



Highlands United Church 2020 Annual Report

Presented at Highlands United Church
Annual General Meeting
March 14, 2021



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Welcome to Highlands United Church 2020 Annual Report

I saw a joke post near the end of January under the following subject line: "I'd like to cancel my subscription to 2021. The content of the post simply said: "I've experienced the 7 day trial and I am not interested."

The beginning of 2021 was a bit rough, and the same could be said for most of 2020. However, life is not a subscription we get to choose. Rather it is a gift we get to experience, celebrate, learn and grow in. It is a journey we get to take together, responding to the challenges and opportunities and amazing vistas along the way.

2020 was a hugely challenging year in the world that revealed both the inequities in the world and the amazing beauty and resilience of the human spirit. At Highlands it began in very typical ways. The first two months saw us celebrating the season of Epiphany, preparing for Lent, the joyous work of preparing a musical for a March opening. And then in March, we were faced with the decision to cancel the musical and every other kind of in-person gathering we hold. I give great credit to the leadership at Highlands, on the Leadership Board, in ministry groups, in the Musical, and in all the areas of our life for simply making the hard decisions and trusting that we would figure things out.

This year has had phases. The first phase was like a crisis phase in which our energy went into innovating, learning how to operate safely where possible and how to safely shut things down and go online. There was energy and creativity in many areas, along with the fear and grief. We collaborated in worship with St Andrew's Wesley United Church and experienced creativity and energy from others. Our online reach expanded rapidly. Significant effort went into staying connected through phone and email. Initially we thought that this pandemic would last weeks, maybe months.

However, in May and June we began to realize that we would be in this for a while and we began to plan for life under more protracted restrictions. The fall was a time of change in leadership with the retirement of our long time Administrator, Carol Smith and our Minister of Community Development, Sandi Parker. Both had been such blessings to Highlands and as we celebrated their ministries, we also had to reorganize, train and hire others to fill the significant gaps. Melissa Wilkin was hired in a revised Administrator role along with Ed Hunt doing the bookkeeping. Tatina Lee's role expanded marginally as well. We left the position of Minister of Community Development vacant until we could see what post-pandemic needs emerged. As well, our Children Youth and Families Minister, Allie Keir, went on restorative care leave and we hired Andria Irwin in the dual role of Online Ministry (half time) and Minister (half time). Our prayers and wholehearted support continue for Allie and we are grateful for the gifts Andria brings to everything she does.

That was a lot of change in a short period of time, so as the year came to a close, there was a sense that we had been through a lot, but that we were discovering new areas of creativity, energy and vitality.

As I look back on 2020, I feel immense gratitude. People at Highlands have remained relatively calm, have approached the challenges with grace, willingness, and appreciation. People have been willing to learn and grow in the midst of the challenges. People have been extremely generous with time, kindness, and financial resources. People have stepped forward with expertise that we didn't know we had. I am grateful for the Leadership Board, the M&P committee, the COVID 19 Response Team, the worship and music team, the staff, the many volunteers in all our ministry areas who all worked together though separately to find blessing, growth and vitality in a most unusual year.

Highlands United Church—Staff and Lay Leaders

Staff	Lead Minister, Rev. Will Sparks Minister for Community Development Sandi Parker—Retired Sep 2020 Minister for Seniors and Hospitality, Colleen Blair Minister for Children, Youth and Families, Allie Keir Online Minister (half-time regional) Andria Irwin Minister (half-time) Andria Irwin Administrator, Melissa Wilkin, Carol Smilth—Retired Sep 2020 Administrative Assistant, Tatina Lee Lay Worship Leader, Ken Irwin Minister Emeritus, Rev. Bob Shank	
Music Ministry	Music Coordinator Choir Directors Accompanists	Geordie Roberts Gillian Irwin, Spirit Singers Geordie Roberts, Genesis II Bella Kershaw, God's Free Spirits Roz Hollett, Hand Bell Choir Heather Soderling, Re:Sound Chamber Choir Geordie Roberts and Roz Hollett
Board of Trustees		Bill Denault, Chair Judy Anderson, John Haley, Joan Kosick, Peter Ackhurst and Will Sparks
Leadership Board		Ardis Nelson and Sandra Soderling, Co Chairs Michael Soderling, David Keir, to June 2020 Craig Madill, Robin Rivers, David Wilson, Corey Hollett, Julie Hunt, Jessica Keefe. Cameron Forde, to June 2020, Wendy McNaughton chair, to June 2020, Wendy Grant, Wendie Reinhardt, Will Sparks, and Sandi Parker ex-officio, to June 2020
Standing Committees	Finance Ministry and Personnel Worship	Ed Hunt, Treasurer Mark Clark, Cameron Forde, Scott Hughes, Will Sparks, ex-officio Craig Madill, Chair Diana Bomford, Betty Chapin, Ardis Nelson, Kathleen Whyte, Will Sparks, ex-officio Gillian Irwin, Chair Colleen Blair, Andria Irwin, Joy Dancey, Ken Irwin, Allie Keir, Chris Madill, Geordie Roberts, & Will Sparks
Pacific Mountain Region Representatives		Simone Carrodus, Ardis Nelson and Hugh Creighton

Highlands United Church
72nd Annual Meeting
March 14, 2021
Agenda

1. **Opening – Call to Order**
Opening Prayer: Led by Will Sparks
Review of Zoom features and test vote
2. **We Remember / Memorials**
3. **We Welcome / Baptisms, Weddings and New Members**
4. **Procedural Motions**
Approval of Agenda
Motion: That the Agenda for the Highlands 72nd Annual Meeting be approved.
Voting by Adherents
Motion: That all persons deemed to be present at this meeting (via conference call or Zoom) be given the right to vote on all matters arising at this meeting.
Confirmation of Voting Methodology *Motion: That calls for voting will be made via the moderator using the options available, including Zoom video screen recognition and audio/conference call technology.*
Approval of the Minutes of the 71st AGM, April 5, 2020 and Congregational meeting June 28, 2020
Motion: That the Minutes for Highlands 71st Annual General Meeting be approved.
5. **Annual Reports**
2020 Financial Report (Ed Hunt, Treasurer)
Motion: That the 2020 Financial Report be approved
6. **Staff Report—Craig Madill**
7. **Nominating Committee Report** (Robin Rivers)
Leadership Board Confirmation of Nominees
Motion: That the nominations of to the Leadership Board be approved
8. **New Business—Any other business here**
9. **2020 Operating Budget Report** (Ed Hunt, Finance Committee)
Motion: That the 2020 Operating Budget be approved
10. **Courtesies and Acknowledgements**
11. **Adjournment**
Motion: That the Highlands United Church 71st Annual Meeting be adjourned

Highlands United Church
71st Annual Meeting
11:15 am – 12:30 pm, April 5, 2020

Minutes of April 5 AGM here
Please see Appendix A

Highlands United Church
Special Congregational Meeting Agenda (Zoom)
June 28, 2020
11:30 AM

Attendees: Lots (75+ devices, some with more than one person) - Corey Hollett taking minutes.

Ed Hunt and Dave Keir send regrets; Ed is sending a pre-recorded video update for the budget.

• Opening – Call to Order (@ ~11:32)

Instructions for voting given at 11:35 by Wendy, Sandi and Will.

Opening prayer led by Will Sparks at 11:40.

• We Remember/Memorials

**Mary Jean Abbott, Mary Agnew, Kay Buchanan, Carla Barraclough, Clark DeBoer, Jeannie Denault,
 Bernie Elliott, Nancy Kuchenthal, George Martin, Dennis MacAree, Margaret Main, Young Namkung,
 Frances Read, Irene Simpson, Alix Smedman, Sandy Thomson, Glenn Valde, Sharon Worley**

• We Welcome/ Baptisms, Weddings and New members

Amelia Val Cole, Jennifer Mary Aldrich, Sahar Jalalvandi, Mohamed Riahi

Transfers: Margaret Gaven, Ev Leskiw,

Weddings: An Yan and Johnny Sun; Pheobe Han and Harry Liu; Mary Duncan and Terence Adams;

Nicholas Urbaniak and Fiona Lee

• Procedural Motions:

Approval of agenda

Motion: That the agenda for the Highlands Special Congregational meeting on June 28, 2020 be approved.

Voting by Adherents

Moved by Bill Dyer, seconded by Ron Watson. Passed.

Minutes of 71st Annual Meeting continued...

Motion: That all persons deemed to be present at this meeting (via Zoom) be given the right to vote on all matters arising at this meeting.

Moved by Allie Kier seconded by Wendi Reinhardt; Passed.

Confirmation of Voting Methodology- Calls for voting will be made by the host and participants will vote using the "raise hand" feature. Each question will be asked twice to allow households with two people to each vote.

• 2019 Annual Reports

Motion: That the 2019 Annual Reports be approved.

Moved: Ruth Kershaw; Seconded by Sandra Soderling. Quick revision to exclude the Financial Report and Budget, as those were dealt with at the April Meeting.

NEW MOTION: That the 2019 Annual Reports excluding the previously approved Financial Report and Budget are approved.

Motion carried.

• Stewardship Update (Susan Hogman)

This year's theme is Living courageously. John Carrodus and Bob Brown have both retired recently, and the pandemic has thrown many things for a loop, but connection remains important.

A request to think over the summer about what we can contribute as individuals, financially and otherwise.

• Staffing Update (Craig Madill)

Report details in the Annual Report

Thanks the staff for what they've been doing these last 3 ½ months, collaborating virtually and keeping active.

