to spread the message of what a great place Grace United Church is and to welcome newcomers when you see them in order to make them feel welcomed. I would also ask that you look within yourselves and ask what talents you may have that could help to make Grace an even better place than it currently is.

Lastly, I would like to thank the staff for all their ongoing hard work and dedication. We truly do have a great team! I look forward to seeing what 2019 has to bring.

Brad Mackey, Outgoing Chair of Council

Message from the Incoming Chair of Council...

To begin, I would like to thank Brad Mackey for his leadership as Chair of Council for 2018 here at Grace United Church. His knowledge and his willingness to ask the tough questions have been crucial at Council meetings as well as a great example for me as I take over this role from him. I look forward to continuing to work with him and having him as a resource as he begins his tenure as Past Chair.

A central aspect of Christianity is being in relationship with God. This can be interpreted and acted out in numerous ways. Grace members live this relationship through the many activities we participate in as we follow the goals of being inclusive, intergenerational, and a community partner. There is one other way that I would like the congregation to consider in 2019.

This past November, my step-mother died. She was a remarkable woman who is dearly missed. She was a person who made friends and acquaintances easily. She was able to do this because she asked questions, whether it was with a dear friend or the person in line behind her at the grocery store. The joke in our family was that if Gwen spent five minutes with someone, she would know their whole life story. She didn't do this because she was nosy but because she truly cared about people.

When I think about the times at which I have been emotionally moved while at Grace (and they are numerous), there seems to be a common thread. Many of these occurrences involved someone opening up and sharing their vulnerability. Often this occurred when someone shared their story and we learned of the struggles and challenges of members of both our congregation and our community. Over the past year, Brad has encouraged us to look one pew ahead and one behind and to notice those around us and who may be absent. On a similar vein, I ask you "what's your story?". Within the congregation most people have friends, acquaintances, and people we don't yet know. I challenge you to ask others about their story and also to share yours as you let yourself be vulnerable and as you develop new relationships here at Grace. I believe that it is within the strength of these relationships that we can be God's good news.

Barb Baxter, Incoming Chair

Annual Congregational Meeting

Sunday, Feb. 17, 2019
12:15pm in the Sanctuary

AGENDA

1. Opening Prayer
2. Constitution of the Annual Congregational Meeting
3. Motion to allow adherents to vote on financial and administrative matters
4. Approval of the Agenda
5. Approval of the Minutes
 - a) Minutes of the Annual Congregational Meeting held on Sunday, February 11, 2018.
 - b) Minutes of the Congregational Meeting held on Sunday, November 25, 2018.
 - c) Motion to destroy ballots from November 25 meeting.
6. Approval of the 2018 Annual Reports of Council, Committees and Groups, excluding Finance and Nominating Committees
7. Approval of Finance Committee Reports
 - a) Review and approval of the 2018 Financial Report
 - b) Review and approval of the 2019 Budget Proposal
 - c) Report of the Financial Review Committee
8. Nominating Committee Report
 - a) Appointment of the Financial Review Committee for 2019
 - b) Election of Officers
 - c) Election of Governing Body
9. Ministry and Personnel Committee
10. New Business
11. Introduction of Incoming Chair
12. Appreciations
13. Adjournment
14. Closing Prayer

Minutes Annual Congregational Meeting

Grace United Church

Sunday, February 11, 2018

1. Opening Prayer – Pat Morrison
2. Constitution of the Annual Congregational Meeting.
The meeting was officially opened and duly constituted by Bryce McGarvey at 12:15pm. There was a quorum with approximately 40 people in attendance, including the Ministerial Staff.
3. Motion to allow adherents to vote on financial and administrative matters.
Motion: That adherents be allowed to vote on financial and administrative matters (as per Manual B.3.7.3).
Bev Walkling/Val Adamson. Carried
4. Approval of the Agenda
Motion: That the Agenda for the February 11, 2018 Annual Congregational Meeting be approved.
Gord Walkling/Al McLean. Carried
5. Approval of the Minutes of all 2017 Congregational Meetings
Motion: That the Minutes of the Congregational Meeting held on Sunday, February 19, 2017 be approved.
Marg Cameron/John Cooke. Carried

Correction to the Minutes of the Congregational Meeting held on June 4, 2017: with respect to the motion allowing adherents to vote, the seconder was John Robertson (not Rogertson).
Motion: That the Minutes of the Congregational Meeting held on Sunday, June 4, 2017 be approved as amended.
Maurice Cameron/Marian McLean. Carried
6. Approval of the 2017 Annual Reports of Council, Committees, and Groups, excluding Finance and Nominating Committees.
Motion: That the 2017 reports be received.
Dave Smith/Joanna Catterson. Carried
Motion: That the reports, excluding Finance and Nominating Committee be approved.
Brad Mackey/John Cooke. Carried
7. Approval of Finance Committee Reports
 - a) Review and approval of the 2017 Financial Report
Paul Cooper presented the 2017 Financial Report.

Clarification question: Why is the Ministry & Personnel spend in 2016 and 2017 the same, even though we added an Intern in 2017? John Cooke explained that the Intern was here for 4 months of 2017, but that Sue Browning was here for about 3 months of 2016.

Motion: That the 2017 Financial Report be approved.

Paul Cooper/George Vero. Carried

b) Review and Approval of the 2018 Budget Proposal

Paul Cooper presented the 2018 Budget Proposal.

The presented budget included the report printed in the Annual Report plus a series of proposed Adjustments and Opportunities, resulting in a budget deficit of about \$8500.

- increase rental income (\$3000) based on YE 2017 data and fall 2018 gym rental increase
- increase interest income (\$1000) based on YE 2017 data
- council to sponsor fundraiser or improve existing events (\$2000)
- rigorous check of utility setpoints (\$1000)
- increase to M&S budget (\$375) based on YE 2017 data
- increase to CD budget (\$975) based on Youth Initiatives Fund usage

Motion: That the 2018 Budget be approved as amended with Total Expenditures of \$422,900.

Paul Cooper/Lorne Longley. Carried

The final version of the 2018 Budget, as approved by the congregation, will be made available in the minutes of the March Council Meeting.

c) Report of the Financial Review Committee (not an audit)

The 2017 Financial Review was conducted by Laura Black and Gord Walking. It is the opinion of the reviewers that the bookkeeping and other financial procedures carried out by the Financial Team at Grace United Church in 2017 were appropriate were being complied with. It is their opinion that there are reasonable safeguards in place to minimize the risk of significant error fraud. Those involved, particularly the Treasurer, Assistant Treasurer, and Office Administrator are commended for their excellent work.

8. Nominating Committee Report

a) Appointment of the Financial Review Committee for 2018

Bruce Davies presented the Nominating Committee Report.

Motion: That Laura Black and Gord Walking be appointed as the 2018 Financial Review Committee.

Bruce Davies/Brad Mackey. Carried

b) Election of Officers

Bruce Davies presented the slate of officers: Vice Chair, Barb Baxter; Chair, Brad Mackey; Past Chair, Bryce McGarvey; Secretary, Diana Fisher.

Motion: That nominations be closed.

Gord Walkling/Bev Walkling. Carried

Motion: That the slate of officers be approved.

Bruce Davies/Joanna Catterson. Carried

Motion: That Christopher Cooke be the Lay Delegate to 2018 London Conference.

John Cooke/Marg Cameron. Carried

c) Election of Governing Body

Motion: That the elected 2018 Council and Council Committee members be those names printed in the 2017 Annual Report as listed with each report.

Bruce Davies/Ian McGuinness. Carried

9. Ministry & Personnel Committee

John Cooke presented the staffing appointments and Salary Disclosure Policy.

Motion: That Grace United Church requests that London Conference extend the appointment of Pat Morrison for the pastoral year July 1, 2018 to June 30, 2018

John Cooke/Bev Walkling. Carried

10. New Business

Nick Monsour highlighted that Grace United Church does not currently have a Lay Presbytery Representative. While the church will shortly be moving to the new Regional model, should Grace United Church not have an assigned Lay Presbytery Representative?

Brad Morrison clarified that this is the last year that Presbytery will exist, and that while we do not have a nominee, Grace United Church is sufficiently represented by our Ministerial Team and, as a member at large, Nick Monsour.

Motion: That Nick Monsour be the Lay Presbytery Representative at Lambton Prebytery.

Bruce Davies/George Vero. Carried

Congregational Care & Growth Committee has requested a change to the Grace Constitution to modernize their terms of reference.

Motion: That the Congregational Care & Growth terms of reference in the Grace Constitution be changed from: "Make available audio and videotapes of our services to members of the congregation unable to attend worship services" to "Make

available videos of our services to members of the congregation unable to attend worship services.”

