

# Annual Report - 2022

*First-St Andrew's*  
UNITED CHURCH

Where liberal theology meets the best of tradition



## Final Edition

(Includes Independently Reviewed Financial Statements)

Produced for the Annual Congregational Meeting

Part 1, January 2023

Part 2, June 2023



We are an inclusive Christian family  
encouraging growth through  
worship, friendship, learning and action

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# MINUTES OF 2022 CONGREGATIONAL MEETINGS

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## Annual Congregational Meeting

Sunday, January 30, 2022

1:00 pm

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**1.0 Invocation** – Rev. Dr. Joshua Lawrence

Pastor Joshua opened the meeting with prayer.

**Acknowledgement of the traditional territory on which we are meeting** – Linda Badke

**2.0 Election of Chair and Secretary of the Congregational Meeting**

MOTION: That Steve Elson be appointed Chair and Katherine Wonfor be appointed Secretary of the 2022 Annual Meeting. (Part One).

Moved By: John Eberhard

Seconded By: Paul Cooper

MOTION CARRIED.

**2.1 Declaration of Voting Rights of Those Present**

MOTION: To extend the right to vote to adherents and youth at the 2022 Annual Congregational Meeting, according to the provisions of the United Church of Canada Manual and the Statement of Policies and Procedures of First-St. Andrew's United Church.

Moved By: George Jolink

Seconded By: Linda Badke

MOTION CARRIED.

**3.0 Welcome: Remarks from the Chair**

Steve Elson, Chair of Council, addressed the meeting. Steve referred the congregation to the Council report in the Annual Report. Gratitude was expressed to all who have continued the work of FSA during the COVID-19 pandemic.

Steve thanked his wife, Carol Riddell-Elson, for her patience and support while he served as Chair of Council.

**4.0 Approval of Agenda**

MOTION: To approve the agenda of the 2022 Annual Congregational Meeting.

Moved By: Barb Dalrymple

Seconded By: Bruce Moor

MOTION CARRIED.



## **5.0 Approval of Minutes of the 2021 Congregational Meetings**

MOTION: That the minutes of the 2021 Annual Congregational Meetings (Parts One and Two) be approved.

Moved By: Pat Pettit

Seconded By: Mike Bancroft

MOTION CARRIED.

## **6.0 Minister's Remarks – The Rev. Dr. Joshua Lawrence**

Pastor Joshua referred the congregation to the staff reports in the Annual Report. The staff is eager and excited for 2022 and what the year holds for FSA.

## **7.0 Committee Reports requiring a decision by the Congregation**

### **7.1 Finance – presentation of 2022 Budget – Kerry Hill**

Kerry Hill presented the 2021 Financial Statements to the congregation. The Statements can be found on the FSA website as part of the Annual Report.

- The Statements show a 2021 deficit of \$65,936 before trust fund support.
- Government COVID-19 support grants provided 10% of the revenue in 2021.
- Ministry and Personnel was below budget due to staff vacancies.

MOTION: That the First-St. Andrew's United Church Financial Statements at December 31, 2021 prepared internally by the Finance Committee be accepted as circulated.

Moved By: Pat Pettit

Seconded By: Mike Bancroft

MOTION CARRIED.

Laura Wood presented the 2022 budget to the congregation.

There are many uncertainties in budgeting for 2022 as the COVID-19 pandemic continues.

- A deficit of \$198,000 is forecast before trust fund support.
- FSA's annual United Church of Canada assessment has increased by \$10,000 in 2022. The assessment is based on annual revenue.
- Funds have been reserved to pay a \$40,000 loan from the government COVID-19 support program.

MOTION: That the 2022 budget as approved by Council be adopted by the congregation.

Moved By: Kerry Hill

Seconded By: Paul Cooper

DISCUSSION:

- Council is urged to look at sources for sustained revenue generation.
- The Finance Committee has taken inflation into consideration when drafting the budget.

MOTION CARRIED.



MOTION: That the congregation approves the appointment of RLM Professional Corporation as the Firm of Record for the Review Engagement Report of First-St. Andrew's United Church for 2022.

Moved By: George Jolink  
MOTION CARRIED.

Seconded By: Merran Neville

Kerry Hill thanked the Finance Committee and the staff for their support over the past year.

On behalf of the congregation, Steve Elson thanked Kerry Hill and Laura Wood.

### **7.2 Board of Trustees – Paul Cooper, Jackie Williams**

#### **MOTION #1**

That the Congregation of First-St. Andrew's United Church, Antler River Watershed Region, the United Church of Canada:

- 1) hereby directs that for the year 2022, it will carry only the insurances in Ecclesiastical Insurance Co. Policy #0102687F and acknowledges that the limits in such insurance policy or policies may be less than the full replacement cost of the buildings insured under the attached policy or policies;
- 2) Releases the Trustees of First-St. Andrew's United Church from:
  - a) any obligation to maintain insurance coverage with higher limits than that provided in the aforementioned policy or policies,
  - b) actions taken on behalf of the congregation in respect of property held by the Board in the name of the congregation, and agrees to indemnify and save harmless the Trustees of First-St. Andrew's from all claims with respect to such decisions taken during the year 2022.

Particulars of the Insurance Coverage maintained by the Church Office Manager may be found and reviewed in the Church Office.

Moved By: Paul Cooper  
MOTION CARRIED.

Seconded By: Allyson Watson

#### **MOTION #2**

The congregation accepts the resignation of the following Trustees: Douglas Jones and Kay Hillier.

The congregation accepts the names of two proposed new Trustees: David Wake and Katherine Wonfor.

Moved By: Paul Cooper  
MOTION CARRIED.

Seconded By: Barb Dalrymple

Doug Jones and Kay Hillier were thanked for their contributions to the Board of Trustees.

#### **MOTION #3**

The congregation approves the appointment of Rebecca Briley, Chartered Accountant of RLM Professional Corporation as the Firm of Record for the Review Engagement Report of First-St. Andrew's United Church for 2022.

Moved By: Paul Cooper  
MOTION CARRIED.

Seconded By: Merran Neville



## **8.0 Nominating Report - Steve Elson**

Steve Elson highlighted changes to committee membership in 2022. Thanks were extended to all who serve on boards and committees.

MOTION: That the proposed 2022 membership for the Leadership Council, Board of Trustees, Officers and Committee members be accepted as presented.

Moved By: Allyson Watson

Seconded By: Carol Riddell-Elson

MOTION CARRIED.

## **9.0 Adoption of Committee Reports as published in the 2021 Annual Report**

Jim Silcox was thanked for producing the Annual Report.

MOTION: That the Committee Reports as published in the 2021 Annual Report be adopted.

Moved By: Paul Cooper

Seconded By: Jackie Williams

MOTION CARRIED.

## **10.0 Recognition of Volunteers**

Bruce Moor was recognized for chairing the Ministry and Personnel Committee with sensitivity and diplomacy.

Appreciation was expressed to Steve Elson for serving as Chair of Council for the past two years.

## **11.0 Other Business**

First-St. Andrew's, Metropolitan and Siloam United Churches have entered into a Shared Ministry Agreement where the three congregations will share a full-time position for the purpose of ministering to youth and young adults. The joint search committee has selected a candidate and a meeting to approve the new pastoral relationship will be held on Sunday, February 13, 2022 at 1 pm.

## **12.0 Benediction**

MOTION: That the 2022 Annual Congregational Meeting (Part One) be adjourned.

Moved By: Paul Cooper

MOTION CARRIED.

The January 30, 2022 Annual Congregational Meeting was adjourned at 2:32 pm.



## Annual Congregational Meeting – Part 2

Sunday, June 5, 2022

11:53 am

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**1.0 Invocation** – Rev. Dr. Joshua Lawrence

**2.0 Election of Chair and Secretary of the Congregational Meeting**

MOTION: That David Wardlaw be appointed Chair and Katherine Wonfor be appointed Secretary of the 2022 Annual Meeting Part 2.

Moved By: Kerry Hill

Seconded By: Chris Lindsay

**3.0 Declaration of Voting Rights of Those Present**

MOTION: To extend the right to vote to adherents and youth at the 2022 Annual Congregational Meeting, according to the provisions of the United Church of Canada Manual and the Statement of Policies and Procedures of First-St. Andrew's United Church.

Moved By: Heather Locking-Cusolito

Seconded By: Katie Graves

**4.0 Approval of Agenda**

To approve the agenda of the 2022 Annual Congregational Meeting Part 2.

Moved By: Steve Elson

Seconded By: Anne Cummings

**5.0 Introduction of new member of staff**

Katie Graves introduced Marilyn Arthur the new Minister of Youth and Young Adults for First-St. Andrew's, Metropolitan and Siloam United Churches. Marilyn invited the congregation to call or email her with your ideas. The congregation welcomed Marilyn to FSA.





**6.0 Financial Review of the Board of Trustee and Operational accounts of First-St. Andrew's United Church**

6.1 MOTION: that the Board of Trustees Statements for 2021 as reviewed by RLM Professional Corporation, London, and approved by the Board of Trustees of First-St. Andrew's United Church be approved by the congregation.

Moved By: Jackie Williams

Seconded By: Pamela Deacon

6.2 MOTION: that that the 2021 Year-end Operating Statements as reviewed by RLM Professional Corporation, London, and approved by the Council of First-St. Andrew's United Church be approved by the congregation.

Moved By: Laura Wood

Seconded By: Chris Lindsay

**7.0 Other Business**

**7.1 Afghan Refugee Family Sponsorship**

David Knoppert introduced a project to assist an Afghan Refugee family to settle in Canada. The family consists of seven adults.

The estimated settlement cost for the family is \$113,000. This will support the family for one year as they make the transition to life in Canada.

Fundraisers will be held in support of the project. A Sponsorship Working Group will approach other communities of faith, service clubs, businesses and individuals for funding.

Members of the congregation voiced their support of this project.

**8.0 Benediction**

MOTION: That the 2022 Annual Congregational Meeting – Part 2 be adjourned.

Moved By: Katie Glaves

The June 5, 2022 Annual Congregational Meeting (Part 2) was adjourned at 12:30 pm.

# AGENDA FOR 2023 ANNUAL MEETING- PART 1

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## Annual Congregational Meeting – Part One

### Agenda

Proudfoot Hall, Sunday, January 29, 2023 at 12 noon (following a light lunch)

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1.0 **Invocation** – Rev. Dr. Joshua Lawrence

2.0 **Election of Chair and Secretary of the Congregational Meeting**

MOTION: That David Wardlaw be appointed Chair and Katherine Wonfor be appointed Secretary of the 2023 Annual Meeting. (Part One).

Moved By: \_\_\_\_\_ Secoded By: \_\_\_\_\_

2.1 **Declaration of Voting Rights of Those Present**

MOTION: To extend the right to vote to adherents and youth at the 2023 Annual Congregational Meeting – part 1, according to the provisions of the United Church of Canada Manual and the Statement of Policies and Procedures of First-St. Andrew's United Church.

Moved By: \_\_\_\_\_ Secoded By: \_\_\_\_\_

3.0 **Welcome:** Remarks from the Chair

4.0 **Approval of Agenda**

MOTION: To approve the agenda of the 2023 Annual Congregational Meeting – part 1.

Moved By: \_\_\_\_\_ Secoded By: \_\_\_\_\_

5.0 **Approval of Minutes of the 2022 Congregational Meeting**

MOTION: That the minutes of parts 1 and part 2 of the 2022 Annual Congregational Meeting be approved.

Moved By: \_\_\_\_\_ Secoded By: \_\_\_\_\_



6.0 **Minister's Remarks**

7.0 **Committee Reports requiring a decision by the Congregation**

7.1 **Finance – presentation of 2023 Budget – Laura Wood**

MOTION: That the 2023 budget as approved by Council be adopted by the congregation.

Moved By: \_\_\_\_\_ Seconded By: \_\_\_\_\_

MOTION: That the First-St. Andrew's United Church Financial Statements at December 31, 2022 prepared internally by the Finance Committee be accepted as circulated.

Moved By: \_\_\_\_\_ Seconded By: \_\_\_\_\_

MOTION: That the congregation approves the appointment of RLM Professional Corporation as the Firm of Record for the Review Engagement Report of Financial Statements at December 31, 2022 for First-St. Andrew's United Church for 2022.

Moved By: \_\_\_\_\_ Seconded By: \_\_\_\_\_

7.2 **Board of Trustees – Paul Cooper**

MOTION #1

That the Congregation of First-St. Andrew's United Church, Antler River Watershed Region, the United Church of Canada:

- 1) hereby directs that for the year 2023, it will carry only the insurances in Ecclesiastical Insurance Co. Policy #0102687F and acknowledges that the limits in such insurance policy or policies may be less than the full replacement cost of the buildings insured under the attached policy or policies;



2) Releases the Trustees of First-St. Andrew's United Church from:

a) any obligation to maintain insurance coverage with higher limits than that provided in the aforementioned policy or policies,

b) actions taken on behalf of the congregation in respect of property held by the Board in the name of the congregation, and agrees to indemnify and save harmless the Trustees of First-St. Andrew's from all claims with respect to such decisions taken during the year 2023.

Particulars of the Insurance Coverage are available from the Church Office Manager and may be found and reviewed in the Church Office.

Moved By: \_\_\_\_\_ Seconded By: \_\_\_\_\_

**MOTION #2**

The congregation accepts the resignation of the following Trustees: Mary Vernon.

Moved By: \_\_\_\_\_ Seconded By: \_\_\_\_\_

**MOTION #3**

The congregation approves the appointment of Rebecca Briley, Chartered Accountant of RLM Professional Corporation as the Firm of Record for the Review Engagement Report of the Trustees' Financial Statements for St. Andrew's United Church for 2023.

Moved By: \_\_\_\_\_ Seconded By: \_\_\_\_\_

**7.3 Nominating Report - Steve Elson**

MOTION: That the proposed 2023 membership for the Leadership Council, Board of Trustees, Officers and Committee members be accepted as presented.



Moved By: \_\_\_\_\_ Seconded By: \_\_\_\_\_

**8.0 Adoption of Committee Reports** as published in the 2022 Annual Report

MOTION: That the Committee Reports as published in the 2022 Annual Report be adopted.

Moved By: \_\_\_\_\_ Seconded By: \_\_\_\_\_

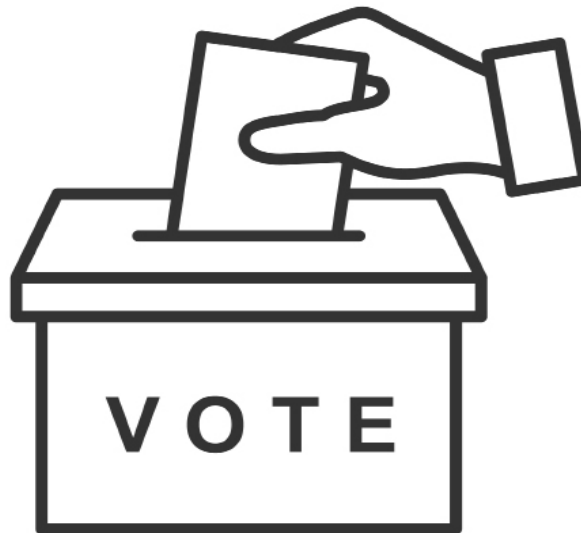
**9.0 Recognition of Departing Committee Members and Interim Staff**

**10.0 Other Business**

**11.0 Benediction**

MOTION: That the 2023 Annual Congregational Meeting (Part One) be adjourned

Moved By:





## Annual Congregational Meeting – Part 2

Sunday, June 11, 2023

Immediately following the end of the Sunday Service – approximately 11:45 a.m.

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1.0 **Invocation** – Rev. Dr. Joshua Lawrence

2.0 **Election of Chair and Secretary of the Congregational Meeting**

MOTION: That Steve Elson be appointed Chair and Merran Neville be appointed Secretary of the 2023 Annual Meeting Part 2.

Moved By: \_\_\_\_\_ Seconded By: \_\_\_\_\_

3.0 **Declaration of Voting Rights of Those Present**

MOTION: To extend the right to vote to adherents and youth at the 2023 Annual Congregational Meeting Part 2, according to the provisions of the United Church of Canada Manual and the Statement of Policies and Procedures of First-St. Andrew's United Church.

Moved By: \_\_\_\_\_ Seconded By: \_\_\_\_\_

4.0 **Approval of Agenda**

MOTION: To approve the agenda of the 2023 Annual Congregational Meeting Part 2.

Moved By: \_\_\_\_\_ Seconded By: \_\_\_\_\_

5.0 **Approval of minutes from two special congregational meetings in 2023**

5.1 MOTION: To approve the minutes of the special congregational meeting on Jan. 8, 2023.

Moved By: \_\_\_\_\_ Seconded By: \_\_\_\_\_



5.2 MOTION: To approve the minutes of the special congregational meeting on May 7, 2023.

Moved By: \_\_\_\_\_ Seconded By: \_\_\_\_\_

**6.0 Financial Review of the Board of Trustee and Operational accounts of First-St. Andrew's United Church**

6.1 MOTION: that the 2022 Board of Trustee Statements as reviewed by Famme & Co., London, and as approved by the Board of Trustees and by Council of First-St. Andrew's United Church, be approved by the congregation.

Moved by: Jackie Williams Seconded by:

6.2 MOTION: that the 2022 Year-end Operating Statements as reviewed by Famme & Co., London, and as approved by the Finance Committee and by Council of First-St. Andrew's United Church, be approved by the Congregation.