Since the report was written, the Church Administration posting is out, with several submissions that are now being looked through to create a shortlist of candidates. Looking for the new person to start in mid-August to work with Carol.

Beginning of July, Ed Hunt will be doing some Bookkeeping, and looking at financial reporting to keep the congregation posted. But looking to have a new posting for September, starting in November.

Sandi Parker has decided to retire as of the end of September. Has done a lot of writing for grants and summer programs. M&P committee will be assessing the needs of that role for whoever takes over.

Simone poses a question regarding hiring a replacement for Carol; the posting closes in the next few days and applications are being pared down.

Al Lill poses a question regarding adjusting postings to account for COVID considerations. Craig

Minutes of 71st Annual Meeting continued...

says the job descriptions have been looked at to reflect current considerations, but with the hopes that over time, things can adjust.

Jacqueline Scott poses a question regarding Carol's current hours. Appointment is for a 40 hour week; new job description accounts for 30 hours, but with a separate 10 hour a week Bookkeeper. Ed Hunt will be on a paid basis while he fills in for Bookkeeping. Tatina's hours are being adjusted from 14 to 18 hours a week.

• Budget Update

Courtesy of Ed Hunt via pre-recorded video as of June 24th; acknowledges things may change quickly.

Video notes: 56000 deficit this year so far. A 20000 reduction may be achieved through some cost reductions and adjustments; still waiting to hear on some confirmations in the coming weeks. Some major factors; loss of musical revenue, and room rental revenue. Some committees have agreed to cut their spending to help the budget. Summer and Sunday school staff reductions for safety may help budget concerns as well. Still hoping to end the year on a positive note, but can't be complacent. Asks for questions to be emailed to the church office.

Post-video

PAR givings have increased, largely to compensate for plate givings.

Rental Income has changed on the projected budget.

Janet queries if the reduced rent for the preschool is because of COVID. Answer back is yes; the government provided subsidies for affected schools, but they have had no income since mid-March.

Simone asks if the preschool is non-for-profit?

Highlights a 7500 wage subsidy; that's from the gov't.

Ed has sent a new adjusted budget breakdown, with changes since April highlighted.

Custodial staff cost has been reduced, as since April they have been in twice a week.

Insurance premiums have gone up, around 30% for most churches, some as high as 50%. That said, we now have Pandemic Insurance.

Lindsay Bottomer highlights maintaining Staffing costs in Pandemic times depending on how long COVID considerations are in place. Whether or not it is sustainable long-term. Gill speaks to being a Choir leader in Pandemic times, and says that she has offered to suspend her contract, though wants to be ready to proceed with whatever is doable the moment it is deemed safe.

Will speaks about an increase in Staffing budget at least partially being affected by over laps,

Minutes of 71st Annual Meeting continued...

where those coming into positions being vacated work with the outgoing person. Essentially, 2 people doing the same job for a short period of time.

• COVID notes

Will and Wendy speak to the COVID Response Team at Highlands, and collaborating with Worksafe BC, etc, to form a plan for Small Group gatherings.

Need policy around groups using the church so that it can be used safely. Conditional use based on having a written plan as to how to meet safely. No more than 50 people in the church at any time. No group crossover. Created Zones within the church that one group can use at a time, with at least a 30 minute gap and cleaning between uses of one zone. Office must be informed of the plan that each group is using, with a written document being submitted. Designated contact person for accountability. Register all people attending and keep the list for a month for contact tracing. There will be a cleaning kit for every zone, for before and after use of the area. Room capacity signs as well, with lists of highuse surfaces that need extra attention. At this point, no large group singing or wind instrument use in the building. 4 singers in the sanctuary at most, with ventilation. Everybody that comes to the church signs in. Masks and/or Shields should be used.

A question is posed regarding monitors and evening meetings; this will be explored in upcoming meetings soon.

• New Appointments for Leadership Board

Motion: That the appointments of Sandra Soderling and Ardis Nelson as co-chairs of the Leadership Board be approved.

Mover: Ruth Kershaw; Seconder: Lorraine Elliot

Simone queries regarding the length of the appointed term. Looks like 2 years.

Motion Carried!

Simone requests a motion of thanks to Wendy for being the Chair for these last almost 2 years.

• Closing

Will reads the Closing Prayer

• Adjournment

Minutes of 71st Annual Meeting continued...

Motion to adjourn: Moved by Sharon Yetman Seconded by Gill Irwin Adjourned at 1:18pm

CLOSING PRAYER

*God is creating new paths and possibilities,
as we prepare for where we are going.*

*Christ is freeing us with newfound love and grace,
as we learn from where we have been.*

*The Spirit is revealing new dreams to guide us,
as we start our journey home on a new path.*

*We take courage in the assurance that God goes with us;
we affirm our call to go where Christ leads; and
we trust the Spirit to guide us through the challenging space between,
where we have been, where we are, and where we are going.*

Surely, we are not alone.

Thanks be to God.

—adapted from Prayer for Times of Change, The United Church of Canada

Administration and Leadership

Leadership Board

Members to June 2020: Sandra Soderling, Will Sparks, Michael Soderling, David Keir, Secretary, Craig Madill, Robin Rivers, Sandi Parker, ex officio, Dave Wilson, Corey Hollett, Wendy McNaughton, Chair, Julie Hunt, Jessica Keefe

Members June 2020 to present: Sandra Soderling, Will Sparks, Michael Soderling, David Keir, Secretary, Craig Madill, Robin Rivers, Sandi Parker, ex officio, Dave Wilson, Corey Hollett, Wendy McNaughton, Chair, Julie Hunt, Jessica Keefe and Cameron Forde

With departure of Robin Rivers, one position will become vacant in June 2021

The year 2020 has been one like no other. With blissful ignorance of the storm to come, we began the year with our usual busy level of programs, ministries and activities and the approaching excitement of "Anything Goes".

By March our world was looking very different with shutdowns, cancellations, lockdowns and the growing knowledge that we were in for a time most of us had never imagined.

In spite of the disappointments, strangeness, fears and worry, our community gathered itself and got to work to continue doing what we are about: living, growing, thriving; following our vision and mission, and being people of faith, adjusting our programs, ministries and activities to fit with the new realities of physical distancing, reduced capacity to gather, restrictions on doing things as a community that give us life and purpose, and dealing with the impacts of all that.

The Leadership Board, chaired by Wendy McNaughton, along with staff, quickly responded to the need for understanding what public health orders meant for HUC, and established a COVID team to plan protocols, and to implement our COVID plan.

Leadership, both staff and volunteers, were resourceful, resilient and energetic in reorganizing our activities to comply with COVID protocols, with the goal of continuing

worship, ministries and programming as much as possible under the protocols. There were certainly challenges; the restrictions on numbers allowed to meet in person limited or cancelled a number of activities, and while many of us embraced technology to maintain connection with one another, that had its limitations, and was simply not available to some. There were disappointments, frustrations, learnings, discovery, and eventually a return to routine, or what became routine as a result of COVID restrictions.

The Leadership Board continued with their work, learning to meet on Zoom, and organizing our 70th AGM, held in 2 parts in April and June.

In June, Sandra Soderling and Ardis Nelson were appointed co-chairs of LB, replacing the very excellent Wendy McNaughton.

Work of LB January through June included:

- Working with Finance Committee on funding challenges
- Collaborating with Finance, Stewardship, Ministry and Personnel committees to address finance concerns
- Targeting specific goals within the Five-Year ministry Plan
- Seeking input from congregation on financial situation
- Establishing COVID Response team to establish safe practices and protocols at the church in response to Public Health orders and guidelines
- early 2020, we took the opportunity for development/expansion of online ministry
- partnered with St. Andrew's Wesley United Church for livestream worship
- Working with Finance Committee on funding

Administration and Leadership continued...

challenges

- Collaborating with Finance, Stewardship, Ministry and Personnel committees to address finance concerns
 - Targeting specific goals within the Five-Year ministry Plan
 - Seeking input from congregation on financial situation
 - Establishing COVID Response team to establish safe practices and protocols at the church in response to Public Health orders and guidelines
 - early 2020, we took the opportunity for development/expansion of online ministry
 - partnered with St. Andrew's Wesley United Church for livestream worship
 - Adjusting everything to adhere to evolving guidelines for COVID-19
 - Moving to conducting meetings through Zoom platform
 - Seeking nominations for Leadership Board and making recommendations to take to the congregation for approval
 - Checking in with groups/committees at the Extended Leadership Board regarding their challenges and adjustments needed due to COVID restrictions
 - Establishing means to conduct AGM virtually, and revising AGM agenda to address budget items and nominating committee report separately to meet year-end deadlines and deferring other items to a separate meeting
- Welcoming new Church administrator, Melissa Wilkin
 - Supporting and overseeing COVID team in ongoing Public Health updates and changes
 - Continuing communication with staff team
 - Continuing communication with Finance team
 - Decision to cancel Anything Goes allowing recovery of some costs for rights and music.
 - Thanks you from LB sent to all Anything Goes participants
 - At request of Local Connections Ctee, sending letter to Adrian Dix requesting changing provincial policing policy to focus on harm reduction and assistance; Premier Horgan's office noted and responded to our request.
 - Supporting request from Shelter to Home to temporarily relocate to Fireside Room following end of lease for offsite storage facility.
 - Supporting Stewardship campaign
 - Holding Extended Leadership Board meeting in November; breakout groups responded to 3 questions:
 - ◇ What are you hearing from your small groups about what is/isn't happening? Concerns?
 - ◇ If we were to have a Congregational Town Hall, what do you think people would like to hear from the Leadership, and what do you think are important topics to go over with the conversation?