Bob Newman/Diana Fisher. Carried (with a two thirds majority)

11. Introduction of Incoming Chair

Bryce McGarvey presented the incoming chair, Brad Mackey. Brad Mackey discussed his focus for the next year: improving communication between Council and the congregation.

12. Appreciations

Bryce McGarvey offered appreciations to:

- Current Staff: Pat, Brad, Eric, Glenn, Lori, Curtis, and Eric's lay advisory committee
- Outgoing Council Secretary: Chris Cooke
- Outgoing Past Chair: Bruce Davies

13. Adjournment

Motion: That the meeting be adjourned.

Joanna Catterson/Diana Fisher. Carried

The meeting was adjourned at 1:00pm

14. Closing Prayer – Rev. Brad Morrison

Bryce McGarvey, Chair

Diana Fisher, Secretary

Minutes Congregational Meeting

Grace United Church

Sunday, November 25, 2018

The meeting was held at Grace United Church as per adjournment, and began at 11:20am. There was a quorum.

Chris Cooke, acting Chairperson in the absence of Brad Mackey, opened the meeting. Secretary was Diana Fisher. Regrets from Brad Mackey and Bryce McGarvey.

1. Constitution of The Congregational Meeting & Opening Prayer

Brad Morrison opened with a prayer. Brad commented with a few words about Affirming Committee's awareness and that today's motion and discussion may be difficult for some people and that we refrain from applause, etc. as a way to make space for everyone gathered.

2. Introduction of Agenda

This meeting will consider two matters.

The first item is changes to the Grace constitution related to the Memorial Committee. Changes to the constitution require approval by a two-thirds majority at a congregational meeting, and approval by Presbytery.

The second item is a set of motions related to the Affirming process we started over two years ago. The main motion being considered is that Grace United become an Affirming Ministry and requires approval by a three-quarters majority at a congregational meeting. Voting on this main motion will be done by ballot, and voting on the other motions will be by show of hands.

3. Adherents Allowed to Vote

Affirm United has clarified with the United Church that motions related to the Affirming process fall under the category of administrative motions. Similarly, today's motions related to the Memorial Committee are also administrative. Therefore, members of the congregation may vote to allow adherents to also vote on all of today's motions. Manual defines an adherent as "a person who contributes regularly to the life and work of the congregation".

Motion by Al McLean; second by Gord Walkling; Carried to allow adherents to vote on today's constitutional changes and Affirming motions.

4. Changes to Worship Committee Duties

Gord Walkling explained briefly that the Worship Committee agrees that it is no longer necessary to require approval by the Worship Committee for groups booking the chapel, which is increasingly a multi-purpose space.

Item 11 of the Worship Committee's duties revised to read as follows:

11. Authorize the use of the sanctuary for purposes other than regular worship services to support the congregation's mission. Authorize any changes to the design and layout of the sanctuary and chapel.

The Memorial Committee is currently a sub-committee reporting to the Worship Committee that administers the Memorial Fund. Earlier this year representatives from Worship, Memorial, Finance, and the Ministry team met. Members of the Memorial Committee desired to retire, and the eventual outcome of this discussion was the proposal that the Memorial Committee be dissolved, with its duties being absorbed by the Worship Committee. There is no requirement in the United Church Manual to have a Memorial Committee, and hence no need to maintain this committee structure as long as its current duties are fulfilled within the church's governance system.

Item 13 of the Worship Committee's duties revised to read as follows:

13. Administer the Memorial Fund according to the fund's terms of reference.

Gord Walkling expressed thanks the long-serving Memorial Cmt members.

Gord notes that Council has endorsed these proposed changes.

Motion from Gord Walking; second by Val Adamson; Carried that the changes as stipulated above and shown on screen be approved.

5. Affirming Ministry

Barb Baxter briefly described the past couple years of the Affirming process. Affirming ministries publicly declare their commitment to inclusion and justice for people of all sexual orientations and gender identities. Through discernment and reflection, ministries discover what it specifically means for them to be inclusive and justice seeking and can include other marginalized populations as well.

Affirm United requires a congregational vote and strongly recommends it be passed with a minimum 75% approval.

Motion from Barb Baxter; second by Leanne Kember; Carried that Grace United Church becomes an Affirming Ministry of The United Church of Canada and that this motion require a minimum 75% approval to be carried.

This motion was done by secret ballots. If you are in favour of the motion, write YES on your ballot. If you are opposed to the motion, write NO. Jim Wicks and Gord Walking were appointed as counters, and Brad Morrison served as scrutineer for the ballot count.

The vote count results: 122 YES, 3 NO, 1 ABSTAINED which is a 96 % in favour vote.

6. Affirming Vision Statement

Since the above Affirming Ministry motion has passed, the following Affirming Vision Statement is considered. Barb Baxter briefly explained that one requirement of Affirm United is an "Affirming Vision Statement" be developed and approved by the congregation. The following statement is presented and has been approved by Affirm United and endorsed by Council.

Motion from Barb Baxter; second by Joanna Catterson; Carried that Grace United Church authorize the following Affirming Vision Statement alongside our current Statement of Purpose, Congregational Vision, and Strategic Objectives, represented in italics:

We are called to be the Church:

*People of all sexual orientations and gender identities
In full participation in the life and work of our ministry.*

To celebrate God's presence:

Gathered around a safe and open table and font.

To live with respect in Creation:

Committed to inclusion and celebrating diversity.

To love and serve others:

Respecting and celebrating differences.

To seek justice and resist evil:

Challenging the power of class, race, sex, age, and ability.

To proclaim Jesus, crucified and risen, our judge and our hope:

Confident that God will guide us.

7. Affirming Action Plan

Since the above Affirming Ministry motion has passed, the following Affirming Action Plan is considered. Barb Baxter briefly explained that one requirement is an “Affirming Action Plan” which has been approved by Affirm United and endorsed by Council. Barb explained that the Affirming Committee (as a sub-committee of Congregational Care and Growth) will be responsible for reviewing and developing specific goals annually arising from these questions.

Motion from Barb Baxter; second by Colette Mcgarvey; Carried that Grace United Church authorize the following Affirming Action Plan for 2019, to be reviewed and developed by the Affirming Committee annually:

- 1) Education for Affirming Ministry**
 - *What do we need to learn to realize our affirming vision?*
- 2) Diversity as Congregation**
 - *Who do we need to become to realize our affirming vision?*
- 3) Partnerships with LGBTQI Communities**
 - *How do we need to partner to realize our affirming vision?*
- 4) Intercultural Development**
 - *Where do we need to grow to realize our affirming vision?*

8. Closing Prayer

Chris Cooke declared the meeting closed at 11:57am.

Brett Boyko delivered the closing prayer.

Acting Chairperson, Chris Cooke

Secretary, Diana Fisher

COUNCIL STRUCTURES - 2018

*Chairperson *Representative to Council

Chair	Brad Mackey	519-491-1460
Vice-Chair	Barb Baxter	519-542-1087
Secretary	Diana Fisher	519-402-9380
Treasurer	Paul Cooper	519-542-9237
Assistant Treasurer	Bob Newman	519-542-9890
Past Chair	Bryce McGarvey	519-542-1542
Christian Development	C Shirley Willis R	519-332-5729
Communications	C Chris Cooke R Chris Cooke	519-491-6801 519-491-6801
Congregational Care & Growth	C Iris Murtha R Iris Murtha	519-344-7809 519-344-7809
Finance	C R Alternating	
Lay Presbytery	R Vacant	
Ministry & Personnel	C Alternating R Vacant	
Outreach	C Paul Cooper R Earle Kilner	519-542-9237 519-542-4759
Planning	C Leanne Kember R Kirk Wilson	519-918-0224 519-908-9642
Property	C R	
Special Events	C R Brad Morrison	519-541-1336
Trustees	C Pete Melanson R	519-332-4914
Worship	C Bryce McGarvey R Val Adamson	519-542-1542 519-542-5808
Nominating Cttee	Always Past Chair of Council	
A.O.T.S.	C Paul Cooper John Cooke R Bill Palmer	519-542-9237 519-869-2908 519-541-0267
U.C.W.	C Marilyn Hamilton C Dorothy Plumley R vacant	519-542-8143 519-332-5476
Ministers	Rev. Dr. Brad Morrison Pat Morrison	519-541-1336 519-542-0475
Intern	Brett Boyko	

WORSHIP MINISTRIES

WORSHIP COMMITTEE

The Worship Committee works with the pastoral team to organize and coordinate the weekly worship services, as well as special services, as required. We review and approve requests for use of the sanctuary for non-routine worship and non-worship events that serve our congregation and/or our community.

Eric Pagé completed his internship and participation as a member of the Worship Committee in April. In September, we welcomed Brett Boyko to the committee as Grace's most recent intern. In addition to attending the committee meetings, Eric and Brett participated in several worship-related activities including presiding and preaching at Sunday morning services, leading nursing home services, and presiding at funeral services.