Moved by: Laura Wood Seconded by: \_\_\_\_\_

7.0 **Update on 2023 operating budget** – Laura Wood, Chair of Finance/Treasurer

8.0 **Other Business**

9.0 **Benediction**

MOTION: That the 2023 Annual Congregational Meeting – Part 2 be adjourned

Moved By:

# COMMITTEE NOMINEES FOR 2023

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## **Nominations Report to the FSA Annual Congregational Meeting (as of 27/01/2023)**

### **Proposed Members of FSA Church Committees – 2023**

**Chair of Council:** David Wardlaw (2022-2024)

**Past Chair:** Steve Elson (2022-2024)

**Chair Elect:** Vacant

**Secretary:** Katherine Wonfor (2022-2023)

### **Christian Development Committee**

#### **Allyson Watson (chair)**

Michael Feeney

Katie Graves

Susan McKane (**secretary**)

David Pederson

Kathryn Skelly

Jo Ann Silcox (chair)

Christina Lindsay, Children's Coordinator (**staff**)

#### **Worship Committee**

##### **Jo Ann Silcox (Chair)**

Anne Cunningham

Jan Hendry

Carol Riddell- Elson

Jean Wright

Pastor Joshua Lawrence (**staff**)

**Note:** The Christian Development Committee and the Worship Committee are currently meeting as one group – the Faith Development Committee - but this is a relatively new development so the two committees continue to be listed as two until a formal decision is made regarding their future

## **Communications & Marketing Working Group**

### **Jim Silcox**

Merran Neville

David Wardlaw

Kathryn Skelly (**staff**)

## **Finance Committee**

### **Laura Wood (Chair and Treasurer)**

Tristin Hill

Ivana Klouda

Doug McGregor

Jeannette Eberhard

Colleen Garrett (**contract bookkeeper**)

## **Membership & Nurture Committee**

**Chair Vacant\***

Glenna Hall

Pastor Joshua Lawrence (**staff**)

Heather Locking-Cusolito

Annabelle Logan

Bev Lindsay

Mary Mattar

Gerry Meacham

Lillian Reid

Jo Ann Silcox

Donna Thompson

\* This committee has organized itself so that members will take turns chairing committee meetings and reporting to Council



**Archives Sub-committee**

**Don Jones (Chair)**

Pat Carter

Pastor Joshua Lawrence (**staff**)

Heather Locking-Cusolito (ex officio)

David McKane

Jim Silcox

Heather Vouvalidis

Judith Walker

**Affirm Sub-committee**

**Rev. Karen Low (Co-Chair)**

**Anne-Louise Jannaway (Co-Chair)**

Pastor Joshua Lawrence

Riley Langley

Jean Wright

**Ministry & Personnel Committee**

**Kerry Hill (Chair)**

Linda Badke

Margo Christodoulou

Stuart Eberhard

Barrie Evans

Ardath Finnbogason-Hill

Rev. Karen Low

Kathryn Patton

Barbara Ridgewell

**Mission & Outreach Committee**

**Chair Vacant**

Linda Badke

Marilyn Beach

Barb Dalrymple

Janice Elliott

Liz Galbraith

Jan Hendry

Kerry Hill

Laurel Kenney (**UCW**)

Pat Pettit

Natasha Roberts

Donna Thompson

**Music Committee**

**Merran Neville (Chair)**

Glenda Baldwin

Paul Cooper

Ardath Finnbogason-Hill

Ann MacPhail

Terry Peters

Igor Saika-Voivod

Jane Archer Smith

Janis Wallace

Margaret Wardlaw

**Planning Committee**

**Steve Elson (Chair)**

Connor Campbell

Barrie Evans

Shannon Hawke

Kerry Hill  
Nancy Johnson  
George Jolink  
Kathryn Patton  
Laura Wood

**Trustee Liaison members**

John Eberhard  
David Manness

**Property Committee**

**George Jolink (Chair)**

Sandra Black-Evans  
Ron Bradley  
Bill Guthrie  
Peter Ross  
Heather Vouvalidis  
Connor Campbell  
Tim Miedema (**staff**)

**Regional (Antler River Watershed) Representatives**

Linda Badke (2019-2023)  
Jo Ann Silcox (2019-2023)  
Barbara Ridgewell (2022-2025)

**Board of Trustees**

**Jackie Williams (co-chair) (2020-2025)**

**Paul Cooper (co-chair) (2020-2025)**

John Eberhard (2019-2024)  
Janice Elliott (2020-2025)  
Russ Gonder (2020-2025)

Don Jones (2020-2025)  
Robert (Bob) Kennedy (2019-2024)  
David Manness (2019-2024)  
Alan Salmoni (2019-2024)  
Jim Silcox (2020-2025)  
Jean Wright (2021-2026) Katherine  
Wonfor (2022-2027) David Wake  
(2022–2027)

**Jean Brown Permanent Ad Hoc Committee**

**Allyson Watson (Chair)**

Merran Neville (Music)  
Jackie Williams (Trustees)  
Laura Wood (Finance)  
Anne Cummings (member-at-large)  
Vacancy – Member-at-large  
Christina Lindsay - staff



# STAFF REPORTS

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## ...FROM THE MINISTER OF WORSHIP & CONGREGATIONAL LIFE

### *Trusting Within, Looking Beyond*

In my 2021 Annual Report, I provided a meditation of sorts on both the need and impossibility of frames. In this cursory analysis, I suggested that frames are necessary to achieve communication and collaborative effort, but I also pointed out that no frame holds forever. At some point, it will prove unable to contain the creative, effervescent power that wants to “flare forth.” This year, I want to identify some of our recent efforts to responsively modify our frame while continually looking beyond so as to build agility and resilience. In fact, I hope to emphasize these supplementary terms at every step because I believe that the Church universal must become adaptive and mobile if it is to speak anew the healing word of hope embodied by the Gospel of Jesus the Christ.

The first three months of 2021 witnessed the community of First-St. Andrew’s rally to support the ever-growing needs of our most vulnerable population, an effort that began in December 2020 and has since been renewed in December 2021. I could not have been more proud of our community of (engaged) faith. In the face of various obstacles and distractions, we worked with our ministry partner, Ark Aid Street Mission, to address the basic needs of our unhoused community members, all while reaching out to other community members who were interested in helping. Our efforts have borne fruit, as evidenced by First Baptist Church-London, St. Aidan’s Anglican Church, and several sibling United Churches raising funds and committing to volunteer support so that the suffering in our city would be mitigated. Though much work remains to be done, I am thankful for the indefatigable efforts of FSA lead-

ers, who have helped us to more closely resemble the body of Christ on Earth.

Despite the persistence of COVID-19 (a sojourning member of the human experience at this point), we were able to also continue many of our internal activities, such as Bible Study, committee work, and youth programming. While these occurred in modified formats, I celebrate the patience and matching persistence of our community leaders. Which leads me to another significant step that First-St. Andrew’s took in 2022.

Though our services had been recorded and superbly edited since the beginning of the COVID-19 pandemic, 2022 saw FSA become more agile by investing in Livestream equipment. This process is still unfolding, but it has already signalled to many that we are prepared for the inevitable needs of our community and those currently beyond our community. We are reaching newcomers and providing much-needed connection for our members who are unable to frequently attend services for any number of reasons. As implied in these statements, FSA is only scratching the surface in terms of what is possible through this initial investment. A necessary step for sure, with many to follow.

And while I certainly celebrate the arrival of livestream, I know that it is important that we maintain a healthy rotation of in-person visits to our members who are either experiencing a major life event or are unable to physically venture out as much as they once did. For this reason, I began leading a monthly service at the campus of Richmond Woods Retirement Living, which has proven fruitful beyond my expectations. And with help from Membership and Nurture and other FSA leaders, our services are now enriched with Music and Coffee/Fellowship time. There is certainly much more to come on this front, but I am thankful for the immense support

I have already received from FSA towards this end.

As if all of the aforementioned activities were not enough, we did not stop here and have only continued to grow in our capacity and responsiveness as a community of faith. Thanks to faithful members of what became our Refugee Support Committee, we have taken steps to ensure the successful arrival of a family from Afghanistan, who is currently living in a precarious situation in Pakistan. Through events like the London Lifts fundraiser and general awareness building in the community, the Committee has managed to raise significant funds to be used for sponsorship. Though there have been some obstacles in the form of inadequate refugee program mandates and unclear communication, we are committed to securing a safe passage to Canada for this family and will remain diligent in our efforts.

At the aforementioned London Lifts fundraiser, I was introduced to the Executive Director of Aeolian Hall, Clark Bryan. During this first meeting, we discussed his vision for El Sistema, the education program that originated in Venezuela and has since been established throughout the world. Other conversations followed, and as many if not all of you know at this point, we at FSA are now the Educational Campus of El Sistema and look forward to many creative opportunities with the whole El Sistema community in the coming months and years. Making artistic practice and leadership development accessible to all is a crucial part of resource distribution and community transformation. As well, it constitutes a kind of resilience for the changing landscape of which we are a part. At FSA, these resilience-building practices are a core value, and it is why this partnership is truly spiritually driven for both organizations.

In sum, I cannot say enough about what we have been up to at FSA. And that is not just enthusiasm. I do not have the room or time to

speak to everything we have done. And that is cause for tremendous excitement for all of us. And it is also a reason to get involved if you have been on the fence, uncertain of where you might plug in and contribute. Trust me: your skills and talents are needed, and without you sharing who you are, we cannot become the beloved and empowering community we were created to be. The work of anti-racism, Indigenous relationship building, and community healing requires EVERYONE. We are a living testimony to the still creating, still speaking God. We look outside the frames in which we live with faith that we are accompanied and empowered by the Spirit that calls each of us into abundant life. Let us not stop now. There is still so much to come!

Respectfully submitted  
The Rev. Dr. Joshua Lawrence  
Minister of Worship & Congregational Life

### **...FROM THE SHARED YOUTH AND YOUNG ADULT MINISTER**

**B**eing in ministry with First-St. Andrew's, Metropolitan and Siloam United Church since May 16 has been a wonderful opportunity and I am so fortunate to be part of this shared ministry with high school youth, young adults and all of you.

It has been a delight to offer opportunities for high school youth and young adults from the three congregations to come together to share their faith, build relationships and form a community together. The invitation to gather also extends to all the other United Churches churches in London.

Thank you for sharing this vision together of a new model for youth ministry. I thank the staff, my youth advisory team, and all the wonderful congregational members who have encour-

aged, supported and helped me as we began this shared ministry together.

Soon after I began this ministry position, I had the opportunity to hire two people through the Canada Summer Jobs grant. Thank you to Siloam for applying for this grant in the Winter of 2022. We hired Austin Campbell and Denver Milner as our youth coordinators. They were employed for 9 weeks at 30 hours/week to help launch this new shared youth and young adult ministry. The three of us spent the summer planning and leading events/activities for high school youth and young adults to come together. We had fun at our events which included mini golfing, karaoke, board games, pub nights for our young adults and offering leadership opportunities for our youth to help lead a theatre and music camp for children in elementary school. We also led a campfire for people of all ages that was full of songs, s'mores and community building. The activities were led using the three different church buildings. Austin and Denver were also involved with working with the church's outreach initiatives such as ELUCO. We also researched and planned ideas for future activities, building our social media presence, and connecting with the youth and young adults. Working with Austin and Denver was an incredible experience. These two people brought a great deal of creativity, passion, energy, initiative and compassion to their summer employment roles. I have such gratitude for the opportunity to know, learn and work with them.

In September we had a wonderful time at the youth weekend retreat held at Camp Kee-Mo-Kee. We had 11 youths attend from 4 different congregations. Thank you to the volunteers who helped supervise and lead this weekend. Our focus for the weekend was on community. We explored the importance of community through discussions, games, activities and the use of scripture/biblical stories.

High school youth had three opportunities to gather each month for recreational, outreach and

faith development. Siloam and LUSO have a long-standing relationship working together to provide a youth coffee house once a month. These were hosted at Fairmont United Church (which is a campus of Metropolitan's) and moved in October to North London Optimist Centre which is a much easier place for the youth to travel to.

A monthly "Hops and Hope" young adult pub ministry was planned inviting young adults to gather around food and drink to discuss their faith and form relationships. Thanks to Anderson Craft Ales and The Poacher's Arms for their hospitality.

Young adults (19-30) also had the opportunity to gather once a month for recreational and outreach opportunities to share in relationship-building and faith development.

This shared ministry model has started to bring young people together from a variety of different congregations which has been helpful for them to learn and become friends with others all in an environment that they have shared is inclusive, non-judgemental and a place where they can be themselves. Many are grateful for the opportunity to come together to share their faith and their lives together with people who have similar values and beliefs.

With a great deal of gratitude and love,

Respectfully Submitted  
Marilyn Arthur  
Shared Youth and Young Adult Minister

## **FROM...THE INTERIM DIRECTORS OF MUSIC**

**W**e are now well into year two of our appointments as Interim Organist and Interim Choir Director at FSA and we both continue to

enjoy it very much. We meet regularly with Pastor Joshua in an effort to plan well-coordinated, meaningful services.

2022 has been a time of transition as we have gradually moved from on-line, pre-recorded services sung by the 8 to 10 voice Chamber Choir to regular rehearsals and in-person services with the full Senior Choir. By the time the Senior Choir resumed rehearsals, most people had not sung for at least 2 years so one primary focus has been to get our voices back into the strong vocal condition needed for meeting the vocal and musical demands of the choir's role in the services. The Easter service, April 17, 2022, included the first anthem sung by the full choir since March 15, 2020. Throughout the spring of 2022, anthems were divided between the Chamber Choir and the Senior Choir as things gradually returned to "normal."

Summer services were yet again covered by Paul, who rehearsed with performers and played for nearly all of the services. Service music featured our own soloists as well as a variety of special guests. Merran Neville invited and scheduled all of the soloists for the summer services. Lynda Kennedy played for two of the services in August.

Since September 2022 the Senior Choir has rehearsed regularly on Thursday evenings and has sung every Sunday morning. They are back in the choir loft, still distanced as much as possible and wearing masks, as in late November it was decided that everyone entering the church would return to wearing masks. We look forward to being able to once again remove the masks and project the beautiful texts of the anthems but in the meantime the singers are just happy to be back together!

In addition to Sunday morning services, the choir has taken part in various other events in the past few months. First, they sang for the funeral of our beloved bass soloist, Ross

Dodington, in April 2022. Then, a large portion of the choir took part in this year's RCCO Christmas Carol Service at Metropolitan United Church where they combined with singers from several other London churches and the Salvation Army London Citadel Band. Also for this annual event, Paul was the official service organist, Viki guest conducted the combined choirs for one anthem, Alastair Smyth was a vocal soloist, and Pastor Joshua was one of the featured readers. On December 3, 2022, the choir joined forces with London Pro Musica for the 3<sup>rd</sup> Annual *Sing-along Messiah* which was held at FSA and featured four of our soloists as well as numerous choir members. Members of our choir again joined the London Pro Musica for a concert performance of *Messiah* on December 17, 2022, also held at FSA.

Many people contribute to the success of music at FSA. These include:

**Chamber Choir:** the four-section leaders/soloists (Sonja Gustafson, Francesca Ranalli, Chris Wood, and Alastair Smyth), the two Eberhard Vocal Scholars (Emma Battel and Ellita Gagner, followed by Madeline Berman and Daryn Nowlin), Kathy Frank, Richard Frank, and Hillary Tufford, and occasionally augmented by individuals from the Senior Choir as needed.

**FSA Strings** conducted by Igor Saika-Voivod  
The Laudamus Bells conducted by Richard Frank  
**Individual Instrumental Soloists** Richard Frank (saxophone), Ken Baldwin (trumpet), Margaret Tretheway (flute), Janis Wallace (percussion), Bob Peel (Celtic Harp), Thomas Helland (bagpipes) and members of the string and brass ensembles that have combined with the choir on anthems for special Sundays.

Other people continue to work seemingly tirelessly behind the scenes in helping to keep the music program running smoothly. In particular, Merran Neville, Dave Wake and Kathryn Skelly have our deepest gratitude!

There are few churches that provide such a full

and well rounded music program at the consistently high level of excellence seen at FSA and we are both grateful to have yet again been part of that.

Respectfully submitted  
Victoria Meredith, Interim Choir Director  
Paul Merritt, Organist Emeritus, Interim Organist

## COMMITTEE REPORTS

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### COUNCIL

**A**s the veil of COVID gradually lifted in 2022, a resilient and vibrant FSA, a community of faith in positive transition, was more clearly revealed. Much has been initiated, much has been completed, and there have been significant changes in the past year, as this report and the numerous committee and group reports reveal.

At a Council and staff workshop in early October, three priorities were identified to guide planning and decision-making for the next few years. These priorities were subsequently approved by Council and are as follows:

1. Focus attention on service/outreach
2. Promote and facilitate intergenerational involvement
3. Promote and facilitate inter-congregational and interfaith collaboration

The degree of alignment of a proposed initiative, activity, project, or expenditure with both the three priorities and the three pillars (Faith, Service, and the Arts) will be assessed in future planning and decision-making.

It is rare in the life of a church that its staff leadership team is completely renewed and rebuilt in a two-year period but that is exactly what is happening at FSA. Pastor Joshua began his ministry with us in September 2021. Marilyn Arthur began her tenure as shared (with Metropolitan and Siloam United Churches) Minister of Youth and Young Adults in May

2022. Chris Lyndsay became the next Children's Coordinator on Jan. 1 of this year. And FSA is on a course to fill the Director of Music position and a revived Minister of Pastoral Care position in the first half of 2023. In the absence of a permanent incumbent in several of these positions in 2022, we have been blessed by amazing contributions from interim leaders.

In the fall of 2022 FSA began live broadcasts of the Sunday worship services (versus a delayed release of a taped service). The requisite equipment arrived in May – its purchase being enabled by a fundraising campaign initiated and generously supported by the Men's Brown Bag Lunch group with matching funds from the Trustees' budget for capital expenditures. Over the next four months a livestreaming tech team was assembled and trained, and the equipment tested in a closed circuit mode. We went live in October. We thank Merran Neville for her leadership in the various stages of this project, and thank Kathryn Skelly, Chris Wood, and Merran for pioneering the technical side of this operation.

In December 2021 and December 2022, FSA began major partnerships with two community organizations: Ark Aid and El Sistema, respectively. The alignment of values and the fit with our three pillars and with the three priorities stated above are extraordinary for both partnerships.

For the period December 2021 to March 2022, FSA hosted Ark Aid's Out-of-the-Cold program which provides overnight shelter and sustenance for homeless people in our community. The response of the FSA community in terms of on-site

volunteer time and fiscal donations to support the program was enormous. Beginning in May, FSA provided a team of volunteers once a month to assist with dinner service and clean up at a community meal program operated by Ark Aid in the downtown core. In November, Council endorsed a renewal of FSA's partnership with Ark Aid in order to provide one of several 'campuses' for the 2022-23 Out-of-the-Cold Program which commenced on Dec.1, 2022 and runs for four months. We thank Allyson Watson for her tremendous leadership in organizing volunteers for these programs.

Beginning in December 2022, FSA entered a long-term partnership with the London branch of a international non-profit organization called El Sistema. It is an a music education program for elementary and high school students that operates after school hours Monday through Friday. In London it is a program of the Aeolian Hall Musical Arts Association. Under the partnership, El Sistema has exclusive use of the 2<sup>nd</sup> and 3<sup>rd</sup> floors of St. Andrew's Hall and use of the Chapel and Sanctuary for ensemble work. A meal program is offered to the students.

In the fall of 2022, acting on a recommendation of the ad hoc pastoral care task group, Council took the requisite steps to approve recruitment for a part-time Pastoral Care/Visitation Minister. Now that approval from the congregation and Regional Council has been obtained, a search committee is being formed and is expected to be in place by the end of January 2023. A significant portion of salary for this position will be covered by investment income from an anonymous Trust Fund donation dedicated to the fiscal support of FSA's pastoral care ministry. FSA is fortunate to have such a generous donor whose focus is the well being of members of the FSA community. We thank the task group for the extensive time and effort dedicated to this important area.

In December of 2021 the installation of a significant piece of new infrastructure was completed: an outdoor stage extending from the landing

outside the main (south) Sanctuary doorway. The stage was home to an outdoor concert series entitled "In Diversity There is Harmony" which took place between June and August of 2022. We thank Barrie Evans for preparing two successful grant applications, one for the stage construction and the other for the summer concert series. We are indebted to Ellita Gagner, a recent Eberhard vocal scholar, for organizing and producing the concert series.