Work of LB July through December for LB included:

- Initiating Meridian Market fundraiser

Administration and Leadership continued...

- ◇ In the area of your group and group activities, what do you need going forward?
 - Organizing “Fireside Chat” town hall to update congregation on financial situation and ask for input to distributing the \$30,000 surplus amongst HUC, Global Connections, Local Connections and M&S.
 - ◇ Following that input at December meeting LB decided:
 - ⇒ MOTION: Highlands Leadership Board can advise local connections and global connections to use their 2020 budgeted amount in full.
 - ⇒ MOTION: that 50% of the gross surplus is held forward for the needs of Highlands; from the other half of the surplus, include restoration of Local Connections/Global Connections budget, and any remaining funds up to \$25000 go towards M&S.
 - ◇ Continuing work on 5YMP goals, Beyond Ourselves, Communication, Congregational Life, and Sustaining Community, with small groups taking on each goal, lead by LB member
 - Thanking St Andrews Wesley for their partnership with us on worship, and generous donation
 - ◇ Reach out to the “missing middle” to understand their experience and spiritual needs, and respond accordingly
 - ◇ Action: Congregational Life group is continuing to explore this goal.
 - Communicate more effectively by looking at our existing platforms for communication, understand their effectiveness and understand preferences of different demographic groups for accessing and receiving information.
 - ◇ Action: Communications group has started work on update to website
 - Sustain both human and financial resources into the future
 - ◇ Action: Volunteer Working Group put together inventory of all volunteer jobs at HUC; Sustaining Community group will make that part of their work
- With thanks to Leadership Board members for their time and wisdom contributed to this work.
- We look forward to the next year with the hope the vaccine brings, and recognition of the gifts the “dark woods” of the pandemic brought to us. We are grateful to the Highlands UC community for the tremendous support provided to one another, and to our home.
- Respectfully submitted,
- Wendy Mc Naughton, Sandra Soderling, Ardis Nelson
- A follow up to goals identified in last year’s LB report are:
- Become a more inclusive and welcoming congregation to a more diverse population, including members of the LGBTQ+ community
 - ◇ Action: Beyond Ourselves group is looking at LBGTQ+ Outreach and reaching out to Indigenous Groups as well as HUC becoming an Affirming congregation

Administration and Leadership continued...

Ministry & Personnel

It has been a year unlike any other in recent memory and 12 months since we could worship together in person at Highlands. We have been blessed by thoughtful and inspiring worship; supported, mentored, and served by gifted, motivated, and effective staff. The staff embody Highlands' goals to Live, Grow, and Thrive in the world.

During the past year, our approach to worship and study has evolved from in person to virtual environments. Over Zoom, we thanked and bid adieu to Sandi Parker, Minister for Community Development and Carol Smith, Church Administrator who both retired amid this strange time; we also welcomed Melissa Wilkin into the role of Church Administrator. Ed Hunt is filling the bookkeeper role on a contract basis at this time, working closely with the office staff to ensure cross-training and strong controls are in place. While Sandi's role has not been filled at this point, her absence is keenly noticed by the ministry team and congregation; M&P will work with the team to determine an appropriate time to fill the position when there is more known about when we can all return to in-person worship and meetings.

The ministry team Will Sparks – Lead Minister, Colleen Blair – Minister for Seniors and Hospitality, Allie Keir – Minister for Children, Youth, and Families, Andria Irwin – Minister of Highlands On-line, along with Ken Irwin – Lay Worship Leader, Geordie Roberts – Music Coordinator and Director of Genesis Too choir, Gill Irwin – Director of the Spirit Singers choir, and Bella Kershaw – Director of God's Free Spirits choir have worked hard along with the worship committee to continue to deliver engaging and moving worship services on-line each week.

The team also collaborated with their counterparts from St. Andrews Wesley United Church in Vancouver during the Spring and Summer of 2020 to plan and deliver combined worship services while the St. Andrews was in need of support for on-line worship.

Will worked with members of the M&P committee to prepare for the transition of the Church Administrator role to ensure that there was time for Carol to train Melissa and hand over the duties of the Administrator's role.

During 2020, the changes in roles, as well as the delivery of worship and study meant that team members had to look at how they could continue to support the congregation and ministries while respecting the limitations imposed by the nature of the COVID19 pandemic. Staff adapted to a model allowing for some to work in the church, while others have worked remotely, using telephone and video conferencing to get the jobs done. The restrictions also meant figuring out creative approaches to be able to meet, collaborate, present, and sing; wearing masks and using sanitizer have become new habits and norms to be followed. Staff roles have definitely evolved and the increase in the need for on-line delivery of worship and presence mean that HUC has added on-line producers to the technical side of the house.

Will becomes eligible for a sabbatical in 2021, however, he is working with M&P and others to plan to take it slightly delayed due to the pandemic as well as the staffing changes that took place in 2020.

Colleen continues to seek out creative ways to engage with the seniors and newcomers, who may feel isolated and disconnected due to the current restrictions.

Allie is currently on leave and plans to return at a later date.

Andria is working part time to fill in for Allie during her leave, she is also responsible for the Pacific Mountain Region's on-line church; she has completed her studies and will be officially ordained at an upcoming ordination service.

Ken supports worship in his role as lay worship leader and preaches on a monthly basis.

Administration and Leadership continued...

Geordie is coordinating regular singers each week to add to the few voices allowed to sing during Sunday worship as well as his regular accompaniment.

Gill is working hard each week to pull together the Spirit Singers choral anthems having members submit their pieces virtually and mixed like a post-production studio would.

Colin Parker is working with Andria on the on-line production of her PMR Online role as well as working with the Highlands team to produce weekly worship segments and choral pieces.

Elliott Best is the lead for the tech team, working with a small team to deliver seamless live worship services each week.

Melissa Wilkin continues to learn the Administrator's role, she provides a professional and positive presence in the office.

Tatina Lee is also in the office as a part time administrative assistant providing additional in person support.

Bella Kershaw's God's Free Spirits and Roz Hollett's bell choirs are currently not able to meet or participate in their roles at this time due to the pandemic restrictions; we miss their contributions to our services and look forward to the time that they will be able to once again sing and play bells during our services.

Per the United Church of Canada guidelines and policies, Ministry, Admin, and Music staff received a 2.2% cost of living increase effective Jan 1, 2021.

As the Human Resources overseers of our staff, M&P is aware, too, that we ask our staff to do big jobs, and we need to be mindful of the resources needed to do those jobs. In lieu of the annual M&P staff appreciation evening, we put together baskets of fresh baked goods and other treats for the staff.

The M&P Chair, Craig Madill, sits on the Leadership

Board. The M&P Committee provides ongoing consultation and support to staff, oversees the staff/ congregation relationship, continuing education for staff, the effectiveness of our actions towards the church mission, our five-year plan, and the necessary consultation and liaison with other committees of the church and Pacific Mountain Region (the successor to Vancouver Burrard Presbytery).

As always, members of the committee are available as sounding boards for both Administration and Leadership congregation and staff. We are fortunate to have Kathleen Whyte on the committee; her knowledge of HR best practices and of relevant employment legislation are valuable contributions to the work of this committee. We are also fortunate to have a dedicated team including Ardis Nelson, Betty Chapin, and Diana Bomford to pursue our goal of sustaining ministry through effective and appropriate staffing. Committee minutes are available through the office.

I am grateful for the knowledge, time, and thoughtful wisdom contributed by each committee member.

Respectfully submitted by Craig Madill, Chair

Committee Members: Diana Bomford, Betty Chapin, Ardis Nelson, Kathleen Whyte

Stewardship

Our theme for our 2020 Stewardship Connection was Living Courageously, the fourth in our series, Life that is really Life. Over this past year we have seen many examples of people living with courage in our Highlands community. Our campaign focused on giving as a spiritual practice, and we heard several Highlands members describe their reasons for, and ways of giving. As they demonstrated, giving takes several forms including time, talent, commitment, energy as well as finances. Each week Will and the ministry team focused on the impact of giving, and how it enriches the lives of those receiving as well as the lives of those who give.

Administration and Leadership continued...

Our Stewardship Connection was launched on Thanksgiving Sunday Oct 18 2020 and concluded with consecration Sunday on November 1. As this was an online, and worship campaign, in addition to our brochure and regular updates in the Highlights, we used several methods to deliver our message. These included an online pledge form, email contact / regular mail for those with no email or special request; intro and outro messages and intentional offertory minutes during Sunday morning online services. As a result of our campaign we received a total of 227 pledges/ continuation of PAR for this coming year for a total of \$385,579.33.

My thanks to the Stewardship Team members, Julie Hunt, Robin Rivers, Deb Anderson, Nicole Byrom, Craig Madill, Doug McKay, Will Sparks for their wisdom, insight and creativity that made the campaign possible. A special thanks to Tatina and Melissa who made the plan a reality. Thank you to all our Highlands friends, for your ongoing commitment to the work of our church. We could not do it without you.

Susan Hogman

Stewardship Chair

Board of Trustees

Please see Appendix B

Property Committee Report

Please see Appendix C

Building Management Team

The purpose of the Building and Equipment Fund (BEF) is to finance future projected capital asset replacements for Highlands United Church (HUC).