In 2018, a major evolution of the Memorial Committee and Fund took place. The committee members decided to formally cease to function as an independent body. The Worship Committee initiated a review process to assume responsibility for the duties of the Memorial Committee and administration of the associated Memorial Fund. Gord Walking led the process on behalf of the Worship Committee, including drafting the documentation required for Council's consideration of the transition. Following a vote at a congregational meeting in November to modify the wording of the relevant appendix of the Constitution, the Worship Committee assumed responsibility for the relevant activities. The members of the Worship Committee extend thanks to the recent and former members of the Memorial Committee for their dedicated service to the committee's mission, and their ongoing support of the sanctuary and worship services.

Music is an important element of Sunday morning worship services at Grace and continues to be offered under the direction of Glenn Parsons. The Grace Choir and A Band Called Mule were the primary providers of the musical diversity. Valerie Schmidt and Chris Cook are thanked for filling in for Glenn during his vacation. Additional singers and instrumentalists from inside and outside of Grace also contributed to worship leadership. Thank you to Pat Morrison, Valerie Schmidt, Cecily Chiles, and Glenn for arranging for singers and instrumentalists from various local and visiting musical groups to attend and enhance our worship services. In 2018, the Bluewater Chamber Choir sang several times during the year. The Grace congregation continues to benefit from the involvement of its members in a wide range of music and performance-based organizations in the Sarnia-Lambton community.

Communion takes place several times throughout the year as part of the worship calendar. At Grace, communion is offered using both seated and intinction options, depending on the time of year. Val Adamson is thanked for coordinating the communion preparation team, as are the servers who are also critical to

communion celebrations. New volunteers are always welcome to join the team and assist when they are able.

Pat Morrison and his family (Alison, Anna and Lauren) developed and led the family-oriented Christmas Eve service. The service incorporated poetry of William Blake with readings and music that was led by Glenn Parsons. Joel Eagleson, Nick Laird, and Devon Laird provided vocal accompaniment during the service.

Members of the Sanctuary Guild support the Worship Committee and are responsible for decorating the sanctuary to reflect changing liturgical seasons and funding of sanctuary-related activities. The Guild can always use assistance with choosing thematic decorations for the sanctuary and for placing the items in the various spaces in the sanctuary. New volunteers are always welcome to share their talents.

During the summer months and when required through other times of the year, pulpit support and coverage was provided by members of the congregation and visiting preachers. Andrew Rampton, a student at Huron College, preached several times during the summer months. Joanna Catterson, Bob Newman, Gord Walkling, and Bryce McGarvey presided over worship services during the year.

Nursing home worship services are an outreach ministry that is provided by Grace. Bev Walkling, Anne Eastman, Eleanor Ritchie, Shirley Batté, Monica Morrison, Eric Pagé, and Brett Boyko are thanked for taking on the leadership role for a number of the nursing home services that Grace United is committed to leading.

The weekly worship services throughout the year depend on the service of many volunteers. Among the roles and people that support our worship services are greeters, communion preparation and servers, members of the Sanctuary Guild, sound operators, videographers, lay readers, liturgists, dramatists and dancers, those who prepare the sanctuary for worship, the indoor “gardeners” who look after flowers, those who clean up the sanctuary afterwards and maintain it week after week, and those who help to coordinate all this work. It is through the effort of this large and committed group that our weekly worship experiences continue to be so inspiring. Thanks to all for your efforts. Please consider helping out with any of these activities on a regular or casual basis.

The 2019 committee members will be: Val Adamson, John Baxter, Bryce McGarvey, Glenn Parsons, Sheila Scott, Gord Walkling, and the Pastoral Team (ex officio).

Bryce McGarvey, Chair

SANCTUARY GUILD

The Guild decorates and appoints the sanctuary to enhance the visual and aesthetic experience of worship. We mark each of the liturgical seasons with a change in décor, colour, flowers, and/or theme. Every year the Sanctuary Guild observes these seasons: Advent, Christmas, Epiphany, Lent, Easter, Pentecost, Creation, and Ordinary Time. We access the Guilds repertoire of tablecloths, wall hangings, swags, ribbons, antependia, and floral arrangements.

The 2019 Sanctuary Guild members will be: Becky Clarke, Karen Cooke, and Sharon Melanson. We welcome new members to bring new talents or gifts to its work.

Sharon Melanson

GRACE CHOIR

The Grace Choir is an enthusiastic group of people who rehearse every Thursday evening from 7:00pm till 9:00pm. Rehearsals involve learning new choir anthems and music for the worship services as well as a time of fellowship. This year the choir was pleased to have Marian Staples join the ranks. We also welcomed Ron Buxton back into the choir after a period of absence. The choir was saddened to say goodbye to Avelina Estoesta after many years of service. We wish her all the best.

This past May, the Grace Choir took part in a concert held at Central Baptist Church in Sarnia. The choir's selections were well received and it was a great opportunity to hear other choirs from the area sing as well. The choir had been eagerly anticipating the choral workshop and concert to be led by Don Besig and Nancy Price in the fall. Unfortunately, this event had to be cancelled due to Don's failing health. We wish him well on his road to recovery.

Members of Grace Choir are: Ian Adamson, Barbara Bell-Leaver, Laura Black, Ron Buxton, Cecily Chiles, Vernon Chiles, Brian Eagleson, Anne Eastman, Donna Elie, Joan Guthrie, Jan Leckie-Frasier, Lorne Longley, Sharon Melanson, Ian McGuinness, Marian McLean, Al McLean, Eleanor Ritchie, Sheila Scott, Lindsay Smith, and Marian Staples.

Glenn Parsons, Director of Musical Ministries

A BAND CALLED MULE

A Band Called Mule continues to enjoy offering worship music with a more modern spin to it. Although the band primarily provides music for gathering hymns, they have also provided selections for preludes and postludes. The band bade farewell to Paul Smith this year, due to Paul's increasing music commitments. We wish him much success with his new music endeavours.

A Band Called Mule consists of: Dave Ashdown, Stefan Jackson, Pat Morrison, and Glenn Parsons.

Glenn Parsons, Director of Musical Ministries

SANCTUARY MUSICIANS

The sanctuary musicians are musicians who share their talents on gathering hymns and on other hymns during the worship service.

Sanctuary musicians are Dave Ashdown, Johnny Bond, Noah Cattran, Stefan Jackson, and Jim Wicks. Special thanks to Valerie Schmidt for arranging a variety of soloists from the area to take part in worship services. Thanks also goes to Pat Morrison for inviting various singers from the Victoria Playhouse to share their gifts on a Sunday morning.

Glenn Parsons, Director of Musical Ministries

INREACH MINISTRIES

CONGREGATIONAL CARE AND GROWTH COMMITTEE

The Congregational Care and Growth Committee met eight times in 2018, promoting spiritual growth and Christian care and fellowship within the congregation.

The committee oversaw the approval for persons requesting baptism, confirmation, profession of faith, transfer of membership, and weddings, as well as maintaining an up to date membership roll.

It monitored the Benevolent Fund that was used to help several people in need. Donations were made to the Inn of the Good Shepherd, Sarnia Jail Chaplain Ministry, and Lambton Centre. Children were sponsored for the children's choir and camp registration fees.

Easter flowers were delivered to members who had experienced bereavement in the past year and to shut ins and those in long term care. Flowers were also sent to members having special occasions.

District Visitors who are responsible for delivering Grace Notes and overseeing the well being of people in their districts were coordinated. Grace Notes were emailed to those who requested it.

“Guess Who’s Coming to Dinner” was coordinated and supported.

Volunteers were scheduled to provide refreshments after worship.

The Caregivers Committee phoned and visited members who could not get out to church. Prayer pillows and quilts were given at baptism.

Committee members for 2019 will be: Brett Boyko, Margaret Cameron, Carol Holmes, Madeline McCaw, Alice Minty, Iris Murtha, Bob Newman, Bev Walking, and Diane Werezak, and the Pastoral Team (ex-officio). New members are always welcome.

The committee thanks Rev. Dr. Brad Morrison and Lori Armstrong for providing a membership report for each meeting and for being resource persons to the committee.

Iris Murtha, Chair

2018 Records

Membership as of December 31, 2017

Resident Members	357
Non-Resident Members	<u>71</u>
Total Membership	428

	Received	Removed
Members received through profession of faith	2	
Members received by certificate of transfer	2	
Members added by returning to resident status	0	
Total received	<u>4</u>	
Members removed by death		11
Members removed by transfer		0
Members removed by other		<u>0</u>
Total removed		11

Membership as of December 31, 2018

Resident Members	348
Non-Resident Members	<u>73</u>
Total Membership	421

Number of baptisms	3
Number of marriages	6
Number of funerals	13

Jim Wicks, Roll Clerk

AFFIRMING COMMITTEE

2018 was a busy year for the Affirming Committee. Our activities focused on education, outreach, and consultation as well as the development of policies and documents to meet the requirements stipulated by Affirm United.