As Chair of Council, it has been my privilege to work with scores of dedicated individuals who served faithfully on Council, standing committees, subcommittees, ad hoc task groups, search committees, and FSA organizations and clubs in 2022. It has equally been my privilege to work with our leadership staff and office staff. The staff support provided to me in the Chair role is strong and constant. The supportive engagement of the staff team with Council makes FSA stronger. To each volunteer and each member of staff, I express my appreciation and offer heartfelt thanks.

Respectfully submitted  
David Wardlaw, Chair

## **MISSION AND OUTREACH**

### **PREAMBLE:**

**T**he MO Committee is made up of dedicated volunteers who have tirelessly worked for, raised funds for and advocated for the disadvantaged in London and around the world. Thank you, committee members, for all of your work. The 2022 MO Committee members are: Janice Elliott, Jan Hendry, Marilyn Beach, Pastor Joshua Lawrence, Pat Pettit, Barb Dalrymole, Donna Thompson, Kerry Hill, Natasha Roberts, Laurel Kenney, Liz Galbraith, Linda Badke, David Knoppert (Chair)



### **Mission & Service Fund**

We informed the congregation of the work done by the Mission and Service Fund of the United Church of Canada through Tiding and M & O Moments Through the email blast FSA members receive Minutes for Mission weekly profiling various M&S projects. Bill and Karen Butt who served as United Church personnel in Mozambique were our M&S Sunday presenters.

We urge FSA members to continue to designate their offerings to the M&S Fund through PAR and their envelope givings.

### **Canadian Foodgrains Bank**

The 2022 Foodgrains project ended with positive results even with a shortened campaign. Our project is done in conjunction with St. Marys United Church. The 2022 donation total is \$8840 which is close to last year. Of that, First St. Andrew's raised \$4225. Our crop this year was soybeans grown by a farmer from St. Marys United Church. Our money raised is matched 4:1 by the Canadian government. This continues to be a successful project after 20 years.

### **St. Paul's Social Services**

We continue our support for St. Paul's by providing monetary and non-perishable food donations to their daily food bank. Their indoor luncheon program was curtailed for a second year, but take--lunches were prepared and distributed from St. John the Evangelist once a week. The indoor hospitality program resumed In December.

### **LOS Quinchos School**

Support of this program began as a special outreach program in 2007 as part of our committee's celebration of the 175th Anniversary of our church. We have maintained a connection with the school for street vendors in Managua, Nicaragua. The current government is making it difficult for NGOs to support projects.

### **Indwell**

Indwell has completed its second apartment

building, Embassy Commons, 644 Dundas Street and their tenants have now moved in. Their next project will be renovating the former War Memorial Children's Hospital on South into more affordable apartments.

### **White Squirrel Golf Tournament**

The 16th Annual White Squirrel Golf Tournament, which was held in person this year, was a great success. Twenty-three golfers and forty-seven dinner guests participated in a Ball Toss, 50/50 draw, Silent and Live Auctions. FSA members and twenty-eight Hole Sponsors helped us reach our goals with generous donations which totaled \$12,700.00. Beneficiaries of these donations were:

- a. East London United Church Outreach (ELUCO) - \$5900.00
- b. St. Paul's Social Services - \$1,000.00
- c. Los Quinchos school in Nicaragua - \$1,000.00
- d. London Lifts (Afghan Refugee Project) - \$2900.00
- e. Indwell Supportive Housing - \$1900.00

Our sincere thanks to the Golf Committee, the volunteers who worked behind the scenes, those who donated items for auction and especially to the generous Hole Sponsors whose names are listed on the FSA website.

### **Christmas Share - 2022**

Christmas Share is an opportunity for the congregation to donate funds in order that Nancy Howard, the ELUCO Community Support Worker in London's east end which is supported by a number of United churches, can purchase gift cards. The gift cards are then given to families in a Christmas greeting card to enable them to purchase what their family needs. The program ran for 6 weeks from November 6 to December 11. Nancy was able to purchase \$3100. in gift cards which will be much appreciated by the families in need. Our thanks to the congregation for the support of this initiative.

### **Afghan Refugee Program**

The Afghan Refugee Committee was established late in 2021. It has been working tirelessly the past year. Fund raising and advocacy have been front and foremost. To date (Jan 2023) over \$50,000 has been raised towards a total of \$90,000. The committee spent several months in the fall of 2022 preparing an Application for a special Afghan Refugee Program that was established by the Canadian Government. Unfortunately, after much hard work by the committee, the program was stopped after only 6 weeks since the quota of just 3,000 applications had been reached. Committee members have been interviewed by local and national newspapers and have been advocating for the Afghan Refugees, many of whom are waiting illegally in Pakistan. The committee will continue to fund raise in 2023 with additional fund raisers and will continue their advocacy work.

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### **East London United Church Outreach (ELUCO) [www.eluco.ca](http://www.eluco.ca)**

ELUCO is an Incorporated Ministry of the United Church of Canada. It is committed to support and advocate with people who build community in the midst of challenging circumstances in the Marconi Blvd. community in east London. Two members of the FSA Mission Outreach Committee, Janice Elliott and Ann MacPhail, currently serve on the Board of Directors for ELUCO. ELUCO employs a full time community outreach worker, Nancy Howard, a member of FSA, to reach out to people in need, advocating for them and assisting them to become more self-reliant and independent.

- COVID restrictions continued to present challenges in 2022, but the previous adaptations to ELUCO services remained in place to still be able to advocate for and support our families. Nancy purchased and delivered food and toiletries to homes, provided recipes with ingredients for Children, created activity packs for Children, reviewed paperwork and assisted

in communications with the relevant agencies, and provided pastoral care outdoors. We did return to serving a smaller group of children inside for our School Lunch Program with take-out lunches still available to others.

- Our strength is in building trust and relationship with our community. With so many agencies still not open for regular communications, it made individuals and families appreciate so much more our continued presence in the community and our ability to assist with reaching out by phone and on-line to various services.
- Due to space restrictions and concern for the spread of COVID, we have not yet reinstated our full indoor programming. Outside with the Outreach Team from London Public Library we presented books and activities to our children. I also hosted several children's activities outside during the summer months. Youth requested help with job preparation including creating resumes and cover letters and Nancy was able to help them individually with this. There were a few individuals who returned to talk about tools and strategies to help with Anxiety and Depression and Nancy was able to provide them with additional ideas and resources.
- The Siloam Audio-Visual team put together a most impressive and creative promotional video for ELUCO. Check out the completed video at [www.eluco.ca](http://www.eluco.ca).
- Nancy was honoured to share a message about our ELUCO ministry with Reynolds Creek, Siloam, First-St. Andrew's, and Rowntree Memorial United Churches during 2022. It is beneficial to ELUCO to have these opportunities to spread the word in the community, giving updates and allowing for renewed interest and support.
- Nancy wrote a successful grant application to the May Court Club of London for the purchase of nutritional food and snacks

for various programs including our School Lunch Program, Children's Breakfast Snacks and any programs that support Children's nutrition. The May Court Club of London has generously supported ELUCO for a very long time.

- Nancy was also successful making a grant application to Middlesex-London Health Unit to distribute Harvest Bucks for emergency purposes and in conjunction with programming. Harvest Bucks are used to purchase fresh fruits and vegetables at local Markets allowing the dignity of choice and supporting Local Farmers. Our families just love this program. There was an opportunity to submit a second application including an explanation for the need to receive additional Harvest Bucks in the fall and that application was successful as well.

#### **Obstacles:**

Even in 2022, COVID remained an obstacle:

- As in all communities, some individuals are still very cautious and even anxious about getting COVID, while others are continuing to go everywhere without a care about spreading the virus. It's sometimes been a bit of a challenge to maintain boundaries and accept the choices individuals have made. Screening is still done, before anyone enters the unit.
- There were times throughout the year when the unit was temporarily shut down. For the most part, Nancy has continued to meet individuals outside with limited our indoor programs. Our goal is to reintroduce some indoor programming with small numbers of participants.
- Office hours remain limited, and it was a challenge to assist individuals in connecting with various organizations (Landlords, Ontario Works, Ontario Disability Support Program, Housing Stability, School Boards, Government Programs, Neighbourhood Le-

gal Services, Legal Aid, Children's Aid Society, Mental Health and Medical Care). It can be more difficult trying to sort things out in phone conversations.

- Opportunities were reduced to participate in regular meetings with our network of partners who share our mission to seek Social Justice. We collaborate to assist families and advocate for changes in policy to reflect the needs of our local community and to provide Social Justice. We are meeting less often than pre-COVID via internet to address our concerns.

#### **Educational Opportunities:**

Nancy found opportunities for relevant training to meet the goals of facilitating various Workshops for Adults and Children and for working with Individuals including:

- NLS (Neighbourhood Legal Services) annual Community Agency Training to inform about updates on Social Assistance, Criminal Injuries Compensation, Employment Law, and Landlord/Tenant Law. This full day session was via Zoom this year, providing information beneficial to assisting and advocating for our community.
- on-line training through Anxiety Training Institute for certification in Advanced CBT (Cognitive Behavior Therapy) for Anxiety and OCD, "What is Inhibitory Learning and How Do You Apply it to Anxiety and OCD," and Third Wave CBT: Helping Clients Tolerate the Tough Stuff."
- on-line training through Sick Kids Centre for Community Mental Health for certification in "Concurrent Disorders and Youth Populations: Understanding and Supporting Youth Who Use Substances." and a self-care workshop "Mind, Body and Soul."
- on-line training through Courage for Freedom for certification in Human Trafficking Level I and II, "Introduction to Human Trafficking" and "Communication Techniques to Support Victims with Trauma from Sexual Exploitation."
- on-line training through Solutions on Site for

certification in “Supporting Clients with Chronic Illness,” and an in-person training for certification in “Advanced Motivational Interviewing.”

- training through CAMH (The Centre for Addictions and Mental Health) for certification in “Fundamentals of Addiction.”

### **Welcome Wednesday**

is an ELUCO initiative which provides a hot lunch once a week and a time for some social interaction. ELUCO coordinates volunteer groups and participates in the program. The Welcome Wednesday lunch at Rowntree is now being served indoors as a sit down meal to return to pre-COVID status.

### **Food Cupboard:**

Our numbers are down this year from previous years but are rising again recently.

### **Walk and Roll for Families:**

This event was held again this year with the highest donations ever with \$9,476 collected! We are so grateful to our generous sponsors.

ELUCO is a team ministry, operating with the support of our Board of Directors, Volunteers, Community Partners, and ultimately the love and trust of our Marconi Community.

ELUCO has been blessed by ongoing financial support from FSA and other partner churches.

We are still seeking someone with CMA or CPA to review our annual books. Please contact Sharon Ashton: [sharonashton93@hotmail.com](mailto:sharonashton93@hotmail.com) for further information.

ELUCO is full of gratitude for the generosity and support from First-St. Andrew's. Together we are “Building Community, Fostering Hope.”

*(Editor's Note: To see the full Annual Report from ELUCO go to [www.eluco.ca](http://www.eluco.ca))*

### **Amnesty International**

First-St. Andrew's members have continued to respond to Amnesty International appeals this

year through signing email letters, petitions and sending handwritten letters. The MO Committee has suggested a variety of Amnesty appeals each month in the weekly eblast.

Thank you to all who have responded to these appeals. You have made a difference in protecting human rights around the world. Together, we are a powerful force demanding that everyone's human rights be protected. Check out and respond to the opportunities provided each month!

Respectfully submitted,  
David Knoppert, Chair

## **MEMBERSHIP AND NURTURE**

**C**ommittee membership and their main responsibilities;

- Heather Locking-Cusolito-Chair
- Glenna Hall-Coffee and Conversation, Newcomers Friendship group
- Dr. Joshua Lawrence-Staff support
- Bev Lindsay-Prayer Chain
- Annabelle Logan-Caring Callers
- Mary Mattar-Lay Visitation
- Gerry Meacham-Sending pastoral notes
- Lillian Reid-Welcoming new members
- Jo Ann Silcox-Pastoral Care, Membership Roll Clerk
- Donna Thompson-Pew Cards and Envelopes

We were delighted to once again welcome two new members, Bev Lindsay and Lillian Reid, to our committee. Bev has assumed the role of leading the Prayer Chain following Annabelle Logan's retirement and Lillian Reid is making certain that new people in the pews have the tools that they need, such as mail slots, eblast distribution and name badges, to feel included in the congregation. At the same

time we accepted with regret the retirement of Deanne Pederson after many years of faithful service particularly in coordinating Coffee and Conversation and welcoming new members.

In the Spring we conducted a Time and Talent Survey to elicit responses from our congregation about their interest in the many groups and committees available at FSA. A total of 42 responses were received. The results were summarized and distributed to group and committee leaders for their follow up with those interested in volunteering. Also in the Spring, with the help of Kathryn Skelly, Heather Locking-Cusolito revised the Membership Roster from the photo directory to incorporate changes in the congregation and contact information. The new document was distributed to members' mail slots.

Following a summer of fortunate weather for Lemonade on the Lawn, we were very pleased to resume serving Coffee and Conversation in Proudfoot Hall in September. Under the leadership of Glenna Hall, the process for preparing, serving and cleaning up after Coffee and Conversation has been streamlined making the time commitment for volunteers much shorter. We are very thankful for the willing response of committees to the request for volunteers to serve coffee each Sunday.

We are also pleased to see some new faces in the pews. While many people in our community of faith make concerted efforts to welcome new people, the members of Membership and Nurture view welcoming as one of our major responsibilities. Lillian Reid makes connections with new people and gradually offers them opportunities to become included in the life and work and witness of the church. We have also been able to plan the return to a semi-annual Newcomers Friendship Group for the first time since the pandemic. This gathering offers new people the chance to connect with members of our committee and with Pastor Joshua in an informal way and to learn about the programmes

and opportunities that FSA has to offer. We are also hoping to hold a New Members Sunday in the Spring. We also look forward to resuming our annual Volunteer Appreciation Sunday in April.

Two committees that come under the umbrella of Membership and Nurture have had very successful years. The Affirm Committee consisting of Jean Wright and Riley Langley has been led by Pastor Joshua who will soon hand over the reins to Rev. Karen Low and Rev. Annie Jannaway as co-chairs. The Archives Committee under the leadership of Don Jones and consisting of Pat Carter, Pastor Joshua (staff), Heather Locking-Cusolito (ex officio), David McKane, Jim Silcox, Heather Vouvalidis and Judith Walker have continued their outstanding work of organizing and codifying the archival materials of FSA and profiling some of the fascinating history of our church in the weekly eblast and in Tidings.

As in other reports of our committee's work, we wish to emphasize what we consider our most important responsibility, the provision of congregational pastoral care. We are thankful to the volunteers who under the leadership of Mary Mattar provide Lay Visitation approximately four times a year to 34 members of the congregation. We are also grateful for the volunteers who are members of the Caring Callers team under the leadership of Annabelle Logan who regularly reach out to 26 people to ensure that they feel connected and cared for by the FSA community. The Prayer Chain, a chain of eight volunteers ably led by Bev Lindsay, offers confidential and quiet prayer for those who are experiencing the need for spiritual support. Jo Ann Silcox continues to provide daily and weekly outreach to a large number of people at FSA. Gerry Meacham continues her wonderful ministry of writing letters of comfort and consolation to people experiencing loss, illness or grief. Gerry has written over 130 such letters in the last three years. This number represents a relevant proxy for the volume of need in the congregation. Pastor Joshua continues to provide between 15-

20 hours a month of pastoral care but acknowledges that given his many other responsibilities the pastoral care needs are sometimes greater than the time available to meet them. With that in mind Council charged the formation of a Pastoral Care Task Group to undertake a study of pastoral care needs at FSA and the resources required to meet them. The Task Group, chaired by Heather Locking-Cusolito (Membership and Nurture), consisted of Kerry Hill (Ministry and Personnel), Barbara Ridgewell (Finance), Jo Ann Silcox (Membership and Nurture) and Jackie Williams (Trustees). Based on the findings of the Task Group and the anonymous donation to the Trustees to provide support for the salary of a part time position a motion was passed at a special congregational meeting held January 8, 2023 to approve the position description for a part time Minister of Pastoral care. We welcome the news of this important step in meeting the needs of our aging population.

- Bill Knowles
- Madelyn Rogers
- Willis Buckingham
- Robert Swartman
- Howard Moffatt
- Pat Sole
- Ross Doddington
- Margaret Wonfor
- John Sangster
- Herb Ballantyne
- Bill Humphreys
- Muriel Parsons
- Karin Barth
- Mary Lynn Mansell

Submitted with gratitude for all the work of the Membership and Nurture Committee and the many volunteers who contribute to the care, support and nurture of our congregation.

Respectfully submitted  
Heather Locking-Cusolito, Chair

***FSA Congregational Statistics assembled by Jo Ann Silcox, Membership Roll Clerk***

***New Members:***

***Confirmands (in process):***

- Thomson Silcox
- Eli Lawrence
- Maddie Watson
- Abby Moeller

***Baptisms:***

- Manuela Fonseca

***Marriages:***

***Transfers out:***

- Gwen Jones
- Larry and Anna Ahenikiw

***In memoriams:***

***Archives (An M/N Sub-Committee)***

**T**he Archives Committee has met monthly in 2022, except for February, July, and August. Meetings have been virtual on Zoom. The focus of the meetings and the numerous additional “work bees” has been to organize what has been stored in the Archives Room over the years and to digitize what is best preserved in that manner. The Office Manager, Kathryn Skelly, has kept a separate portable disk drive that contains the video of our Sunday Services, and the committee has kept a separate disk drive with other data that has been digitized. Both have been backed to a cloud drive. The important registers of Membership, Births, Deaths, and Marriages have not been digitized as they are changing constantly. The Roll Clerk, Jo Ann Silcox, has

taken care of this with help from others.

Two activities that have captured considerable feedback to the committee have been the *Nuggets* in the weekly eBlast and the *Archives Quiz* in *Tidings*. *Nuggets* included an extensive series written by a former minister who served our Community of Faith twice, the Rev. Dr. Moir A. J. Waters. The quiz has, and will, feature many aspects of our colourful and varied FSA history.

A new cabinet has been purchased to house the registers and other non-digitized data that must be kept as per the United Church document "What the Archives Wants." The many three-ring binders that were kept in the Archives Room have deteriorated. The material has been organized into dust-proof boxes and labelled for future reference. The reorganization of the Archives Room has been stored on the FSA Website under the title "Archives Room Catalogue." As of January 1, 2023, the Archives Room will be relocated, and this document will need to be updated early in 2023.

Over the years, contributions from members of our Community of Faith have had items placed in the Archives Room. There are news clippings, scrapbooks, formal and antique items such as the glass slides used for projecting the hymns and many members' documents that are interesting to read. Not all of them are expected or required by the United Church to be maintained but our committee has tried to maintain many of the items the United Church calls "Nice to have." These are in the process of being catalogued as best we can and stored in the Archives Room.