The Godspace project put HUC on a good footing and the objective of the BEF is to safeguard and properly look after the updated infrastructure of HUC.

The BEF operates as a separate designated fund and receives an annual contribution from the operating resources of HUC which is approved annually at the AGM. In addition to the annual contribution received from the HUC budget there is the opportunity for private tax deductible donations to be directed to this fund to assist with its mission.

The BEF is held independent of the operating funds of HUC and will accumulate over the years and be used to underwrite the projected major capital asset replacements.

In 2020 \$30,000 was transferred from the operating funds of HUC to the BEF. There were no additional funds donated during the 2020 fiscal year. During the year the BEF spent \$2,255 on the replacement of capital assets.

The BEF ended the year with assets totalling \$122,044.

The capital replacement schedule is based on work initiated by Alex Wood. A spreadsheet lists the majority of the capital assets of HUC and their life expectancy. The schedule projects the orderly replacement of the assets over the next 40 years. The projections integrate the effects of inflation and are intended to provide guidance to the finance committee regarding the annual cash requirement to meet the future replacement needs.

The Building Management Team (BMT) will use this schedule to prepare a capital budget for each operating year. The 2021 capital budget is projected to be \$10,100.

The capital replacement schedule is only a guideline based on life expectancy calculations so certain assets may prove to have a longer or shorter life than expected. Thus the BMT committee will review the available information each year and prepare an annual capital budget.

We encourage members of the Highlands Congregation to consider making a donation to the Building and

Administration and Leadership continued...

Equipment Fund via a living gift, inserting a donation clause in your will specifying the Highlands Building and Equipment Fund, or making a bequest directed to Highlands Building and Equipment Fund to ensure its long term success and its ability to meet the future capital replacement needs of HUC.

Respectfully submitted on behalf of the Building and Equipment Fund

John B Haley

Pacific Mountain Region Report

Ardis Nelson, Hugh Creighton, and Simone Carrodus continue as lay reps from Highlands to Pacific Mountain Regional Council. Hugh continues to be involved with finance nationally. Simone continues on two regional committees: the Communities of Faith Council and the Approvals Working Group. Ardis, of course, has her hands full with chairing Highlands ELB.

The work of the PMR Council carries on zooming.

The 2020 AGM was postponed from May until early October; Simone and Ardis attended that meeting (zooming of course). The 2021 zoom AGM is scheduled for March.

Simone is a member of the ***Communities of Faith Support Council***.

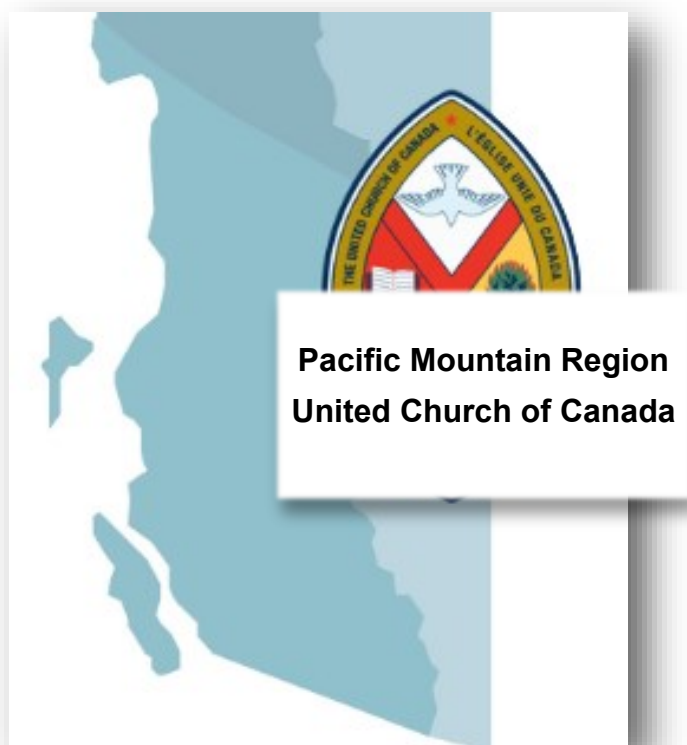
Its purpose: support the work toward the creation of healthy communities of faith and ministries, effective leadership and faithful public witness in covenant with Communities of Faith. This Council is developing a strategy for supporting, empowering and resourcing Communities of Faith in the Pacific Mountain Region.

The Region needs to "assess" every



community of faith (congregation) in the region every three years in order to offer meaningful support. In November, the first five communities of faith were sent prototype self-assessment forms to ponder and return to the Council, as a test. Highlands was one of the first, and the ELB responded in February. The prototype seemed to work, and the next batch have now gone out.

Submitted by Simone Carrodus



Administration and Leadership continued...

Membership Statistics	2012	2013	2014	2015	2016	2017	2018	2019	2020
Total Members	408	430	426	443	451	451	452	445	443
Members Removed by Transfer of Membership						2	0	0	0
Members Removed by Death	15	9	4	6	8	4	9	9	4
Members Added by Confirmation	0	13	0	6	4	0	9	0	0
Members Added by Transfer of Membership	3	18	0	17	12	6	1	2	2
Weddings	3	5	3	5	3	2	4	4	1
Baptisms	11	9	11	6	6	6	8	4	1
Memorials, Interment of Ashes and Passing's	28	14	9	18	21	14	31	16	8

Average Sunday Morning Attendance	2012	2013	2014	2015	2016	2017	2018	2019	2020
<i>(Yearly average Oct-Nov)</i>	264	277	263	271	255	244	236	233	

Christmas Season Attendees

	24-Dec	24-Dec	24-Dec	25-Dec	Total
<i>New Service Times 2015:</i>	<i>Eve 4:00 pm</i>	<i>Eve 7:00 pm</i>	<i>Eve 10:00 pm</i>	<i>Day:10:00 am</i>	
2015 Christmas Season	355	624	120	-	1099
2016 Christmas Season	393	448	190	68	1099
2017 Christmas Season	301	358	147	265 * Pageant	1071
2018 Christmas Season	362	464	115		941
2019 Christmas Season	366	443	110		919
2020 Christmas Season	50 On zoom	584 online	389 online		1023

* Christmas Eve fell on a Sunday in 2017—the 265 attendance is for the Christmas Pageant held on Sunday, Christmas Eve.

Administration and Leadership continued...

Memorials and Passings

Freeman Carter

*Betty Hudson

Evelyn Melville

*Barbara Myhill-Jones

*Marion Smith

*Ron Smith

Caroline Stewart

Edith Muriel Stone

Edward Strong

* *United Church Members Deceased: 4*

New Members by Confirmation (0)

New Members by Transfer of Membership (2)

- Barbara Hunt
- Brian Hunt

* *United Church Members New: 2*

Baptisms (1)

Levi Jacob Oswald— Chitoroaga

Weddings (2)

Cartwright, Gary Douglas and Hanna, Jessica Lynne
Starozhuk, Denis and Aldrich, Jennifer

Interments Only (0)

Worship and Music

The following paragraph, or one similar, has opened our annual report for the last few years:

“The Worship Ministry Team is responsible for preparing worship services that provide opportunities to be inspired, to feel included, to be challenged and to celebrate God’s presence in our lives.”

This statement held true for the year 2020, but everything about how that was achieved was thrown to the wind and gathered up in different bundles as the year progressed.

There is only one way in which to construct an annual report for this bizarre year in our lives, and that is chronologically. So, beginning with the age of innocence and naivety...

January, 2020, found us operating as usual, with Will Sparks, Sandi Parker and Colleen Blair providing worship leadership, Ken Irwin providing regular reflections and liturgy, Andria Irwin providing online worship opportunities, Allie Kier providing worship leadership for youth and young families, Geordie Roberts providing leadership in music and Rosalind Hollett, Gillian Irwin, Bella Kershaw and Heather Soderling providing leadership with specific musical groups.

Our team met to plan worship during the season of Epiphany and into the season of Lent. Once again we planned the themes using the scripture passages, music and other available resources. Each theme was highlighted with symbols, decor, colour and flowers which helped us to engage the sacred stories and bring life to the chancel and the Sanctuary. This was “normal”.

January and February found us meeting on Sundays with joy and anticipation, worshipping with excitement, and leaving our sanctuary with a feeling of commitment to our purpose.

And then March, and the age of disbelief and fear began.

With the approach and the inevitable arrival of COVID-19 came fear and doubt. Every day the news grew worse. Every day the doors in “the outside world” closed one by one. And finally, the doors of the church, the ones we said would always be open to everyone, were closed.

And the questions based on fear began:

- If we could not worship together, would we survive this as a church?
- If we could not worship together, would each of us survive individually?

And then the questions based on hope began:

- What is worship, though?
- Why do we need to be together in person to worship God when God is everywhere, not just in our building?
- What is really essential in worship and can we provide that another way?

And then steps to creating a new worship experience started to become more clear:

- We were already offering an online worship experience to a number of folks. We could expand that to include the whole congregation.
- We could find ways to make our online worship fill the needs of both ourselves as a Community and ourselves individually if we are creative, innovative and willing to experiment.
- We could work together with our partners, the folks at St. Andrews-Wesley, through this period of uncertainty so expertise could be shared, and ideas could be developed using a huge wealth and breadth of experience.

Worship and Music continued...

And so the next stage of the year began, as worship changed and grew, as the two congregations, and others beyond, found their worship needs met in a new way.

And in this year of worldwide change the lives of those close to us continued to change too.

In our leadership team, Sandi Parker announced her retirement, to begin on September 30 and Allie Keir began a compassionate leave of undetermined length. Carol Smith also announced her retirement as church administrator, which, unofficially, included her “retirement” as a leader in the artistic aspect of worship. We give huge thanks to both Sandi and Carol for their years of faithful and creative service to worship, and our thoughts and prayers are constantly with Allie and her family.

After almost six months of collaboration the worship team decided that, as of September 1, we would begin to worship on our own. We were extremely grateful to our friends at St Andrews-Wesley: Dan Chambers, Rhian Walker, Jen Cunnings, Lorraine Ashdown and Darryl Nixon, but we felt it was time to “bring everyone home” for Welcome Back Sunday. That way we could “see more of our own, familiar faces”, get different people involved in worship and use the many talents that abound in our congregation.

As we transitioned from team worship with St. Andrews-Wesley to worship on our own we realized that our leadership team, without the contributions of Sandi and Allie, would not be able further develop or even sustain worship as we now knew it. Hence, Andria Irwin was asked to join the team until June, 2021. We are extremely grateful that she accepted the position because it meant that we could move forward with no interruption, and with the addition of Andria’s eye for both the technical possibilities and creative opportunities.

Worship planning had transitioned during the team approach with our partners, and continued in the same way throughout the rest of the year. Every Tuesday

afternoon the worship planning team met online to plan the worship services for the following two weeks. This team usually consisted of Will Sparks, Ken Irwin, Andria Irwin, Geordie Roberts, Joy Dancey, Colin Parker and Gillian Irwin. Others became part of those meetings if they were involved in the upcoming worship services. The worship “committee” met monthly to help set longer term themes and goals and to discuss other issues relating to the overall Highlands’ worship plan.

We are grateful to a number of people who volunteered their time to make our fall and Advent worship engaging and fulfilling: from the many volunteer musicians to storytellers, to those who gave testimony, those who wrote and delivered prayers, those who engaged the children, those who “hosted” the online services and engaged in the chat box, and to the choirs who faithfully provided music in many different ways.

Thanks also goes to those who “set the stage” for our worship: Colleen Blair, Joy Dancey, Linda Davidson and Tanis van Drimmelen. This role has taken on new meaning when what we are doing is, in many ways, a “performance” and our “audience” is seeing worship through different eyes.

We are also extremely grateful to the many people who, through their technical expertise and faithful offering of their time have made it possible for us to continue to worship “together”, although not “in-person”: Colin Parker (producer) Elliott Best (media manager), Liam Roberts, Corey Hollett, Noel Hollett, Aidan Roberts, Talen Bentley-Michaud and Tristan Bentley-Michaud.

We could say that nothing could have prepared us for the year 2020 and the changes that it brought in our individual and corporate lives. However, in many ways I believe we were well prepared. We were not strangers to the concept of handing our lives over to the One we worshipped. We were not strangers to the concept of opening ourselves up to the Spirit working within us and allowing that Spirit to guide, inspire and

Worship and Music continued...

create. We already knew that God was with us in all times and places in our lives. And so, in weird and wonderful new ways we continued, together, to worship the "Eternal Spirit, Earth Maker, Pain Bearer, Life Giver, Source of all that is and all that shall be."

Respectfully submitted,

Gillian Irwin on behalf of the Worship Ministry Team

Joy Dancey, Chris Madill, Heather Soderling, Janet Warren

and staff Colleen Blair, Andria Irwin, Ken Irwin, Colin Parker, Geordie Roberts, Will Sparks

Music

The activities of the music programme during COVID 19 is an unfinished epic of stamina, dedication, imagination and innovation. As with all the performing arts, music at Highlands has been forced into a new world of online activities that, while better than nothing, robs the participants of the community-building collaborations that have been one of the pillars of the Highlands community for decades. And yet, knowing that "nothing is forever", the music programme has provided worship and community with the soul food that only music can give as often as it can and in as many ways as we can dream up with the resources available.

Some of what went on in music in the past year:

Online worship with on-site singers and players, including the much-appreciated collaboration of Darryl Nixon of St. Andrew's-Wesley and his musical connections.

Choirs online, off-line, in-person for a while, lip-synched, pre-recorded, electronically mixed and enhanced with visuals and texts, zoomed, live-streamed, sliced, diced and julienned including the Spirit Singers, Genesis Too (for a while), God's Free Spirits (for small practices mostly), ReSound (until baby came), the Bell Choir (until Dr. Henry said no) and the import of pre-recorded musical offerings from community groups for our 10 pm Christmas Eve

service.

Other projects: concerts on the porch on summer evenings featuring Highlands musical talent and some of their friends. Online Singalongs for the Christmas and Robbie Burns zoom socials. Occasional in-person weddings and funerals with piano and vocal components. Some professional and semi-professional ensembles continue to use our space for rehearsals and to record performances as safety protocols will allow.

Some of our music leadership are currently furloughed until restrictions are lifted, affecting bell choir and God's Free Spirits. The other leaders are highly motivated to keep music alive at this church and for the congregation by continuing to find innovative ways to bring Christ's message to you musically through the technology currently available and we have discovered it all takes a lot of time, a lot of experimentation, a lot of learning, a lot of planning ahead, umpteen zoom meetings, and a positive attitude. We think we are starting to get the hang of it. We hope you agree. And we are grateful for the support and enthusiastic messages that come our way on a regular basis through texts, emails and the chance meetings in the village behind masks and safely distanced. Coming back together will require that we rethink every aspect of what we do musically at Highlands again because there are aspects of what has happened this past year that we may not want to give up, the highly visual aspect of online worship for instance. But let's not think about that right now. We have enough on our plates and keyboards.

Respectfully submitted

Geordie Roberts

Welcoming Ministry

In the early months of 2020, there was a dedicated team of welcome hosts and greeters in place to welcome congregation members and newcomers as they arrived for worship on a Sunday morning. With

Worship and Music continued...

the shift to online worship, the chat box has become the main way to connect with the community on Sunday morning and is hosted by a team of caring and sensitive individuals who welcome people and record prayer requests. There is a virtual coffee hour after worship that allows people to drop in and connect with one another. On occasion, these gatherings have a question to focus conversation but in general, this is an informal chat and sharing of news. There have been newcomers that have become part of our Sunday morning worship since we switched to online worship only, some of whom have made their way into the choir and other online activities.

respectfully submitted,
Colleen Blair

Highlands United Productions – Annual Report for 2020

Background:

Highlands United Productions (HUP) was created over ten years ago as an opportunity to reach out to members of our community who had an interest in the theatre. We began running Musical Theatre Camps each summer and decided to produce a major musical in the spring every two years, starting with Godspell in 2012. Since then, we have produced Jesus Christ Superstar (2014), Fiddler on the Roof (2016), The Music Man (2018), and for 2020 we chose Anything Goes. Every musical we have produced has been well-received by our congregation, our community and the wider Vancouver theatre community, and made between \$12,000 and \$18,000 for Highlands United Church and its programs – until 2020.

Anything Goes:

This show was going to be good! We were so excited to be able to present a tap dancing musical in our sanctuary! We had a cast of over forty, an eight member orchestra, over 75 people involved in technical and production areas as well as backstage and front of

house staff. Ticket sales were brisk and ahead of previous shows. Our set was fabulous and functional, our costume parade displayed glittering outfits which thrilled the performers. The orchestra added immensely to the final rehearsals – all we needed was an audience. Opening night was March 18. However...

Pandemic:

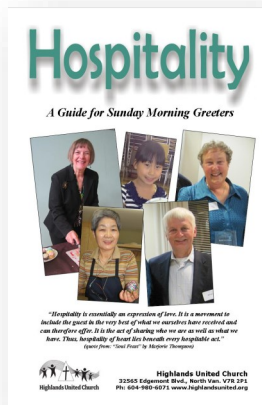
On March 13, the directors met with the Leadership Board and agreed that the declared pandemic was going to force us to close the show before opening. We held one final rehearsal on March 14, hoping to allow families of each performer to witness what had been accomplished over the past several months. We could “social distance” (a new term) the audience but we could not do that for the cast. By church on Sunday morning, March 15, we announced a complete cancellation of the show. We have not met as a cast or a company since.

Financials 1 – Budget Adjustments:

Once the show was officially cancelled, we applied for and received back most of our Rights and Royalty expenses (almost \$6000). Some departments had already spent the entire budget allotted to them, others managed to reduce expenditures – in some cases by making donations. No directors received any budgeted payment or honoraria, nor did any member of the company receive even a token thank you in the form of flowers, gifts, cast party, etc. (The thank you cards received from the official board later in the year were much appreciated.) Thus, we were able to reduce the spending by over \$15,000. Final expenditures would have been in the \$8000 range.

Financials 2 – Brown Paper Tickets:

Many ticket buyers asked for refunds and we directed them to Brown Paper Tickets, the company handling all our ticket sales. Others did nothing, indicating a donation of the ticket value to Highlands. A third group donated their ticket value and asked for a tax receipt in return. However, BPT did not



honor the refund requests, nor have they returned the \$21,000 in our ticket sales to Highlands. We cannot legally issue a tax receipt for a donation that we didn't receive. We are now a year later and still we haven't received the money we are owed. The company is now facing investigations, lawsuits and charges, including from the Washington State Governor's office. We continue to follow all available avenues to get our money back, but at this time, it should be considered a faint hope only.

Looking back:

We may have lost out on the performances and all that that means to the actors, volunteers and audiences, but the ministry of our company was successful. We had ten weeks of joy, dancing, singing, sewing, building, and generally creating community. Every contributor was a part of a huge project that helped pass the winter days and gave focus and urgency to our lives. Everyone who caught a glimpse of the tap dancing – from our eleven year olds right up to our seniors – saw the joy in their hearts, and that cannot be taken from us.

Now:

No one saw what hit us in the past year coming. We, like everyone else in the theatre community, were completely unprepared for the possibility of a cancellation. Hopefully, we will never have to go through this again!

Respectfully submitted

Doug Irwin



Community Development

Sandi Parker, our Minister of Community Development, led several key initiatives through 2020 before retiring in September, as well as offering ongoing staff support to many ministry groups within Highlands. Her expertise, wisdom and energy is dearly missed in this area of our ministry.

In 2020 initiatives were taken in capacity building, volunteer coordination and development, and Online ministry. An extensive handbook for volunteer coordination was developed with job descriptions for many different volunteer roles. Much of this ended up on hold due to the pandemic, but the material is there, ready to implement as restrictions lift. There is much potential to engage people in ministry in this area.

Part of the work of Community development is finding resources, human and financial, for the work of the community. The following are grants received, all of which involved finding, writing and tracking application processes.

Grant Report

Community meals continued for the first weeks of 2020, but in March, when gathering in this way became unsafe, all this activity which is central to our way of being at Highlands came to a halt. We look forward to the day when we can do this most basic Christian activity, breaking bread together again.

The pandemic made much of the work of community development challenging, although important work was done in helping ministries like Saturday Lunch, Shelter to Home, Summer Programs, and connections with Mental Health ministries. Plans were developed for the Flea Market to sell in small ways and online, though there are significant obstacles brought on by health orders. The Advent Nativity Exhibit was planned, set up with manger scenes organized, recorded and prepared for display, and a system of registering to view was developed. Unfortunately, health orders made it impossible to hold in person, however a fine online version was filmed and went live during advent on Youtube. Huge thanks to the team that showed such willingness and grace through this time.

Much of this ministry felt like attempting to continue,

Community Development continued...

adapt, change, try, and try again, and great credit goes to Sandi, and all those who persisted in these ministries under very difficult circumstances.

The foresight of our online work over the last number of years has been of immeasurable value as we have moved most of what we do together online. I am sure that online ministry will continue to serve the ministry of Highlands long into the future.

Highlands is heading into its third year of the current five year ministry plan cycle. The Leadership Board is responsible for guiding the work related to the five year ministry plan goals in the four areas of Communication, Beyond Ourselves, Community Development and Sustaining Community. It will be important to continue the work of volunteer capacity building, as well as moving more intentionally into the goals of the five year ministry plan in the coming year.

respectfully submitted,
Will Sparks



Birthday Celebrations

Here we are another year older and we haven't had a chance to eat birthday cake together for the past twelve months. Our Birthday Celebrations small group has been basically nonexistent since last March. For several months birthday greetings were sent out to those who were listed in our birthday book, but that has fallen by the wayside. In its absence, it is wonderful to see the other small group opportunities that have arisen to bring people together virtually during the pandemic.

Grants Received

Program	Funding	Amount
Shelter to Home	District of North Vancouver	\$2,742.00
Shelter to Home	City of North Vancouver	2,000.00
Saturday Lunch	District of North Vancouver	2,408.40
Saturday Lunch	City of North Vancouver	2,000.00
Summer Program	Service Canada*	10,796.00
Summer Program	ProVision	7,420.00
<i>*significant reduction from past years</i>	Total	\$27,366.40

Community Development continued

Highlands Online

The year 2020 was a transformative year for Highlands Online. While the year started abuzz with excitement over our new broadcasting equipment (the NewTek TriCaster) as we worked to iron out some of the kinks that come with change, it quickly became a unique opportunity to learn, discuss, and educate around the merits of online worship and community. In March, 2020 the way we did community completely changed — and Highlands Online was there with the infrastructure to see us through.



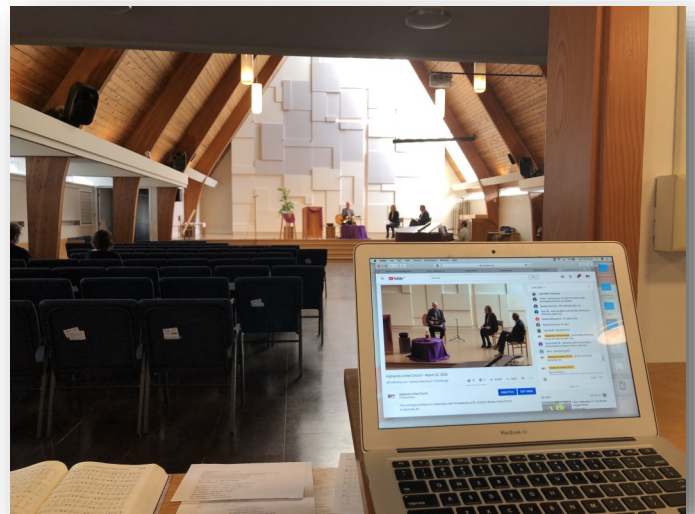
Our new broadcasting equipment enabled us to record pieces of worship at home (or otherwise off-site) and to use other multimedia pieces in worship so that not only could we continue to worship, we could continue to see one another in worship. The aforementioned troubleshooting (buffering issues, sound quality, pixilation, etc.) became a priority for the entire congregation, not just those worshipping online, and led us to solve some internet issues we have been having for years. And the congregation members who have been joining us online since the beginning were now incorporated into the whole body of our community.

Because of the attention our community has paid to the inclusivity of those joining us online (some examples include listing online-only congregants in our directory, online chat hosts, and opportunities for live prayer additions to our Prayers of the People) Highlands Online was approached by churched country-wide to talk about how communities of faith could do 'online church' in a more authentic way.

In addition to enabling our community to transition quickly to an online-only model of worship, 2020 brought Highlands Online an opportunity to nurture the gifts, interests, and skills of several young adults in the community by way of our "Tech Team." It was with gratitude that we promoted Elliott Best to our Tech Team Manager and he worked diligently to problem solve current issues and train the rest of the team on the new equipment. In addition, he recruited two new tech team members! Our worship could not happen without Elliott and the rest of the team: Noel Hollett, Corey Hollet, Liam Roberts, Aiden Roberts, Tristan Bentley-Michaud, and Talen Bentley-Michaud.

Another role was made possible to trial run through the United Online grant and has since been approved by Highlands to continue through 2021. Colin Parker was hired on as our Worship Producer. Colin showed interest early in the pandemic in helping Highlands with videography, video editing, and creative storytelling, and quickly took our worship to a new visual level. Any video pieces you see have been edited by Colin, and the majority of our Highlands Community videos have not only been edited, but filmed by him as well.

This year was an opportunity to practice radical hospitality in worship and grow our Highlands family, as well. In March we partnered with the community of St. Andrew's Wesley UC to lead worship and we maintained this partnership for 6 months. This time



Community Development continued

brought forth fruitful worship, conversation, and many new relationships. Highlands Online was also home to many regional and national congregations as they worked to discern the best way forward for their communities. Some Sundays we had more than 3000 views.



In addition to worship, Highlands Online has been able to maintain programming for the church by way of Zoom and video curriculum. Courses like “Christianity without the Nonsense,” with Will Sparks and Andria Irwin, “Transitions,” with Don Robertson, and “Journey of the Heart,” with Janet Gear were all offered exclusively online. In addition, a weekly bible study has been running on Zoom since September 2020, and our small group ministry team has picked up the platform with gusto and offered many wonderful opportunities for us to gather.

When we were forced to close our doors to in-person worship, our community grieved the loss of the only connection many of us had ever known. Highlands Online, however, has given us a remarkable opportunity to learn and grow together in ways we never anticipated. As one congregant remarked early in the pandemic, “I’m used to seeing the back of people’s heads in worship, I could always tell if someone had gotten a haircut. Now [gathering on Zoom], I can tell if they’ve been crying.”

Thank you to everyone for the patience you have shown with learning new technology and watching us as we learn new technology as well. I can honestly say that when people arrive to Highlands Online on Sunday mornings they are seen, served, and loved. You did that.

Submitted by Andria Irwin



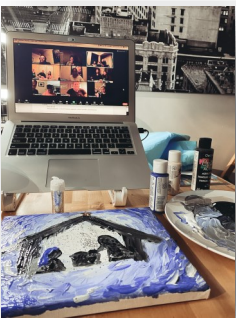
Children, Youth and Families

While Coronavirus certainly changed some of the much anticipated plans we had this year at Highlands, the biggest change we faced was being able to support Allie Keir through a leave of absence as she cares for her son undergoing cancer treatment. This circumstance arose unexpectedly in October 2020 and it has been the honour and privilege of the Highlands children, youth, families, and staff to pray for, care for, and fill in for Allie in this ministry. That we have been able to do so is a testament to her work, skill, care, and relationships.

In October, I (Andria) and Grace Owens stepped in to offer temporary support in the areas of Allie's ministry with myself focussing on family relationships and ministry and Grace focussing on Children and Youth. We pray we haven't let too many balls drop in Allie's absence and we look forward to welcoming her back upon the healing of her son and the restoration of her own soul.