In January, Celeste Orr participated in a sermon Q and A with Brad on the topic on intersex and then held an after-church workshop on the subject. After Thanksgiving, Sarah Baxter and Brad Morrison led a sermon Q and A about growing up at Grace while LGBTQ and the importance of the Affirming Ministry to LGBTQ individuals.

Connections with the Sarnia LGBTQ community continued to strengthen and grow with Sarnia Pride Alliance continuing to hold meetings at Grace. Brad Morrison led the third annual Transgender Day of Remembrance service and the Pride Prom was held at Grace for a second year. PFLAG also began holding their monthly meetings at Grace.

In May, we held a congregational consultation to address where we are currently as an affirming ministry, where we would like to be in the future, and how we might get there.

In anticipation of our congregational vote, the committee developed an Affirming Vision Statement, an Affirming Action Plan, and updated the Grace Wedding Policy; all requirements of Affirm United.

In November, a congregational vote was held and Grace members and adherents voted 96% in favour of becoming an Affirming Ministry.

Current committee members include: Barb Baxter, Hannah Cattran, Julie Drope, Ken Ferguson, Paige Ferguson, Pauline Henderson-Ferguson, Dave Kember, Diana McClure, Colette McGarvey, Brad Morrison, David Murray, and Regan Pfaff-Macdonald. New members are always welcome.

Barb Baxter, Chair

ADULT FELLOWSHIP

The Adult Fellowship Group once again enjoyed a busy year, full of activities providing fun and fellowship for more than 40 members. Our activities included hosting receptions for new members of Grace; sandwich buffets before each meeting, interesting guest speakers, a tour of the art gallery, pot luck dinners, a trip to Stratford to see The Music Man, and a Christmas luncheon at Olive's Casual Cuisine. A highlight of the year was Michelle MacKay's discussion and videos of what it was like to be on Team Canada. As well as having fun, we were able to support several local charities and contribute to Grace funds. New members and guests are always welcome. Come out and join us!

Iris Murtha, President

A.O.T.S. (As One That Serves) Men's Club

AOTS Men's Club is dedicated to fellowship, spiritual growth, and service. We are fortunate to have 25 active members who share their many gifts in service projects and enjoy the club programs. Our focus is slanting towards fellowship, reflecting the club demographics.

We appreciate the financial contribution the congregation makes to our fundraising activities. We dedicate these monies to support youth camping, youth/young adult development, and projects within Grace. Our 2018 outreach/inreach included:

- Women Helping Women
- St Joseph's Hospice
- L4L
- Pathways
- Big Brothers/Big Sisters
- Grace Youth
- Bluewater Chordsmen
- Sarnia Community Foundation
- Sponsorship of "Tim's in the Gym" on Sunday mornings

Our 2018 fundraising activities included:

- Fertilizer sale in March
- BBQ sales at the Spring Fair & Plant Sale, the Flea Market & Trunk Sale, and the Fall Fair
- Chili sales at the Last Chance Christmas Sale

Our members enjoyed opportunities for fellowship and spiritual growth including seven Sunday morning breakfasts and a barbecue in June. Breakfast guest speakers were Grace McClure (exchange student experience), Eric Pagé, Jane Anema (Sarnia Community Foundation), Pauline Henderson-Ferguson (L4L), Alison Morrison (Pathways), Brett Boyko, and Rev. Adam Kilner (World Council of

Churches). Fifty-five members and guests attended the popular February Ladies Night with entertainment provided by the Bluewater Chordsmen.

AOTS administers and contributes to the Ken Plumley Award that is presented to graduating secondary school students. The 2018 recipient was Andrew Davies. Several families contributed to the fund in 2018. Thank you for your support and generosity.

A few men from Grace attended the Ontario Spring Round-up at Jackson's Point Salvation Army Conference Centre for a time of spiritual renewal, fellowship, and relaxation. Jim Wicks provided the musical accompaniment.

Grace AOTS is associated with the National United Church AOTS Men's Clubs. John Cooke is the President and Paul Cooper is the Central Region VP of the National Executive. The National AOTS Camp Improvement Project awarded grants to Lambton UC Centre, West Haven Lodge (NL), Loon Bay Camp (NL), Camp Shagabec (SK), and Camp Quin-Mo-Lac (ON).

The AOTS Men's Club is open to all men of the church to participate in fellowship, spiritual growth, and men's ministry. We would welcome your participation, new ideas, or suggestions. Please feel comfortable to join us for a breakfast meeting.

AOTS Executive members are: Paul Cooper, Marv Bildfell, John Cooke, John Goodwin, and Bill Palmer.

John Cooke

U.C.W. (United Church Women)

The two units of U.C.W. at Grace have twenty members - Unit A (The Helen McKay Unit), eight members, and Unit C, twelve members.

The women took part in the World Day of Prayer service held at Queen of Peace Roman Catholic Church on March 2, 2018.

In May, the Unit C women had a lunch in Petrolia, and then attended the play "Shirley Valentine" at the Victoria Playhouse.

Unit A ladies again decorated shoe boxes which they filled with toiletries and gifts for the Women's Interval Home. They also made similar donations to the HUB as a second project.

The U.C.W. made financial donations to Grace; \$1,000 to the General Fund, and \$2,000 to Mission & Service. We gave the Lambton Centre \$250 for their fire protection upgrades. We gave Eric Pagé a gift card when he left.

The White Gift offering raised \$450 which went to the Lambton Student Nutrition Program.

In November, the U.C.W. mitten tree was again decorated by our church family with scarves, hats, mittens, and toys for the Salvation Army Christmas hamper program.

Ruth Kreibich, Secretary

OUTREACH MINISTRIES

OUTREACH COMMITTEE

The Outreach Committee has a mandate to engage the Grace United congregation in;

- a) local outreach activities (usually in sponsorship with a local organization)
- b) providing a focal point for the United Church Mission and Service Fund
- c) communicating other international initiatives (including urgent disaster relief response requests)
- d) sponsoring other community groups who wish to use the Grace Church facilities

In 2018, the Outreach Committee hi-lites included the following;

Although the official sponsorship period of the Almudeer family was completed in April 2017, we continue to maintain contact and provide support as required. In 2018, a move was made to a new residence on Kathleen Street where there is more room for the 6 family members. Jaber was successful in obtaining his driver's license and the family now has the ability and freedom to transport themselves which was a key priority for them. The **Lambton Presbytery Refugee Committee** is working to sponsor a second family although progress is slow. We are thankful for those who provide this ongoing assistance – although in a reduced role – as the family continues to upgrade their skills to be successful in their new country.

Community Living continues to occupy and maintain the Grace United Church Manse as a residence and respite location for their clients. The Grace Youth Group continue to sponsor regular dance events in the gymnasium.

In 2018, Grace continued to support the **Circles (Bridges Out of Poverty)** program. This unique undertaking has the ultimate goal of breaking the cycle of continuing poverty in our community. Barb Hall, a Circle Ally from Grace, has been our contact person. As a committee, and with support from other members of the congregation, Grace also hosted a supper meal at a regular Circles meeting.

In 2018, Grace continued our partnership with Brigden United on a **Canadian Foodgrains Bank** Forget-Me-Not grow project. Our soup luncheon donations assisted with 'seed' funding for the project. The soybeans were harvested in the fall and, when matched 4:1 by CIDA, \$35,000 was raised by this project – a wonderful contribution to world food aid. Plans are already in-place for another project in 2019.

The Grace congregation was very generous in 2018 with support for the **United Church Mission and Service Fund** which is 7.5% of our operating budget.

Outreach also sponsors a significant number of community groups that regularly use our facilities; it's great to see the building busy all the time. The **seasonal farm workers** coordinated by Jorge de Guzman for basketball and zumba are an example of the types of groups using our facilities.

Grace partnered with Central Baptist Church to form a team for the **Habitat for Humanity** 5-unit seniors housing facility on Guthrie Drive – a first for HFH. Grace members participated in the build day on August 25 and also hosted the lunch for the workers. The dedication ceremony was conducted on December 6.

The congregation very generously supported the **Soup Luncheons** held in 2018 – seven were held during the year; The following organizations benefited from our soup luncheons;

- Rayjon
- Canadian Foodgrains Bank (with Brigden UC)
- The HUB
- Habitat for Humanity
- Pathways – therapeutic pool repairs
- Lambton Centre – Fire facilities upgrades
- MAC (Male Ally Coalition)

Many people in the congregation support this activity by supplying the excellent soups that everyone enjoys on these designated Sundays. We also appreciate those who assist in other ways – setup, serving, and cleanup. A listing of the soup providers has been included in this report as the Outreach Committee's way of saying thank you. We also appreciate Sue Wicks calling everyone to coordinate the soup donations. We are always interested in gaining additional volunteer soup-makers; given that at least 12 different soups are provided for each soup luncheon, with a lengthy list we hope to only call upon you once or twice per year.

Very Important People – Our valued soup makers!

- | | | |
|-----------------|------------------|-----------------|
| Edna Dent | Joanna Catterson | Betty Simpson |
| Lisa Cattran | Alice Minty | Val Adamson |
| Jackie Kilner | Joyce Rawson | Madeline McCaw |
| Barbara Kilburn | Jan Jordan | Patricia Aldrey |
| Lynn DiMuzio | Ruth Kreibich | Julie Drope |

Margaret Billings	Carol Shelton	Gail & Earle Kilner
Carrie Brescia	Dick Hagle	Betty Carson
Maureen & Al Grimwood		Donna Elie
Diana Fisher	Chris McGuiness	Jan Leckie
Alison Morrison	Karen Cooke	Cecily Chiles
Pam & Joel Eagleson	Gloria MacLeod	Pat Holloway
Joan Guthrie	Lorna Cooper	Christine Murphy
Yvonne Vanderbeld & Bill Yates		Pauline Henderson-Ferguson
Marion McLean	Craig Laframboise	Susan Shaw
Brian White	Debbie Kafford	Ken Ferguson
Maggie Rochon	Sarah Morrison	Audrey Stringer
Doreen LaCourse	Lynda Ruston	Bev Walking
Karen Rutledge	Sue Wicks	Peggy Hall
Susan Mallard	Lisa Valade	Delbert Snelgrove
Jane Janes	Diana McClure	Nicola & George Pfaff
Trish White	Valerie Schmidt	Carol Burkhart
Sharon Melanson	Barb Baxter	Eleanore Sich
Carolyn Callaghan	Shelley & Stefan Jackson	
Danielle Mackey	Colette McGarvey	Natisha Taylor

Inn of the Good Shepherd (IOGS)

Volunteers from Grace prepared and served one meal each month at the Inn to an average of 110 people each month.

Edna Dent coordinates the serving with Betty Simpson, Sylvia Rose or Bill Carson working as meal captains. Maggie Rochon coordinates the meal preparation. Paul Cooper sorts the food brought to the church on the first Sunday of each month. Food suitable for preparing meals for the Inn is kept at the church and the remainder is delivered to the Inn.

We are grateful to the many people who help with these activities as well as those who make monetary donations to help pay for the food used in meal preparation.

Meal Preparation

Ann & Don Eastman	Sue Wicks	Pauline Henderson-Ferguson
Paul & Lorna Cooper	Sylvia Nimetz	Bob and Maggie Rochon
Betty & Bill Carson	Karen Rutledge	Ian and Chris McGuiness
Joanna Catterson	Cecily Chiles	Maureen Grimwood
Colette McGarvey	Marion Staples	Barb Kilburn & Kirk Wilson

Salad Preparation

Lori Armstrong	Mary Mellon
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Desserts

Gloria McLeod

Serving and clean up

Ron Buxton	Betty & Bill Carson	Daphne Clarke
John Cooke	Paul Cooper	Nadyne Dell
Pauline Henderson-Ferguson		Ruth Kreibich
Betty Fletcher	Debbie Kafford	Maggie Rochon
Jackie Sands	Carol Shelton	Betty Simpson
Sylvia Rose	Gord Walklng	Al & Maureen Grimwood
Lynda Ruston	Ingrid McFarlane	Karen Rutledge
Mary Mellon	Stacey Smith	Barb Kilburn & Kirk Wilson
Marion Staples	Gary Roach	Colette & Bryce McGarvey

We welcome new volunteers. It is a great way to get to know others in the congregation. If you wish to help prepare meals, call Maggie Rochon; or to make desserts, call Edna Dent. The sign-up sheet to help serve is on the bulletin board next to the gym window. We serve one meal each month on the fourth Wednesday from 1 - 2.30pm.

The **Outreach Committee** recognizes that many members of the congregation and other committees are involved with significant outreach activities. This is an active demonstration of the involvement by Grace United Church people in the community around us. We hope to continue to learn about and help publicize these activities.

Members of the Outreach Committee in 2019 will be:

Karen Rutledge	Pat Holloway	Lynda Ruston
Alice Minty	Ruth Kreibich	Edna Dent
Sue Wicks	Earle Kilner	Deb Kafford
Carol Shelton	Paul Cooper	Maggie Rochon
Pauline Henderson-Ferguson		Pastoral Team (ex officio).

The Outreach Committee welcomes new members who may feel called to participate in this rewarding activity at Grace. We meet, as a committee, at 7:00pm on the first Monday of the month in the Friendship Room. You are welcome to attend as a way of getting to know the Outreach Committee, to participate in one or more of the many activities underway, or to initiate a new Outreach activity to energize the congregation. Please approach any member of the committee at any time for more information.

Paul Cooper, Chair

L4L (LUNCHEES FOR LEARNING)

2018 ended with a large windfall for L4L. Kevin Chambers, VP at Queen Elizabeth Public School pitched to the 100 Women Who Care, on behalf of the L4L program. This resulted in a donation of \$8800.

L4L's catering component continues to grow and we catered High Park United Church's last meal. From the closing of High Park United Church, L4L will receive \$4025 a year for the next 5 years. This has allowed L4L to expand into PE McGibbon, our fourth school.

In September, Corey Dixon contacted me about assisting with a turkey dinner for the four grade 7/8 classes. His dad, Curtis, is our custodian. Corey taught at Lansdowne last year and was one of the staff that came and assisted with the meal last April. He now teaches at PE McGibbon. He offered to fundraise for the dinner and was told it wasn't necessary. L4L committed to doing a turkey dinner for free. And now, L4L is going to be at PE McGibbon twice a month.

The volunteer component of the program is still going strong and regularly has new people involved. Each lunch needs over six hours of volunteer support and even with two lunches a week, eight lunches a month, there is always enough help. Staff and students find our volunteers friendly, engaged, and working hard to make a community within each school. The L4L volunteers continue to provide support to me and the program, by baking, buying tickets, preparing food, serving it, and cleaning up. L4L volunteers, you are the core of the program and you touch people's lives every time you serve a meal, talk to a student, wash a dish, clean up, and bake something yummy. Thanks for all you do and know that you are making a difference.

Thanks to the Grace congregation who continue to support the program through giving's and attending fundraising dinners. Hope to see you at one soon.

*Pauline Henderson-Ferguson
L4L Coordinator*

TEACHING MINISTRIES

CHRISTIAN DEVELOPMENT COMMITTEE

During 2018, the Christian Development Committee worked to continue to bring quality programs to further equip our children and youth as leaders and to grow as faithful servants of God. We continue to vision and dream to meet our mandate in creative and fresh ways.

- The Shrove Tuesday pancake supper was strongly supported by the congregation, raising funds for Christian Development programming.
- We applied for, and received two Summer Jobs Canada grants to fund summer students to plan and lead our six week Campfire program. This event continues to be a favorite with many in the congregation and draws others from the community. It offers opportunities for youth to develop leadership skills and offers a space for families of all generations to connect.
- Our youth are very active at Grace and beyond. Youth Group offers teens a safe place to share a meal, fun, intimate conversation, and opportunities to

serve their community. The youth continue to plan and deliver highly active recreational programming for kids in grades 4 to 8 through JOLT. They also sponsor a child through World Vision and run the Sarnia District Community Living Dances once a month.

- Gord Walkling and Leslie Veldman, supported by Pat, led Sunday morning programming for High School students. They find youth relevant topics to engage the young people each week and are getting positive reviews from the participants.
- Nursery, KinderWorship, Children's Worship, and Splat continue to run successfully every Sunday with the support of our faithful leaders.
- Under the leadership of Pat and Brad, Grace offered two Swell services again this year. We are excited to be heading into the 20th year of delivering this program. The Swell always stands out as an important youth event for teens across Southwestern Ontario for its relevant themes that speak in the lives of teens. The Grace Youth are very involved and continue to be a big part of the leadership team of this event.
- We continue to offer a deeply spiritual two year confirmation program that engages teens in intergenerational discussion, and the exploration of the New Creed and basic tenants of the Christian faith. 2018 saw the return of an off-site region Confirmation Weekend at Metropolitan United Church in London, led by Pat and regional colleagues.
- Parent Connection is in its third year at Grace and continues to be successful and well attended by parents. The program is offered on select Sundays and provides seminars and discussion on current and relevant parenting topics and offers time for parents to connect.
- Family Connection is offered on select Friday evenings and further supports family connection. During the program families share a meal, play games and have a time of conversation and reflection.

The Christian Development Committee is grateful to all the many volunteers who give of themselves to nurture and mentor our young people. God has richly blessed us here at Grace to have so many who recognize and celebrate the gift of children and youth in our congregation. God is indeed at work among us.

The 2019 committee members will be: Shirley Willis (chair), Pat Morrison, and Pastoral Team (ex officio)

GIRL GUIDES OF CANADA

In September of this year a new guiding year began and with that a new Community Guider was appointed - Emily Turner has taken over the role previously held by Bev Walkling. Bev has served many years in this role and thankfully is staying on as a leader with the 32nd Sarnia Guide unit. She has been a great support to the leaders in this community and will continue to be a great resource.

Overall, we have 96 girls registered in units meeting at Grace United Church this year and 23 guiders on the leadership teams for the various units. As we continue to focus on growing Guiding, we were able to meet the overwhelming demand and open an additional Spark unit on Tuesday nights.

The fall was full of activity as these units, many of them with new leadership teams, learned about the new Girls First program that was rolled out this year, and planned their first overnight camps and sleepovers. Many units have been able to utilize some unique community initiatives geared to this age group such as Canada Learning Code who came into the Guide group to introduce the girls to the world of coding. The Pathfinders also held a coding night and learned to make their own emoji. For the Christmas season the Brownies visited the residents at Landmark Village to lead them in songs and cheer, singing Christmas carols in their festive wear. They also had special meeting nights to learn about the winter solstice and Remembrance Day. They were also quite proud of their sales from the Fall Fair – all those treats looked really yummy!

That is just a little taste of a few of the fun and unique activities these girls and their guiders have been up to so far this year and there is much more fun planned for the new year. A multi-branch Arts Activity day is planned for February and in March the girls will have the opportunity to sing the national anthem at the Sarnia Sting Game. This summer there are a few girls looking forward to big trips too – a member of the 32nd Sarnia Pathfinders was recently selected to attend a nationally sponsored trip with Girl Guides of Canada to Rome and Paris, so she is looking forward to fundraising with lots of cookie sales. Our spring cookie campaign will begin sometime in March so keep your eyes out for Girl Guides in the community selling the chocolate and vanilla cookies.

Thank you, Grace United Church and your members, for being so supportive of these girls and their guiders! Providing the space is just the beginning – the fun, experiences, and connections, and inspiration happening within these walls for these girls and their guiders is simply immeasurable.

8th Sarnia Spark Unit - 16 girls aged 5 & 6 years old

Guiders: Erin Canino, Bevin Perdu, Vanessa Mina, Laura Copeman

9th Sarnia Spark Unit – 21 girls aged 5 & 6 years old

Guiders: Vanessa Mina, Charlotte Berube, Bevin Perdu, Emily Prior

33rd Sarnia Brownie Unit – 26 girls aged 7 & 8 years old

Guiders: Erin Canino, Sally Forse, Lindsay Speed, Laura Swift, Jenna Upton, Emily Kirk, Staci Mihalich

32nd Sarnia Guide Unit – 26 girls aged 9, 10 & 11 years old

Guiders: Rae-Lynn Burgess, Annette Campbell, Laura Cicchini, Michelle Grasso, Kaley Lewis, Danni Pettit, Melissa Doan, Bev Walkling

32nd Sarnia Pathfinder Unit – 7 girls aged 12, 13 & 14 years old

Guiders: Lynn Reed, Rae-Lynn Burgess, Roberta McMurtie, Emily Turner

32nd SARNIA GROUP COMMITTEE REPORT- SCOUTS CANADA

Membership

This year our group has 7 Beavers/4 Beaver leaders, 7 Cubs/3 Cub leaders, and unfortunately, we closed our Scout group temporarily, due to lack of leaders, for a total of 14 youth members & 7 leaders.

Jeff English has become our Group Committee Chair to give Glenn Kilner a well-deserved rest, after many years of running the organization and leading our Scout section. The remainder of our executive includes: Dave Aldrey, Treasurer; Mary-Ann Tuer, Beavers; Melissa Brown, Cubs; Jeff English, Popcorn Co-ordinator.

Scouting at Grace continues to be popular, especially with the younger children. We encourage boys and girls to participate in our activity-based programs, particularly camping and outdoor activities at Camp Attawandaron.

Activities

- Our annual Baden-Powell potluck dinner in February was held as part of Baden-Powell week activities. Each section prepared skits for parents and siblings.
- The annual Hike for Hunger for the Inn of the Good Shepherd was held in mid-February. Cubs and Scouts collected canned goods and delivered them to the Inn. This year the Scouts set a goal of each Scout bringing in 25 lbs of non-perishable goods. The Scouts earned the money to buy food by doing extra chores around the house. Both our Scouts and Cubs collected the most food per youth this year and were rewarded with a pizza party.
- All three groups attended various camps at Camp Attawandaron throughout the year, including the winter Klondyke Camp.
- The 32nd hosted the Regional Kub Kar Rally at the end of February, hosting 85 youth and their parents in the Grace gym. Our new race track was the highlight of the event with its electronic scores and video replay. Hosting the race day required many volunteers from the 32nd. We plan to host this again in 2019.
- In October the Scouts and leaders assisted with the clean-up of the annual Oktoberfest dinner held in the gym at Grace United.
- All three sections participated in the annual “post card for peace program” for Remembrance Day. Each member of our scouting group wrote a note on a post card for a veteran

- Our group participated in the Annual Kinsmen Christmas Parade in December. This year's theme was Christmas Music. For the third year in a row our group won Best school/Youth Entry float. This is the 12th year in a row the 32nd Sarnia Scouts have entered a float in the parade. We are the only scouting group to participate in the Christmas Parade during this time. We would like to acknowledge Preferred Towing and the driver for donating their time and equipment. We would also like to thank Pat Morrison for once again setting up the sound system on the float.
- The Scouts worked at the Inn of the Good Shepherd on a couple of occasions sorting food donations. The youth enjoy this, and we encourage philanthropy from our youth.

Fundraising

- All sections participated in October's city-wide Apple Day fundraiser. Beavers each had one two-hour shift and Cubs contributed four hours to this important fundraiser. All the money raised is used by the sections for activities and camps.
- The annual spring flower and poinsettia sales were once again successful. The Group Committee is very appreciative of the continuing relationship with Prail's Greenhouses. Mr. Prail continues to be a strong supporter of the 32nd Sarnia Group. As well, we appreciate the support of the Grace community for our various fundraisers.

Cabin

All sections continue to enjoy the Delmar Ellis Cabin at Camp Attawandaron, just south of the Pinery. The cabin is also used by outside groups at a reduce/no cost depending on the group situation.

We were hopeful to start installing a solar system on the cabin but due to leader availability to assist with installations we will be postponing this to the following year.

Jeff English
Group Commissioner
32nd Sarnia Group Committee

PROCLAMATION MINISTRIES

PROCLAMATION & SPECIAL EVENTS COMMITTEE (P&SE)

June Trunk Sale

This fundraiser continued without the flea market inside. This was a disappointment to many of those in attendance. Outside there was vendors, and Lunches for Learning served a brunch. This event's future depends on someone

stepping up and taking on the flea market component in the gym. Without it, there is very little fundraising dollars to obtain.

Last Chance Christmas Sale

This year was a slow year for this event. Three other, similar events held on the same day detracted vendors and shoppers. Volunteer assistance was difficult to find this time of year. Once the vendors favourite show, this sale has run its course.

The 2019 committee members will be: Pauline Henderson-Ferguson, Yvonne Vanderbeld, Bev Walkling, Bill Yates, and Pastoral Team (ex officio).

Pauline Henderson-Ferguson

GOVERNANCE & SUPPORT MINISTRIES

BOARD OF TRUSTEES

Members of the 2018 Trustees were: Rick Armstrong, Alexia Gladdy, Neil Holloway(secretary), Ray Philips, Bill Palmer, Madeline Mc Caw, Lorne Longley, Peter Melanson (chair), and Pastoral Team (ex officio).

Insurance from Dec. 1, 2017 to Nov. 30, 2018 was provided by The Ecclesiastical Insurance Company at a cost of \$ 6099.00. The properties were valued at \$5,225,202.

Peter Melanson, Trustees

COMMUNICATIONS COMMITTEE

The committee membership for 2019 is: Christopher Cooke (Chair), Julie Drope, Greg West, and Pastoral Team (ex officio).

Thank you to the congregation for their participation in the photo directory. The committee is pleased with the result, and we hope the congregation is too!

The committee has many people to thank for their support in 2018:

- Thank you to Bev Walkling for updating Facebook with fresh content and responses to private messages. It takes significant dedication and creativity. Bev's efforts are greatly appreciated.
- Thank you to Bev Walkling and Yvonne Vanderbeld for baptism/confirmation/event photos.
- Thank you to Carrie Brescia for providing office coverage throughout the year. The church office is quite busy, and effective coverage is much appreciated.

- Thank you to our office volunteers, Debbie Mills and Doreen Lacourse, for their work answering the phone, and handling a myriad of requests and tasks. Doreen retired from this position in May, and the committee is grateful for her many years of service.
- Thank you to Al McLean and Curtis Dixon for their efforts in maintaining the outdoor sign. It's the best advertising available.
- Thank you to Christopher Cooke for managing the website and other on-line services.
- And a big thank you to Lori Armstrong for all the work she does on behalf of the committee. Having a competent and reliable office administrator is a very real blessing for the church.

The committee's operating budget pays for many recurring expenses, such as the phone bill and copier maintenance. However, the committee also makes use of various special funds. In 2018, special fund use covered the purchase of additional networking equipment (\$465.57) and the supplies needed for the photo directory (\$379.29).

Christopher Cooke

MINISTRY & PERSONNEL COMMITTEE (M & P)

The Ministry and Personnel Committee at Grace meets monthly on the third Tuesday of the month from September to June. During the past year we have worked on a number of items including:

- Continuing to update and review documents to align with current practice
- Streamlining accounting and budgeting practices to reflect more accurately actual expenses
- Approving holidays/study leaves and arranging coverage for staff
- Continued support of staff
- Setting budget for staffing costs according to UCC guidelines
- Acknowledging significant staff anniversaries
- Maintaining documentation on permanent and temporary staff (contracts, agreements)
- Celebrating our staff at Christmas

The committee currently consists of: Laura Black, Joanna Catterson, John Cooke, and John Scott.

Joanna Catterson

PROPERTY COMMITTEE

The Property Committee went under significant changes in 2018. We thank Steve Siklosi for his work over the years providing leadership. We welcome Marion Staples to the committee, and we thank her for tracking Property expenses and

invoices. Thank you to Brian Eagleson for volunteering to do special projects and repairs. Thank you to John Scott for regular support with custodial duties. Thank you to Al and Marian McLean for managing the outdoor sign. Thank you to Kaela Koundakjian for weekend ice and snow removal, and for custodial holiday coverage. Thank you to Lori Armstrong for managing rentals and room bookings. Thank you to John Cooke for undertaking a study of rentals and developing an updated rental policy. Thank you, also, to Curtis Dixon for his ongoing care with the building. The committee continues to search for someone to maintain our grounds. If you are interested in joining the committee, please contact the office

Submitted by Brad Morrison

PLANNING COMMITTEE

The 2019 Planning Committee members will be: Barb Baxter, Joel Eagleson, Leanne Kember (Chair), Incoming Chair (ex officio), Kirk Wilson (Council Rep), and Pastoral Team (ex officio).

The Planning Committee's purpose is to: *Keep aware of, and challenge Grace United Church to respond to changes in direction occurring in the church at large. The committee will also accept studies and or other assignments from Council, or initiate same, which serve the on-going development of our faith community.*

In May of this year, the Planning Committee held a Congregational Consultation, facilitated by John Barnfield, focused on the Affirming Process. Through this consultation, the Planning Committee's recommendations were as follows: *That Grace United Church authorize an "Affirming Vision Statement" alongside our current Statement of Purpose, Congregational Vision, and Strategic Objectives.*

That Grace United Church, through the Affirming Committee, endorse the following "Affirming Action Plan" for 2019:

The Affirming Committee is responsible for: encouraging and organizing activities that animate this aspirational action plan; assessing the effectiveness and outcomes of these activities; revising the action plan annually according to congregational progress and need.

Submitted by Leanne Kember

GROWTH & GIVING CAMPAIGN

The Growth & Giving Campaign was launched in January 2016 with the goal to raise \$150,000. The successful fundraising campaign was closed on December 31, 2017. We continued to receive donations during 2018. Total income as of December 31, 2018 was \$170.8k, including a 2017 federal accessibility improvement grant. We thank the many families and groups for your generous

donations to the financial campaign.

Sharing our facilities is an important way that we share our gifts with the larger community and reach deeply into the lives of many other people. The funds raised in the campaign are dedicated to a series of projects designed to improve and sustain our facilities. Most of the projects were completed in 2016/17 including:

- ✓ Friendship Room refurbished
- ✓ Sanctuary lighting and overhead fans replaced
- ✓ 6 accessibility improvements
- ✓ 5 sections of roof replaced
- ✓ Upgrades in the Nursery & Children's Worship Rooms (Rm 2/4/10)
- ✓ The sanctuary HVAC project was deferred until replacement is needed

Total spending as of December 31, 2018 was \$125.6k

Replacement of the gymnasium floor is the only project left in the team's mandate. We continue to develop the project scope and cost in anticipation of 2019 installation. Additional fundraising may be required once the cost is finalized.

The Growth & Giving Team is an ad hoc committee of Grace Council. The team members for 2019 are: Bob Newman, Brad Mackey, Brian Eagleson, Kirk Wilson, Paul Cooper, Val Adamson, Steve Siklosi, Al Shaw, Rev. Brad Morrison, and John Cooke.

John Cooke, Chair

FINANCE COMMITTEE

The Finance Committee is responsible to effectively manage the church finances, to regularly provide updates to the congregation and to communicate issues and proposed resolutions to Council.

2018 was a good year financially for Grace. The Operating Budget ended up with a surplus of \$4290 (about 1% of the total budget). Givings were above plan and operating cost reductions offset the budgeted cost of 8 months of intern sponsorship.

Some members choose to make their contributions early in the year which enabled the Finance Committee to avoid using the Reserve Fund in 2018.

Special events (e.g. spring sale and fall fair) make a significant contribution to church revenues. We appreciate the many volunteers who support these events and, of course, Pauline Henderson-Ferguson and Bev Walking, for providing the essential element of leadership.

Financially, the congregation also made significant contributions to a number of Outreach initiatives as well as to funds that exist to support specific ministries at Grace (see the summaries in the Annual Report).

In 2018, Grace UC funds at the Sarnia Community Foundation (SCF) continued to grow. We did make a withdrawal to support youth initiatives of about \$1200 in 2018. Total funds invested now are about \$49,000 with the following approximate investments;

- funds to support youth initiatives [Tom Murray(\$8500), Gwen Hopper bequest(\$27500)]
- Ken Plumley Youth Scholarship (\$9500)
- Tom and Donna Moore Fund (\$1000)
- General Grace Fund (\$2000)

The 2019 operating budget predicts a deficit of \$6490.

To contain Personnel Committee costs, Finance Committee recommends and Council endorses a plan to have an intern for four months in 2019 (Jan-Apr) and four months in 2020 (Sep-Dec). Put differently, Grace will not apply for an intern for the period September 2019 to April 2020.

Alternately, a diaconal field placement is an option at Grace for the 2019-2020 cycle. Paid internships are for candidates for ordained ministry. However, diaconal ministry candidates complete a field placement which is unpaid. Brad supervised a diaconal student in 2005-2006 at Grace.

The need to contain personnel costs are due to changes in Sarnia's Cost of Living (COL) designation by the national church. The change to a more expensive COL was unexpected and increases each minister's salary by about \$3,300.00 (as well as increasing internship costs). This is in addition to the denomination's 1.6% inflationary increase for ministry staff.

Alongside these personnel costs, the congregation's denominational assessment has increased under the new restructuring of United Church governance. We expect this assessment cost to increase over the next three years.

To help bridge the increases, pastoral team members have agreed to absorb the COL difference into their current salary and receive only the inflationary increase. The four-month internship strategy allows Grace to build revenue towards affording a full-time intern in September 2020.

Neil Pole stepped down as a member of the Finance Committee in 2018; we appreciate the contributions made by Neil over the many years he was a member of the Finance Committee. Proposed Finance Committee members for 2019 are: Ian McGuinness, Marv Bildfell, Bob Newman, Paul Cooper, Wayne Pease, and Pastoral Team (ex office).

We welcome new members. It's a great way to learn more about church finances and to get to know other members of the congregation.

Finally, thank you to all members of the congregation who have contributed financially to the operating budget, specific funds, and outreach initiatives in 2018. Without your generosity, Grace could not sustain the ministries that support both the local and international communities around us.

Paul Cooper, Treasurer

	2017	2018 Budget	2018	2019 Budget
Givings for Operating Budget	\$ 363,505.39	\$ 375,000.00	\$ 378,767.34	\$ 375,000.00
Designated M & S Givings	\$ 5,528.92	\$ 5,700.00	\$ 5,469.92	\$ 5,700.00
Total Givings - Unified Budget	\$ 369,034.31	\$ 380,700.00	\$ 384,237.26	\$ 380,700.00
Other Income				
Rental	\$ 18,628.50	\$ 16,000.00	\$ 19,129.00	\$ 18,000.00
Donations	\$ 3,220.00	\$ 1,650.00	\$ 2,592.25	\$ 2,000.00
Interest	\$ 717.70	\$ 100.00	\$ 1,829.21	\$ 1,500.00
Special Events	\$ 7,319.71	\$ 8,000.00	\$ 6,309.29	\$ 6,000.00
Grace Ministries	\$ 75.00		\$ 100.00	
Other Income	\$ 753.53	\$ 2,000.00	\$ 856.53	\$ 1,000.00
	\$ 399,748.75	\$ 408,450.00	\$ 415,053.54	\$ 409,200.00

Committee Expenditure

Congregational Care and Growth	\$ 653.54	\$ 1,000.00	\$ 247.83	\$ 1,000.00
Outreach (M & S)	\$ 9.35	\$	\$ 43.18	
Christian Development	\$ 2,078.09	\$ 1,500.00	\$ 2,728.86	\$ 2,200.00
Worship	\$ 1,009.61	\$ 1,625.00	\$ 576.35	\$ 1,625.00
Communications	\$ 8,093.66	\$ 8,400.00	\$ 8,477.15	\$ 8,150.00
Ministry and Personnel	\$ 300,859.30	\$ 320,600.00	\$ 315,267.51	\$ 315,000.00
Trustees	\$ 6,390.60	\$ 6,000.00	\$ 6,584.23	\$ 6,600.00
Property	\$ 35,635.95	\$ 38,500.00	\$ 32,852.03	\$ 35,400.00
Finance	\$ 3,569.74	\$ 3,500.00	\$ 3,267.84	\$ 3,500.00
Lay Presbytery	\$ 13,967.00	\$ 14,000.00	\$ 13,395.75	\$ 14,700.00
Council	\$ 32.38	\$ 100.00	\$ 31.91	\$ 100.00
M & S	\$ 27,825.00	\$ 27,325.00	\$ 27,325.00	\$ 27,415.00
Total Expenditure	\$ 400,124.22	\$ 422,550.00	\$ 410,797.64	\$ 415,690.00
Net Income vs. Expenditure	-\$ 375.47	-\$ 14,100.00	\$ 4,255.90	-\$ 6,490.00
Transfer to Reserve Fund			-\$ 4,255.90	
Transfer from Reserve Fund	\$ 375.47	\$ 14,100.00		\$ 6,490.00
	\$ 0.00	\$		\$

Grace United Church - Operating Account

Assets	2017	2018
Royal Bank Chequing	\$ 36,014.58	\$ 68,580.94
Royal Bank Savings	\$ 500.12	\$ -
Investment Account #001603885	\$ 140,857.07	\$ 162,686.28
Petty Cash	\$ 164.93	\$ 353.56
Scotiabank Chequing	\$ 33,527.72	\$ 31,685.37
Scotiabank GIC	\$ 20,000.00	\$ 20,000.00
Accounts Receivable	\$ 9,593.75	\$ 4,118.14
Total Assets	\$ 240,658.17	\$ 287,424.29

Liabilities and Equity	2017	2018
Accounts Payable	\$ 277.10	\$ 273.55
Church Funds		
Refugee	\$ 54,496.44	\$ 52,685.35
Growth and Givings	\$ 38,935.87	\$ 55,599.30
Reserve	\$ 51,697.20	\$ 56,133.10
Audio-Visual Equipment	\$ 7,021.17	\$ 14,566.88
Youth Initiatives	\$ 3,395.50	\$ 6,871.62
Office Equipment Fund	\$ 663.90	\$ 498.33
Lunches for Learning	\$ 13,567.20	\$ 20,488.66
Inn of the Good Shepherd	\$ 1,222.92	\$ 837.77
Youth Worship	\$ 3,809.12	\$ 4,284.79
Capital Replacement Fund	\$ 1,879.46	\$ 14,918.53
Benevolent Fund	\$ 193.98	\$ 783.72
UCW	\$ 4,637.54	\$ 2,883.29
Ken Plumley Fund *	\$ 847.40	\$ 1,147.40
Inspiration Fund	\$ 17,491.89	\$ 15,762.50
Leadership Development Fund	\$ 8,785.59	\$ 8,035.59
Memorial Fund	\$ 20,098.31	\$ 20,060.39
	\$ 228,743.49	\$ 275,557.22
*Note: See also Sarnia Community Foundation Report		
General Fund	\$ 11,637.58	\$ 11,593.52
Total Funds	\$ 240,381.07	\$ 287,150.74
Total Liabilities and Equity	\$ 240,658.17	\$ 287,424.29
Schedule of Accounts Payable		
Church Key Deposits	\$ 260.00	\$ 260.00
VISA	\$ 17.10	\$ 13.55
	\$ 277.10	\$ 273.55
Schedule of Accounts Receivable		
HST	\$ 9,593.75	\$ 4,118.14

2018 Outreach Report
United Church of Canada Missionary and Service

Givings from Unified Budget	\$ 27,325.00
UCW	\$ 2,000.00
Thanksgiving M and S	\$ 450.00
Christmas M and S	\$ 595.00
Subtotal	\$ 30,370.00

United Church of Canada Disaster Relief Appeals	
Easter M and S -United Church Appeal	\$ 800.00
Subtotal	\$ 800.00

Soup Luncheons

Rayjon	\$ 1,859.00
Brigden Food Grains	\$ 2,453.00
Rebound	\$ 2,493.00
Habitat for Humanity	\$ 2,682.00
Pathways	\$ 2,633.00
Lambton Centre	\$ 1,883.00
Sexual Assault Survivor Centre (MAC)	\$ 1,276.00
Subtotal	\$ 15,279.00

Other Donations

Lambton Centre	\$ 627.50
Inn Meals	\$ 1,645.17
Lunches for Learning	\$ 7,516.64
Subtotal	\$ 9,789.31

Other Grace Groups		
Youth Group	World Vision	\$ 480.00
UCW	Ontario Student Nutrition	\$ 450.00
UCW	Lambton Centre	\$ 250.00
Communion Fund	Needy Family Assistance	\$ 800.00
Communion Fund	Lambton Centre	\$ 200.00
Communion Fund	SIMCA	\$ 200.00
Communion Fund	Family Counselling Centre	\$ 250.00
AOTS	Women Helping Women	\$ 100.00
AOTS	St. Joseph's Hospice	\$ 100.00
AOTS	L4L	\$ 100.00
AOTS	Pathways	\$ 200.00
AOTS	Big Brothers/Big Sisters	\$ 100.00
AOTS	Bluewater Chordsman	\$ 150.00
Adult Fellowship	Women's Interval Home	\$ 100.00
Adult Fellowship	Huron House Boys Home	\$ 100.00
Adult Fellowship	Rebound	\$ 100.00
Adult Fellowship	Kids on the Block	\$ 50.00
Adult Fellowship	Lambton Centre	\$ 50.00
Adult Fellowship	Rayjon	\$ 50.00
	Subtotal	\$ 3,830.00
Fair value manse rental		\$ 60,068.31
		\$ 16,800.00
	Total	\$ 76,868.31

NOMINATING COMMITTEE

The Nominating Committee is responsible for overseeing a process that ensures that all members of the congregation are appropriately represented on the church Council. At the time of printing, the committee had not yet completed its work. An update will be provided at the Annual Meeting. Members of the committee were Bryce McGarvey (Past Chair), Barb Baxter (Vice Chair) Jim Wicks (Roll Clerk) and Bill Palmer (Trustees).

Bryce McGarvey, Past Chair of Council

CHURCH STAFF

PASTORAL TEAM:	Rev. Dr. Brad Morrison, B.A., M.Div., M.T.S., M.Th., D.Min. Patrick Morrison, B.Math, DLM.
INTERN	Brett Boyko, B.A., B.Ed., M.T.S.
MINISTER EMERITUS:	Rev Doug Greenough
DIRECTOR OF MUSIC:	Glenn Parsons, B. Mus. A.
CUSTODIAN:	Curtis Dixon
OFFICE ADMINISTRATOR:	Lori Armstrong
OFFICE VOLUNTEER:	Debbie Mills

In Memoriam (2018)

Dorothy Running	January 3
Bob Dell	January 16
Don Allen	January 30
Dorothea Heslop	February 1
Patricia Pascoe (& Maurice Pascoe)	February 4 July 18, 2014)
Kay Calvert	February 7
Barry Cook	March 4
Marilyn Braaksma	March 5
Evelyn Berger	March 25
Jean Kern	April 2
Carroll Guthrie	July 31
Earith Widdowson	August 4
Charles Birkinshaw	August 6
David Smith	August 16
John Moore	September 1
Fe deGuzman	November 16