The year 2023 will be focused on getting the new room organized, catalogued and presentable for easier searching and access. The year 2022 will mark 200 years for our church community. This has motivated us to make it easier to find items that will be celebrated as the time comes closer.

The Archives Committee is a subcommittee of the Membership and Nurture Committee and reports to Council through the Chair of the M&N Committee. Members of the Archives Committee in 2022 and continuing in the year 2023 are: Pat Carter (Secretary), Don Jones (Chair), Heather Locking-Cusolito (ex-officio), David McKane, Jim Silcox, Heather Vouvalidis, Judith Walker.

Respectfully submitted  
Don Jones, Chair

### ***Affirm (An M/N Sub-Committee)***

**T**he first thing I noticed when viewing the Community Profile of First-St. Andrew's United Church and the website is that FSA is an Affirming Ministry of the United Church of Canada. This means that welcome is extended to all, regardless of sexual orientation and gender expression. I read *Affirm* to also mean that we welcome all regardless of anything that has proven to be a barrier to community access. This designation is important because many religious communities have proven to be anything but a safe space for persons that do not conform to heteronormative conventions and fixed gender binaries. And it was one of the primary reasons I first submitted my profile for consideration by the Ministerial Search Committee in 2021.

When I arrived in London, the *Affirm* Committee did not have a Chair, so I agreed to serve as the transitional chair until another was able to take on the responsibility. Being an Affirming ministry means so much to me, and I did not want the work to be neglected just because there was a vacancy. During the past year, we have been more vocal in our Affirming practice, including participating in both the 2021 and 2022 Transgender Day of Remembrance alongside Trinity United Church and other London organizations that celebrate and empower persons who

identify as Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Intersex, and Asexual. We also marched in the London PRIDE parade alongside some of our United Church siblings.

Liturgically, I have attempted to use more inclusive and/or expansive language to ensure that all persons feel welcomed in our worship and life together. There is much more work to be done here, but I am thankful for the opportunity to grow alongside others at FSA as we seek to more closely resemble the beloved community we have been called to create.

After approximately 16 months at FSA, I realize that it would be ideal for another person to take on leadership of Affirm, and I am beyond excited to share that Rev. Karen Low and Rev. Anne-Louise Jannaway have agreed to co-chair Affirm, as we seek to increase opportunities for social events and advocacy in the City of London and beyond. They are seeking connections with any persons that wish to participate in this committee, and I look forward to actively participating in their efforts to increase our visibility and practice as an Affirming Ministry of the UCCanada.

Respectfully submitted  
Pastor Joshua

### ***Knit Wits (An M/N Sub-group)***

**T**hroughout 2022, Knit Wits continued our commitment to providing warm outer wear for people in need by donating afghans, toques, mitts, and scarves to Ark Aid to distribute to their guests. We were pleased to once again be able to take part in the Boutique Bazaar with a large display of knitted items that helped to raise money for the UCW charities supported by this event. A special event this year was the reception to welcome the Syrian refugee family that FSA is sponsoring. We gave the family knitted blankets and winter wear for the parents and their two babies to help them get through their first London winter. The family was

overwhelmed with this generosity.

The Blessing of the Red Scarves for AIDS Awareness occurred in November with our friend and advocate, Martin McIntosh, here to receive the 150 scarves that we donated to be distributed in the community. Finally, our yearly Mitten Tree in the Atrium during December was laden with beautiful warm outerwear that was donated to both Merrymount Children's Centre and Ark Aid..2822

Respectfully submitted  
Anne Cummings

### ***Book Club (an M/N Sub-group)***

**T**he Book Club at FSA has approximately 10 members. We meet the last Tuesday of the month from September to November and January until May at 7:15pm. The books we read this past year were: *The Forgotten Home Child, Ragged Company, The Marrow Thieves, The Book of Longings, The Rose Code, Five Little Indians, The Vanishing Half and Our Darkest Night.*

Respectfully submitted  
Marilyn Beach

## **MINISTRY AND PERSONNEL**

**T**he mandate of the Ministry and Personnel Committee has been outlined very well in previous annual reports (available on the FSA website). M&P is the only committee of a Church Council that is required by the United Church of Canada. Our work is highly confidential. The essence of our role is to hire and supervise all staff (including ministers), to evaluate their performance, and to encourage their participation in ongoing training and development activities. This is a role



not often found in the business world, where the HR and management functions are often vested in different people or departments. Indeed, it is also unusual to supervise by committee. Why do we do things this way?

Unlike some major denominations, the United Church of Canada (UCC) doesn't have a hierarchical structure. As explained to me recently by Cheryl-Ann Stadelbauer-Sampa, Executive Minister of Antler River Watershed Region: "We are a conciliar church, meaning no individual carries authority but councils do. We use this model because in every meeting we are seeking to discern God's will and we recognize that as individuals we sometimes confuse our [personal] wishes with God's. Working as a collective means we discern together and [personal bias] is less likely to happen." As Erik Mathiesen, CFO of UCC, has often joked: in the UCC, "no one is in charge".

To be sure, individuals and committees can and do make decisions within Council approved mandates and budgets; but we all operate on the understanding that decisions are subject to the approval of Council.

So, the M&P committee manages the staff on a day-day basis and makes recommendations to Council on major decisions, which Council has the authority to accept or reject. Each staff person at FSA is assigned an M&P liaison who provides a link to the M&P committee on personnel and management issues.

M&P also creates and updates job descriptions (some subject to Regional approval). In 2022, we began a process of reviewing all FSA job descriptions. One aspect of the Office Manager description is about to change: to give the incumbent more protected time (i.e. free of distractions), we want to provide more volunteer reception assistance. **If you are willing to help, please contact me.**

In the same vein, I would also like the help

of all FSA members in respecting the time of the Office Manager, other staff, and our contract bookkeeper. Please do not drop into the office just to socialize. If you have legitimate committee business, please do not expect staff to put aside other work to attend to your request immediately. A better approach is to email your request and allow them to answer when they can. The bookkeeper, whose work is highly confidential, is only allowed to provide information to a very limited number of staff and volunteers.

In hiring staff, FSA creates Search Committees (as defined by the UCC, for ministry personnel) and Selection Committees (for lay staff). These groups work with M&P and Council to prepare job descriptions, establish salary guidelines, and make formal offers of employment. These groups always have representatives(s) of M&P plus others drawn from a cross-section of FSA members who have an interest in the activities of the new staff person. The make up of selection/search committees will be specified in a revised FSA Policies and Procedures Manual to be completely shortly.

As you likely know, FSA has been without a full complement of staff over the past few years, due to a combination of unfortunate circumstances. This past year we were deeply saddened by the passing of Jane Dockrill, our former Youth and Young Families Coordinator. Jane was a real blessing to FSA.

Jane's position has now been split into two separate roles. In 2022, we welcomed Marilyn Arthur as Youth and Young Adult Minister, a full-time position that we share equally with Metropolitan and Siloam United Churches. The position is administered by a joint committee of the three churches. Our gratitude to Allyson Watson for her work in bringing the shared Youth position into being. Our share of the cost of the Youth position is supported by the Jean Brown Trust Fund. On January 1, 2023, Christina Lindsay joined us in a 12 hour/week position as

Children's Program Coordinator. Thanks to Katie Glaves, who chaired the Selection Committee for that position.

A Selection Committee for the position of Music Director has been meeting since 2021. As I write this report, my understanding is that an excellent candidate has been recently identified. Thanks to the selection committee for their perseverance and Chris Wood for his excellent leadership.

By mid-February this year, the search committee for a Pastoral Care Minister will start its work, beginning with a Regional training session and then its first meeting. Heather Locking-Cusolito led a task group that studied the needs around pastoral care. She was also instrumental in securing a significant donation to establish an endowment fund to support the position. Thank you, Heather. Steve Elson also deserves our thanks for updating the required Community of Faith Profile and steering the approvals process through the Region. The position will be posted on the UCC ChurchHub – a web site that advertises available ministry positions to individuals seeking them.

By the time fall rolls around, we should have a full team together once again, which will ease the workloads of the current staff. Thanks to Pastor Joshua, Kathryn Skelly and Tim Miedema for all your good work for FSA and for your patience – it has likely felt a little lonely working without a full staff. I also appreciate the help to M&P over the past year provided by Colleen Garrett, our contract bookkeeper.

Finally, I am very grateful to the rest of the M&P Committee for their hard work and support in 2022. We will be saying "goodbye" to Kathryn Patton and Bruce Moor, who are stepping off M&P after many years of valuable service. Bruce chaired M&P for several years. Thank you both for all that you have given to M&P and FSA.

If you have questions about the work of the

Ministry and Personnel Committee or have any issues you wish to discuss, please contact me.

**Committee Members in 2022:**

- Kerry Hill
- Linda Badke
- Margo Christodoulou
- Stuart Eberhard
- Barrie Evans
- Ardath Finnbogason-Hill
- Bruce Moor
- Kathryn Patton

Respectfully submitted  
Kerry Hill, Chair

**PROPERTY**

**F**irst-St Andrew's United Church is an historic structure which requires regular care to ensure its viability for generations to come. The Property Committee has been meeting monthly via zoom to address ongoing maintenance issues, Avis Report deficiencies and unexpected occurrences. The committee is dedicated to both maintenance of, and improvements to our church home.

Our building has returned to regular use with some programming restored. One significant upgrade has seen a shift to live streaming of our services as a result of significant support from the Men's Brown Bag Group and the Trustees. A dedicated team of volunteers manage the operation of the system weekly with live streaming available on YouTube.

Covid protocols remain in place for the time being with regular monthly reviews. The cleaning schedule is maintained and proper disinfecting has continued. In December 2022 we extended the use of our building for overnight accommodation for a second consecutive winter in partnership with Ark Aid Street Mission. This

has resulted in additional cleaning requirements and some increased maintenance issues. Many thanks to Tim and Lynda for their extra efforts.

The Property Committee did undertake some capital projects as they became necessary. This past year we had a number of deficiencies to address with respect to exterior and interior lighting. We are gradually converting the entire building to LED technology which will result in energy savings. Sanctuary Lighting upgrades are the current focus in conjunction with the UC Faithful Footprints grant program. We also undertook the restoration of several stain glass windows on the east wall.

**Heating System:** Maintaining our current heating system has become a priority. Annually we experience some boiler issues which require remediation. The committee continues to engage in planning for a replacement heating system. Green options remain a primary focus for an older historic structure such as ours especially in light of the recent increases in utility costs. The heating system was identified by the Avis report many years ago as being due for replacement. Once again repairs were undertaken as required.

**Security Upgrades:** In order to address vagrancy on the property, the Property Committee installed iron fence/gates at the south alcove near the Atrium entrance. There has been a notable reduction in such activity during the early months of the Out of the Cold Program. Currently, security upgrades are being explored for Farquhar House porches as a result of overnight activity.

**Exterior: Eco Meditation Garden:** Many thanks to Barry Evans and a team on volunteers who helped to maintain the garden over the growing season.

## **RENTALS**

Rental income continues to be an important source of revenue to support operating costs. In conjunction with the Planning Committee, there has been a focus on repurposing portions of St. Andrew's Hall in order to restore lost revenue over the past few years. We are pleased to report that a new partnership with the Aeolian Musical Arts Association will begin in January 2023 which will see the El Sistema program operate at FSA using the upper floors of St. Andrew's Hall. This has resulted in a major reorganization of spaces and changes in how we use our spaces for programming and staff accommodation. Many thanks to all those who have assisted and have been affected by these changes.

Concert rental revenue was steady in 2022 with the return of some in person events and parking revenue has been restored. Partnerships with some local artists, and Ark Aid have brought in some additional revenue. As we move into 2023 our rental income stream has been largely restored to pre pandemic levels.

## **COMMITTEE MEMBERS**

It is with great sadness that we recognize the passing of Willis Buckingham, a long standing member of the Property Committee. His technical expertise and general interest in the well being of the FSA property even after his move to Nova Scotia were greatly appreciated and will be missed.

George Jolink (Chairperson); Heather Vouvalidis, Bill Guthrie (Secretary), Peter Ross, Sandra Black-Evans, Ron Bradley Tim Miedema (Facilities and Maintenance Coordinator).



Respectfully submitted,  
George Jolink, Chair

## PLANNING

It is a sure sign that a committee is coming of age when it sees members come and go. This last year we saw both. We lost a valued member – Bob Swartman; and we welcomed Shannon Hawke and Connor Campbell to the committee. We also have added David Manness and John Eberhard as liaison members from the Board of Trustees.

The focus of Planning Committee attention this year – as in the past – was on investigating viable options for repurposing both underused and unused space – especially in the area east of the main sanctuary known as St. Andrew’s Hall. In that regard, we were successful in attracting the attention of three senior students from the Interior Design program of Fanshawe College. Stephanie Martinez, Hadeel Sinjab and Sierra Joyce. Under the leadership of Professor Mariam Wifi they provided the Committee with detailed designs for repurposing Proudfoot Hall, the third-floor youth room, and the Chapel.

In a related activity we were able to connect with an experienced commercial Real estate agent Rick Spencer, from CBRE Limited, Real Estate Brokerage. Rick gave the committee important insights into options and possibilities for renting FSA space.

The committee also followed up on an earlier effort to undertake a feasibility study to assess optional uses of FSA space from both architectural and engineering perspectives. Unfortunately, we were unable to secure the funds to undertake this work.

Despite these setbacks, the year ended on a very positive note in that Aeolian Hall Musical Arts Association has decided to join us by leading an after-school music education program (El Sistema) in St. Andrew’s Hall.

It was largely an alignment of changes we did

not forecast coming together that led to our new FSA program involving El Sistema (Aeolian).

An informal conversation between Pastor Joshua and Clark Bryan, the founder of the children’s music program, led to conversations between Clark and George Jolink. This resulted in the outline of a synergistic relationship based on the similarities of the missions of both FSA and El Sistema. Negotiations resulted in a move-in date of January 1st, 2023. It has been evident from the dynamics of many meetings between the parties (Board of Trustees and Aeolian) that there is a high level of trust, good will and optimism that this new relationship will be beneficial for all concerned. Thanks to George and Clark for their leadership.

In 2023 the Planning Committee will be turning its attention to different strategies to plan for the future of FSA. These include a serious look at how social media could be used as an outreach strategy; developing a strategic plan to guide future decision-making; and, using the priorities developed at the October 4th Council/staff workshop (reported elsewhere in the annual report) creating a scorecard to assist with decision-making and priority setting.

Respectfully submitted  
Steve Elson, Chair

## MUSIC

Since September 2021 and throughout 2022, the senior choir has been under the excellent leadership of Dr. Victoria (Viki) Meredith, interim Choral Director in partnership with Paul Merritt, interim organist and organist emeritus. It was very disappointing for everyone when lockdown was reimposed at the end of 2021 and continued into 2022. Senior choir members who had begun to return and sing on the hymns from the balcony were

not able to continue and the Chamber Choir once more took over the full responsibility for singing hymns and anthems throughout January and February. In person services began on March 6 and senior choir members began to return again.

Easter Sunday, April 17, was a day of great rejoicing as the congregation was invited to sing the hymns, still wearing masks, and the senior choir sang an anthem. Choir members gradually returned so that by the end of 2022 thirty five members were back. All members were thankful for the warmup exercises at the beginning of rehearsals both on Thursday nights and Sunday mornings as Viki helped us to recover our voices, which had been dormant for too long. The senior choir has been able to participate fully singing anthems each week since September.

The FSA Strings, with their director Igor Saika-Voivod, played in the service on October 30. They have also given two concerts – “A Summer Serenade” on Wednesday, June 15 and the “Fall Concert” on Wednesday, November 23. The Christmas Eve service is always a highlight with the FSA Strings playing.

### **Concerts in 2022**

It was a real pleasure to be able to offer concerts in 2022, including the two FSA Strings concerts.

#### **Friday Noon Spring Concerts:**

- April 8 – Emma Battel, Ellita Gagner, Ken Baldwin - trumpet and Lynda Kennedy - piano
- April 22 – Richard Frank – saxophone and Paul Merritt – organ, piano
- May 13 – Laudamus Bells, director Richard Frank

#### **Friday Noon Advent Concerts:**

- Dec 9 – combined concert due to the post-

ponement of the Dec 2 concert – Sonja Gustafson and Francesca Ranalli with Lynda Kennedy, piano followed by Margaret Trethewey, flute and Paul Merritt, organ.

- Dec 16 – Laudamus Bells concert cancelled due to illness
- Saturday, Dec 3 – Sing-along Messiah – FSA Senior Choir with London Pro Musica Choir and the FSA Strings. Directed by Paul Grambo and Igor Saika-Voivod.

#### **Music Committee Members:**

Glenda Baldwin, Paul Cooper, Ardath Finnbogason-Hill, Ann MacPhail, Merran Neville, Igor Saika-Voivod, Jane Smith, Terry Peters, Janis Wallace, Margaret Wardlaw

#### **Staff Soloists:**

Sonja Gustafson – soprano, Francesca Ranalli – mezzo soprano, Chris Wood – tenor, Alastair Smyth – bass

#### **Eberhard Vocal Scholars:**

- Sep 2021 – June 2022: Emma Battel – soprano, Ellita Gagner – mezzo soprano
- Sep 2022 – Dec 2022: Madeline Berman – soprano, Daryn Nowlin – mezzo soprano

We thank the members of FSA for generously supporting the music program through the Music Budget and the following special endowments which make it possible for our greatly enhanced music program.

- Friends of Music donors
- Music Trust Fund (Butt Fund, Clark Wilson Fund, Terry Head Memorial Fund)
- Eberhard Memorial Music Scholarship
- William and Inez McKane Bursary Fund
- Jean Brown Fund – supporting the children’s music program when active

**Laudamus Bells** (This Section contributed by Anne Cummings)

2022 has been a year of growth with our director, Richard Frank, who has steadfastly worked with us to play with sensitive musicality while also having a good time together. During the first quarter, we were still having virtual services and we recorded two pieces to be used in services. Joshua Fit the Battle was played for Black History Month and was submitted to be played at the AGM of the Ontario Guild of English Handbell Ringers (OGEHR). We were grateful to be able to play in person for services in April and May and to perform a noon hour recital of six pieces in May.

In the Fall, we played a beautiful piece for Remembrance Day, For Those Who Never Returned, that was arranged by Richard Frank who played solo saxophone as well as directing. For the November anniversary of Terry Head's death (our previous handbell director), we played At Peace, another lovely composition that was written by Rob Cairns, the director of the Jubilate Bells at Metropolitan United Church, to commemorate Terry's death. For Lessons and Carols, we played Shades of Forest Green and a rousing piece, Sing We Now of Christmas, which we also submitted to OGEHR for their virtual Christmas Concert of Ontario handbell choirs. In December, we were in the final stage of rehearsals for our Advent Noon Hour recital when too many of our ringers had health issues and it had to be postponed until January 2023.

**Members of Laudamus Bells:** Anne Cummings, Michael Feeney, Kathy Frank, Helen Guthrie, Nancy Howard, Bob Kennedy, Lynda Kennedy, Viki Meredith, Merran Neville, Marilyn Norman, Barb Plante, Natasha Roberts, Jane Smith, Margaret Trethewey. KC Cann has generously stepped in when ringers have been absent.

**Director:** Richard Frank

**The Window Sonnets**

Arts Committee events were not held this year.

However, *The Window Sonnets* book, lovingly created by Robyn Marie Butt, FSA Writer-in-Residence, was launched during the worship service on Sunday, October 23, 2022. The service was followed by a reception in Proudfoot Hall to celebrate the launch and to sell books, which Robyn signed. The sonnets were inspired by the beautiful stained glass windows in the sanctuary of First-St. Andrew's. The book, which sells for \$20, is a fundraiser for FSA and a tremendously generous gift by Robyn to the church.

**In Diversity There is Harmony (the name of the organ sculpture in the Eco-Meditation Garden)**

In March, Barrie Evans once more submitted an application for support from the My Main Street Community Activator Program. This successful application followed the 2021 grant from My Mainstreet to construct the outdoor stage. With this second grant, the money received enabled FSA to run a concert series over the summer on the outdoor stage. Ellita Gagner was the producer and coordinator for the project and curated the very successful program which ran from June 11 to August 20. Every Saturday night from 7-8 pm, there was a concert. The concerts reflected a wide variety of artists and different genres of music, including classical, opera, jazz and alternative music forms. On many Saturday nights there was also a concert from 6-7 pm.

Funding for My Mainstreet and this project was made possible by the Government of Canada through the Federal Economic Development Agency for southern Ontario.

Respectfully submitted  
Merran Neville, Chair



## WORSHIP

It has been an exciting and at the same time challenging year in which to serve on the Worship Committee.

The excitement comes from the joy of accommodating to Pastor Joshua's leadership style and all of its innovation. The challenge comes from the many restrictions which COVID continues to impose. In particular, Thursday morning Bible Study, always a source of rich group support, has had to adjust to a Zoom focus—even as we together explore *The Uncontrollability of the World* by the philosopher Helmut Rosa.

With Anne Cunningham's diligent help we have enjoyed hearing Scripture read by a wide variety of congregational members, some taking part for the very first time.

We are being challenged in Worship to not only understand Scripture more deeply but also to examine our understandings in the face of secular knowledge bases—including philosophy—a necessary challenge in this changing world.

The emphasis on 'service' in the hands-on vs. liturgical sense has moved all of us to ask the question—what does all of this mean for our hurting world here and now.

In the Fall we began meeting with Christian Education (since many of us served on both committees) as the Faith Formation Committee and this has been a rich union in moving us from head to heart.

Respectfully submitted  
Jo Ann Silcox, Chair



## CHRISTIAN DEVELOPMENT

It is great that we are being able to meet consistently in person since September 2022. We have provided a number of programs in this past calendar year.

### **Staffing**

We said goodbye to Elizabeth Stewart who had been supporting our youth and young family programs in June. We have hired a new Children's Coordinator, Chris Lindsay, in December and are looking forward to seeing her energy as she works with our children and Joshua's C.R.E.W. in the coming year. We also hired, with Siloam and Metropolitan, Marilyn Arthur, to work with our three communities with the high school and young adult populations.

### **Adult Education**

Joshua has been leading bible study on Thursday mornings. We are looking forward to bringing some new programs in 2023.

### **Joshua's C.R.E.W.**

This is a youth group for children in grades five to eight. Chris Lindsay leads this group and they have been meeting this fall on a regular basis building community.

### **High School Youth Group**

This group started off the fall with a retreat at Camp Kee-Mo-Kee and have been attending programs and events under Marilyn Arthur's leadership with support from Chris Lindsay all fall. We look forward to seeing what they do in 2023.

### **Church School**

Ann MacPhail, Linda Badke, Kes Sebborn, Chris Lindsay, Susan McKane, Marilyn Arthur, Elizabeth Stewart and Allyson Watson have kept church school going with their enthusiasm and dedication in 2022. We are looking forward to Chris's leadership in the new year to create a more stable and vibrant program.

As always, the Christian Development committee is supportive of ideas for programming, please connect with us if you have ideas.

Respectfully submitted  
Allyson Watson, Chair

## FINANCE

The Finance Committee is currently reviewing our internally generated financial statements for 2022 (see below). Externally reviewed statements will be available for Part 2 of our Annual Meeting later this year.

### **Year-end Financial Results 2022**

We are reporting an operating deficit of \$104,998 deficit for 2022. This is a stronger financial performance than expected, when compared to a budgeted deficit of \$190,367 before Proudfoot Fund support. Fortunately, our operations continue to benefit from income earned by the Board of Trustees (primarily The Proudfoot Fund), allowing us to comfortably balance this deficit.

Although 2022 has been full of challenges, including months of restrictions to in person worship, we are often reminded of how special our church is. We are so grateful for the continued generosity from our FSA members that allows us to do God's work, spread the good news, and serve our community and beyond. We have been fortunate to largely sustain our operations through consistent givings year over year. These donations continue to be the single biggest and consistent financial contribution at 75% of our total revenue. The generosity of our members resulted in envelope and par donations that exceeded amounts reported in 2019. Behind the good work we do is a community of hearts to be celebrated!

Our gift card sales are the single largest fundraiser for the church and profits increased by 25%

over 2021 and by 47% over 2019.

Our rental income from both one-time events and on-going lease agreements have been vital to our sustainability. There is no doubt COVID has been very hard on us from this perspective. We have lost a number of tenants and event bookings have been slow to return to pre-COVID levels. We are most thankful that Meals on Wheels has continued and in fact has increased their use of FSA space.

Although modest compared to 2021, government COVID grants contributed \$9,500 to our total revenue in 2022.

Expenses were able to be curtailed in 2022 as we delayed hiring staff. This has certainly helped in balancing the books. However, property expenses continue to be a challenge to manage. Utility rates in particular increased approximately 80% in 2022.

On a positive note, The Finance Committee has spent a significant amount of time this year reviewing both revenue and expenses in detail in order to understand trends, challenges and opportunities so that we can continue to live as stewards of God's abundant gifts through Faith, Service and the Arts.

### **Budget 2023**

Our 2023 budget is projecting an overall deficit of \$171,255 before Proudfoot Fund and other Trust Fund assistance. Previous year surpluses and Trustee support will again reduce this financial burden in order to sustain operations.

Given the generosity of our members, we are optimistic that givings will remain relatively stable in 2023. Rental income will continue to be an important source of revenue to support operating costs. After the loss of some key tenants in recent years, we are very pleased that additional income will be realized by a collaboration with Aeolian Hall and its El Sistema program.. There will be some initial expenses



to offset this income in 2023 in order to relocate offices and other spaces within the building.

As we bring new staff on board who are vital to our life as a church, we will incur additional costs. Our 2023 forecast does include a Musical Director starting early this year and the hiring of a Pastoral Care Minister mid-year.

There is no doubt that we are paying a financial price for operating an old building. Our building costs make up 25% of our total operating budget. Maintenance and repairs are budgeted to continue rise but utility rates are also expected to continue to increase significantly.

Deficits can cause anxiety but we are in a new chapter for society and our churches. Certainly, some important financial management discussions relating to operations going forward have been active across various committees and need to be ongoing throughout the year. Assistance from Trust Funds has bridged a gap for us but the availability of those funds for operations is limited.

FSA has some realities that need to be faced and addressed and opportunities to pursue. For example:

- Increasing membership levels will be important in mitigating the risk of declining donation revenue. It is also possible to engage and leverage other groups who use our space during stewardship campaigns.
- We need to find ways to reduce building operating costs as our current and projected expenses are not sustainable. This is not an overnight fix but it is one that needs to be a high priority and requires immediate attention.
- We need to prioritize future rental income in order to restore this valuable source of revenue. There is an opportunity to increase event-based revenue and to make more consistent use of the spaces we can make available to others – for example, the sanctu-

ary, the chapel and Proudfoot Hall

- We can continue to look for opportunities to share costs in collaboration with other churches in order to reduce expenses. We have already done this with staffing with our Minister of Youth and Young Adults position. However, we could also benefit from the procurement of other supplies and services using this strategy.
- We can look at ways to increase unrestricted funds for investment in order to decrease the burden on our operations annually.

There are new opportunities to envision our financial future but this is the work of the entire congregation. We have a bright future. Through our partnerships and initiatives, we are demonstrating our relevance to the community. However, fundamental to that future is having a sustainable operating budget. We have not achieved that yet but it is not an insurmountable challenge. Stay tuned.... and please do your part to make our financial future as exciting as our services and programs.

### **Committee Members**

Laura Wood (Chair), Jeanette Eberhard, Tristin Hill, Ivana Klouda, Doug McGregor, Barb Ridgewell

Respectfully submitted  
Laura Wood, Chair



<b>FSA Profit &amp; Loss Statement (Preliminary) at December 31, 2022</b>				
	2022 Budget	2022 Actual	2022 Differential	2021 Actual
<b>Operating Revenue</b>				
<b>Donations to Operations</b>				
Envelopes & Par	326,629	325,965	(664)	325,817
Seasonal Appeals	7,157	8,487	1,330	7,194
Other Givings	3,291	1,694	(1,596)	2,506
Memorials, Undesignated	1,075	300	(775)	715
<b>Total Donations</b>	<b>338,152</b>	<b>336,446</b>	<b>(1,706)</b>	<b>336,232</b>
<b>Rental Revenue</b>				
Farquhar House	34,210	34,410	200	33,660
Long Term, Contracts & Single Events	11,000	38,985	27,985	22,198
Parking	9,000	8,625	(375)	8,365
<b>Total Rental Revenue</b>	<b>54,210</b>	<b>82,020</b>	<b>27,810</b>	<b>64,223</b>
<b>Other Revenue</b>				
Contribution from UCW	5,000	5,243	243	-
Gift Cards	7,800	10,088	2,288	8,107
Miscellaneous Revenue	1,900	12,000	10,100	49,070
<b>Total Other Revenue</b>	<b>14,700</b>	<b>27,331</b>	<b>12,631</b>	<b>57,177</b>
<b>Total Operating Revenue</b>	<b>407,062</b>	<b>445,797</b>	<b>38,735</b>	<b>457,632</b>
<b>Operating Expenses</b>				
<b>Ministry &amp; Personnel</b>				
Salaries, Benefits, Pension, WSIB	324,636	277,797	(46,839)	280,003
Continuing Education	6,000	2,535	(3,465)	-
Custodial	15,000	13,842	(1,158)	9,776
Temporary Relief Staff	10,000	22,750	12,750	6,962
Discretionary, Miscellaneous	17,500	6,685	(10,815)	29,440
WSIB	820	(404)	(1,224)	1,284
<b>Total Ministry &amp; Personnel</b>	<b>373,956</b>	<b>323,207</b>	<b>(50,750)</b>	<b>327,463</b>
<b>Property Expenses</b>				
Main Building	90,049	89,658	(391)	88,986
Farquhar House	9,500	8,939	(561)	8,052
Utilities & Taxes	31,715	41,031	9,316	31,495
<b>Total Property Expenses</b>	<b>131,264</b>	<b>139,628</b>	<b>8,364</b>	<b>128,533</b>

<b>Program Expenses</b>				
Christian Development	2,800	151	(2,649)	1,878
Jean Brown Fund - Programming	3,000	2,304	(696)	1,444
Membership & Nurture	2,333	1,491	(841)	279
Music Committee Expenses	20,372	17,204	(3,168)	20,699
Worship	3,388	2,096	(1,292)	4,417
Mission & Outreach	750	874	124	
<b>Total Program Expenses</b>	<b>32,643</b>	<b>24,121</b>	<b>(8,522)</b>	<b>28,717</b>
<b>Administrative Expenses</b>				
Administration	28,039	34,471	6,432	32,505
UCC Assessment	23,854	23,841	(13)	13,854
Other	7,673	5,527	(2,147)	3,940
<b>Total Administrative Expenses</b>	<b>59,566</b>	<b>63,839</b>	<b>4,273</b>	<b>50,299</b>
<b>Total Operating Expenses</b>	<b>597,429</b>	<b>550,794</b>	<b>(46,635)</b>	<b>535,012</b>
<b>Total Operating Surplus / Deficit</b>	<b>(190,367)</b>	<b>(104,998)</b>	<b>85,370</b>	<b>(77,380)</b>

<b>FSA Profit &amp; Loss Statement (Preliminary)</b>				
<b>For <u>December 2022</u></b>				
	2022 Budget	2022 Actual	2021 Actual	
<b>Total Operating Revenue</b>	<b>407,062</b>	<b>445,797</b>	<b>457,632</b>	
<b>Total Expenses</b>	<b>597,429</b>	<b>550,794</b>	<b>535,011</b>	
<b>Operating Surplus/Deficit</b>	<b>(190,367)</b>	<b>(104,998)</b>	<b>(77,379)</b>	
<b>Resolution of Operating Deficit &amp; Trust Fund Support for Operations</b>				
Proudfoot Fund (Operations) *Cash Basis	100,000	100,000	80,103	
Jean Brown Fund (Programming)	3,000	2,304	1,444	
Jean Brown Fund (Salary Support)	31,237	18,557	6,962	
Clark Continuing Education Fund	6,000	2,535	-	
<b>Total Trust Fund Support</b>	<b>140,237</b>	<b>123,397</b>	<b>88,509</b>	
<b>Remaining Surplus/Deficit</b>	<b>(50,130)</b>	<b>18,399</b>	<b>11,130</b>	
*The Eberhard Family supports vocal scholars in the choir \$4,960 in 2022				

<b>Flow Through Accounts (monies collected by FSA for other organizations)</b>			
<u>Organization</u>	<b>2022 Actual</b>		
M&S Givings to United Church of Canada	49,175		
Grow A Row/InDwell	1,034		
ELUCO	7,525		
White Squirrel	15,214		
Camp Kee-Mo-Kee/Daily Bread	80		
<b>Total Donations to Other Organizations</b>	<b>73,028</b>		
<b>Capital Expenditures</b>			
Capital expenses (including HST) JAN to NOV 2022	61,439		
Less: Assistance received from Trustee's	(61,439)		
<b>Balance outstanding</b>	<b>-</b>		
<b>Livestream Project</b>			
	<b>Total</b>		
Donations Received	18,195		
Support from Trustee's	17,855		
<b>Total Funds received</b>	<b>36,050</b>		
Total Operating Expenses	34,036		
Less: Deferred Revenue Used	(34,036)		
<b>Net Expense</b>	<b>-</b>		
<b>Deferred Revenue Balance for Livestream</b>	<b>1,929</b>		
<b>London Lifts Together</b>			
	<b>Total</b>		
Donations Received (Deferred Revenue)	55,665		
Support from Trustee's (Loan)	55,000		
<b>Total Funds received</b>	<b>110,665</b>		
Total Operating Expenses	203		
Less: Funds Used	(203)		
<b>Net Expense</b>	<b>-</b>		
<b>Fund Balance for London Lifts</b>	<b>52,885</b>		
<b>Out of the Cold</b>			
	<b>2021</b>	<b>2022</b>	<b>Total</b>
Donations Received	8,329	13,425	21,754
Total Out of the Cold Expenses	758	10,157	10,915
<b>Fund Balance for OOTC</b>	<b>7,571</b>	<b>3,268</b>	<b>10,839</b>
<b>Out of the Cold &amp; Beyond</b>			
	<b>Total</b>		
Donations Received	6,220		
<b>Fund Balance</b>	<b>6,220</b>		

## BOARD OF TRUSTEES

The Board of Trustees holds title to and administers all property owned by First-St. Andrew's United Church for the benefit and use of the congregation as part of The United Church of Canada under the provisions of the Trusts of Model Deed of the United Church Manual. The Board is also the registered owner of the freehold title to the lands upon which the church sits.

The Board manages the Proudfoot Legacy Funds made up of the Proudfoot Legacy Restricted Fund, the Proudfoot Legacy Unrestricted Fund, and other Funds restricted as to their use by their donors. We are very pleased to report to the congregation that in 2022 there were two new Restricted Funds established by bequest—the Jean & Bill Knowles Fund for outreach projects, and the Pastoral Care Endowment Fund. We feel particularly blessed and are deeply grateful for the gift of these new funds to support the work of First-St. Andrew's.

The Trustees continue to work closely with the Finance Committee and as per the process approved by FSA for two Congregational meetings, the final reports and approved financial statements from the trust funds will be presented at the subsequent Congregational meeting along with those of the FSA operations.

The Board of Trustees had four regular meetings in 2022. The Board of Trustees has four Committees accountable to it—Investment, Insurance, Long-Term Giving, and Memorials. At least one member of the Board serves on each committee. Trustee Committee meetings took place more frequently during the year. Trustee members also attended and made presentations at the Annual Congregational Meeting, at regularly scheduled Council meetings, and the co-chairs sit on Council Executive.

During 2022, Trustees included: Paul Cooper (Co-Chair), John Eberhard (Chair, Long-term Giving Committee), Janice Elliott, Russ Gonder, Don Jones, Bob Kennedy, David Manness (Chair, Investment Committee), Alan Salmoni (Chair, Insurance Committee), Jim Silcox, Mary Vernon (Chair, Memorials Committee), David Wake, Jackie Williams (Co-Chair), Katherine Wonfor, Jean Wright (Secretary), and Rev. Dr. Joshua Lawrence. Also regularly attending Trustee, by invitation, during 2022 have been: George Jolink (Chair of Property), Laura Wood (Treasurer, Chair of Finance) and David Wardlaw (Chair of Council).

In 2022, at the direction of the Congregation and Council, your Board of Trustees made available \$100,000 from the Proudfoot Legacy Fund to Council for Operations. Also, in 2022 a load of \$55,000 was made from the Knowles and Proudfoot Trust Funds to the Afghan Refugee Team in order for the team to apply under a new Canada Refugee Program. In addition, \$38,234 was spent on the on-going restoration of the Sanctuary Windows, including the War Memorial Window and the MacGregor Memorial window. A total of \$22,530 was spent on the installation of air conditioning in the Music Director's Office, heating cables on the west side of the roof, as well as a new iron fence, and replacement of three exterior lights for security purposes. In 2022, Council voted to install and implement Livestreaming equipment at FSA. Close to half the amount required for this initiative was provided by donations from members of the congregation, with \$17,855 coming from Trust funds. Overall, the total support from the Trust Funds for operational and capital purposes in 2022 was in excess of \$234,824.

The 2022 year was one of the most challenging that FSA has seen in recent times owing to the volatile stock markets which caused investments to generally fall in value. Through careful management of our resources, thanks in no small

part to the unflagging efforts of David Manness, guided by our investment consultants at BMO-Nesbitt Burns, we have fared relatively well during this difficult year. We have also been fortunate that we have only had to sell a very limited amount of our investment portfolio to support our obligations to the congregation, thereby avoiding further loss of capital.

As chairs of your Board of Trustees, we greatly appreciate the efforts of our fellow board members and of you, the members of our congregation. We anticipate a busy 2023—looking after our fiduciary responsibilities on behalf of you, the

congregation, and managing the funds that are so important for our ability to do God’s work in this great community.

In closing, we should like to thank sincerely our outgoing member, Mary Vernon for her long and dedicated service to the Trustees as the Chair of the Memorial Committee. We should also like to thank Jean Wright for her service as secretary and to welcome David Wake to that role.

Respectfully submitted  
Jackie Williams and Paul Cooper, Co-chairs

## OTHER REPORTS

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### SHOPPING CARD PROGRAM

**A**lthough results are not yet in, sales and profits for 2022 have reached record highs, for the second year in a row. Sales will exceed \$190,000 with profits of over \$10,000 or a 25% growth year over year. This is thanks to our many clients and shopping card team for their loyalty and commitment to this program.

The motto of this program is *harnessing the purchasing power of our family and friends, thereby providing important financial support to the church*. It is the largest fund-raiser for the church itself.

In 2022, we continued to provide home delivery as a safe covid-free way of serving our customers, as well as selling at the church office by Kathryn Skelly. Thank you sincerely for your support and patronage!

This is a team effort and I want to acknowledge and thank the following for their support: Margo Christodoulou, David Wake, Winnie Wake, Margaret Wardlaw, Heather Vouvalidis, Ivana

Klouda, John Eberhard, Susan McKane, Jan Hendry, Barb Dalrymple and Linda Badke..... as well as the strong support of Kathryn Skelly and Colleen Garrett.

We encourage increased use of this program by our members and friends. We believe that this program can grow even further. Retailers give us discounts (many in the 5% to 10% range), far higher than that available from other rewards programs, like the money back credit cards, VISA and MasterCard. We want to take advantage of these offers for our church. Fundraising in this way reduces the size of the ‘ask’ for direct congregational donations to support church operations. There is more work to do in 2023 to further grow this program and we are eager to do it.

Respectfully submitted  
David Manness

### COMMUNICATIONS & MARKETING

**C** & M plays a role at FSA in a variety of ways. **In regard to video**, the past year was a time of evolution for the team. We pivoted away

from producing video recordings of the worship service, with post-production editing, before publication on our YouTube channel, to a live-streaming format. Thanks to the generosity of many FSA members and the Trustees, we were able to purchase three new fixed cameras and the relevant console equipment for live-streaming. A London tech firm, Horizon, installed it all during the summer and their staff then devoted time to training Kathryn Skelly and Merran Neville on its use. After some practice sessions in September, we made the transition to “live” on Thanksgiving Sunday and have been broadcasting weekly since. We also have live-streamed some other events (the Swartman funeral and one of the Friday Noon Advent Concerts) with much success. Putting together the live-streaming productions is the work of a dedicated team, Kathryn Skelly, Merran Neville and Chris Wood (our sound man extraordinaire) along with Jim Silcox who is in charge of “the wall.” The latter refers to the projected images of the service that show up on the front wall of the Sanctuary each Sunday morning. As the year drew to a close, we were still fine-tuning our productions. Connor Campbell has been added to the live-streaming team and we are looking for others who might be interested in being “back-ups” for us. A small ad hoc committee is currently looking to establish a fee schedule for private events such as weddings, funerals and concerts as well as to formalizing reporting relationships to Council.

Special thanks must be extended to Merran Neville, Kathryn Skelly, Ron Bradley, Ron White, David Beach, Jacob Skelly and Bob Peel who have been members of the videography team rota who kept us going each Sunday until the advent of live-streaming. They quietly and efficiently ran the cameras and captured for history all that makes our FSA services so inspirational. Chris Wood was our sound man. They are all C & M heroes. You can check out all our recorded services since 2020 on our YouTube channel to see the results of their efforts.

**In regard to the website**, some redesign of our homepage was needed this year. Pastor Joshua produced a welcoming video that now plays front and centre of the page along with new “pathways” to help folks find the information that they are looking for. As the year drew to a close, we were actively in the process of setting up “The FSA Shop,” a page where people could purchase items online. If you are an Amazon devotee, you will be familiar with the process of purchasing online, loading your cart and then paying with your credit card. That is the experience we hope to duplicate when various committees seek to raise fund with online sales. Watch for it in the new year.

**On the news beat**, to regularly keep the congregation informed, Kathryn and Jim continue to produce three media publications each week, “This Week at FSA” (commonly known as “the blast,” an email newsletter that goes to about 300 recipients each Saturday night), the Bulletin Insert, a printed version of the same news and information, and a weekly slideshow of highlights of the blast that we project on the front wall prior to each service and also on the video monitor in the Atrium during the week. Extra “blasts” are produced for special time-sensitive news that occurs between regular publications on Sunday mornings.

**The Tidings Team**, headed by editor. David Wardlaw, continues to put out a high-quality quarterly magazine, that is intended to be educational, thought-provoking, and timely, providing the “glue” that helps us to move forward as a productive and caring congregation and proudly show our face to the city. It also serves as an archival record of the activities of the church and, as such, is preserved by the Archives Committee for future reference. Many thanks to those who worked on this publication in 2022, including: Barb Dalrymple, David McKane, Bob Peel, Nancy Quinn, Jim Silcox, Jean Wright, Winnie Wake and Pat Sole.

As always, C & M continues to work with the many committees of the church to assist with their needs for **marketing**. Posters, flyers, brochures and bookmarks all keep coming off the production line. In fact, this publication, *The Annual Report*, falls under this heading as we strive to produce a reliable archival resource for FSA.

This report would not be complete without the recognition of two stalwart workers on behalf of C & M. Late in the year we lost Pat Sole, long a proof-reader for *Tidings*, and Willis Buckingham, official photographer for *Tidings* and many other C & M productions. These two were both selfless

and reliable, typically turning in work for C & M until just days before their passing. They will be sorely missed.

Although Communications & Marketing is not an official “committee” of Council (It does not have a “chair” nor hold regular business meetings) as a church resource, nevertheless, it reports to the Chair of Council. The executive members of the team in 2022 were, David Wardlaw, Merran Neville, Kathryn Skelly and Jim Silcox.

Respectfully submitted  
Jim Silcox

## **GETTING OUR ACT TOGETHER: AN ACTION PLAN FOR FSA FOR 2022-23**

### ***A Report of the October 4, 2022 Workshop held with FSA Council Members and Staff***

#### **BACKGROUND**

*This report documents the process and outcome of a Workshop held on October 4, 2022 attended by FSA Council members and staff. The workshop was a follow-up to the October 27, 2021 retreat held at the Lamplighter Inn in London. Three major themes were identified at the 2021 retreat:*

#### **1. Faith Development, Spiritual Care and Support**

The overarching objective of opportunities for faith development, spiritual care and support – and the challenge for FSA - is to provide a variety of ways in which the diverse needs of different people at different stages of life and situations can grow, learn, receive support and experience care.

#### **2. Service, Social Action and Social Justice**

The overarching objective of service, social action and social justice is to use a variety of means and opportunities to live out our faith and commitment to “love one another” and respond with empathy, caring and action.

#### **3. Music and the Arts**

The overarching objective of music and the arts is to give expression to the talent within our own community of faith and to celebrate the talent and diversity outside of ourselves – all of which enriches our lives personally and collectively.

While laudable goals in and of themselves, these statements do not easily translate into actionable steps. They do, however, serve to define the substance behind our commitment to Faith, Service and the Arts (or FSA for short).

#### **THE OCTOBER 4<sup>TH</sup> WORKSHOP**

This workshop was designed as an opportunity for both staff and Council members to interact and



discuss the major challenges facing FSA. It began with Chair David Wardlaw giving an overview of the October 2021 retreat highlighting the three themes above.

Past Chair, Steve Elson, then provided a set of slides that showed how the three pillars of Faith, Service and the Arts could be used as an analytical tool to look at how they contribute – collectively – to our living out our Mission and Purpose as a faith community; and, how they are dependent on our volunteer and staff resources, our financial health and our physical assets. It can also be used to assess how we are reaching out to others and how we are addressing the different needs of groups within our community of faith.

Next, Marilyn Arthur, our shared Minister of Youth and Young Adults, gave an informative and engaging presentation on youth and shared strategies to engage them. She pointed out the very different world current youth live in and are exposed to – compared to earlier generations. She referenced a book called, *The End of Youth Ministry?* by Andrew Root. In spite of the title, she noted the book is an optimistic one and focuses on how to effectively engage youth. She noted that churches provide an opportunity for youth to develop skills and confidence by creating and offering a safe place to explore their identity. It enables young people to build their understanding of Christianity – both past and present; experience the mystery and wonder of God and faith; establish values and how to wrestle with ethical, moral decisions. Marilyn noted that we need to rethink what worship means to young people. Church provides the opportunity for inter-generational communication and collaboration – and youth should not be segregated from other groups. She noted that service outreach is attractive to youth and that testimonials and storytelling can be powerful ways of communicating. Specific reference was made to MOTH radio - <https://themoth.org/radio-hour> to illustrate this point.

Following a short break the workshop members discussed, at each table, a common question – what do you see as being the greatest challenge facing FSA?

After this segment, Pastor Joshua facilitated a discussion focused on the identified major challenges. The small table groups noted the following:

- Declining membership
- Understaffed
- Intimidating traditions
- Lack of program focus – need to focus on developing a strategy to move forward
- Negative perceptions of church and religion
- Conflict mediation practices – need to develop skills in this area
- Need to attract and engage new people
- Leadership pool is getting smaller
- Lack nimble/agile decision-making
- Historical resistance to collaboration and intergenerational initiatives
- People have many more entertainment and competing interests now
- Need to understand how to manage change
- How to renew volunteerism – engage young and middle age demographic
- Need to redefine what it means to be a faith community

Following this part of the session, participants were invited to review the items that were listed and suggest opportunities to move forward from intentions to action. The following three areas of focus

emerged and were supported by those present.

## **PRIORITIES**

- 1. Focus attention on Service/Outreach**
  - a. New, under development and in need of focused attention:**
    - i. Ark Aid**
    - ii. Afghan Refugee settlement project**
  - b. Sustain Current Outreach Initiatives**
    - i. Los Quinchos**
    - ii. ELUCO**
    - iii. Circles (Bridges out of Poverty)**
    - iv. Canadian Foodgrains Bank**
    - v. Mission and Service Fund contributions**
- 2. Promote and facilitate intergenerational Involvement**

**Leadership development**  
**Community connection**  
**Career development**  
**Story-telling**

### **3. Promote and facilitate inter-congregational and interfaith collaboration**

While time did not allow the workshop participants to go beyond naming these three areas – the discussion clearly indicated that, with some further details, these would be suitable priorities for FSA to take on for a number of reasons including:

- They reflect ways to address the challenges facing FSA, if not directly then by the results and accomplishments associated with taking action on these three areas;
- They reflect a theme of service and social action – which is attractive to many people outside traditional church attendees – especially younger people;
- They reflect opportunities to engage with others and to reach out both inside and outside our community of faith;
- They demonstrate how the church can be useful and relevant in today's society.

### ***Next Steps***

- Make a commitment to take action based on the three priority areas of: service/outreach, intergenerational involvement and inter-congregational/interfaith collaboration.
- Communicate these priority areas widely throughout FSA
- Take steps to apply these three priorities to decision-making
- Assess the impact and influence of these three priorities at the end of 2023



## MEN'S BROWN BAG LUNCH

In 2022, the Men's Brown Bag Lunch (BBL) group met most Wednesdays via Zoom. We are a group that thinks about church and has wide-ranging conversations without any formal agenda.

Early in 2022, the BBL group highlighted the need for livestreaming of FSA worship services, in place of the delayed posting of services in effect at the time. BBL members promoted the livestreaming concept, provided financial support,

and encouraged others to contribute to the project.

Prior to March 2020, the group gathered in the parlor for lunch and conversation. Having adapted to an online format during the early months of the pandemic, members have been happy to continue meeting in this manner.

If you would like to join us some Wednesday at noon for fellowship and stimulating conversation, contact Don Jones or David Flynn.

Respectfully submitted  
David Wake

## UCW

### **UCW Purpose:**

*To unite women of the congregation for the total mission of the church and to provide a medium through which we may express our loyalty and devotion to Jesus Christ in Christian WITNESS, STUDY, FELLOWSHIP, AND SERVICE.*

First-St. Andrew's UCW meets as one unit, usually monthly (except during the COVID pandemic), for worship, fellowship, and interesting and informative programs. All women in the congregation are warmly welcomed.

### **SERVICES PROVIDED BY THE UCW:**

- Corresponding secretary sends many cards and letters to bereaved families, persons in hospital or ill at home, and to church members and individuals outside the church who have made a special contribution to the church or our community.
- Funding for supplies for the Isabelle Getliffe Sewing Group.
- Financial contribution to the Knitwits group who knit prayer shawls and other items.

- Funding provided to send 2 children from ELUCO to Camp Kee Mo Kee.
- Financial contribution to the operating budget of the church.
- Outreach donations to ELUCO, London Community Chaplaincy, Rotholme Women's and Family Centre, My Sister's Place, L'Arche, Anova, and St. Paul's Social Services.

### **MONEY RAISING PROJECTS (During Pandemic)**

- Spring Rummage Sale convened by Jan Hendry (cancelled).
- Fall Boutique Bazaar convened by Glenda Robinson.
- Phantom Tea envelopes containing a poem written by Millie Bates inviting donations from the congregation.
- Provision of Green Envelopes available to all members of the congregation for personal donations.
- Total revenue from fundraising projects: \$5,292.61

### **EXECUTIVE MEETINGS:**

- Tuesday, February 8, 2022
- Wednesday, April 13, 2022
- Wednesday, August 10, 2022

- Wednesday, September 21, 2022
- Wednesday, November 30, 2022

**MEETINGS:**

- Wednesday, April 27, 2022 with guest, Mary Ann Hodge, speaking about London's Climate Emergency Action Plan.
- UCW 60TH ANNIVERSARY WORSHIP SERVICE: Sunday, October 16, 2022

**MISSION PROJECT:**

The current national UCW mission project is "SAFE DRINKING WATER FOR ALL INDIGENOUS COMMUNITIES IN CANADA" as approved by the Antler River UCW Executive.

Sincere thanks to the executive of the FSA UCW and to all the women and men of the congregation who have contributed to the work and mission of the United Church Women.

**FSA EXECUTIVE:**

- PRESIDENT: Laurel Kenney
- SECRETARY: Helen Guthrie
- TREASURER: Donna Fraleigh
- TIDINGS REPRESENTATIVE: Nancy Quinn
- CORRESPONDANCE SECRETARY: Millie Bates
- ARCHIVIST: Millie Bates
- MEMBERSHIP CONVENOR: Nancy Quinn
- BAZAAR CONVENOR: Glenda Robinson
- RUMMAGE SALE CONVENOR: Jan Hendry
- MEMBER AT LARGE: Linda Badke

Respectfully submitted  
Helen Guthrie, Secretary

*(Editor's note: See the UCW Statement of Financial Position on the following pages,)*



First St. Andrew's United Church Women  
 Statement of Financial Position  
 As at December 31, 2022  
 With Comparatives as at December 31, 2021  
 Unaudited

ASSETS	December 2022	Budget 2022	December 2021
<b>CURRENT ASSETS</b>			
Bank	\$13,285	\$13,476	\$13,680
Due to(from) FSA	0		0
	13,285	13,476	13,680
<b>TOTAL ASSETS</b>	<b>\$13,285</b>	<b>\$13,476</b>	<b>\$13,680</b>
<b>CURRENT LIABILITIES</b>			
Accounts Payable and Accrued Liabilities	\$0	\$0	\$203
	0	0	203
Equity			
Retained Earnings	13,285	13,476	13,476
<b>TOTAL LIABILITIES &amp; FUND BALANCES</b>	<b>\$13,285</b>	<b>\$13,476</b>	<b>\$13,680</b>

First St. Andrew's United Church Women

Statement of Operations

For the Period Ended December 31, 2022

With Comparatives for the Year Ended December 2021

Unaudited

		Budget	
	2022	2022	2021
<b><u>Donations</u></b>			
Green Envelopes	\$2,850	\$1,500	\$3,795
Donations	252	600	5,684
Flowers	70		1,065
Phantom Tea	1,080	1,500	1,165
Miscellaneous	20		
	<u>4,272</u>	<u>3,600</u>	<u>11,709</u>
<b><u>Earnings</u></b>			
Holly Bazaar	5,292	6,500	
Rummage Sale	0		100
Miscellanaous	0		
	<u>5,292</u>	<u>6,500</u>	<u>100</u>
<b>Total Revenue</b>	<b>9,564</b>	<b>10,100</b>	<b>11,809</b>
<b><u>Out Reach</u></b>			
E.L.U.C.O.	1,300	1,300	726
London Community Chaplaincy	800	1,000	726
Rotholme Women's & Family Centre	500	500	360
My Sister's Place	500	500	360
St. Paul's Social Services	0		360
L'Arche	725	725	726
ANOVA - Women's Comunity Centre	500	500	360
Mission & Service U.C. of Canada	2,750	2,750	2,750
Camp Kee-Mo-Kee(ELUCO)	800	800	
Prayer Shawls	0		124
London Community House	200		
Miscellaneous	0	700	
<b>Total Outreach</b>	<b>8,075</b>	<b>8,775</b>	<b>6,492</b>
<b>Registered</b>	<b>8,075</b>	<b>8,075</b>	<b>6,368</b>

First St. Andrew's United Church Women  
Statement of Operations  
For the Period Ended December 31, 2022  
With Comparatives for the Year Ended December 2021  
Unaudited

	2022	Budget 2022	2021
<b><u>Miscellaneous Expense</u></b>			
Rummage sale	0		
Flowers	0		390
Middlesex Presbyterial	120	120	132
Workshops and seminars	0		
Subscriptions/journals	0	100	
Life memberships	0		
Speakers/Courtesy	0	300	
Miscellaneous	884	130	3
	<b>1,004</b>	<b>650</b>	<b>525</b>
 <b><u>General &amp; Administrative</u></b>			
F.S.A. Congregational	675	675	
Miscellaneous	2	0	69
	<b>677</b>	<b>675</b>	<b>69</b>
 <b>Total Surplus (Deficit) from operations</b>	<b>(\$192)</b>	<b>\$0</b>	<b>\$4,723</b>

**FIRST-ST. ANDREW'S UNITED CHURCH**

**FINANCIAL STATEMENTS**

DECEMBER 31, 2022

(Prepared Without Audit)



FRANKLIN H. FAMME, BBA, CMgr, CPA, CA  
BRADLEY J. W. McNEIL, BA, MAcc, CPA, CA  
STEPHEN VAN DEN HENGEL, BA, Acc, CPA, CA  
PETER D. BRICKMAN, BA, CPA, CA  
STEPHEN J. WARD, BA, MAcc, CPA, CA  
LYNN EIDT, BBA, CPA, CA  
MICHAEL P. B. JAREMCHENKO, BA, CFP, CPA, CA  
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## INDEPENDENT PRACTITIONERS' REVIEW ENGAGEMENT REPORT

To the Members of  
First-St. Andrew's United Church  
London, Ontario

We have reviewed the accompanying financial statements of **First-St. Andrew's United Church** that comprise the statement of financial position as at **December 31, 2022** and the statements of operations, changes in fund balances and cash flows for the year then ended and a summary of significant accounting policies and other explanatory information.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### Practitioners' Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

**INDEPENDENT PRACTITIONERS' REVIEW ENGAGEMENT REPORT -  
continued**

**Basis for Qualified Conclusion**

Note 2 indicates that capital assets have been recorded by the organization at a nominal value of \$ 1 and that the purchase of capital assets are expensed in the year of acquisition. Canadian generally accepted accounting principles for not-for-profit organizations require that not-for-profit organizations with revenues greater than \$ 500,000 to capitalize and amortize capital assets. The effects of this departure from Canadian generally accepted accounting principles for not-for-profit organizations are that the capital assets are not reported on the statement of financial position, expenditures are overstated in the year of acquisition, expenditures are understated in subsequent periods, and there is a resulting understatement of fund balances. The monetary value of these departures has not been determined by management.

**Qualified Conclusion**

Based on our review, except for the possible effects of the matter described in the Basis for Qualified Conclusion paragraph, nothing has come to our attention that causes us to believe that the accompanying financial statements do not present fairly, in all material respects, the financial position of **First-St. Andrew's United Church** as at **December 31, 2022**, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

**Other Matter**

The financial statements of **First-St. Andrew's United Church** for the year ended **December 31, 2021** were reviewed by another independent practitioner who expressed an unmodified opinion on those statements on June 5, 2022.

*Famme + Co.*

Professional Corporation  
Chartered Professional Accountants  
*Authorized to practise public accounting by  
the Chartered Professional Accountants of Ontario*

London, Ontario  
May 29, 2023

**First-St. Andrew's United Church**  
**Statement of Financial Position**  
As at December 31, 2022

	ASSETS	
	2022	2021
<b>Current Assets</b>		
Cash	\$ 206,259	\$ 161,620
Accounts receivable	7,670	4,973
HST receivable	19,631	14,589
Inventory	20,559	13,870
Prepaid expenses	22,857	14,833
Due from First-St. Andrew's United Church - Board of Trustees (Note 6)	<u>63,871</u>	<u>24,228</u>
	\$ 340,847	<u>234,113</u>
<b>Property, Plant and Equipment - at cost</b>		
Building	1	<u>1</u>
<b>Restricted Cash (Note 5)</b>		
	<u>38,003</u>	<u>(8,984)</u>
	<u>\$ 378,851</u>	<u>\$ 225,130</u>

Approved on Behalf of the Board:

\_\_\_\_\_  
Board Member

\_\_\_\_\_  
Board Member

(Prepared Without Audit)  
(See Accompanying Notes to the Financial Statements)

**First-St. Andrew's United Church**  
**Statement of Financial Position**  
As at December 31, 2022

	<b>LIABILITIES</b>	<b>2022</b>	<b>2021</b>
<b>Current Liabilities</b>			
Accounts payable and accrued liabilities	\$ 58,322		\$ 52,245
Deferred revenue	77,403		12,716
Due to First-St. Andrew's United Church - Board of Trustees (Note 6)	95,441		84,068
Current portion of long-term liabilities	<u>40,000</u>		<u>-</u>
		<b>\$ 271,166</b>	<b>\$ 149,029</b>
<b>Long - Term Liabilities</b>			
TD Canada Trust - Canada Emergency Business Account, non-interest bearing, due December 31, 2023	40,000		40,000
Less: Current portion	<u>40,000</u>		<u>-</u>
		<u>-</u>	<u>40,000</u>
		<b>271,166</b>	<b>189,029</b>
<b>FUND BALANCES</b>			
<b>Restricted Funds</b>			
Music Funds	33,435		28,646
Other Funds	<u>4,568</u>		<u>(37,630)</u>
	38,003		(8,984)
<b>Unrestricted Operating Fund</b>	<u>69,682</u>		<u>45,085</u>
		<u>107,685</u>	<u>36,101</u>
		<b>\$ 378,851</b>	<b>\$ 225,130</b>

(Prepared Without Audit)  
(See Accompanying Notes to the Financial Statements)

**First-St. Andrew's United Church**  
**Statement of Changes in Fund Balances**  
For the year ended December 31, 2022

	Operating Fund	Music Funds	Other Funds	Total 2022	Total 2021
<b>Balance (deficit) - beginning of year</b>	\$ 45,085	\$ 28,646	\$ (37,630)	\$ 36,101	\$ 77,945
Excess of revenue over expenditures (expenditures over revenue) for the year	(174,086)	5,763	42,198	(126,125)	(149,832)
Transfers from (to) First-St. Andrew's United Church - Board of Trustees	<u>198,683</u>	<u>(974)</u>	<u>-</u>	<u>197,709</u>	<u>107,988</u>
<b>Balance - end of year</b>	<u>\$ 69,682</u>	<u>\$ 33,435</u>	<u>\$ 4,568</u>	<u>\$ 107,685</u>	<u>\$ 36,101</u>

(Prepared Without Audit)  
(See Accompanying Notes to the Financial Statements)



**First-St. Andrew's United Church**  
**Statement of Operations**  
For the year ended December 31, 2022

	Operating Fund	Music Funds	Other Funds	Total 2022	Total 2021
<b>Revenue</b>					
Envelope givings	\$ 373,686	\$ -	\$ -	\$ 373,686	\$ 371,234
Gift cards	193,257	-	-	193,257	162,869
Rental income	82,060	-	-	82,060	65,223
Miscellaneous donations and income	19,971	15,757	4,404	40,132	57,670
Government grants	-	-	71,933	71,933	10,000
Special projects	2,510	-	-	2,510	2,800
Assistance from U.C.W.	5,243	-	-	5,243	-
Designated income	<u>28,803</u>	<u>-</u>	<u>-</u>	<u>28,803</u>	<u>-</u>
	<u>705,530</u>	<u>15,757</u>	<u>76,337</u>	<u>797,624</u>	<u>669,796</u>
<b>Expenditures</b>					
Ministry and personnel staffing	295,210	-	-	295,210	327,463
Program services (Schedule A)	264,197	9,994	-	274,191	201,875
Outreach (Schedule A)	62,984	-	-	62,984	55,262
Operations (Schedule A)	<u>257,225</u>	<u>-</u>	<u>34,139</u>	<u>291,364</u>	<u>235,028</u>
	<u>879,616</u>	<u>9,994</u>	<u>34,139</u>	<u>923,749</u>	<u>819,628</u>
Excess of revenue over expenditures (expenditures over revenue) for the year	<u>\$ (174,086)</u>	<u>\$ 5,763</u>	<u>\$ 42,198</u>	<u>\$ (126,125)</u>	<u>\$ (149,832)</u>

(Prepared Without Audit)  
(See Accompanying Notes to the Financial Statements)

**First-St. Andrew's United Church**  
**Statement of Cash Flows**  
For the year ended December 31, 2022

	2022	2021
<b>Cash Provided By (Used In):</b>		
<b>Operating Activities</b>		
Excess of revenue over expenditures (expenditures over revenue) for the year	\$ (126,125)	\$ (149,832)
Items not requiring cash		
Transfers from (to) First-St. Andrew's United Church Board of Trustees	197,709	107,988
Net changes in non-cash current operating accounts		
Decrease (increase) in accounts receivable	(2,697)	(4,477)
Decrease (increase) in HST receivable	(5,042)	(3,169)
Decrease (increase) in inventory	(6,689)	2,832
Decrease (increase) in prepaid expenses	(8,024)	(2,972)
Increase (decrease) in accounts payable and accrued liabilities	6,077	(11,946)
Increase (decrease) in deferred revenue	<u>64,687</u>	<u>8,193</u>
	\$ 119,896	<u>(53,383)</u>
<b>Financing Activities</b>		
Advance from CEBA loan	-	10,000
Advances from (payments to) First-St. Andrew's United Church - Board of Trustees	<u>(28,270)</u>	<u>51,424</u>
	(28,270)	<u>61,424</u>
<b>Investing Activities</b>		
Decrease (increase) in restricted cash	<u>(46,987)</u>	<u>52,972</u>
<b>Increase in cash and cash equivalents</b>	44,639	61,013
<b>Cash and cash equivalents - beginning of year</b>	<u>161,620</u>	<u>100,607</u>
<b>Cash and cash equivalents - end of year</b>	\$ <u>206,259</u>	\$ <u>161,620</u>
<b>Cash and cash equivalents consist of cash on hand and balances with banks. Cash and cash equivalents comprise the following balance sheet amounts:</b>		
Cash	\$ <u>206,259</u>	\$ <u>161,620</u>

(Prepared Without Audit)  
(See Accompanying Notes to the Financial Statements)

**First-St. Andrew's United Church**  
**Notes to the Financial Statements**  
For the year ended December 31, 2022

**1. Purpose of the Organization**

The purpose of First-St. Andrew's United Church is to establish, maintain and promote spiritual and temporal well being for all members and potential members of the congregation.

The organization was organized under the United Church of Canada Act and is exempt from income tax under Section 149(1)(f) of the Income Tax Act. First-St. Andrew's United Church became a registered non-profit charitable organization according to guidelines established by Revenue Canada Charities Division, effective January 1, 1967.

These financial statements report the activities related to the operations and administration of First-St. Andrew's United Church. They do not report the assets or activities of the Board of Trustees or the U.C.W.

**2. Accounting Policies**

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations summarized below:

(a) Capital Expenditures

Capital assets consisting of furniture and equipment have been recorded at a nominal value of \$ 1. Current purchases of capital assets including renovations are expensed in the year of acquisition through the Operating, Capital Building and Capital Reserve Funds.

In the year ended December 31, 2022, the organization purchased and charged to expenditure items of a capital nature totalling \$ 56,544 (2021 - \$ 14,281).

(b) Inventory

Inventory is valued at the lower of cost and net realizable value. Cost is determined substantially on a first in, first out basis.

(c) Revenue Recognition

First-St. Andrew's United Church follows the restricted fund method of accounting for revenue and expenditures. Restricted and unrestricted contributions are recognized as revenue in their respective funds when it is received or receivable, if the amount to be received can be reasonably estimated and collection is reasonably assured in the year in which they are received.

Rental revenue is recognized on a monthly accrual basis.

Interest and other income is recognized when received or receivable, if the amount can be reasonably estimated and collection is reasonably assured in the year.

(d) Use of Estimates

Preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that could affect amounts reported as assets, liabilities, revenues and expenditures. Due to measurement uncertainty, results could differ from those estimates.

(Prepared Without Audit)



**First-St. Andrew's United Church**  
**Notes to the Financial Statements**  
For the year ended December 31, 2022

**2. Accounting Policies (continued)**

(e) Financial Instruments

A financial asset is any asset that is cash; a contractual right to receive cash from another party; or an equity instrument of another entity. A financial liability is any liability that is a contractual obligation to deliver cash to another party.

Financial assets and liabilities are initially measured at fair value, except for certain non-arm's length transactions. Subsequently, financial assets and financial liabilities are measured at amortized cost. Changes in fair value are recognized in excess of revenue over expenditures.

(f) Contributed Services

The Church is dependent upon the many hours of volunteer work contributed by their members to assist First-St. Andrew's United Church in carrying out its ministry. Because of the difficulty of determining their fair monetary value, contributed services are not recognized in the financial statements.

**3. Fund Accounting**

The organization uses fund accounting in these financial statements. The revenue, expenditures and activities of the funds are reported directly within each fund. The funds are restricted to their intended use as described below:

(a) Operating Fund: to operate the general activities and administration of the Church.

(b) Music Funds:

- i) Bray Fund: to provide support for undesignated music programs.
- ii) Eberhard Memorial Music Scholarship Funds: to provide support for vocal music scholarships. The principal fund must be retained while the interest fund may be spent.
- iii) Music Fund: This fund is now inclusive of the C. Wilson Fund, Terry Head Memorial Fund and E. Butt Shekinah Fund. It is used for the promotion and support of music programs and its presentation for extraordinary purposes. The music committee is responsible to vet all use of the music fund.
- iv) Friends of Music Fund: to provide support for special music concerts and events.
- v) Wm. & I. McKane Bursary Fund: to provide financial assistance in the form of bursaries to musicians. During the year this fund was closed and the balance in the fund was transferred to the Music Fund.

(c) Other Restricted Funds:

- i) Discretionary Fund: to provide funding for non budgeted expenditures as directed by the honorees.
- ii) Benevolent Fund: to provide support for discretionary benevolent purposes. Administered by Ministerial staff.
- iii) Clark Fund: to provide support for continuing education. The principal of the fund is maintained by the Trustees and interest is transferred to the Church to provide income for the fund. Administered by the Ministry & Personnel Committee.
- iv) Bridges Out of Poverty Fund: to support the weekly hospitality meal program under the direction of the Mission, Outreach & Environment Committee.
- v) Community Garden Fund: to provide funding for the creation and ongoing maintenance of a community eco-meditation garden on the church grounds, under the direction of Council.
- vi) Capital Building Fund: to be used for infrastructure renewal as outlined in the Avis Report under the direction of Council.
- vii) Capital Reserve Fund: to be used for capital expenditures under the direction of Council.

**(Prepared Without Audit)**

**First-St. Andrew's United Church**  
**Notes to the Financial Statements**  
For the year ended December 31, 2022

**7. Related Party Transfers**

Transfers from Trust Funds represent amounts received or receivable from the Board of Trustees of First-St. Andrew's United Church.

	2022	2021
To the Operating Fund	\$ 166,578	\$ 86,158
To the Wm. & I. McKane Bursary Fund	<u>-</u>	<u>4,140</u>
Total Transfers from the Proudfoot Legacy Fund	<u>166,578</u>	<u>90,298</u>
From the Wm. & J. Brown Fund - Youth	20,860	8,405
From the Music Fund	6,910	-
From the Clark Fund	2,535	-
From the Bass Fund	1,800	5,103
From the Dr. Elmer Butt Shekinah Fund	<u>-</u>	<u>1,650</u>
	<u>32,105</u>	<u>15,158</u>
To the Eberhard Memorial Scholarship Fund - Interest from the Eberhard Memorial Music Scholarship Investment Fund	<u>3,329</u>	<u>4,000</u>
Total Transfer from Trust Funds	<u>\$ 202,012</u>	<u>\$ 109,456</u>

Transfers to Trust Funds represents the amounts paid or payable to the Board of Trustees of First-St. Andrew's United Church for management under the control of the Board of Trustees.

From the Eberhard Memorial Music Scholarship Fund - Principal to the Eberhard Memorial Music Scholarship Investment Fund	\$ <u>4,303</u>	\$ <u>1,468</u>
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**8. Liquidity Risk**

Liquidity risk is the risk that an organization will encounter difficulty in meeting obligations associated with financial liabilities. The Church is exposed to this risk mainly in respect of its long term debt and accounts payable. The Church manages its liquidity risk by monitoring its operating requirements to ensure financial resources are available. The Church also has access to Trust Funds which are invested in various holdings. These funds can be accessed at the discretion of the Board of Trustees. There has been no change in this risk from the prior year.

(Prepared Without Audit)

**First-St. Andrew's United Church**  
**Notes to the Financial Statements**  
For the year ended December 31, 2022

**7. Related Party Transfers**

Transfers from Trust Funds represent amounts received or receivable from the Board of Trustees of First-St. Andrew's United Church.

	2022	2021
To the Operating Fund	\$ 166,578	\$ 86,158
To the Wm. & I. McKane Bursary Fund	-	4,140
Total Transfers from the Proudfoot Legacy Fund	<u>166,578</u>	<u>90,298</u>
From the Wm. & J. Brown Fund - Youth	20,860	8,405
From the Music Fund	6,910	-
From the Clark Fund	2,535	-
From the Bass Fund	1,800	5,103
From the Dr. Elmer Butt Shekinah Fund	-	1,650
	<u>32,105</u>	<u>15,158</u>
To the Eberhard Memorial Scholarship Fund - Interest from the Eberhard Memorial Music Scholarship Investment Fund	<u>3,329</u>	<u>4,000</u>
Total Transfer from Trust Funds	<u>\$ 202,012</u>	<u>\$ 109,456</u>

Transfers to Trust Funds represents the amounts paid or payable to the Board of Trustees of First-St. Andrew's United Church for management under the control of the Board of Trustees.

From the Eberhard Memorial Music Scholarship Fund - Principal to the Eberhard Memorial Music Scholarship Investment Fund	\$ <u>4,303</u>	\$ <u>1,468</u>
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**8. Liquidity Risk**

Liquidity risk is the risk that an organization will encounter difficulty in meeting obligations associated with financial liabilities. The Church is exposed to this risk mainly in respect of its long term debt and accounts payable. The Church manages its liquidity risk by monitoring its operating requirements to ensure financial resources are available. The Church also has access to Trust Funds which are invested in various holdings. These funds can be accessed at the discretion of the Board of Trustees. There has been no change in this risk from the prior year.

(Prepared Without Audit)

## Schedule A

**First-St. Andrew's United Church**  
**Statement of Operations - Expenditures**  
For the year ended December 31, 2022

	2022	2021
<b>Program Services</b>		
Gift cards	\$ 183,169	\$ 154,763
Music and sound	54,632	24,329
Jean Brown CD subcommittee	18,989	1,444
Marketing and communications	4,088	3,457
Worship	2,096	4,417
Membership and nurture	922	163
Christian development	151	1,878
Special projects	<u>150</u>	<u>-</u>
	\$ 264,197	<u>190,451</u>
<b>Outreach</b>		
M&S fund commitment	49,175	45,416
Out of the Cold	11,798	1,000
Mission, outreach and the environment	1,808	-
London lifts together	203	-
Stewardship and capital campaign	<u>-</u>	<u>346</u>
	62,984	<u>46,762</u>
<b>Operations</b>		
Property repairs, maintenance and security	116,439	69,198
Utilities and taxes	41,031	31,496
Office and administration	35,954	32,757
Property insurance	31,021	28,966
Presbytery fees	23,841	13,854
Farquhar house	<u>8,939</u>	<u>8,052</u>
	<u>257,225</u>	<u>184,323</u>
	\$ <u>584,406</u>	\$ <u>421,536</u>

(Prepared Without Audit)



**Schedule B**

**First-St. Andrew's United Church  
Continuity of Fund Balances  
For the year ended December 31, 2022**

	Balance as at December 31, 2021	Revenue	Expenditures and Disbursements	Balance Before Transfers	Interfund Transfers	Transfers from (to) Board of Trustees	Balance as at December 31, 2022
<b>Unrestricted Funds</b>							
Operating	\$ 45,085	\$ 705,530	\$ 879,616	\$ (129,001)	\$ -	\$ 198,683	\$ 69,682
<b>Restricted Funds - Music</b>							
Bray Fund	91	-	-	91	-	-	91
Eberhard Memorial Music Scholarship Fund - Principal	-	4,303	-	4,303	-	(4,303)	-
Eberhard Memorial Music Scholarship Fund - Interest	671	-	4,000	(3,329)	-	3,329	-
Friends of Music Fund	26,546	11,454	5,994	32,006	1,338	-	33,344
Wm. & I. McKane Bursary Fund	1,338	-	-	1,338	(1,338)	-	-
	<u>28,646</u>	<u>15,757</u>	<u>9,994</u>	<u>34,409</u>	<u>-</u>	<u>(974)</u>	<u>33,435</u>
<b>Restricted Funds - Other</b>							
Discretionary Fund	508	-	-	508	-	-	508
Benevolent Fund	808	2,950	2,350	1,408	-	-	1,408
Clark Fund - Interest	1,566	-	-	1,566	-	-	1,566
Bridges Out of Poverty Fund	4,242	-	-	4,242	-	-	4,242
Community Garden Fund	(44,754)	73,387	31,789	(3,156)	-	-	(3,156)
	<u>(37,630)</u>	<u>76,337</u>	<u>34,139</u>	<u>4,568</u>	<u>-</u>	<u>-</u>	<u>4,568</u>
	\$ 36,101	\$ 797,624	\$ 923,749	\$ (90,024)	\$ -	\$ 197,709	\$ 107,685

(Prepared Without Audit)

**FIRST-ST. ANDREW'S UNITED CHURCH - BOARD OF TRUSTEES**

**FINANCIAL STATEMENTS**

DECEMBER 31, 2022

(Prepared Without Audit)

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## INDEPENDENT PRACTITIONERS' REVIEW ENGAGEMENT REPORT

To the Members of the Board of  
First-St. Andrew's United Church - Board of Trustees  
London, Ontario

We have reviewed the accompanying financial statements of **First-St. Andrew's United Church - Board of Trustees** that comprise the statement of financial position as at **December 31, 2022** and the statements of operations, changes in fund balances and cash flows for the year then ended and a summary of significant accounting policies and other explanatory information.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### Practitioners' Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

**INDEPENDENT PRACTITIONERS' REVIEW ENGAGEMENT REPORT -  
continued**

**Conclusion**

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of **First-St. Andrew's United Church - Board of Trustees** as at **December 31, 2022**, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

**Other Matter**

The financial statements of **First-St. Andrew's United Church - Board of Trustees** for the year ended **December 31, 2021** were reviewed by another independent practitioner who expressed an unmodified opinion on those statements on June 5, 2022.

*Fanme + Co.*

Professional Corporation  
Chartered Professional Accountants  
*Authorized to practise public accounting by  
the Chartered Professional Accountants of Ontario*

London, Ontario  
May 29, 2023



**First-St. Andrew's United Church - Board of Trustees**  
**Statement of Financial Position**  
As at December 31, 2022

ASSETS		2022	2021
<b>Current Assets</b>			
Cash (Note 7)	\$ 18,291		\$ 2,563
HST receivable	3,139		2,819
Due from First-St. Andrew's United Church (Note 5)	<u>95,441</u>		<u>84,068</u>
		\$ 116,871	<u>89,450</u>
<b>Investments - at market value</b>			
Restricted Funds (Note 7)	1,494,786		1,101,441
Proudfoot Legacy Fund	<u>3,600,817</u>		<u>4,083,912</u>
		<u>5,095,603</u>	<u>5,185,353</u>
		\$ <u>5,212,474</u>	\$ <u>5,274,803</u>

Approved on Behalf of the Board:

\_\_\_\_\_

Board Member

\_\_\_\_\_

Board Member

(Prepared Without Audit)  
(See Accompanying Notes to the Financial Statements)

**First-St. Andrew's United Church - Board of Trustees**  
**Statement of Financial Position**  
As at December 31, 2022

<b>LIABILITIES</b>		<b>2022</b>	<b>2021</b>
<b>Current Liabilities</b>			
Accounts payable and accrued liabilities	\$ 3,001		\$ 3,000
Due to First-St. Andrew's United Church (Note 5)	<u>63,871</u>		<u>24,228</u>
		<b>\$ 66,872</b>	<b><u>27,228</u></b>
 <b>FUND BALANCES</b>			
<b>Restricted Funds</b>			
Clark Fund	91,366		103,293
Wm. & J. Brown Fund - Youth	601,214		693,628
Music Fund	160,259		180,304
Eberhard Memorial Music Scholarship Investment Fund	86,132		91,363
Bass Fund	22,459		26,202
Bill & Jean Knowles Fund	90,049		-
Pastoral Care Fund	<u>421,002</u>		<u>-</u>
	1,472,481		1,094,790
<b>Proudfoot Legacy Fund</b>	<u>3,673,121</u>		<u>4,152,785</u>
		<b><u>5,145,602</u></b>	<b><u>5,247,575</u></b>
		<b>\$ <u>5,212,474</u></b>	<b>\$ <u>5,274,803</u></b>

(Prepared Without Audit)  
(See Accompanying Notes to the Financial Statements)

**First-St. Andrew's United Church - Board of Trustees**  
**Statement of Changes in Fund Balances**  
For the year ended December 31, 2022

	Proudfoot Legacy Fund	Restricted Funds	Total 2022	Total 2021
<b>Balance - beginning of year</b>	\$ 4,152,785	\$ 1,094,790	\$ 5,247,575	\$ 4,614,755
Excess of revenue over expenditures (expenditures over revenue) for the year	(313,086)	408,822	95,736	740,808
Transfers from (to) First-St. Andrew's United Church	<u>(166,578)</u>	<u>(31,131)</u>	<u>(197,709)</u>	<u>(107,988)</u>
<b>Balance - end of year</b>	<b><u>\$ 3,673,121</u></b>	<b><u>\$ 1,472,481</u></b>	<b><u>\$ 5,145,602</u></b>	<b><u>\$ 5,247,575</u></b>

(Prepared Without Audit)  
(See Accompanying Notes to the Financial Statements)

**First-St. Andrew's United Church - Board of Trustees**  
**Statement of Operations**  
For the year ended December 31, 2022

	Proudfoot Legacy Fund	Restricted Funds	Total 2022	Total 2021
<b>Revenue</b>				
Investment income	\$ 104,717	\$ 37,777	\$ 142,494	\$ 147,926
Donations	14,917	540,658	555,575	56,366
Bequests received	4,172	50,000	54,172	60,980
Gain (loss) in value of investments	<u>(404,375)</u>	<u>(213,896)</u>	<u>(618,271)</u>	<u>548,592</u>
	<u>(280,569)</u>	<u>414,539</u>	<u>133,970</u>	<u>813,864</u>
<b>Expenditures</b>				
Investment fees	25,475	5,717	31,192	27,366
Legal and accounting	5,994	-	5,994	3,084
PF Society	657	-	657	2,600
Bank charges and interest	391	-	391	6
Donations	<u>-</u>	<u>-</u>	<u>-</u>	<u>40,000</u>
	<u>32,517</u>	<u>5,717</u>	<u>38,234</u>	<u>73,056</u>
Excess of revenue over expenditures (expenditures over revenue) for the year	<u>\$ (313,086)</u>	<u>\$ 408,822</u>	<u>\$ 95,736</u>	<u>\$ 740,808</u>

(Prepared Without Audit)  
(See Accompanying Notes to the Financial Statements)

**First-St. Andrew's United Church - Board of Trustees**  
**Statement of Cash Flows**  
For the year ended December 31, 2022

	2022	2021
<b>Cash Provided By (Used In):</b>		
<b>Operating Activities</b>		
Excess of revenue over expenditures (expenditures over revenue) for the year	\$ 95,736	\$ 740,808
Items not requiring cash		
Transfers from (to) First-St. Andrews' United Church	(197,709)	(107,988)
Decrease (increase) in value of investments	545,078	(478,648)
Net changes in non-cash current operating accounts		
Decrease (increase) in HST receivable	(320)	(115)
Increase (decrease) in accounts payable and accrued liabilities	1	-
Increase (decrease) in due to (from) First-St. Andrew's United Church	<u>28,270</u>	<u>(51,424)</u>
	<b>\$ 471,056</b>	<b><u>102,633</u></b>
<b>Investing Activities</b>		
Net purchase of investments	<u>(455,328)</u>	<u>(102,166)</u>
<b>Increase in cash and cash equivalents</b>	<b>15,728</b>	<b>467</b>
<b>Cash and cash equivalents - beginning of year</b>	<b><u>2,563</u></b>	<b><u>2,096</u></b>
<b>Cash and cash equivalents - end of year</b>	<b><u>\$ 18,291</u></b>	<b><u>\$ 2,563</u></b>
<b>Cash and cash equivalents consist of cash on hand and balances with banks. Cash and cash equivalents comprise the following balance sheet amounts:</b>		
Cash	<b><u>\$ 18,291</u></b>	<b><u>\$ 2,563</u></b>

(Prepared Without Audit)  
(See Accompanying Notes to the Financial Statements)



**First-St. Andrew's United Church - Board of Trustees**  
**Notes to the Financial Statements**  
For the year ended December 31, 2022

**1. Purpose of the Organization**

The purpose of First-St. Andrew's United Church is to establish, maintain and promote spiritual and temporal well being for all members and potential members of the congregation.

The organization was organized under the United Church of Canada Act and is exempt from income tax under Section 149(1)(f) of the Income Tax Act. First-St. Andrew's United Church became a registered non-profit charitable organization according to guidelines established by Revenue Canada Charities Division, effective January 1, 1967.

These financial statements report the activities of the investments empowered to the Board of Trustees of First-St. Andrew's United Church. They do not report the assets or activities related to the operations and administration of the Church.

**2. Accounting Policies**

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations summarized below:

(a) Capital Expenditures

The Board of Trustees has elected to expense capital assets in the year purchased in accordance with Section 4433 of the accounting standards for not-for profit organizations. Title of the Church land and buildings is held by the Board of Trustees for the use and benefit of the congregation. There were no amounts expensed or capital assets in the current period.

(b) Revenue Recognition

Revenue is recognized in the period to which it relates on an accrual basis.

Increases (decreases) in the market value of investments are recognized in the year and includes realized and unrealized gains and losses.

(c) Use of Estimates

Preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that could affect amounts reported as assets, liabilities, revenues and expenditures. Due to measurement uncertainty, results could differ from those estimates.

(d) Financial Instruments

A financial asset is any asset that is cash; a contractual right to receive cash from another party; or an equity instrument of another entity. A financial liability is any liability that is a contractual obligation to deliver cash to another party.

Financial assets and liabilities are initially measured at fair value, except for certain non-arm's length transactions. Subsequently, financial assets and financial liabilities are measured at amortized cost. The organization has designated their investments to be measured at fair value. Changes in fair value are recognized in excess of revenue over expenditures.

**(Prepared Without Audit)**

**First-St. Andrew's United Church - Board of Trustees**  
**Notes to the Financial Statements**  
For the year ended December 31, 2022

**3. Fund Accounting**

The organization follows the restricted fund method of accounting for its revenue and expenditures. The revenue, expenditures and activities of the funds are reported directly within each fund. The funds are restricted to their intended uses as described below:

- (a) Proudfoot Legacy Fund: this fund is used to operate the general activities of the Board of Trustees, to provide revenue in support of Council operations and to support capital and the other projects as approved by Council.
- (b) Restricted Funds:
  - i) Clark Fund: to provide support for continuing education.
  - ii) Wm. & J. Brown Fund - Youth: to support the activities of the Youth of First-St. Andrew's United Church.
  - iii) Music Fund: established in 2020 as a Memorial Trust Fund to support the FSA Music Program.
  - iv) Eberhard Memorial Music Scholarship Investment Fund: to provide support for vocal music scholarships.
  - v) Bass Fund: to provide support for the day to day operations of the Church.
  - vi) Bill & Jean Knowles Fund: to provide support to outreach projects.
  - vii) Pastoral Care Fund: to provide support for the Minister of Pastoral Care position.

**4. Comparative Figures**

Certain 2021 figures on the statement of financial position and the statement of operations have been reclassified to conform to the 2022 financial statement presentation.

Comparative figures were reported on by another public accountant.

**5. Due From Related Parties**

The organization and First-St. Andrew's United Church are part of the same legal entity. The Board of Trustees manages the investments endowed to First-St. Andrews United Church and seeks to assist and support the council of First-St. Andrew's United Church in the operations and maintenance of the Church.

These amounts represent the amounts receivable and payable from First-St. Andrew's United Church as of December 31, 2022.

	2022	2021
<b>Due from Council</b>		
From the Proudfoot Legacy Fund - London Lifts Program	\$ 55,000	\$ -
From the Proudfoot Legacy Fund - Gift Card Program Loan	25,000	25,000
From the Council - HST reimbursement	4,929	-
From the Eberhard Memorial Scholarship Fund - Principal	4,303	1,468
From the Proudfoot Legacy Fund - Donation	3,250	17,600
From the Community Garden Fund - Loan	2,459	40,000
From the Music Fund	500	-
	<u>\$ 95,441</u>	<u>\$ 84,068</u>

(Prepared Without Audit)

**First-St. Andrew's United Church - Board of Trustees**  
**Notes to the Financial Statements**  
For the year ended December 31, 2022

**5. Due From Related Parties (continued)**

	2022	2021
<b>Due to Council</b>		
From the Proudfoot Legacy Fund	30,337	8,292
From the Wm. & J. Brown Fund - Youth	20,860	8,405
From the Music Fund	6,810	1,881
From the Eberhard Memorial Music Scholarship Investment Fund	3,329	4,000
From the Dr. Elmer Butt Shekinah Fund	-	1,650
From the Clark Fund	2,535	-
	<u>\$ 63,871</u>	<u>\$ 24,228</u>

**6. Related Party Transfers**

Transfers to Council represent amounts paid or payable to First-St. Andrew's United Church during the year, pursuant to any direction lawfully given by Council and/or the Congregation.

	2022	2021
To the Operating Fund	\$ 166,578	\$ 86,158
To the Wm. & I. McKane Bursary Fund	-	4,140
Total Transfers from the Proudfoot Legacy Fund	<u>166,578</u>	<u>90,298</u>
To the Operating Fund from the Wm. & J. Brown Fund - Youth	20,860	8,405
To the Operating Fund from the Music Fund	6,910	-
To the Operating Fund from the Clark Fund	2,535	-
To the Operating Fund from the Dr. Elmer Butt Shekinah Fund	-	1,650
To the Operating Fund from the Bass Fund	1,800	5,103
	<u>32,105</u>	<u>15,158</u>
To the Eberhard Memorial Music Scholarship Fund - Interest from the Eberhard Memorial Music Scholarship Investment Fund	3,329	4,000
	<u>\$ 202,012</u>	<u>\$ 109,456</u>

Transfers from Council represent amounts received or receivable from First-St. Andrew's United Church during the year, pursuant to any direction lawfully given by Council and/or the Congregation.

From the Eberhard Memorial Music Scholarship Fund - Principal to the Eberhard Memorial Music Scholarship Investment Fund	<u>\$ 4,303</u>	<u>\$ 1,468</u>
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**7. Bill & Jean Knowles Fund**

During the year, the organization received donations totalling \$ 90,049 for the Bill & Jean Knowles Fund. The funds were deposited into the organization's bank account and were not transferred to the investment account until the subsequent period. The statement of financial position shows the \$ 90,049 that was donated for the Bill & Jean Knowles Fund as part of the restricted funds investment.

**8. Interest Rate Risk**

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Board of Trustees regularly reviews the investment holdings and makes changes in the best interest of the organization.

**(Prepared Without Audit)**



**First-St. Andrew's United Church - Board of Trustees**  
**Notes to the Financial Statements**  
For the year ended December 31, 2022

**9. Currency Risk**

Currency risk is the risk to the organization's earnings that arise from fluctuations of foreign exchange rates and the degree of volatility of these rates. The Board of Trustees is exposed to foreign currency exchange risk on investments held in U.S. dollars. Foreign exchange gains and losses on monetary assets and liabilities are included in the determination of revenue.

(Prepared Without Audit)

Schedule A

**First-St. Andrew's United Church - Board of Trustees**  
**Continuity of Fund Balances**  
 For the year ended December 31, 2022

	Balance as at December 31, 2021	Revenue	Expenditures and Disbursements	Balance Before Transfers	Interfund Transfers	Transfers from (to) First-St. Andrew's United Church	Balance as at December 31, 2022
<b>Unrestricted Funds</b>							
Proudfoot Legacy Fund	\$ 4,152,785	\$ (280,569)	\$ 32,517	\$ 3,839,699	\$ -	\$ (166,578)	\$ 3,673,121
<b>Restricted Funds</b>							
Clark Fund	103,293	(9,392)	-	93,901	-	(2,535)	91,366
Wm. & J. Brown Fund - Youth	693,628	(66,929)	4,625	622,074	-	(20,860)	601,214
Eberhard Memorial Music	91,363	(6,205)	-	85,158	-	974	86,132
Scholarship Investment Fund	26,202	(1,943)	-	24,259	-	(1,800)	22,459
Bass Fund	180,304	(12,043)	1,092	167,169	-	(6,910)	160,259
Music Fund	-	421,002	-	421,002	-	-	421,002
Pastoral Care Fund	-	90,049	-	90,049	-	-	90,049
Bill & Jean Knowles Fund	1,094,790	414,539	5,717	1,503,612	-	(31,131)	1,472,481
	<u>\$ 5,247,575</u>	<u>\$ 133,970</u>	<u>\$ 38,234</u>	<u>\$ 5,343,311</u>	<u>\$ -</u>	<u>\$ (197,709)</u>	<u>\$ 5,145,602</u>

(Prepared Without Audit)



# CHURCH STAFF - DURING 2022

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- Minister of Worship and Congregational Life..... The Rev. Joshua Lawrence
- Shared Youth and Young Adult Minister (starting May 1, 2022) ..... Marilyn Arthur
- Minister Emeritus ..... The Rev. Dr. David McKane
- Acting Youth and Young Family Coordinator (to June 30) ..... Elizabeth Stewart
- Designated Pastoral Care Volunteer..... Jo Ann Silcox
- Organist Emeritus..... Paul Merritt
- Interim Organist ..... Paul Merritt
- Interim Choir Director ..... Victoria Meredith
- Office Manager..... Kathryn Skelly
- Facility & Maintenance Coordinator ..... Tim Miedema

We recognize that we gather to worship on the traditional territories of the Anishinaabe, the Attawandaron, the Huron and Wendat Peoples. We value and have deep appreciation for the significant historical and contemporary contributions of local and regional First Nations and all the Original peoples of Turtle Island.

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