In the meantime, we look forward to the ways we can connect with families and to the surprising ways we can catch glimpses of 'normal'. This has been a true lesson in the faith we preach; caring for one another, loving one another, and having hope in the face of one very long journey through the wilderness.

Other Children, Youth and Family Events



Throughout 2020 we have made sure that our children, youth, and families have stayed as connected as possible. Aware of how much screen time families are forced to participate in these days with school, Allie has worked diligently to creatively offer connection off-zoom.

Back in March Allie made driveway visits with palm branches so we could have a digital palm parade, she delivered faith-at-home kits for Pentecost, celebrated our Highlands Graduates with an awesome video, and put in place a successful infrastructure for summer camps (COVID-style). Allie also led "Spirit Time" for the God's Free Spirit children on Thursday evenings



through the spring. In the fall, Will and Allie offered a drive-by blessing of the backpacks to signify the start of the school year.

Throughout the fall, programming continued under the enthusiasm of Grace Owen with the help of many volunteers. We were able to offer a safe, in-person All Hallows Eve event, a digital painting night, a digital gingerbread decorating night, driveway caroling, and a digital Christmas Eve pageant and family service.

Summer Programs—"Camp Highlands"

The Camp Highlands Summer Program continued to thrive as a fundamental part of the Children and Youth Ministry in 2020. In addition to being able to offer high caliber camp experiences to the Highland's family and the Edgemont community, we also provide leadership opportunities and employment to young individuals within our community.

This past summer our amazing team consisted of 2 full time and 3 part time staff, as well as 8 volunteer leaders. A before and after camp care was offered and run by the Summer Staff and this allowed for additional time with the children as well as time to focus on preparing and creating a safe, enjoyable, and flexible environment for everyone to be included.



Camp Highlands had initially planned to run four or five camps including vacation bible camps (grades 1-6), musical theatre camps (grades 1-7), and an out-trip adventure camp (grades 1-6). Unfortunately, due COVID-19 we had to revise the plan for the summer,

Children, Youth and Families continued...

and we were only able to run two vacation bible camps for grades 1-6 as well as before and after camp are to assist with drop-off and pick-up times for working parents. With the creation of a summer camp COVID-19 health and safety protocol and through the hard work of the Summer Staff, we were able to create two COVID-19 safe summer camps that were very well received by the Highlands Community.

Numbers for the summer camps were restricted unlike in other years due to COVID-19. We limited out camps to a maximum of 20 campers and 8 leaders, apart from the 5 summer staff. This was due to the fact that only 50 individuals were allowed in any one Highland's space following the health and safety protocol. To keep bubbles safe, many families and friends who were in each other's safe COVID bubbles registered together and were grouped together.

Even with the global pandemic going on and restricted numbers in our camps, we still managed to operate safely and provide families with truly special, creative, and faith based camps.

Summer program report submitted by Chris Madill,
Camp Coordinator, Summer 2020

Sunday Morning Programming for Nursery, Children and Youth

The year started out like any other with our Sunday school teachers enthusiastic about their new curriculum and welcoming back children and youth from their Christmases. A team of 11 teachers prepared to lead our church children through Sunday school for the 40 minutes of worship post-children's time. Allie and the teachers were quick to re-evaluate what Sundays could look like when we began worshipping online and the children's time in worship became the place where interaction could take place.

Allie Keir and Jen Cunnings (St. Andrew's Wesley) led us through a series of inspiring theme time conversations and demonstrations and filled our Sunday mornings



with an all-ages joy that was contagious. We received several emails with images of the faith-colouring sheets that Allie had provided along with their faith-at-home kits that were safely delivered to households that were able to receive them.

The children's/theme time in our Sunday services has continued to develop in consultation with some of the Highlands Families. We have been experimenting with all all-ages first fifteen minutes, and a theme time that is at a consistent time each week so that families know when to gather children's attention.

During the time of Allie's leave we have been inviting various members of the congregation to offer theme times, including our Nursery Coordinator, Alexa Villapando, and one of our Sunday school teachers, Bella Kershaw. It has been wonderful to share this time of learning and connecting in new ways.

Andria Irwin

Adult Education and Faith Formation

Study and Reflection/Adult Ed Groups

Highlands is a continually learning community. Our tagline is Live, Grow, Thrive. Usually we put this into practice with adult study opportunities on a seasonal basis, like Living the Questions, as well as Confirmation classes and other bible and book studies. In 2020, we had intended to launch a foundational class on Christian discipleship which involved a meal together every week for 6 weeks along with core learning in the Christian faith and community development. The vision was to have a foundation course of learning for everyone, newcomer and old-timer alike so that we have a common language and experience to draw on as a community. Although this is an important vision to maintain, the pandemic forced a temporary shift of emphasis in the area of adult learning.

In mid-March, when we were forced to go completely online, we all experienced a steep learning curve in technology and how it can serve community. Most of us learned to Zoom, connect to Youtube and the worship team set the lofty goal of rich, creative, multi-media worship services that not only met the previous worship needs of people, but opened up the possibilities that multi-media worship affords. This has meant that much of our resources for learning and growing and offering faith development was invested in the Sunday Morning experience. This has continued and grown throughout 2020. Sunday morning is critical. At the same time, Andria began to offer a Thursday morning Bible study that followed the scriptures for the upcoming Sunday. As well, Andria and Will took the plans for a foundational faith formation course that was planned for the spring and developed the online course, Christianity without the Nonsense (CWON). This four week online course draws content from written, video and lecture style formats along with journaling, small group discussion and asking questions. This course ran in the fall of 2020 and we hope it can form the basis of a more comprehensive Christian formation program.

Late in 2020, we drew on the teaching gifts of our writer and theologian in residence, Rev. Janet Gear, to develop a 4 week course, "Journey of the Heart: what the Pandemic Teaches." This course was postponed until early 2021, however, if ever there was a teacher of faith, trust, and courage, the pandemic is a teacher. No one would choose to walk this path, but since we are on it, God has been richly present, deepening our faith and trust. I am grateful to be living and working in a community with such capacity to grow and deepen in faith.

Respectfully submitted,

Will Sparks



Social Action and Community

Book Circle

As we have entered our fifteenth year of sharing books and building relationships, our Book Circle has adapted and in some ways thrived under the pandemic conditions. As other recreational and recreational options decreased, some readers found that we could fill one empty time slot in their month. Eight people joined us for the first time! Combining with long-time frequent attendees meant that our average attendance went up from 6 to 9 people at each gathering by the end of the year. Excellent size for a meaningful discussion!

In 2020 we had two in-person meetings at the church, three Zoom meetings and five afternoon meetings in my garden during the milder months.

We continued to select a wide variety of books including three non-fiction titles such as “The Reason You Walk” by Wab Kinew, originally from the Omgaming First Nation and currently Leader of the Official Opposition in Manitoba. As a relaxing summer read, in July we opted to read “Anything” by LM Montgomery. One person quizzically reported not being able to find that title at the library; it made more sense when we clarified we had meant “Any Novel”! Three people greatly enjoyed reading “Anne of Green Gables” for the first time while others revisited it or other well-remembered favourites such as “The Blue Castle” and “Rilla of Ingleside” (WWI from the perspective of the women back in Canada). Geographically, titles by a range of other authors took us across North America and from Ireland to Korea.

If your mind wants to explore new places and ideas while your heart and soul would like friendly company, please join us as we “draw the circle wide” on the Last Monday of the Month. For information contact Phyllis at phyl_ferg@yahoo.ca

Highlands United Growing Greener (HUGG) Group



We started the year well, improving our [web page](#) and our messaging to the congregation, planning movie nights and more Drawdown workshops. Our first movie night in February was the Australian film “2040”. Also in February

Ev worked with members of Ocean Ambassadors to shape the “Plastics Free Edgemont” event at Highlands which attracted almost 300 community members. Simone helped to train Highlands' new custodians in our recycling procedures. Sandi and Jim led more Drawdown workshops. We started to plan for Earth Day worship in April.

Then in March COVID-19 arrived and forced us to rethink all plans. Drawdown workshops continued, but online using Zoom software. Film nights were postponed till we tried again online in December and January, but attracted only two people aside from our HUGG committee. We’ve moved our HUGG meetings online, and continued to present information to the congregation via the Highlights.

We’ve reflected on COVID-19 and climate change:

- What parts of the old “normal” do we want to get back to?
- We need to rethink our growth society
- The world can change course, governments can act when faced with a threat
- After 3 months of slowdown we start to see how the earth can recover
- This crisis has showed us how interconnected we all are
- We are getting used to being a global community.

We purchased for the church library Barbara Kingsolver’s *Animal, Vegetable, Miracle*, and Seth Klein’s *A Good War: Mobilizing Canada for the Climate Emergency*.

Social Action and Community continued...

We welcome new members who have a concern for the environment and climate change and want to take action! Please get in touch with one of our members or the church office. During the pandemic we're meeting online by Zoom on the fourth Wednesday of each month 2:30 – 4 pm.

(Active Members during 2020: Steve Beaton, Jim Bronson, Jon Carrodus, Simone Carrodus, Sandi Goldie, Anna-Lisa Jones, Ev Leskiw, Doug Mackay, Will Sparks, Buff Squire, Ross White)

Nativity Exhibit

We gave it our best shot and were so very sad when we had to cancel the Nativity Exhibit at the last minute. Fortunately that was just before we might have started to set everything up. Even during a pandemic so many of you took the time to bring in your precious sets early so we could get ahead with the cataloguing - thank you so much. Many thanks to Carol Rushworth particularly for all the work done on the catalogue.

In place of the full exhibit we set up a mini version and used it as the basis for a short video which was made available on-line. Short interviews that told the stories of some of the sets gave a perspective that was enjoyed by many. Thank you to Colin Parker particularly for that.

So many people were behind this project and thanks go to all of them - the technical whizzes, the planners, the owners of the sets, the men and women who were prepared to come to help set things up - the list goes on. Thank you to everyone - you know who you are!



Let's hope that 2021 will be a kinder year and that this established tradition of a Nativity Exhibit will be able to be a reality again.

Global Connections

“To seek justice, love kindness, and walk humbly with our God”

In the early months of 2020 Global Connections members continued to be at the Action Table each Sunday with information about global issues. In pandemic times, we have worked through the Highlights, zooming, and phone calls.

- We have maintained contact with our Guatemala partner, the Artesana Collective, in the following ways:
- Sending Highlands' annual budgeted donation in February (2020)
- Phone conversations monthly with Andrea Barrios with updates about Artesana's situation
- Launching a special appeal in March which resulted in additional donations to support their work
- Zoom conversation with Andrea and three other Artesana workers attended by 15 Canadians from Highlands and elsewhere
- Special appeal in December (after two hurricanes) resulted in an additional donation sent in February 2021

The pandemic has hit Guatemala particularly hard. Artesana has worked tirelessly to bring extra relief to women prisoners and their families and even to prison workers in huge need. Note that our work with Artesana is usually connected with Healing Hands work as well.

We are always ready to welcome new members to this committee. Membership is definitely not a time-consuming task!

Sharon Yetman, Jon Carrodus, Simone Carrodus

Social Action and Community continued...

Local Connections

LOCAL CONNECTIONS is a Community OUTREACH group of HIGHLANDS UNITED CHURCH. We partner with groups on the NORTH SHORE as well as DTES. Our budget is \$17,500. SHELTER TO HOME & SATURDAY LUNCH are part of our committee but operate separately & have a separate budget. We meet every few months sharing our thoughts & wishes how we as a church can fulfill our MISSION STATEMENT...serving a diversity of people, living out our faith in action, seeking peace, justice & healing, sharing our time, ministries & money. Through our partnerships with 5 different organizations, we understand their needs & offer financial & volunteer support as well as clothing, food & toiletries. Since the OPIOID EPIDEMIC, we also have encouraged our church members to write to their MP's to encourage the decriminalization of drugs to help end the OPIOID CRISIS.

2020 has been a horrendous year with the OPIOID crisis & the PANDEMIC creating even more need for finances for the increased costs of serving even more individuals in need. Thanks to the Leadership Board's decision in December, we were able to come through with our budgeted funds, giving to those organizations in most need. FIRST UNITED MINISTRY \$10,850 for Community meals & programs & WISH DROP-IN SOCIETY \$4,250 for Meal & Programs for women on the DTES. CAPILANO COMMUNITY SERVICES on North Shore \$1300 to keep programs running for Youth at Risk & Isolated Seniors. CAMP FIRCOM received \$300 for Organic Farm & costs & N.S.LOOKOUT SHELTER received \$265 for bus fare for clients to get to apts. & \$535 went to CHRISTMAS HAMPER MINISTRY to brighten those in need at Christmas.



Thanks to the generosity of our HIGHLANDS congregation for supporting our SOCK/PONCHO APPEAL in Oct/Nov. with approx..\$2000 to purchase socks, ponchos etc. for the homeless in the DTES. We also appreciate your generous support of the ADVENT APPEAL with \$5450 going to FIRST UNITED COMMUNITY MINISTRY & \$2200 to WISH DROP-IN SOCIETY supporting women on the DTES. Without the generous support of HIGHLANDS members, we would not be able to help as many people in need in our community as we do. Our committee of 9 dedicated members thank you for your generous support.

Submitted by Sheila Durward, Chair

Members: Doree Piercy, Sheila Stanway, Ruth Kershaw, Wendie Reinhardt, Ev Leskiw, Bernice & Al Lill, Jean Gabrielse and Will Sparks

Social Action and Community continued...

Flea Market

The Flea Market Sorters were able to gather just 3 or 4 times in Jan./Feb. before Highlands was required to close down activities due to the pandemic.

Since then a small amount of donations has filtered into our storage areas almost continuously. In order to keep on top of this we were able to have just 2 or 3 sorters working for a couple of hours as needed and obeying all covid protocols. Those who helped were so pleased to have a small amount of social contact, even from afar and behind masks. Of course, we were unable to hold our fantastic Giant Flea Market in October 2020. Maybe October 2021 will see us all working together again for the good of this community.

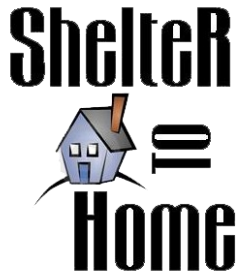
The social side of sorting has been sorely missed by many but once we are able to open again we hope to see lots of new faces joining us.

As soon as we are allowed we will open up again for donations and sorting even if we have to make some changes to how we operate. Please keep your good donations for us if at all possible so we can swing into action at the first opportunity.

Please contact Chris Robertson (604-988-5483, chris@fuel.ca) if you have any queries, especially if you are moving and have a lot of stuff to rehouse. Hopefully we will be back soon!



Social Action and Community continued...



Shelter to Home

Shelter to Home is an outreach program of our church. Our mission is to provide furniture and household items, at no cost, to people living on the North Shore, who are either transitioning from

homelessness to independent living or who are living on limited incomes. We believe that acts of compassion in crucial circumstances can change lives. 2020 was the twelfth year of operation of the program. We have a free telephone line for donations, 778-331-8465, monitored by volunteers. Our outreach program is run by 16 volunteers and a part-time paid Storage Manager. The COVID pandemic greatly affected our operation in 2020. We were closed for 2 months and reopened under strict COVID protocols in mid-May.

New Developments:

- Through our membership in Furniture Bank Network of Canada, we were included in an initiative organized by IKEA and Furniture Link to donate furniture and goods to furniture banks across Canada, as a special program to assist people during the pandemic.
- We received \$25,000 of new IKEA furniture. Highlands graciously allowed us the use of the gym to receive, assemble and distribute the donation. A volunteer team assembled the furniture, and distributed it to over 20 clients within a month of receipt.
- Ten years of tenancy in the Gulf Pacific Building on Bewicke Street came to an end, because the owners needed our space for their expanding business. We are grateful to Gulf Pacific for ten years of rent at about 20% of market value.
- We continue our associations with approximately 12 referring agencies on the North Shore

- We provided much of the furnishing for a supportive home established by the CMHA
- for a group of men
- We are temporarily housed in the Fireside Room of the Church, as it is not in use for programs during COVID. Currently we are searching for new, larger accommodations and the funds required. (about \$2000/month)
- We received a grant from the PMRC ProVision fund to do a strategic plan, following our visioning process undertaken in 2019. A consultant, Wayne Penney, was hired to lead us through the process. This process is complete, and we will be moving forward with actions and initiatives set out in the plan.
- We received an Innovation grant from the National United Church for operational expenses other than rent, as we expand our service.
- John McDonald, who served as our Storage Manager for almost 3 years, retired on October 31, 2020. On December 1, 2020, Peter Arduini became our Storage Manager.
- We experienced our busiest ever month in November of this year, providing service to 33 clients, double our usual number, as well as moving to our new space in the Fireside Room.

We continue to receive operational grants from the City and District of North Vancouver. We are grateful for donations of furniture, household goods and funds from members of the church and community.

Shelter to Home Annual Report January 1 to December 31, 2020.

Social Action and Community continued...

Shelter to Home Client Statistics for 2020

Client Statistics:	Number of Clients	% of total clientele
139 clients were served in 2020	45 men	32.5%
	55 women	39.5%
	39 children	28%

Referring Agencies

Lookout North Shore Homeless Shelter	26	18.7%
Sage House	32	23.0%
Community (including word of mouth)	10	7.2%
Hollyburn Seniors' and Family services	14	10.1%
Canadian Mental Health Association	12	8.6%
Vancouver Coastal Health	06	4.3%
Harvest Project	15	10.8%
Community (including Word of Mouth)	10	7.2%
West Coast Family Services	06	4.3%
Highlands United Church	09	6.5%
North Shore Christian Center	05	3.6%
North Shore Alliance Church	04	2.9%

Shelter to Home Financials:

Revenue

Grants: (CNV and DNV)	27091.00
Other donations:	6693.70
Total revenues:	33,784.70

Disbursements

Rent:	3076
Phone	456.01
Transportation of furniture	3,295.12
General Expenses	473.43
Domain Fee	54.14
Store Manager Fees	2643.50
Total disbursement	14,303.20

Social Action and Community continued...



Saturday Lunch

Partnering with North Shore Neighbourhood House, **Saturday Lunch** is a Highlands United Church Outreach program, and part of the Local Connections

Committee. 2020 has been its eleventh year of operation. We provide a nourishing lunch year-round, to people who are living on extremely limited incomes, including a few people who are homeless. Our guests include a variety of ethnicities and some families with children.

Some facts about Saturday Lunch

- Before COVID we served a sit-down lunch of soup, sandwiches, fruit, home baking, juice and coffee to 50 to 60 people every week
- At the beginning of COVID we shut-down for 3 weeks.
- