



**Highlands**  
United Church

# Highlands United Church 2010 Annual Report

Presented at Highlands United Church  
Annual General Meeting  
March 27, 2011

# Highlands United Church

## 62<sup>nd</sup> Annual General Meeting

### March 27, 2011—Agenda

#### 1. Opening

- Call to Order
- Opening Prayer: *As we begin our Annual Meeting, we pray that our work today will be an opportunity for us to serve God and one another. We pray for the courage to be open to each other and to embrace new and different ideas. We are thankful for those who have gone before us, the founders and builders of Highlands, who were prepared to take risks for the sake of the Ministry of this Congregation. We hope that we will be just as wise and brave. Amen.*

#### 2. Procedural Motions

- Approval of Agenda
- Voting by Adherents:  
*Motion: That all persons present at this meeting be given the right to vote on all matters arising at this meeting.*
- Approval of Minutes of 61<sup>st</sup> AGM (pgs. 7,8 & 9)

#### 3. We Remember / Candle lighting for Memorials (pg. 6)

#### 4. We Welcome / Candle lighting for Baptisms (pg. 6)

#### 5. Nominations Matters:

- Nominating Group Report  
*Motion: That the congregation approve the Nominating Group filling the following vacancies: two members of the Leadership Board, and two Presbytery representatives, each effective July 1, 2011, after a process of nomination from the congregation, interviewing and selection by the Nominating Group.*

#### 6. 2010 Annual Report:

- Reports:  
*Motion: That the Highlands United Church Foundation appointments set out on page 33 of the Annual Report be approved.*
- *Motion: That the 2010 Annual Report, excluding the 2010 Financial Report & 2011 Budget, be received for information as distributed, with gratitude for the ministry that they represent.*
- 2010 Financial Report (Scott Hughes)  
*Motion: That the 2010 Financial Report be accepted.*

#### 7. AGM Business

- Building Committee Report (Al Lill)  
*Draft Motion: That the congregation approve engaging professional services to update the master plan and develop preliminary cost estimates for the next phase of Godspace, incorporating the findings of*

*the recent congregational consultations, and that the HUC Foundation be approached for the necessary funding of the consultant's fees. The congregation will be consulted as the planning proceeds.*

- Collaboration with St. David's United Church. Based on an approach by representatives of St. David's United Church, it is proposed that a 10-12 member conversation group (equally representative of each congregation and inclusive of lay and ordered members) act as a "think tank," exploring possibilities which will be shared with both congregations for consideration. Upon approval, this conversation group will begin their work on March 30, 2011. Any action resulting from such conversations must be endorsed by the appropriate bodies of each congregation. The mandate of this conversation group will include the directive to include wider and wider circles of participation in the exploration of potential collaboration between congregations. This conversation will remain connected to parallel conversations in each congregation (Highlands Leadership Team/ St. David's Visioning Task Groups) whose work directly informs the collaboration conversation.

*Motion: In the spirit of mutual respect and shared interest in sustaining vital ministry on the North Shore, St. David's United Church (Taylor Way in West Vancouver) and Highlands United Church (Edgemont Village in North Vancouver) commit to begin a process of conversation and inquiry into mutual values and vision, and potential areas of collaboration in our ministries.*

*Motion: That a conversation team be established on behalf of HUC to discuss opportunities for collaboration with St. David's United Church to be comprised of Cheryl Black, Bob Brown, Ken Irwin, Sandi Parker, Geordie Roberts and Sheila Stanway.*

- Leadership Board – HUC Long Range Plan. Leadership Board has been exploring the "12 Keys to Effective Congregations" (by Kennon L. Callahan) and, in doing so, have been exposed to some new thinking and been challenged to make broader application of the Keys at HUC. LB has identified four Keys as areas of focus over the coming year with the objective of seeking improvement and approaching excellence.

*Motion: That the congregation endorse the following as key areas to explore and improve in 2011:*

- *Our ministry outreach*
- *Our congregational and community visitation*
- *Our visibility and communication within North Vancouver*
- *Our financial resources planning*

## **8. 2011 Budget**

2011 Budget Report (Scott Hughes) *Motion: That the 2011 Budget be approved.*

## **9. Courtesies & Thank You's**

**10. Closing Prayer:** As we leave today, we give thanks for the companionship of our fellow travellers in this Congregation. And we pray that we will go out into our community filled with God's spirit and determined to live out the teachings of Jesus in all that we do. Amen

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## Highlands United Church—Staff and Lay Leaders

### Ministry Staff

Worship, Pastoral Care & Administration	Rev. Cheryl Black
Minister of Children and Families	Sandi Parker
Youth Minister	Brendan Wanderer
Lay Worship Leader	Ken Irwin
Pastoral Care Coordinator	Tanis van Drimmelen
Hospitality Coordinator	Linda Greven
Minister Emeritus	Rev. Bob Shank

### Church Administrator

Carol Smith

### Music Ministry

Music Coordinator	Geordie Roberts
Choir Directors	Gillian Irwin, Spirit Singers Choir Director Frances Roberts, Genesis II Choir Director Geordie Roberts / Jeannie Denault, God's Free Spirits Choir Director Geordie Roberts and Jeannie Denault.
Accompanists	

### Custodial

Amir Faritous, City Shine Maintenance

### Board of Trustees

Bill Denault, Chair  
Judy Anderson, David Collyer, John Haley,  
Rex Hundleby (deceased) and Joan Kosick

### Leadership Board

Bob Brown, Chair  
Judy Anderson, Phyllis Bottomer, Cheryl Black,  
Betty Chapin, Bill Dyer, Wendy Grant,  
Vasee Navaratnam, Sheila Stanway

### Standing Committees

**Finance:**  
Peter van Drimmelen, Treasurer  
Scott Hughes, Chair  
Kent Anderson, Doug Margerm, Jim Parsons,  
and Trevor Watson

**Ministry & Personnel:** Dave Wilson, Chair  
Janie Ackhurst, Diana Bomford, Ed Hunt, Ardis Nelson,  
Shannon van Wiltenburg, Kathleen Whyte

**Worship:** Gillian Irwin, Chair  
Cheryl Black, Joy Dancey, Ken Irwin, Geordie Roberts,  
Tanis van Drimmelen, Sharon Yetman

### Presbytery Representatives

Simone Carrodus & Ardis Nelson

## Welcome and Farewell: 2009 Memorials, Weddings and Baptisms

### Highlands United Church Memorials 2010

William (Bill) Busch  
 Linda Brauckmann  
 Mabel Fox  
 Robert Curry  
 Alexander (Alex) Lasell  
 Alice Hogman  
 Margaret Hawke  
 Dorothy Moret  
 James Wright  
 Jacqueline (Jackie) Logan  
 Ryan Perkins  
 Shirley Clarke  
 Patricia (Pat) Humphrey  
 Wallace Smith  
 Herbert (Herb) Buchanan  
 Patricia (Pat) Bell  
 Elsie Baldwin  
 Donald (Don) Gibbard  
 John (Jack) McQuarrie  
 John (Jack) Moret

### Highlands United Church Weddings 2009

Alexander Tielker and Caitlynn Schell  
 Heather Reid and Stephanie Escaravage  
 Melinda Warnes and Jennifer Washburn

### Highlands United Church Baptisms 2010

Megan Janessa Farrokhi  
 Suade Lyn van der Merwe  
 Emily Kimiko Westwick  
 Nathan Ray Harrison Perrins  
 Isabella Margaret Geros  
 Julie Claire Byrom  
 Nicole Alison Byrom (Adult)  
 Shayne Corales Brooks  
 Doroteya Alexandra McKechnie  
 Josephine Ewa Boughey  
 Nelson Douglas Head  
 Dillon Karl Bochon (Adult)

### Highlands United Church Comparative Figures

	2004	2005	2006	2007	2008	2009	2010
Total Members	487	482	475	459	447	402	415
Households Served	547	540	490	480	470	542	588
New Members	0	6	13	0	0	0	13
Weddings	7	4	7	12	12	5	3
Baptisms	7	2	9	8	16	7	12
Funerals	30	20	31	14	20	20	20

# Highlands United Church

## 61<sup>st</sup> Annual General Meeting Minutes

### March 23, 2010

#### 1. Opening: Greg Lewis

- Call to Order
- Opening Prayer: *As we begin our Annual Meeting, we pray that our work today will be an opportunity for us to serve God and one another. We pray for the courage to be open to each other and to embrace new and different ideas. We are thankful for those who have gone before us who were prepared to take risks for the sake of the Ministry of this Congregation. We hope that we will be just as wise.*

#### 2. Procedural Motions

- Approval of Agenda. MOVED: by Peter Bell, SECONDED: by Simone Carrodus, that the Agenda be approved as circulated, CARRIED.
- Voting by Adherents: MOVED: by Laverne G'Froerer, SECONDED: by Phyllis Bottomer that Adherents be able to vote on issues at this meeting. CARRIED.
- Approval of Minutes of 60<sup>th</sup> AGM (pages 7 – 9) MOVED: by Simone Carrodus, SECONDED: by Linda Greven that the Minutes of the 60<sup>th</sup> AGM be accepted as presented. CARRIED.
- Approval of Minutes of Congregational meeting of December 13, 2009 MOVED: by Steve Beaton, SECONDED: by Simone Carrodus that the Minutes of the congregational meeting of December 13, 2009 be accepted as presented. CARRIED.

#### 3. We Remember – Candle Lighting for Memorials – Ariel Creighton and Tannis van Drimmelen.

#### 4. We Welcome – Candle Lighting for Baptisms from page 6 of the Annual Report.

#### 5. Nominations Matters - Eleanor O'Neill

- Nominating Group wishes to receive nominations from the congregations to fill the openings needed prior to the April 16 deadline. All nominations will be considered, but only some will be interviewed. Nominating group will later seek affirmation of recommended candidates. Please contact nominating group members to ask any questions.
- MOTION: That the congregation approve the Nominating Group filling the following vacancies: six members of the Leadership Board, the Chair of the Finance Committee and two Presbytery representatives (3 year terms), each effective July 1, 2010, after a process of nomination from the congregation, interviewing and selection by the Nominating Group. MOVED: Linda Greven, SECONDED: Jacquie Lamborn CARRIED.

#### 6. Reports

- Annual Report – Thank you to Carol Smith for an excellent report
- Finance Report - including Budget 2010. Trevor Watson presented the report of the Finance committee, sharing that the deficit budget was successfully dealt with. The Church has three sources of funds: fundraising (Flea Market etc.) resources in building (Waldorf, Preschool etc.) and congregational contributions (offerings). Categories for the use of funds include admin., building

maintenance and services, music (staffing and resources), ministerial staffing and support people, and local and global activities. Special funds such as Memorials and Bequests, and the Pat Robinson Memorial fund, etc total \$57,000. The Foundation has \$122,000 in assets. We are now entering the final year of pledges for the Godspace project, detailed on page 40 of the Annual Report.

- Budget Report is found on page 39 of the Annual Report. The committee predicts a modest increase in givings, and Waldorf and Preschool income has increased, validating having spent funds on allowing Waldorf to use the entire 3<sup>rd</sup> floor. Continued budgeting is being put towards maintenance.
- Cheryl wished to supplement her Ministerial report to show that the chaplaincy program began in 2009 and Highlands now has 25 pastoral care chaplains connected with nursing homes providing visits to all facilities. Her report should also include mention of North Shore Shelter meals, which has been going on for four years now, starting as a feeding ministry. Thanks are extended to Celia Lazzarin for monthly managing a host of volunteers for that ministry.
- Leadership Board - Greg Lewis. Greg explained that the Board is looking this year at a five to ten year plan in the life of Highlands with a view to setting goals and planning appropriately. Many studies lately say that there is turbulence ahead for the United Church. Highlands is currently strong, but demographics will eventually catch up, leaving us with an aging neighbourhood in an expensive housing area. David Ewert from Capilano United has suggested that the six North Vancouver congregations amalgamate, sell off excess property and share resources. While there are many reactions to this kind of idea, but the Board doesn't think Highlands should be complacent. Greg explained that while we are in a position of strength is the best time to look at future actions to maintain that strength. So the Leadership Board is recommending that we bring these ideas into our conscious, so wherever there is common cause, these opportunities can be used as resources to benefit all of the North Shore churches. What do people here think about these challenges and opportunities? Greg opened the floor for discussion.
- Many questions arose from the congregation and it was referred back to the Leadership Board for more discussion and research.

## **7. Acceptance of 2009 Annual Report and approval of Budget 2010**

- MOTION: That the Highlands United Church Foundation appointments set out on page 34 of the Annual Report be approved. MOVED by: Irene Strong, SECONDED by: Rose Miller CARRIED
- MOTION: That the 2009 Annual Report, including the Financial Report, be accepted. MOVED by: Dave Wilson, SECONDED by: Bonny Ball CARRIED
- MOTION: that the 2010 Budget be approved. MOVED by: Trevor Watson, SECONDED by: Bob Brown CARRIED

## **8. Courtesies and Thank You's**

- Greg Lewis wanted to thank the strong ministry team of Cheryl Black, Ariel Creighton, Sandy Parker, and Brendan Wanderer. Special thanks go to Ariel who will be retiring this year.
- Greg also thanked:
  - Carol Smith, Highlands new Office Administrator
  - the Music Team of Geordie Roberts, Gill Irwin, Frances Roberts, Roz Hollett and Jeannie Denault

- those who have worked on the Godspace and building project: Al Lill, John and Marni Haley, Trevor Watson, Laurenz Kosichek and Rick Poliquin
- Bill Denault for his work as Chair of the board of trustees and wished him a speedy recovery
- Shannon Von Wiltenberg for her work with Ministry and Personnel
- Trevor Watson, for his work on the Finance committee for the past four years
- retiring and continuing Leadership Board member, and in particular Simone Carrodus, Laverne G'Froerer, Roz Hollett and Ardis Nelson, who joined the Leadership Board with Greg 4 years ago and who are all finished their maximum 4 year term
- Greg also expressed his thanks to everyone who is involved in the various activities and groups at Highlands, for they are the lifeblood of the congregation on a daily basis.
- Chris Dewar and Laverne G'Froerer extended thanks to Greg for his time as Chair of the Leadership Board, citing his grace and integrity.

## 9. Closing Prayer

*As we leave today, we give thanks for the companionship of our fellow travelers in this Congregation. And we pray that we will go out into our community filled with God' spirit and determined to live out the teachings of Jesus in all that we do. Amen.*

MOTION to adjourn: Chris Dewar, SECONDED by: Dave Ball.

## Leadership Board

Just a quick browse through this annual report and it's easy to see the breadth and depth of activity here at Highlands. This past year has seen a continuation and enrichment of many existing ministries and programs as well as the introduction of new and vibrant additions to our Church life such as the Visual Arts group that has created the splendid murals that have graced our Sanctuary; the Shelter to Home ministry that is providing support to North Shore people who are migrating from homelessness to independent living; the sharing of life experiences in the Recollecting and Collecting Our Stories program; and the peaceful meditative vibe that has come out of the Jazz Vespers.

This has been a year of significant change in terms of Leadership Board membership. It marked the end of term for a number of LB members who have provided faithful leadership since adoption of our new governance structure four years ago. Simone Carrodus, Christine Dewar, Laverne G'Froerer, Roz Hollett, Ardis Nelson and Greg Lewis, who served as LB chair, are recognized here for their dedication and commitment during this period of transition.

The focus of Leadership Board has been on initiating a long range planning process to consider changes that may be facing us a Congregation, and how to sustain our vibrancy in the face of those changes. In November, LB reviewed and discussed the Environics report of community characteristics and values. This data, together with the congregational survey from last summer, provides us with clues as to how our community is thinking, developing and evolving.

The planning process invites us to take stock of where we are currently, then, to envision how Highlands might look in 5 to 10 years and what proactive steps we need to take to prepare for that future. LB has adopted and begun to use as its planning framework "The 12 Keys to an Effective Church" which was developed by Kennon L. Callahan. He suggests that healthy congregations have recognized strengths in at least 9 of 12 key areas, which are:

- 1) Major mission outreach
- 2) Shepherding visitation
- 3) Stirring, helpful worship
- 4) Significant relational groupings
- 5) Strong leadership team
- 6) Solid decision process
- 7) One major program
- 8) Open accessibility
- 9) High visibility
- 10) Land, landscaping & parking
- 11) Adequate space & facilities
- 12) Generous giving

During the coming year, the strengths will be prioritized to determine where to enhance, where to sustain, and where to cultivate new strengths. Small working groups will be established including members of the congregation with special areas of knowledge and interest to help identify potential plans of action.

The coming year will be, as always, a year of opportunity, of change & challenge. The Building Feasibility committee is re-percolating as we discern our needs and a possible Godspace II project. Cheryl Black will be embarking on her sabbatical leave from April through June when she will be investigating the qualities of other successful congregations. An ongoing constant strength at Highlands during times of change is the vibrancy, energy and commitment of our ministerial staff and congregational volunteers. A sincere thank you to all for giving of yourselves to the life and work of our church.

Members of the Leadership Board are Judy Anderson, Cheryl Black, Phyllis Bottomer, Bob Brown, Betty Chapin, Bill Dyer, Wendy Grant, Vasee Navaratnam and Sheila Stanway. We welcome at any time your feedback, questions and ideas.

Bob Brown, Chair, Leadership Board

## Minister's Report

*Then it came to pass, at the end of two full years, that Pharaoh had a dream; and behold, he stood by the river. Suddenly there came up out of the river seven cows, fine looking and fat; and they fed in the meadow. Then behold, seven other cows came up after them out of the river, ugly and gaunt, and stood by the other cows on the bank of the river..... So Pharaoh awoke, and indeed, it was a dream.....Then Joseph said to Pharaoh, "The dreams of Pharaoh are one; God has shown Pharaoh what He is about to do: The seven good cows are seven years ...And the seven thin and ugly cows which came up after them are seven years,... Indeed seven years of great plenty will come throughout all the land of Egypt; but after them seven years of famine will arise. Genesis*

The people of God survived the seven years of famine because Joseph and the Pharaoh did shrewd and far-sighted long range planning.

I believe this story has some application to the situation of the church today. Since the 1950's we have lived in plenty – whether we acknowledged it or not. But as we move into the new century we are experiencing changes in church and society so quickly that it is hard to keep up. "Technological changes, generational dynamics, environmental instabilities, and philosophical understandings pulsate..." Many of these changes point to years of dramatic change, or years of famine, for congregational ministry. There will be fewer congregations, congregations with more land will redevelop their resources for an external revenue stream to see them through these famine years.

What does this mean for Highlands?

We are a strong congregational ministry. That is what we do excellently. That is what God has called us to be and equipped us to be. That is the strength upon which we will focus during the years of demographic shifts, changing patterns in community, developing a credible way to speak about our faith today.

We love worship and our worship is inspiring and up-lifting. Music is provided directly from the angels

and strengthens us for whatever load we are carrying. Our volunteer leaders and paid staff are insightful and dedicated. Our Leadership groups are refocusing their considerable energy and wisdom on strategic, long range planning. Our mission to others, both locally and globally, is compassionate, caring and really making a difference in the lives of all involved.

In other words, we are taking bold steps to ride the trends of the future. We love and are committed to being a strong, vibrant, progressive congregation of faithful people.

2010 was a year marked by wonderful gathering times and creative, compassionate scattering into the community. We said hello to many newcomers and said good-bye to some long time friends.

This Annual Report is filled with stories of vital faith translated into actions and caring community. Read it. Enjoy it. See in these reports the seeds of the strategic plan which will keep Highlands healthy and vital during many years of famine and transition we encounter.

I want to express my gratitude to the leadership of Highlands. Sandi, Brendan, Carol, Geordie, Gill, Frances, Jeannie, Ken, Tanis and Linda are awesome to work with. They are creative, conscientious, and innovative.

I also want to express my gratitude to the volunteer leadership of the congregation. Bob Brown, chair of the Leadership Board is a steady, insightful leader and he is but one of many who take responsibility to guide, stabilize and steer the congregation.

I feel so fortunate to be in ministry at Highlands, to be part of such a strong outpouring of God's love. I am also grateful for the opportunity to go on Sabbatical for April, May, June, 2011. I am looking forward to the renewal, change of pace and time with puppies and roses that this time affords.

Cheryl Black, Minister

## Ministry of Children and Families

### Children and Families Ministry

I am writing this one week past the deadline set by Carol...I thought procrastination ended with my university years, but no – it is still alive and well! That being said, it is only the writing of this report that has been put off – not the *doing*, as this felt like a busy year in the world of children and families.

### Summer Programs

What a summer we had! In June we received a grant from Service Canada to hire two students to work with us for 10 weeks. While a large part of the students' work was to conduct a survey of the HUC and Edgemont communities (the results of which were shared with the leadership board), the other part of their time was to be spent directly working with children. Angela and Jeffery were a hit as "Dr. Lime Green and Shaggy" during our annual Vacation Bible Camp – conducting science experiments that taught us all about God's amazing creation. They were face painters extraordinaire at Highlands hosting of one of the Evenings in Edgemont, and they cheerfully coordinated and participated in games and water fights during the musical theatre camp.

And speaking of Musical Theatre Camp – WOW! Who'd have thought it was possible to put on a high quality musical in only one week. 30 (or was it 40?) youth age 9 – 14 spent 7 hours each day for a week at Highlands, singing, dancing, acting and painting their way through *Godspell*. While many of the young people were members of Highlands, many were not, and for some this was their first experience inside a church. And what an experience it was. Thanks to Doug and Gill Irwin and Mark Steffens for spearheading the creative team, and thanks to all the volunteers who made it possible. And yes – it is happening again this summer!

### Sunday School (*Wee Church, Kidz Church and Youth Church*)

Each September brings the challenge of deciding how to organize Sunday School, what curriculum to use and who will teach. Sunday School curriculum is very expensive (it can run around \$2,000 – \$3,000 a year for the number of children we have), so finding ways to keep costs down, quality up, and not burn out teachers is important. This year, after consultation with others in Children's Ministry, I decided to move toward 'Godly Play'. This is a Montessori based approach to Christian Education that uses beautifully crafted materials to help tell the stories of our faith. The materials are used over and over, and do not require new purchases every year. This method of storytelling requires practice (the stories are carefully scripted), but it is a respectful model that recognizes the innate spirituality of children and their ability to find the meaning in the faith stories for themselves and connect them to their personal experiences. While we couldn't afford all the materials for a godly play classroom this year, we are gradually adding them (and thanks Nick for offering to build special shelves to hold the materials!) We are enjoying learning and hearing the stories in this new way with the children (and even used Godly Play stories at the recent adult membership class!) Chris Bochon, Karen Rouse and I attended an introductory Godly Play workshop in the fall at Mt. Seymour United, and in October I participated in a three day training event. We are blessed to have committed teachers who are willing to engage in ongoing education and training to help make Sunday School (Kidz Church) a meaningful experience for your children. We have experimented this year with keeping all children from age 4 to grade 4 together in one group (allowing the older children to mentor the younger ones) and then grade 5 and up being with the youth class. While on some days this can make for a big group, it seems to be manageable as it means that at least 2 teachers are present with the

## Ministry of Children, Families and Adult Faith Formation continued

children each week.

You will also see the children sitting on nice soft cushions on the floor each week, as Carol Smith and her crafty helpers came and helped the children create appliquéd designs on fabric for cushion covers.

We have over 100 children and youth on the registration list with an average Sunday attendance of around 40. What a gift to have all this youthful energy and wisdom! If you would like to find out more about the Sunday School, please feel free to drop in to room 201 on a Sunday morning to see what we are doing or speak to me.

### Children in Worship

Something else new in September was the shifting of the children's space in the sanctuary from the rear of the space right to the front. The intent behind this was to make it more possible for children to feel like they were a part of the community rather than hidden down between 2 pews. That together with 'sanctuary bags' containing crayons and papers, has made for a happy, jumbled space! And while often the children seem unconcerned with what is happening in the chancel, sometimes you will notice them looking up and watching intently or participating in the singing of a hymn or dancing to the music. I am open to ideas from people on how to make this space welcoming to children and families and at the same time respectful of the worship space.

### Community Connections

At the beginning of Advent we held our second annual Nativity Exhibit. The Spirit Singers craft fair combined with this event both days to draw 100's of people to Highlands. A real hit was the children's only shopping zone coordinated by the Spirit Singers. While the Nativity Exhibit was not created to be a money making venture, we were able to donate \$200 to the Shelter to Home project. Thanks to Garden Works for running wreath making

workshops and to Rocky Mountain Chocolate Factory for creating 400 chocolate stars! And thanks to the many, many volunteers who organized, set up and worked at the nativity exhibit. A new activity for us this year was distributing goodies to 300+ 'trick or treaters' on Halloween which fell on a Sunday. 100's of children paraded through the village, and for many this was likely the first time they had come to the door of Highlands. We enjoyed lots of great conversations with the little ghosts, ghoulies and goblins who came by.

### Confirmation

In December we welcomed 10 youth into full membership in this congregation through confirmation. Brendan, Cheryl and I shared an inspiring 6 hours with these young people as they explored and discussed what faith meant to them and how they experienced God.

### Christmas Eve Pageant

Another new venture this year was the collaboration of the Sunday School and God's Free Spirits in producing a Christmas musical for the 4:30 service on Christmas Eve. What a great family event that was. Any children in attendance were invited to become one of the characters too, and word of mouth has it that one young visitor –who became a shepherd- declared it to be the best Christmas ever!

Sandi Parker, Minister of Children and Families

## Youth Ministry

This last year has been an exciting year of change and transition for the Highlands Youth Ministry. Add to that a time of clarity and focus.

The Wednesday night "WayCup Café" breathed its last breath. But beginning in September, we began offering "HiPod" – a Thursday night program for the same age group beginning immediately after the Genesis Too rehearsal. This program has seen a depth and sense of connection that was not possible previously. We have also been experimenting with an idea called "Slam/Jam" – essentially setting aside time for the younger children/youth who have siblings in Genesis Too and need a space to play on Thursdays during the rehearsal time. Typically, this program time is led by Dillon Bochon and Brendan Wanderer.

Since this time last year, we have seen a decrease in numbers at our weekly "F.L.Y." program due to youth who are not members of our church graduating to High School and then choosing other programs and activities over what was once their regular Friday night activity. This brought the average weekly attendance down from 30 to about 16 which may not appear pleasant on the surface. However, it has become very apparent that all the youth who have chosen to stay are the ones that really value the program we are offering. It has allowed us to try new things which were not possible when the main focus was crowd control, including the introduction of "The Cup of Integrity" weekly practice and a joint "FLiPod" sleepover in March which was highly successful.

Highlands received the unofficial award for having the most participants from any congregation (12) at Evolve 2010 – a conference for youth, young adults and their leaders which occurred last November. We look forward to the great honour of hosting the same conference here at Highlands in November 2011!

The program space underwent more renovations to make it less cluttered and more functional. A special

thanks to Peter Bell, Bryan Wyatt and Kevin Woodman for all the work they put in to building a special entrance off the gym stage. This has directly helped in making the youth group more connected to the rest of the church. Also, thanks to Dillon and Chris Bochon for all the time they put into these reno's during the hot summer days of 2010.

Our Youth Ministry Team is exceptional, led by a mix of Paid Assistants and Volunteers who are committed, energizing, skilled and excited to receive feedback and learn. Special thanks to Camille Noulette, Chris Bochon, Diana Bomford, Dillon Bochon, Emma Best, Evi Koehl, Jackson Spencer and Rachel Buttress for all of your willingness to serve as leaders week after week in this capacity over the past year!! Thank you to everyone for your continued support of this valuable Ministry! We look forward to 2011-2012 with open arms.

Brendan Wanderer, Youth Minister

## Music Ministry

Music programs, in particular choirs, continued to energize and inspire our congregation in 2010. With five choral ensembles, handbells, and the occasional visit from the Capilano Brass, the challenge is usually how to limit the musical elements of worship to fewer than three per service. 2010 saw the realignment of leadership responsibilities as Rosalind Hollett retired as accompanist of Genesis Too choir after 25 faithful years. Thanks again to Roz. As of Sept 2010, leadership roles have been as follows:

Spirit Singers: Director, Gillian Irwin;  
accompanist, Geordie Roberts

Chancel Choir: Director, Geordie Roberts;  
accompanist, Jeannie Denault

Genesis Too Choir: Director, Frances Roberts;  
accompanist, Geordie Roberts

God's Free Spirits: Director and accompanist,  
Jeannie Deanault

8 Deadly Sins: Directed by the singers

Handbells: Director, Rosalind Hollett

Membership in our choirs has remained stable over the year with a total of 140 singers.

Choral events followed the tradition of the past 20+ years with services led by G2 and the Spirit Singers, a Christmas Family Concert, a Haiti Relief Concert, special trips for G2 and the Spirit Singers (to Sechelt and Salmon Arm respectively).

The church hosted a French youth choir in June, providing homestay and a concert venue for 40 singers and their director on their way to Kathaumixw in Powell River. This was the 9<sup>th</sup> time we have had the pleasure of hosting travelling choirs.

New initiatives in music this year were Jazz Vespers and Singing as We Gather, and both projects have provided welcome alternative musical experiences for Highlands congregation and for people from the Highlands community who do not normally attend our church.

The Chancel Choir, after some months of discussion and consideration, has decided to disband at the end of June 2010 after 60+ years providing music leadership to our congregation. Look for a celebration event at the end of June to mark this important change in our church family life. As an alternative to Chancel Choir, and to provide another singing opportunity to anyone at Highlands who just likes to sing for fun, Geordie has proposed that 4 -5pm on Thursday afternoons be a community singing time, gathering to sing favourite songs from a diversity of eras (even the Beatles have some "good old songs" by now!) along with some tea or coffee. So perhaps the disbanding of the Chancel Choir could be considered more "evolution" than "extinction." Watch for announcements about the sing-along in September.

Summer worship continued to be enhanced by Summer Drop-in Choir and this will be offered again in 2011 for those who just can't get enough choir.

The music leaders are very appreciative of the support and encouragement we receive from this church community. Thank you for giving us a wonderful musical AND spiritual home.

Geordie Roberts, Music Coordinator

## Worship Committee

“Often when we come to worship we hope to be inspired, lifted up, enlightened. Hopefully, sometimes that happens. However, worship is really about experiencing the Holy, a thin place where our life and God intersect. It is not so much what we get from the service but what we give. It is not so much what pleases us but what pleases God. In worship, we offer ourselves as gift to God, and God, in grace and love, receives our gift. Like a lover who gives a beautiful bouquet of roses to another who is loved, we realize that there is greater joy in giving than in receiving. As Frederick Buechner said, ‘Lovers have always made fools of themselves for the one they love.’ In worship, we make fools of ourselves for God.” (Ken Irwin)

The Worship Ministry team is responsible for creating that “thin place” where our lives and God intersect. One of the challenges we face, however, is that “thin place” is different for each person. Our goal is to provide a balance of worship experiences, a “variety” if you wish, to allow everyone to experience those holy times. Our meetings often focus on looking at the needs of the whole congregation and, as the congregation changes, making sure that our worship services reflect those changes. We also meet regularly to discuss and determine themes for the various seasons of the church; design particular services during Advent, Christmas, Epiphany, Lent, Holy Week, Easter and Pentecost; provide for communion servers and scripture readers (thank you, Joy); oversee the dressing of the chancel and sanctuary (Chancel and Flower Groups). We work closely with and are blessed to have Cheryl Black as Minister and Ken Irwin as Lay Worship Leader at Highlands. Cheryl's spiritual leadership challenges us continually to stretch our thinking and re-examine our actions. Ken brings a love and warmth to our services that makes everyone in the congregation feel like part of the family. We are truly blessed by this team.

Music continues to be a central component of our Worship life and we are blessed to have such an

abundance of musical riches. On your behalf, I extend grateful thanks to all the groups who contribute regularly to worship (God's Free Spirits, Genesis Too, Eight Deadly Sins, Spirit Singers, and Chancel Choir) and to our music coordinator, Geordie Roberts for their faithful service. We also extend thanks to Brendan Wanderer, Andria Parker and others who have joined Geordie this year in leading pre-service singing. This music is intended to provide a joyful welcome and a quiet transition into worship. A special thanks goes out also to the members of Capilano Brass for their gift of music on special occasions.

We have been blessed this year by the incredible creative talents of the Visual Arts Group under the leadership of Carol Smith. Their expressions of the new “Season of Creation” and the Season of Advent enhanced our worship experience by providing beautiful rich visuals of the meanings of those seasons. The time and love that goes into those creations are greatly appreciated by all of us.

During 2010 Highlands embarked on a new journey by starting Jazz Vespers, held every second Sunday at 4:00pm. A report from the committee responsible for this new alternative worship service follows.

On behalf of the Worship Ministry Team, I extend grateful thanks to all those who share their many gifts so that worship at Highlands might be life-giving and life-changing.

Gillian Irwin, Chair, Worship Committee  
Cheryl Black, Joy Dancey, Ken Irwin, Geordie Roberts, Tanis van Drimmelen, Sharon Yetman

## Worship Committee—Jazz Vespers

Jazz Vespers at Highlands is a new community outreach initiative that is bringing the community into our sanctuary. It is a form of alternative worship – not so much biblical as spiritual – an opportunity for those who are not used to a church environment to develop a comfort zone within our walls. Typically more than half the attendees have been from outside our church community – exactly what we were hoping for. The music has been wonderful and the brief meditations thought-provoking.

The series has been running alternate Sundays since late September and has featured some of Vancouver's finest jazz musicians. Each vespers has been different, with instrumentation and theme changing each time. All the musicians are paid a flat fee and costs offset by an offering taken during the service.

The 11:00 Christmas Eve service was an amazing gospel jazz vespers service led by Dawn Pemberton – and the congregation numbered around 200.

The vespers committee would like to thank Highlands Foundation for giving us the seed money to get started – and we are pleased to be pretty much holding our own financially at this point.

We would also like to encourage more Highlands members to experience this new worship opportunity.

Jazz Vespers Worship Team:  
Laverne G'Froerer, Geordie Roberts  
and Robert Toren

## Pastoral Care Ministry

The Pastoral Care Ministry is an active and committed program, responding to families' needs in many and diverse ways. Throughout the summer, and into the Fall, many of our families experienced severe illnesses, accidents, long term care issues, and deaths. But through many visits and conversations it was abundantly clear that their faith and their connections with Highlands United Church were the rocks that sustained them. It is so amazing to realize the numbers of people who are constantly offering their support to others in the congregation. There are visits and calls made, casseroles prepared and delivered, rides to appointments, and so much more. There are also a group of folks we call chaplains, who are each doing check-ups and visits to the various care facilities in the community. The spirit of compassion and connection woven through our community by Highlands' members is a true gift, and much appreciated.

At Thanksgiving and Christmas "caring packages" were baked, wrapped and delivered by many folks, and are always a much appreciated "surprise" by those receiving them.

On November 10<sup>th</sup> at the Caring Ministry Luncheon, we celebrated and enjoyed a light meal together, as significant stories and pictures of war time were shared at the tables. We were delighted to have the Waldorf School Choir offer a choral piece from a Russian prayer. Our own Judy O'Neill, Diana Bomford, and Carol Smith (with the support of David Bain) also lead the gathering in a joyous sing song of tunes from long ago. Pastoral Care Ministry is a shared responsibility and opportunity for everyone in a congregation, and so I want to offer my sincere thanks to all of you, for participating in ways great and small, to create a huge team of 'caring ministers,' who share the Spirit of Christ and the Love of God throughout our Highlands family and the community beyond.

It is a blessing and a privilege to work with each one of you, in partnership with our gifted and energetic staff team.

Tanis van Drimmelen, Pastoral Care Coordinator

## Hospitality Ministry

The purpose of the Hospitality Ministry is to help make the members of the congregation and those who visit Highlands, feel welcome. In keeping with this thought, we have undertaken to make the Narthex more welcoming, more beautiful and more purposeful. We have introduced a Welcome Host for Newcomers to ensure that all visitors to Highlands have an opportunity to ask questions, gain information and feel the warmth of our community. As well, our greeters do an excellent job of helping our visitors feel at home at Highlands.

This ministry had as its primary **new** goal the setting up of a Thursday Community Meal to support choir members of all the various choirs, and to enable them to enjoy their family time on Thursday evenings with a nutritious, relaxing, well-priced meal. We also wanted to be able to continue to serve coffee and tea in the Narthex every Sunday morning before church. In addition, we felt it important that Second Sunday Lunches, and other 'meal' events such as Caring Ministry Lunches, the Christmas Day meal, etc, would act as an outreach program to make Highlands' community members feel the extension of Jesus' love for them much the same as they would when they went 'home'.

Financially, this ministry has been successful – we have made money, or at least broken even, on every single event that we have undertaken. At Christmas time, through the volunteer efforts of an amazing team of loving helpers, we served a full Christmas meal -- with all the trimmings – in a beautifully decorated gym, to approximately 75 people. At the same time, we were able to purchase three new coffee dispensers, and four steam tables (chafing dishes) which have enabled us to better serve the needs of our members. In addition, we have acquired a new stainless steel fridge that is now located in the main kitchen.

Our Thursday meals have been a great success! We regularly serve dinner to approximately 65 to

70 individuals (both young and old) on Thursdays. Teams have been created to set up, serve, and clean up after each meal. While shopping and sometimes cooking is done for the teams, team members are fully oriented to the functions of the main kitchen and are enjoying this wonderful time of preparing and serving a meal to other community members. We welcome others who want to be part of this *fun time* together.

Sunday morning coffee (The Welcome Café) is also a huge success. We regularly serve over 70 cups of coffee and about 40 – 50 cups of tea each Sunday morning. In addition, we serve juice to the youngsters, and fresh cookies for all to enjoy.

The Stewardship Lunch in November was very well attended! Over 250 people enjoyed a lunch of cold cuts, buns, salads, desserts that had been prepared by over 25 volunteers, and a beautiful cake donated by our friends at **PriceSmart**. A team of almost 45 volunteers helped make this event a huge success. Our guest preacher that day, Rob Dalglish remarked about the warmth and enthusiasm demonstrated by all who attended that day.

Thanks to all our volunteers who help to make Highlands a warm and welcoming community.

Linda Greven, Hospitality Coordinator

## Adult Faith Formation

Lots of opportunities took place for people to learn and grow spiritually outside of Sunday morning. In addition to ongoing opportunities for learning and connecting (like the Men's Breakfast, the ESL groups, Women's Breakfast...) and all the informal ways in which people connect, the following short courses and workshops were offered.

- 1) In January a 10 week DVD course by Gordon Neufeld for parents of adolescents was participated in by 20 parents and grandparents. Great conversations and support characterized this workshop that explored ways of creating a community of attachment for young people.
- 2) A small group explored the minor prophet Zechariah for 4 weeks during Advent and decided that offering regular bible studies is important and that short term specific topics are the best way to do this. A quote from one participant: "Bible study rocks!"
- 3) Personality Dimensions, a workshop on self awareness and relationships) gathered a diverse group from the church and the community.
- 4) A group from Highlands drove to Squamish for a two-day introductory workshop on the Enneagram – another way of describing personality and understanding our relationships with others, with God and with ourselves.
- 5) Two groups gathered weekly to discuss Gretta Vosper's book *With or without God*. Challenging content and stimulating conversation (and a social at the end!) characterized this group.

If you have ideas for study groups or workshops that you would like to see offered, please let me know. And if you have never joined in on a study group, why not make this the year to do something new?

Sandi Parker, Minister of Children and Families

## Property Committee

The role of the Property Committee, generally, is to govern and maintain, in good order, the Church premises and its contained equipment. Major issues for us during the year included:

- (a) Repainting of main kitchen and reorganizing of storage within that area,
- (b) Repaving of portions of two main parking lots.
- (c) Improvement of facilities in the 200-block.
- (d) Replacement of 60 amp breaker box by 100 amp one, and installation of a new electrical panel rated at 200 amps for additional circuits, for the present and any future needs.

In addition, there were a host of other matters to attend to, including the ongoing seasonal and regular garden care, window repairs and many hours spent fixing minor mechanical and operating problems around the building. Many thanks to all the committee members, who have helped in these endless tasks.

To this date, the proposal from Rogers Communications to establish a microwave tower within our Church tower, seems to be stalled in the District approval stage.

This was Peter Bell's last year as chair of the Property Committee and at the end of June, he handed over the reins to Brian Wyatt. We extend our gratitude to Peter for over 20 years of service to the team and the church. Thank goodness, he plans to remain involved on a "casual basis", and has already proved invaluable in my inaugural months as chair. Our thanks also to retiring members Jim Parsons and Barb Margerm, their input has been greatly appreciated. We welcome the addition of Alan Cowdery to our team.

We also acknowledge our Church clergy and staff for their stimulus and assistance, and to Adrian Coutts and his replacement, Amir Faritous, also to our "outdoorsman", Peter Schearer. Special thanks to Carol Smith, who keeps us advised of problems, as they occur.

Brian Wyatt, Chair  
Peter Bell, Alan Cowdery, Don Durward, Keith Miller, Trevor Watson and Kevin Woodman.

## Building Committee

The Building Committee resumed meetings in late 2010 and planned a GODSPACE TWO Sunday which took place on Feb 20, 2011. We reviewed the progress made in the first phase of GODSPACE and began the process of engaging the congregation in planning for the next one. Our PowerPoint presentation is on the church website. We advised that only essential work required for maintaining the building will be undertaken before the summer of 2012. Major renewals such as the 20 year old flat roofs, replacement of single pane windows, worn floor coverings, non code compliant guardrails, rotten siding, refurbishment of lower kitchen, etc. need to be addressed within the next five years.

A form was developed to gather congregational feedback on the 2008 Master Plan in order to determine congregational priorities for potential renovations. We asked respondents to rank each of the 5 renovation/addition project areas in order of priority and their willingness to contribute towards them (i.e. (1) is your highest priority and (5) is lowest priority).

As of February 27, 2011, sixty-six of these forms had been returned, but by the deadline for this report, we had not begun reviewing the comments made on the forms.

The overall ranking and point score from the forms is summarized below. The point score is based on multiplying the number of first place rankings by 4, second place by 3, third place by 2 and fourth by 1 and adding the results together. The number of people who ranked each area first also corresponds to the order of overall scoring.

### Results: Rank / Score

#### A. New entry and walkway with skylight(s) may include: 2 /188

- glassed in reception area (enlarged narthex)
- possible storage below, off lower parking lot

#### B. Sanctuary modernization and renovation (within existing footprint) may include: 1 /195

- raised fully accessible chancel and widened steps with minimal fixed furniture
- new floor coverings
- new chancel backdrop and permanent projection screen
- new flexible seating with some pew replacement
- remove/replace back wall to sanctuary to increase Narthex space
- improved ventilation
- new windows on both sides of sanctuary with stained and plain glass

#### C. Sanctuary modernization and renovation (expanded to walkway) may include: 3 /136

- items listed on project area B
- additional seating capacity
- improved sight lines
- additional storage for chancel
- additional storage for lower hall

#### D. Bypass corridor around sanctuary may include: 5 /42

- renovated choir room
- renovated courtyard
- new stair structure to lower parking lot.

#### E. Remove stage in gym and provide new larger youth space may include: 4 /85

- relocate scout storage from lower hall
- Move the pre-school office from 2<sup>nd</sup> floor to lower level.

Al Lill, Chair, Building Committee  
 Judy Anderson, Cheryl Black, John and Marni Haley,  
 Doug Irwin, John Johannson, Laurenz Kosichcek,  
 Rick Poliquin, Trevor Watson, Bryan Wyatt

## Ministry and Personnel

Highlands continues to be blessed with wonderfully gifted, motivated, energetic and effective staff, inspirationally led by our ordained minister, Cheryl Black.

In June 2010, the church held an appreciation / congratulations event for four staff members: Ariel Creighton (retirement), Ken Irwin (Lay Leadership diploma), Sandi Parker (Designated Lay Minister) and Roz Hollett ("retiring" after 26 years of accompanying our youth choir, Genesis Too).

With Ariel Creighton's retirement in mid-2010, Tanis van Drimmelen and Linda Greven were hired on part-time contracts coordinating and leading new initiatives in pastoral care and hospitality, respectively. These are one-year commitments, after which staffing will be reassessed.

The North Shore Youth initiative wound up in late 2010, with the exception of funding one weekly activity at Highlands for the ensuing year. Our contributions to the NSYI have now been redirected back to providing for more hours for Brendan at Highlands.

Our energetic music ministry has also had some shifting of responsibilities. Our Music Coordinator and Chancel Choir Director, Geordie Roberts, is now also Genesis Too's accompanist (under the imaginative direction of Frances Roberts), for rehearsal and performance, as well as God's Free Spirits' performance accompanist. Jeannie Denault continues her good work directing God's Free Spirits and accompanying the Chancel Choir ... and Gill Irwin's 25+ years as Director of the Spirit Singers is legend.

All staff and committee efforts have benefitted from the range of services provided by our exceptional Church Administrator, Carol Smith, who has now been with us for a year and a half.

Plans for Cheryl's three-month sabbatical, starting in April, and coverage during her absence are progressing well, let by the Sabbatical Committee.

The M & P Committee added three members (Diana Bomford, Ardis Nelson and Kathleen Whyte) in May, but lost one more (Sheila Stanway) to the Leadership Board in September. After over two years of co-chairing the committee, Shannon van Wiltenburg stepped down from that role during 2010 but remains a member of the Committee.

In addition to ongoing consultation and staff support, the M & P Committee is concerned with job descriptions, performance reviews, remuneration, the staff/congregation relationship, continuing education for staff, the effectiveness of actions towards the church mission and our Five-year Plan, and the necessary liaison with Presbytery. Members of the Committee are also available as sounding boards for the congregation and the staff.

Committee minutes are lodged with Carol in the office and are publicly available.

Dave Wilson, Chair, M & P Committee  
Janie Ackhurst, Diana Bomford, Ed Hunt,  
Ardis Nelson, Shannon van Wiltenburg,  
Kathleen Whyte

## Local Connections

Our committee consists of 6 active members, who volunteer with our partners in the community. Our Local Connections Committee helps organizations such as Capilano Community Services Society (CCSS), the North Shore Shelter, and our own Feeding Ministry, First United Church & W.I.S.H. Drop-In Society in the Downtown Eastside. By volunteering with these organizations, we see the needs and try and help them in every way we can. Camp Fircom and Edgemont Business Association are also part of our Outreach and we have members who belong to these groups also.

This last September, we had a Local Outreach church service to give faces to the groups Highlands United helps in such a positive way. People in the congregation saw how so many disadvantaged people are helped by our financial and volunteer help. In January of this past year, we also had a tour of the new facility W.I.S.H. has built and were very impressed with the number of things that they have implemented, for the use of their clients.

Our budget is a total of \$17,300 with \$800 of that coming from the UCW Women. Just about half of our budget goes to the great work at First United. Highlands Church ladies meet regularly, to make 30 loaves of sandwiches. The chatting that goes on while making sandwiches on Monday mornings is great to hear. Doree Piercy has the kitchen set-up and ingredients ready to be made into sandwiches. There are many generous people who donate ingredients for the sandwich making as well. We appreciate Dave Shanks transporting sandwiches & other donated items to First United rain or shine. Bulk food is purchased and \$8400 goes to help the many programs First United offers its clients as well as shelter 24/7, meals, coffee, advocacy, washing of feet, clean socks, new/used clothing and a hospitable place many can call home.

**CCSS** serves isolated seniors and youth-at-risk in North Vancouver. They offer their clients many programs. The Seniors have a "Telefriends" phone service to check in on many Seniors living on their own, walking / shopping programs, a bus & volunteer drivers that pick up seniors and deliver them home safely, socials at various locations, field trips, medical rides and friendly visits. We have volunteers who help with driving and many other duties from Highlands. Don Durward is Vice-president of CCSS and sits on the Board. Youth workers run after-school programs at a number of schools and supply snacks to hungry kids. They also have sexual health workshops, boys groups, girls groups, addiction

education, social outings and many other youth-involved programs. \$3600 from Highlands goes to help with these programs.

**WISH** provides a place many women in the sex trade and other vulnerable women in the Downtown Eastside can come to and feel protected. They are given a hot meal and can have a shower. A nurse is present on certain days. Education and retraining is offered, as well as advocacy. A bus each night provides a safe place where these women can turn to, in an emergency or if they are feeling unsafe. \$3000 goes to help with these programs as well as donated cosmetics, soaps, jewelry etc.

**Feeding Ministry** is a Highlands project that consists of 3 parts: Sandwiches to First United, making meals at the North Shore Shelter 2x/month which are government funded and made & served by Highlands volunteers, and Saturday Lunches for the homeless or people in need served at North Shore Neighbourhood House each Saturday. These people are given soup, sandwich, fruit & a cookie. About 38-50 attend each Saturday and \$1600 from our budget helps with these projects.

**Camp Fircom** is also a recipient of \$500 from Highlands which goes to help underprivileged children go to camp. Buff Squire has been monitoring the many changes & improvements happening at Camp Fircom. Some camps will operate this summer.

The membership of **Edgemont Business Association** is supported by our church to keep our face ever present in our community. Our church has been a sponsor at both the Harvest Festival & a Summer Night Music Festival. We have been a visible presence as well as volunteer help with the events. Jean Gabrielse represents Highlands United from our committee.

Advent Givings are separate from our budget and again Highlands people gave generously in 2010. First United received \$10,983, CCSS received \$1,480 and the Feeding received \$2,266 from your generosity.

We are pleased to represent Highlands in our community and show that we care about the many disadvantaged in our society. We are always looking for more members. The number of people in need is always growing. Thank you to our committee members and the Highlands Church people who generously volunteer their time and money to make our community a better place.

Sheila Durward, Chair, Local Connections Committee  
Sharon Allison, Jean Gabrielse, Bernice Lill, Buff Squire,  
Sheila Stanway,

## Shelter to Home

**Shelter to Home** is a project providing furniture and household items to people establishing new homes after a period of homelessness. Most of the recipients are referred by the Lookout Homeless Shelter. In the past year, additional clients have been referred by a Social Worker at Lions Gate Hospital, the Community Health Nurse, Goodman House, Sage House, Canadian Mental Health Association and a BC Government program called Moving Forward. In the Fall of 2008, Shelter to Home was run by a few volunteers from Highlands. It became an Outreach Ministry of the Church in August 2010.

For two and a half years, the project has been run out of the home of a church member. Initially members of Highlands donated most of the furniture and goods. Now, however, donations come from the wider community of the North Shore. In the past six months donations of money have been received which have allowed the project to engage a contractor to pick up and deliver furniture. Recently, a \$7,200 grant from the Lower Lonsdale Merchants Association has been received, which will allow the project to rent storage space. When the storage place is established, we will need to expand the current volunteer team of 10 people to about 25. From September 2008 to date, 210 people have been assisted by this program.

Ruth Kershaw

## Saturday Lunch

Partnering with North Shore Neighbourhood House, **Saturday Lunch** is a Highlands Outreach program, which began in February 2009. We provide a nourishing lunch of soup, sandwiches, fruit, cookies, juice, tea and coffee every Saturday, year round to people who are living on extremely limited incomes, including the unsheltered homeless. We have 25 to 40 guests most Saturdays, including some families with children. Each Saturday, 10 to 12 volunteers are involved, shopping, cooking, setting up, serving, greeting and cleaning up. Currently there are 46 volunteers, most of whom volunteer once a month. The Lookout Shelter outreach workers attend the lunch every week, to connect with clients who may need their services. A week before Christmas, we served a special meal and gave each guest a Christmas gift bag filled with goodies and practical items. The funding for this project comes from donations and grants from the City North Vancouver, the District of North Vancouver, the City of West Vancouver and the North Shore Foundation. Information about Saturday Lunch is posted on the Church Web Site. To be part of this dynamic Outreach Ministry contact Emily Heidrich at 604-987-8507, or email [ehaidrich@createchsol.com](mailto:ehaidrich@createchsol.com)

Ruth Kershaw

## Global Connections

We're "Global Connections" but that includes the whole globe from North Van to Myanmar, and includes advocacy and justice-making, raising awareness in the congregation at all levels.

So while Local Connections supports work and projects at First United, we support awareness of the United Church of Canada Mission and Service Fund (M&S) which also does that. And "Minutes for Mission" in bulletin and pulpit make the congregation aware of long-term world issues; whether disaster response or environmental advocacy. A Healing Pathway delegation to Guatemala is also superb awareness-raising around justice and women's issues. And Action Table is also the whole scene.... Affordable housing, homelessness, and Habitat for Humanity reflect our congregation's advocacy around global and local justice issues.

So it's "think globally, act locally"— and we encourage the congregation think globally, and other groups give opportunity to act locally.

In February, Jon and Simone Carrodus and Andria Parker participated in a Habitat Build in Guatemala led by Bill Dyer. In March, Sharon Yetman led a Healing Pathway delegation of four to Guatemala to offer workshops in Christian-based healing energy work. On both of these we worked with our partners in the Women's Sector. Information was shared with the congregation on Listserve and in a service held on October 17.

Throughout the year, information about global concerns has been shared on the Action Table at coffee hour each Sunday and also on Listserve. Monthly Minute for Mission announcements have been made during the Sunday worship services.

We invited the congregation to donate to United Church Relief Appeals ("over and above" regular donations) for the Haiti Earthquake, the Chile Earthquake, and the Pakistan Flood. During 2010,

\$19,700 (including proceeds from the Haiti Benefit Concert and the Sunday School Bake Sale) was sent to the United Church World Development & Relief Fund.

Budget Summary: \$1200 grant to Women's Sector in Guatemala and \$800 to support Highlands members to participate in global action.

Support for global volunteer work: We wish to support individuals from the congregation who do global volunteer work. Support means financial as well; we have included \$500 in our 2011 budget for this.

Looking ahead to 2011. There is a Healing Pathway delegation to Guatemala in February, in partnership with the Women's Sector. Bill Dyer plans to lead a Habitat for Humanity build in Africa in October. We will continue to keep global concerns alive and up front in this congregation.

Sharon Yetman, Chair  
Jon Carrodus, Simone Carrodus, Bill Dyer, John O'Neill and Andria Parker

## Refugee Committee

This year the Refugee Committee has been at rest awaiting a possible new project. In the Refugee Fund about \$5000 remains as seed money for a new sponsorship. It has been interesting to stay in contact with some of our former refugees -- Abdullah Amini who delivers the North Shore News to many of us, Jesus Julio and his family who are working hard to improve their English, Giao Nguyen and family from our first sponsorship in 1979, and Masooma, our Woman At Risk who came originally from Afghanistan, to name a few. Highlands changed their lives and Canada has been enriched in many ways by their presence.

As I hang up my hat as Chair of the Refugee Committee it is with joy and satisfaction about what Highlands as a congregation has done to help refugees for over 30 years. We need to remember the work of Mirv Harper, a pioneer and dedicated worker in this cause for some 20 years. More than 80 individuals, about 16 families and 20 singles from 11 countries have been sponsored and 2 other families in particular were "adopted" and thus helped. I have confidence that there will be others to come forward and continue this way of living our faith.

With thanks to the Refugee Committee and to the Congregation for support whenever asked and special appreciation to Marilyn and Dave Shanks who will retire to a consulting capacity in 2011.

Jean Gabrielse, Chair  
Catherine Alkenbrack, Ruth Kershaw, Marilyn Macdonald, Marilyn and Dave Shanks and Kumu Navaratnam

## Highlanders

Highlanders started life as the Couple's Club in 1962 and became Highlanders in 1974. As it nears its 50<sup>th</sup> year the group is still providing stimulating programmes and an opportunity for socializing over good food. Always adaptable, it has also changed its format over the last few years to meet the needs of its members. Totally self-sufficient, Highlanders dues, just raised to \$5.00 per person, per year, not only keep the group in supplies, but also allow for a donation to the church.

Each season starts with a Dessert Party plus entertainment. From November through March, except December, meetings are at 12 noon. Each member brings a bag lunch and dessert is provided. The year ends in April with the famous Great Disorganized Potluck Dinner. A good variety of stimulating programmes—travel, music, current topics of interest, etc. keeps attendance in the 45-65 range.

Highlanders is divided into three clans and each looks after two of the meetings. Members are phoned before every event and the programmes are listed in the Highlights, too. Everyone, of any age, is welcome. Newcomers to the Church find this a good way to meet new friends.

Edna Hundleby retired as co-ordinator last fall. Her contribution to the vitality and continuity of Highlanders has been invaluable.

Irene Strong, Chair

## Healing Hands Ministry

Healing Hands is a group of Healing Pathway practitioners who offer Christian based energy healing sessions to persons in the congregation and the community. Practitioners are trained in courses offered by the Healing Pathway based at Naramata Centre in B.C. Our goal is to support people who are seeking healing physically, mentally, emotionally and spiritually. We believe healing is a process guided by God to restore balance and wholeness of body, mind and Spirit. Healing occurs within you, in your relationships and community and within all of creation. Healing Hands complements but is not a substitute for conventional medical care. Healing can, but does not necessarily mean cure.

We offer sessions weekly at the church alternating Monday evenings and Thursday mornings. Jacquie Lamborn takes appointments for these times. We also visit persons in hospital, care facilities and homes.

Practitioners met monthly to review techniques and discuss questions related to healing work. In addition, seven members participated in workshops. Cecile VanNes and Janet Phillips are taking the Phase 4 course that includes a year long practicum. Three practitioners offered time at the Healing House at Naramata this summer.

In February Sharon Yetman led a Healing Pathway delegation of four to offer Healing Pathway workshops in Guatemala. They were well received by 87 participants.

Bernice Lill coordinated the sales of the Stillpoint CD. In December, we offered a Christmas Comfort service for those who are having a difficult time in this season. Sixteen persons attended this service.

We received donations of \$700 and received \$184 from the sale of CD's. \$325 was given to support practitioners in taking courses and \$800 was given to support Sharon Yetman to lead the Healing Pathway delegation to Guatemala.

Our goals for 2011 are to continue to develop as practitioners of the Healing Pathway and to offer healing sessions regularly to the congregation and community. We will offer a Phase One workshop in February and Sharon will lead a delegation of 6 to Guatemala. We welcome invitations from groups or individuals to talk about our ministry and to share healing experiences.

For an appointment call Jacquie Lamborn at 04-985-3712

Sharon Yetman

Practitioners: Anthony Dodd, Ariel Creighton, Bernice Lill, Cecile VanNes, Diana Hirst, Dorothy Kishi, Eleanor O'Neill, Gina Galozo, Haruyo Abramson, Jacquie Forbes-Roberts, Janet Phillips, Joy Dancey, Ken Hollett, Laverne G'Froerer, Lorraine Elliot, Ruth Kershaw, Sharon Yetman, Sylvia Enga, Simone Carrodus, Walter Huber and Wendie Reinhardt.

## Library

Highlands Church Library supports the ministry and outreach of the church by providing resources that encourage spiritual exploration and growth. It offers material for leaders of children, youth and adult groups, as well as individuals. The library aims to serve new and regular patrons with a varied selection of books and videos.

In 2010 library volunteers selected and prepared for circulation 82 books and other media items (Adults=60; Children & Youth=18; DVDs=4).

Examples of library participation in the life of the church:

- Consult with staff and leaders regarding needs & choices
- Provide reading selection for Vacation Bible Camp
- UCW library display/reviews
- Library Tours
- Book Circle support and promotion
- Select and display material to support worship, programs
- committees, festivals, studies and church seasons
- Assist patrons in selecting and finding appropriate material

In the wider community, we are active members of a congregational library association (CLABC) and work with other volunteers to organize provincial conferences and library skills workshops.

Thanks to special Friends of the Library for their recommendations and/or donations and for their regular or occasional assistance in staffing the library.

HUC Library received support from the congregation through the Memorial and Bequests fund, the U.C.W., small groups and individual donations. Memorial and In Appreciation gifts are encouraged.

Linda Baxter, Librarian

## Presbytery

Highlands is one of 21 churches belonging to the Vancouver- Burrard Presbytery, which itself is part of the BC Conference. Our fellow churches in Vancouver –Burrard Presbytery are found on the Sunshine Coast, in the Squamish Valley, on Bowen Island, on the North Shore, and in Vancouver, south of 16<sup>th</sup> Ave, and west of Boundary Road.

Vancouver- Burrard Presbytery is made up of ordered clergy from these churches, and lay representatives from their congregations. The work of the Presbytery is to provide support and connection to congregations, to share ideas and concerns, to provide oversight and decisions on matters relating to property, finances, and congregations, and to learn and share about the ministry and mission of the church. We meet monthly at one of the member churches. Since resuming meetings after the summer break, Presbytery business has included approval of Squamish United Church's plans for a major redevelopment of their property and building in partnership with Sea to Sky Community Services. As well, presbyters are undertaking the task of developing a Presbytery- wide mission strategy and implementation plan under the leadership of Brian Thorpe. This process will provide a direction for the future of our Presbytery in dealing with the challenges facing us in relation to declining numbers, the connection of the church to our communities, and strategic options for how we do ministry, as well as recognizing and learning from the successes some of our churches are experiencing in these same areas. Also in the works are terms of reference for the First United Church Development Fund, and terms of reference for the use of funds contributed by Vancouver–Burrard Presbytery to the BC Conference Ministry Fund.

Cheryl Black and Sandi Parker attend Presbytery meetings as ordered clergy, and Simone Carrodus and Ardis Nelson are the lay representatives. Highlands can have up to 4 lay representatives, so if this type of work interests you, please speak to one of us.

Simone Carrodus and Ardis Nelson

## Flea Market

As in previous years the crowd at the annual flea market was orderly and enthusiastic and was generous both in the purchasing of goods and the praising of our efforts. Everyone enjoyed a positive experience because our friendly staff was most accommodating: we laughed, teased, cajoled and bargained to the satisfaction of all. Fine weather helps!

If we make over \$34,000 on the day of the sale it is because of careful sorting and culling. The culling serves two purposes: to get rid of unsaleable donations and to squirrel away the best treasures for the bi-annual Antiques and Collectible Sale.

That sale on alternate years could garner close to \$13,000. This is unproven as a guarantee but it can happen when donated treasures find a home with determined treasure-seekers. It is important to note that members of the community are generous donors of collectible items and antiques.

What excitement was generated many years ago when a rummage sale, the precursor of our flea market, produced a profit of \$125. In the 1970's garage sales became popular and Flea Markets were adopted as a step-up from rummage sales. Phyllis Gibbard and May Cline brought order into the chaos of rummage and on Oct. 16, 1976 the first Flea Market was born.

Winnie Hamilton was from the outset a right hand support to those visionary women. Until June of 2010 Winnie was our constant, unflappable leader. She knew the answers to all the questions of where, what and why, was gentle in her determination to be fair in pricing and very diplomatic when conflicting opinions surfaced. After thirty years at the helm of this venture Winnie Hamilton was forced to yield to physical frailties and passed the supervision of the 2010 event to a few reluctant but willing flea market adherents. The success of these annual sales is attributable to the dedicated leadership of Winnie Hamilton. She will be missed but we will soldier on.

Beverley O'Brien for the Flea Market Team

## Collectibles & Antiques Sale

The first Antiques and Collectibles Sale was held to mark Highlands 50<sup>th</sup> Anniversary. Building on the skill of the Flea Market sorters who had long recognized that we had items that should be sold for more, the first sale brought in just over \$5,000. The sixth sale in April 2010 realized \$12,400 and was held in the Auditorium for the first time, allowing all the departments to be in one place. Both staff and customers enjoyed the larger, brighter space. Some customers were lined up nearly an hour and a half before the doors opened, stretching right into the Village at times. Business was brisk between 10 and 2. The tables were quite bare at closing time.

Donations came from sharp-eyed Flea Market sorters, appeals to the congregation as well as from the community. While originally intended as a fund raiser, it has become apparent over the years that the C&A sale also provides a place for treasures that younger family members don't want when there is down-sizing or disposing of an estate. We are grateful for the generosity that continues year after year.

Thanks to the many who sorted, priced, set up, sold, cleaned up and packed things away. The simple, yet delicious lunch got 4-star reviews.

At an evaluation that followed many good suggestions were recorded for future reference. Security was a major concern. We can be assured that Susan Hughes, who has taken over as co-ordinator, will bring many good ideas and a listening ear to future sales.

Irene Strong

## United Church Women (UCW)

Canadian UCW was named in 1962 replacing WF and WA. It is part of the National Women's Ministries Network and in 2012 will celebrate 50 years.

At Highlands we have 50 members, many are Charter and Life Members. There are five units, three who meet regularly and two who are retired but keep in touch with one another. Many of us give time and service to other HUC groups and projects. Our budget funds are acquired by donations from members. We receive a portion annually from the proceeds of the HUC Flea Market in recognition that this successful project began years ago as a UCW Project. We acknowledge the great service over many years to Flea Market by UCW members especially Winnie Hamilton. Our funds are returned to HUC projects such as Local/Global Connections, M&S, VST, First United, Camp Fircom. Our goal in 2011 is to continue to enjoy fellowship and to nurture one another and keep in touch with our shut ins. We are grateful to the Caring Ministry at HUC for their luncheons and other contacts with senior HUC women.

Vera Belle Berton, Secretary & Pauline Klassen, Treasurer

### UCW Friendly Unit

Our unit has 16 members who meet the third Wednesday of most months in the Fireside Room for devotions, business, programs and refreshments. We do not meet in October as we work on the Flea Market. At our March meeting, Diana Bomford spoke to us about the ESL group (English as a Second Language) at Highlands. April saw our ladies involved with the combined Collectables Sale and Spring Sale. In December we have a seasonal meeting and donate money and gifts to First United. This year we raised money for the sock fund for First United. Our unit often helps in organizing the UCW general meetings in January/February and May and in June we go out to a restaurant lunch. We welcome our new member -- Isabel Bunning. For information call Pauline Klassen

### UCW Financial Report Jan 1, 2010 to December 31, 2010

<b>Balance as of January 1</b>		519.77
<b>Income</b>		
	Unit givings	1,280.50
	Interest income	0.29
	Camp Fircom - Forest View	18.00
	First United - Friendly Unit	86.00
	Flea Market	<u>3,000.00</u>
		4,384.79
		4,904.56
<b>Expenses</b>		
	Blank cheques	31.26
	First United	204.50
	Camp Fircom	117.00
	VST Auxiliary	75.00
	Staff	
	Gift	30.00
	Library	100.00
	Local/global Connections	1,200.00
	M&S	2,000.00
	First United - sock fund	<u>86.00</u>
		<u>3,843.76</u>
<b>Balance as of December 31, 2010</b>		1,060.80

## English as a Second Language

The English as a Second Language Conversation and Bible Study Class started as part of the “Diversity” goal of the 2007 Ministry Plan. There are now six “conversation” teachers, three “Bible Study” teachers (we take turns teaching). We have anywhere from 8 – 20 students who are currently from Korea, Iran, Mexico, Jordan and China and have been in Canada from 1 week to 15 years. They are Christian, Muslim or of no particular faith, so we have interesting Bible study lessons. Several students attend church on Sunday and are quickly becoming part of the Highlands community.

In the classes, we try to provide a welcoming place where students can meet each other and build community with us and each other, learn about Canada and have a safe place to ask questions. Since the objective is “conversation”, we talk/do (and laugh) about everything and anything – cooking, crafts, mini-plays, volunteering, hiking safety, Canada’s medical system, funerals, idioms. Lent, Christian symbols, and writing poetry.

But perhaps a better way to explain this project are these comments from the students:

*In a friendly environment we can learn about Canadian culture and also other cultures.  
We have good times with nice and kindly teachers  
We learn about Christian religion by reading Bible.  
We learn Canadian foods, musics, idioms,  
Christmas songs  
We go to field trip like potluck party at our teacher’s house.  
We can improve our speaking skills  
We made Pumpkin carving for Halloween and centerpiece for Christmas.  
We want more cooking classes, especially baking and Canadian food.  
We want to visit shelter for woman and orphan.  
I like to know about Canadian culture and another culture and I think I have to speak and practise conversation, but I think we have many students.*

*Through this class, we can share our ideas and culture differences. This class is very funny and everyone has own talents to we can learn many things from each other.*

*During the 2<sup>nd</sup> session, we can get some information about Christianity based on the Bible. Even though there are some people who don’t believe God, they can easily become accustomed to the church without notize.*

The (both students and teachers) are truly blessed to be part of this project.

Bonny Ball

Judy O’Neill, Janie Ackhurst, Cheryl Black, Sheila Stanway, Linda Greven, Carol Beattie, Isabel Bunning, Diana Bomford, and the Highlands ESL students

## 15th Capilano Highlanders Scout Group

**Mottos: Beavers 'Sharing Sharing Sharing'**

**Cubs 'Do Your Best'**

**Scouts 'Be Prepared'**

**Venturers 'Challenge'**

**Rovers 'Service'**

In 2010, the **15<sup>th</sup> Capilano Highlanders Scout Group** included 30 adult volunteers and 78 youth. This includes a colony of 10 Beavers age 5-7, a pack of 26 Cubs age 8-10 (coed), a troop of 26 Scouts age 11-14 (coed), a company of 14 Venturers age 14-17 (coed), and a large crew of Rovers age 17-26 (coed), many of whom are also leaders.

All sections meet weekly and have active programs that include the environment, camps and special events. Cuboree weekend at Camp Byng, a Beaver camp-in-a-box, several sleep-overs at the church and at Science World, tree planting, hiking and the traditional winter and Baden-Powell Week activities of Church Parade, banquet, and Beaver Buggy / KubKar / Scout Truck Rally have kept the youth busy. In addition, the youth participated in the Remembrance Day, Torchlight and Canada Day parades. The year officially ended in May with a family bbq and Going Up ceremonies.

The senior sections of Venturers and Rovers continued to meet through the summer months. Many participated in a four day hike in August on the Sunshine Coast trail. The Rover Crew also hosted another successful annual Mardi Gras weekend camp in September at Camp Byng - it's 13<sup>th</sup> - for over 500 senior Scouting and Guiding youth.

Leaders for the group included parents, community Scouters and ten Rovers.

Group Committee members were Jonathan Maillie (Commissioner), Margaret Moore (Treasurer), Dawn Martin Smith (Registrar) and Heather Goodison (secretary).

The group continued to offer service to the church and community through clean-up campaigns, tree planting, Flea Market preparation and table/chair set up. Two food drives were held - one in May for lunch donations to support the church's programmes – and one in Dec. for Xmas hamper items.

Funding for the Group's activities and equipment, and the annual honorarium to the church, was raised through registration fees and the annual fund -raisers of Apple Days, Popcorn, and Manure Sales.

The 15<sup>th</sup> Capilano Group continues to be most appreciative of the invaluable support of Highlands congregation and staff, and feel extremely blessed by this wonderful partnership.

Eleanor Oakley, Church Liaison and Scout Area Commissioner

## Highlands United Church Foundation 2009

The HUC Foundation has, as its purpose, the enhancement of the Church's ministry in a wide field of activities and projects, both internal and external, through the establishment of a permanent fund and the use of generated revenues towards this end.

Contributions received during 2010 were minimal, due to relative inactivity and the concluding Church "Godspace" Capital Drive. However, memorial gifts totaling \$1,700 were gratefully received.

In July, 2008 the Trustees transferred HUCF funds to Connor, Clark & Lund Private Capital Ltd. to be administered as part of their successful Church management activities. Our portfolio is a bond based (73%) conservative fund, very similar to other CCL Church funds invested and monitored at an extremely low management fee. Fund value on December 31, 2009 stood at \$122,182. The above donations of \$1,700 and investment growth of \$9,213, less a net amount of \$5,000 granted to the Church to underwrite the "Jazz Vespers" expenses, resulted in a total amount of HUCF funds (Investments and cash) of \$128,095 on December 31, 2010 – a return of just under 8% for the year.

It is the Trustees' wish to make the Foundation more visible to the Congregation, as exhibited above, in the provision of "seed money" for the Jazz Vespers program of "enhanced" ministry at Highlands during 2010-11. This is in keeping with HUCF stated objectives and is being monitored by an oversight committee of the Church.

Confirmation by the congregation of the following appointments is requested:

Trustees:

Peter Bell and John Haley, 1 year term

Peter Ridge and Joan Kosick, 3 year term

Trevor Watson and Pia Henriksson, 2 year term

Chair: Peter Bell

Secretary: Peter Ridge

Treasurer: Trevor Watson

It is the policy of the Foundation that a minimum of \$100,000 be realized as "capital" before any revenue disbursements would be made.

HUCF contributions through a variety of tax-deductible programs such as annuities, insurance, securities, etc. are solicited, in addition to cash bequests. Please consider the Foundation through a "living" bequest and/or in your will. Any of the HUCF Trustees would be very willing to assist you in this regard.

Peter Bell, Chair

## Tucker McKone Memorial Fund

The Tucker-McKone Memorial Fund was established by Joan and Glen McKone and their family in remembrance of Joan's parents, Ellen & Claude Tucker, and Glen's parents, Rex & Merle McKone.

The fund is held in various investments and is available to assist those in ministry at Highlands to pursue areas of interest, such as educational enrichment and spiritual renewal. The trustees also consider other matters that come to their attention that could be of assistance to our ministers.

The trustees of the fund are the Leadership Board Chair, a member of the G.R. McKone family, the church treasurer and the Ministry and Personnel Chair.

Respectfully submitted on behalf of the Trustees.

## Recollecting and Collecting

**Purpose:** To begin a process of gathering stories from congregational Elders.

*Our goals and wishes for this project during 2010:*

The following goals and wishes were proposed:

- 1) That our elders gain more clarity in their life's contribution, and self recognize a sense of life meaning
- 2) That we honour our elders by listening, appreciating, connecting, and recording their "wisdom" and significant stories.
- 3) That we gain more inter-generational connections
- 4) That the "listeners" gain wisdom and appreciation of their elders
- 5) That a sense of history of Highlands in our community be more recognized
- 6) That there be a shared curiosity and wonder in the stories of our elders
- 7) That we create a document of the stories to be shared with those interested.

### Accomplishments

- 1) In October, our "Listeners" were given an evening of training by Judith Walker. In all, 26 members in the congregation have either taken the class or have had a mini training session with Ann Echols.
- 2) We had 19 "Listeners" volunteer and were matched up with 21 Elders. "Listeners" had a least two extended visits with each Elder and stories were recorded and written. To date we have 12 completed stories and pictures on file and another 9 pending completion. The process has been extremely rewarding for all those who took part- both Listener and Elder alike.

The stories will be compiled into a document that will be presented to the congregation May 1, 2011. Five copies of the document will be made and assessable to the congregation through the Church Library.

Ann Echols, Coordinator  
Cheryl Black, Betty Chapin, Joan Kosick,  
Arno Manning, Ariel Creighton

## Stewardship

Our stewardship campaign took the train theme "All Aboard" in the hope of encouraging everyone to become a part of pledging and generous giving; with Stew Bear the principal conductor and a team of 43 conductors each responsible for a "pouch train" including 8 or 9 families. Three engineers oversaw the progress of the trains and reported back to the chief engineer.

It was exciting to watch how fast the Pouch Trains moved along their routes!! People got enthusiastic about encouraging each other to "pass the pouch" and "get on board". Some pouches completed their journey in less than two weeks. Most pouches were in before Advent, and all before Christmas; a few individual pledges came in during the weeks following Christmas, mainly from people who'd been away during the campaign.

During the campaign, on Celebration Sunday, we were delighted to have Rev. Rob Pollock return to Highlands to give a stirring stewardship sermon. The service was followed by our annual Upside Down Lunch, attended by about 250 people.

The results of the campaign are very good. We have pledges from 80% of the 360 families who received pledge forms! The Pouch Train process generated much more enthusiasm and much better and quicker return of pledges than we'd been getting in the previous few years. And much of that is due to the good efforts of those who worked as Conductors and Engineers.

At the moment, the predicted givings for 2011 are about \$379,000 – that's \$8000 above last year's prediction. Sixteen pledges are from newcomers who just started giving during the last year. Details are shown in the spreadsheet below.

If you have any comments or suggestions about how the campaign might be improved next year, the Stewardship Committee would love to hear from you. Committee members are Cheryl Black, Jon Carrodus, Ken Irwin, Marilyn MacDonald, Tanis van Drimmelen and Marguerite Wilson.

Jon Carrodus, Chair

## Stewardship

### Givings/Pledges spreadsheet February 2011

<u>No. of members pledging ...</u>	<u>2011</u>		<u>2010</u>		<u>2009</u>		<u>2008</u>	
\$500 or less	90	31%	47	22%	44	22%	48	20%
\$501-\$1000	71	25%	55	25%	59	29%	71	30%
\$1001-\$1500	51	18%	49	23%	45	22%	56	24%
\$1501-\$2000	26	9.0%	18	8.3%	10	4.9%	15	6.3%
\$2001-\$2500	16	5.5%	13	6.0%	14	6.9%	12	5.1%
\$2501-\$3000	13	4.5%	13	6.0%	13	6.4%	16	6.8%
\$3001-\$3500	5	1.7%	7	3.2%	5	2.5%	5	2.1%
\$3501-\$4000	7	2.4%	8	3.7%	7	3.4%	6	2.5%
\$4001-\$4500	3	1.0%	2	0.9%	1	0.5%	3	1.3%
\$4501-\$5000	2	0.7%	1	0.5%	3	1.5%	2	0.8%
\$5001-\$5500	2	0.7%	2	0.9%	2	1.0%	3	1.3%
\$5501-\$6500	3	1.0%	2	0.9%				
<b>Total no. of pledges received</b>	<b>289</b>	<b>100%</b>	<b>217</b>	<b>100%</b>	<b>203</b>	<b>100%</b>	<b>237</b>	<b>100%</b>
Continuing PAR, no pledge rec'd	6		39		37			
pct received of pledge forms issued	80.5%		48.8%		48.6%		59.0%	
<b>Pledge forms issued</b>	<b>359</b>		<b>445</b>		<b>418</b>		<b>402</b>	
<b>Total amount pledged *</b>	<b>\$357,728</b>		<b>\$302,000</b>		<b>\$269,804</b>		<b>\$311,744</b>	
<b>Average amount pledged *</b>	<b>\$1238</b>		<b>\$1392</b>		<b>\$1329</b>		<b>\$1315</b>	
<b>Predicted givings *</b>	<b>\$357,728</b>		<b>\$302,000</b>		<b>\$365,000</b>		<b>\$367,228</b>	
<b>Actual givings *</b>			<b>\$378,650</b>		<b>\$375,291</b>		<b>\$363,874</b>	
<b>Number of givers *</b>			<b>349</b>		<b>362</b>		<b>365</b>	
<b>Average amount given *</b>			<b>\$1085</b>		<b>\$1037</b>		<b>\$997</b>	

\* these figures include pledges & givings to budget item only (General, M&S, Outreach)

\* the predictions do not include "open collection" -- i.e. unidentified cash givings

## Financial Report

The 2010 year was concluded with a nearly balanced Statement of Receipts and Disbursements, realising a modest (\$1,457) deficit for the year. We saw strong revenues from flea market and antique sale proceeds as well as increased rental income from various outside parties using space at the church. Overall offerings came in \$4000 under the budgeted amount for the year

Additional flea market and rental revenues were applied to a larger than anticipated Repairs & Maintenance expense amount in addition to higher than expected Ministerial payroll and Office expenses. There was a redistribution of overall payroll expenses to be more efficient about how we use our staffing resources, however we have seen a 21% increase in overall people expenses over the past 3 years, with a flat givings trend over the same period. In fact, over the past 8 years, our total givings has remained static at an average of \$383,000 while falling from 75% to 64% of total revenues of the church.

One area of strength has been the strong contribution of the preschool and Waldorf lease income which was put in place at the completion of the Godspace renovation work. This has contributed to narrow the gap of rising expenses, but this expense trend will need to be managed with care going forward.

### Godspace

2010 receipts of \$117,810 in Godspace pledges brings us close to the end of the campaign with \$15,000 additional receipts anticipated to be collected in 2011. Pledges received during the year have been applied to any remaining accounts payable and to some of the congregational loans. 95.8% of total amounts pledged during the campaign had been collected at yearend which will allow us to pay out the final congregational loans of \$50,000. The small residual \$35,000 (approx) campaign deficit represents less than 2% of our

\$1.7 million renovation budget and will likely be incorporated into a Godspace II campaign or we will develop a longer term recovery strategy from operating revenues. The very successful conclusion of the campaign and renovation project in 2010 reinforces the commitment of congregation members to the long term work of Highlands as strong and vibrant church community.

### Funds

Highlands maintains a growing number of funds segregated from operational revenues and expenses. These fund balances provide resources for designated purposes for the work of the church. We saw an increase in net funds in 2010 for the first time in 4 years. The overall fund balance increase of \$29,000 brought total fund balance to \$87,217 at Dec. 31<sup>st</sup>. Outside of increases in Shelter to Home and Feeding Ministry (\$9,200 from North Van City and District) and Jazz Vespers (\$5000 support from Highlands Foundation), general fund balances increased by \$15,000 over the year.

Despite the addition of \$14,000 to the Building & Equipment reserve fund, the yearend balance remained at \$724 due to unexpected capital expenses for such items as computer replacements and electrical panel replacement. Creating a growing surplus in this important fund account remains a priority for the Finance Committee. We will be reviewing the need for any new fund accounts in an effort to keep the total number of funds at a minimum. The Highlands Foundation balance was \$128,095 at yearend as stated in the report from the Trustees.

### Budget

The Finance Committee has put forth a budget for 2011 which shows a deficit of (\$3,941) in an effort to strike a balance between supporting the ongoing core work of Highlands while not sacrificing such important longer term strategies as creating a

credible reserve for building maintenance. We are confident that with strong congregational support and careful fiscal management through the year we can rise to the challenge and narrow this gap to end the year with a balanced statement. Opportunities for innovative fundraising initiatives can be leveraged to support emerging programs which ensure the ongoing relevance of Highlands within this community.

We have included in the proposed budget a modest increase in congregational givings for 2011 as a result of the response from last fall's Stewardship campaign. The budget also contains a flea market/ antique sale estimate in line with the 2010 budget amount in the anticipated absence of a specific antique sale contribution in 2011. Further increases to overall payroll and honoraria payments are included as staff achieve length of service milestones and there is a reconfiguration of payroll with shifts from such areas as Ministerial payroll to Congregational Life and Children & Youth Programming. Allowance for the ministerial sabbatical has also been included. Expense categories will need to be carefully managed throughout the year to ensure containment within the level of overall receipts.

### **Acknowledgements**

We wish to acknowledge the efforts of the Finance Committee members; Trevor Watson, Doug Margerm, Jim Parsons, Kent Anderson and Treasurer Peter van Drimmelen in their support of careful stewardship of Highland's financial resources over the year. Carol Smith's continually increasing talents in accounting inputs and management are also very much appreciated.

Scott Hughes, Chair  
Kent Anderson, Doug Margerm, Jim Parsons,  
Peter van Drimmelen, Trevor Watson.

Highlands United Church  
Statement of Receipts and Disbursements for the 12 Months ending December 31, 2010

		Budget	Actual	Actual
		2010	2010	2009
<b>Receipts</b>				
Offerings	Envelopes	364,000	362,463	361,401
	Other Agencies	16,000	12,899	16,346
	Open (Open+Outreach+Sundry)	12,000	13,298	13,407
	UCW - M&S	4,000	2,000	4,000
	UCW - Outreach		800	
	World Development		19,706	1,677
	Transfer - M&B - Music			5,000
Other Income	Misc Interest	1,000	80	1,748
	The Observer	700	870	590
	Fund Raisers	1,500	1,923	1,427
	Pre-School	39,000	38,938	29,234
	Waldorf School	68,000	69,446	53,207
	Other Rooms	18,000	24,009	18,839
	Weddings/Funerals/Memorials	4,000	5,760	3,805
	Flea Market	30,000	35,388	29,821
	Antiques	5,000	12,404	
	Christmas First United		10,984	9,981
	Capilano Community Services		1,480	
	Sub total	563,200	612,448	550,483
<b>Disbursements</b>				
Ministerial - Payroll		161,940	164,764	160,712
	Other Expense	4,000	5,586	3,839
Office - Payroll		54,600	54,051	47,410
	Postage, Stationery, Photocopier	12,000	15,684	12,533
	Financial Charges	5,000	5,443	5,333
	Stewardship	1,500	975	2,103
Conference & Presbytery		15,115	15,115	15,375
Property - Custodial		59,885	62,403	56,478
	Utilities	38,000	36,668	37,367
	Repairs & Maintenance	22,200	30,769	22,986
	Building & Equipment Reserve	10,000	10,000	10,000
	Insurance	10,000	9,805	10,104
Music Payroll		38,480	39,702	36,057
Music / Choirs		4,000	2,976	5,438
Worship Committee Expense		1,500	3,236	1,204
Communications - Observer		1,500	1,938	1,405
	Communications	1,000	2,870	1,335
Cong Life	Programmes (Cong.Life + Cong.Hosp)	3,000	5,932	2,008
	Caring Ministry	600	774	85
Outreach	Local Connections	16,500	17,301	16,500
	Global Connections	2,900	1,605	1,100
Children & Youth Payroll		41,480	32,910	33,218
	Children's Ministry	3,000	2,824	2,215
	Youth Ministry	1,500	1,599	1,851
	Adult Ministry	500	543	0
	Library	1,000	1,201	1,027
Payroll Summer Students			2,755	
Payroll Technical Services			2,210	
Mission & Service		48,000	48,000	48,006
UCW M&S		4,000	2,000	4,000
World Development			19,706	1,677
Christmas Giving (FU + CCS)			12,464	9,981
Misc Expenses			97	
<b>Total</b>		<b>563,200</b>	<b>613,905</b>	<b>551,347</b>
<b>Excess of Disbursements over Receipts</b>		<b>0</b>	<b>-1,457</b>	<b>-864</b>

## 2011 Budget

### HIGHLANDS UNITED CHURCH Comparison - Actual 2010 with Budget 2011

		2010 <u>Actual</u>	2011 <u>Budget</u>
<b>RECEIPTS</b>			
Offerings	Envelopes	375,362	380,000
	Open	13,298	12,000
	UCW - M&S	2,000	2,000
	- Outreach	800	1,000
	Music Fund Transfer		1,000
Other Inc.	Bank Interest	80	100
	Observer	870	1,500
	Fund Raisers	1,923	1,500
	Pre-school	38,938	42,000
	Waldorf	69,446	73,500
	Other Rooms	24,009	21,000
	Wed/Fun/Memorial	5,760	5,500
	Flea Market / Antiques	47,792	37,000
Total Receipts		<u>580,278</u>	<u>578,100</u>
<b>DISBURSEMENTS</b>			
Ministerial	Payroll	164,764	145,326
	Staff Expenses	5,586	6,725
	Sabbatical Expenses		4,000
Leadership	Board		360
Office	Payroll	54,051	57,327
	Postage, Stationary, etc.	15,684	13,000
	Financial Charges	5,443	5,000
	Stewardship	975	1,000
Conference & Presbytery		15,115	16,400
Property	Custodial Services/Supplies	62,403	64,000
	Utilities	36,668	35,000
	Repairs/Maintenance	30,769	28,000
	Insurance	9,805	10,000
	Building & Equipment Reserve	10,000	15,000
Worship	Music Payroll	39,702	42,070
	Music/Choirs	2,975	3,000
	Committee Expenses	3,236	1,750
Communications - Observer		1,938	2,000
	Advertising	2,870	3,000
Congregational Life - Payroll			10,440
	Programs	6,706	3,500
Outreach	Local Connections	16,301	16,500
	Global Connections	1,605	2,100
	UCW	1,000	1,000
C/D	Payroll	32,910	38,253
	Children's Programs	2,824	2,000
	Youth Programs	1,599	1,800
	Adult Programs	543	500
	Summer Programs	2,755	1,990
Library		1,201	1,000
Technical Services		2,210	
Mission & Service - general		48,000	48,000
	UCW	2,000	2,000
	Misc.	97	-
Total Disbursements		<u>581,735</u>	<u>582,041</u>
Receipts less Disbursements		<u>(1,457)</u>	<u>(3,941)</u>

## Godspace Phase 1 Capital Campaign

Congregation members continued to complete their pledges to Godspace Phase I for the major renovations that have been completed over the last four years. Of 289 original pledgers, 266 had paid off their total pledge by the end of 2010. Contributions during 2010 amounted to just over \$110,000.

Most of the remaining pledges will continue to come in during 2011. Some people have been unable to complete their pledges because of various unforeseen circumstances, whereas some others have

given more than pledged. We will likely end the campaign with contributions totaling about \$1.7 million of the \$1.75 million pledged – a 97% completion rate!

The renovation work for Godspace Phase I is complete, and the Building Committee is now consulting with the congregation to assess needs for Phase II.

Jon Carrodus, Chair, Capital Campaign Committee

Highlands United Church - Godspace Program  
Statement Of Receipts and Disbursements  
Year Ended December 31, 2010

INCOME

Contributions		112,810
Security Deposit Refund		5,000
	Total Receipts	117,810

EXPEDITURE

Additional Painting Costs		451
Interest on Congregational Loans		3,895
Financial Charges - Bank and Credit Cards		1,136
	Total Disbursements	5482
	Net	112,328

Payments on congregational loans for the year totaled	\$150,000
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# **HIGHLANDS UNITED CHURCH**

## **Financial Statements**

**December 31, 2010**

**(UNAUDITED)**

## **REVIEW ENGAGEMENT REPORT**

### **To the Members of Highlands United Church:**

I have reviewed the balance sheet of Highlands United Church as at December 31, 2010 and the statement of receipts and disbursements for the year then ended. These financial statements are the responsibility of the Church's employees and committees.

I conducted my review in accordance with Canadian generally accepted standards for review engagements and accordingly consisted primarily of inquiry, analytical procedures and discussions related to information supplied to me by the church.

A review does not constitute an audit and consequently I do not express an audit opinion on these financial statements.

Based on my review, nothing has come to my attention that causes me to believe that these statements are not, in all material respects, in accordance with Canadian generally accepted accounting principles.



John B. Haley, Chartered Accountant  
North Vancouver, BC

March 18, 2011

**HIGHLANDS UNITED CHURCH  
BALANCE SHEET  
as at December 31**

(unaudited)

	<u>2010</u>	<u>2009</u>
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and term deposits - general	\$ 114,770	21,616
Cash - capital account	6,943	42,006
Accounts receivable	6,242	10,322
Loan receivable – Capital fund	3,901	37,731
Prepaid and other items	<u>4,775</u>	<u>6,996</u>
	136,631	118,671
<b>PROPERTY, PLANT AND EQUIPMENT</b> (see notes #1, 2 & 3)	1,890,030	1,967,263
<b>LONG TERM ASSETS</b>		
Long-term loan receivable (see note #6)	0	3,407
Restricted funds (see note #4)	<u>125,561</u>	<u>123,904</u>
	125,561	127,311
	<u>\$ 2,152,222</u>	<u>2,213,245</u>
<b>LIABILITIES AND CONGREGATIONAL EQUITY</b>		
<b>CURRENT LIABILITIES</b>		
Accounts Payable	\$ 21,999	11,346
Due to General account	<u>3,901</u>	<u>37,731</u>
	25,900	49,077
<b>LONG TERM LIABILITIES</b> (see note #5)	<u>50,000</u>	<u>150,000</u>
	75,900	199,077
<b>CONGREGATIONAL EQUITY</b>		
Contributed surplus	1,308,904	1,301,616
Opening balance of funds	712,552	512,016
Surplus (Shortfall) over disbursements	<u>54,866</u>	<u>200,536</u>
Closing balance of funds (see note #4)	<u>767,418</u>	<u>712,552</u>
	2,076,322	2,014,168
	<u>\$ 2,152,222</u>	<u>2,213,245</u>

APPROVED:

  
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The accompanying notes are an integral part of these statements

**HIGHLANDS UNITED CHURCH**  
**STATEMENT OF RECEIPTS AND DISBURSEMENTS**  
for the year ended December 31

(unaudited)

	<u>2010</u>	<u>2009</u>
<b>RECEIPTS</b>		
Envelopes and other offerings	\$ 390,960	395,994
Facilities usage	132,393	101,279
Flea Market, antiques and collectibles	47,792	29,821
Weddings and funerals, net	5,760	3,805
International aid contributions	19,706	1,677
Interest, fund raisers and other receipts	15,837	19,106
	<u>612,448</u>	<u>551,683</u>
<b>DISBURSEMENTS</b>		
Communication expenses	6,010	3,768
General office and financing expenses	21,224	17,866
Ministerial other expenses	5,586	3,839
Mission and Service contributions	67,706	53,683
Outreach, Conference and Presbytery	54,393	46,163
Payroll and all related expenses	296,416	277,397
Property expenses	149,645	136,934
Stewardship, music and other committee expenses	7,187	8,745
Youth and adult advocacy	5,739	4,152
	<u>613,906</u>	<u>552,547</u>
<b>OPERATING (DEFICIT), before the following:</b>	(1,458)	(864)
Amortization - general	25,896	25,718
<b>NET (DEFICIT), for the year</b>	<u>\$ (27,354)</u>	<u>(26,582)</u>

The accompanying notes are an integral part of these statements

**HIGHLANDS UNITED CHURCH**  
**STATEMENT OF RECEIPTS AND DISBURSEMENTS**  
for the year ended December 31

(unaudited)

	<u>2010</u>	<u>2009</u>
<b>OPERATING (DEFICIT), for the year</b>	<b>\$ (27,354)</b>	<b>(26,582)</b>
<b>FUND OPERATIONS (See note #4)</b>		
<b>Receipts:</b>		
Refugee Fund	260	1,034
Memorials, Bequests and Special Gifts	21,691	39,373
Building and Equipment Fund	10,143	0
Lay Education	1,868	11
Children's Camp	2,394	0
Minister's Discretionary	1,354	0
HUC Foundation	6,657	0
	<u>44,367</u>	<u>40,418</u>
<b>Disbursements:</b>		
Refugee Fund	0	4,254
Memorials, Bequests and Special Gifts	1,082	46,689
Building and Equipment Fund	6,763	4,879
Lay Education	1,957	2,610
Children's Camp	277	0
Minister's Discretionary	275	0
HUC Foundation	5,000	0
	<u>15,354</u>	<u>58,432</u>
<b>SURPLUS (DEFICIT) for the year - FUNDS</b>	<b>\$ 29,013</b>	<b>(18,014)</b>
<b>POOLED OPERATING RECEIPTS OVER (DISBURSEMENTS)</b>	<b>\$ 1,659</b>	<b>(44,596)</b>
<b>GODSPACE CAPITAL FUND (see note #4)</b>		
<b>Receipts:</b>	<b>\$ 117,810</b>	<b>311,904</b>
<b>Disbursements:</b>		
Bank charges and interest	5,031	10,417
Office supplies	451	264
Amortization - Godspace	59,121	56,091
	<u>64,603</u>	<u>66,772</u>
<b>SURPLUS (DEFICIT) for the year</b>	<b>\$ 53,207</b>	<b>245,132</b>

The accompanying notes are an integral part of these statements

**HIGHLANDS UNITED CHURCH**  
**NOTES TO FINANCIAL STATEMENTS**  
**December 31, 2010**

(unaudited)

**1. SIGNIFICANT ACCOUNTING POLICIES**

**Revenue recognition**

HUC follows the deferral method of recognizing contributions as income. Under the deferral method, when contributions are restricted by the donor for use in future methods, they are recognized as revenue only at the time that the related expenses are incurred. Unrestricted contributions are reported as revenue in the period received.

**Property, plant and equipment**

Capital assets are recorded at cost and will be amortized using a declining-balance method over the prescribed period for each class of asset.

Buildings	4%
Computer and related equipment	45% & 55%
Church and office equipment	20%

**Change in accounting policy**

HUC has adopted the policy of accrual accounting rather than the cash method. This accounting policy requires that HUC recognize all financial transaction when incurred rather than at the time of payment or receipt.

**Use of estimates**

The preparation of financial statements in conformity with Canadian generally accepted accounting principals requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reported period. Actual results could differ from the estimates.

**2. PROPERTY, PLANT AND EQUIPMENT:**

	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>2010 Net</u>	<u>2009 Net</u>
Land	\$ 16,550	0	16,550	16,550
Buildings	2,028,846	184,518	1,844,328	1,920,713
Computer equipment	11,418	6,604	4,814	4,155
Church and office equipment	34,378	10,040	24,338	25,845
			<u>\$ 1,890,030</u>	<u>1,967,263</u>

**3. PROPERTY INSURANCE APPRAISAL**

The property's insurance appraisal is officially updated every three years by Ken Hollett of Hollett Appraisals. In the years in between the full appraisals there is an update summary report prepared to insure that the insurance coverage for the property is adequate. Based on the annual update the current replacement cost for the assets of the Church, Christian Education Centre and the furniture and equipment included therein has been established at \$5,597,385. The assets of Highlands United Church are currently insured for \$5,600,000.

The land has an assessed value of \$2,595,000 as at July 1, 2010, as determined by the B.C. Assessment Authority. The provincial government, municipalities, and the regional and hospital districts use the assessed value for the calculation of 2010 property taxes, if applicable.

**HIGHLANDS UNITED CHURCH  
NOTES TO FINANCIAL STATEMENTS  
December 31, 2009**

(unaudited)

**4. FUND BALANCES to December 31, 2010:**

	<u>Opening</u>	<u>Receipts</u>	<u>Disbursements</u>	<u>Closing</u>
<b>General:</b>				
General	\$ 483,195	612,448	639,802	455,841
Refugee	5,519	260	0	5,779
Memorials & Bequests	55,090	21,691	1,082	75,699
Building & Equipment Reserve	(2,656)	10,143	6,763	724
Lay Education	1,909	1,868	1,957	1,820
Children camps	0	2,394	277	2,117
Minister's discretionary	0	1,354	275	1,079
	<u>543,057</u>	<u>650,158</u>	<u>650,156</u>	<u>543,059</u>
<b>Restricted Funds:</b>				
HUC Foundation	118,675	6,657	5,000	120,332
Tucker McKone Memorial	5,229	0	0	5,229
	<u>123,904</u>	<u>6,657</u>	<u>5,000</u>	<u>125,561</u>
Godspace Capital Fund	45,591	117,810	64,603	98,798
	<u>\$ 712,552</u>	<u>774,625</u>	<u>719,759</u>	<u>767,418</u>

The HUC Foundation and the Tucker McKone Memorial Fund are restricted funds and are not available for general use by Highlands United Church.

**5. LONG TERM DEBT**

Highlands United Church (HUC) borrowed funds from members of HUC for the purpose of providing bridge financing for the capital renovation projects. The amounts are repayable after 3 years and attract interest at the Royal Bank of Canada Prime plus ½%. The obligation is to be repaid from the proceeds of the HUC capital campaign.

**6. LONG TERM LOAN RECEIVABLE**

Highlands United Church loaned the sum of \$5,500 to a member of staff. The loan was advanced on November 1, 2005 and will be repaid over ten (10) years. The payments are \$53.11 per month and attract annual interest at 3%. During the current fiscal year the remaining balance of the loan was cleared.

**7. COMPARATIVE FIGURES**

Certain prior year's comparative figures have been reclassified where necessary to conform to the current year's presentation.

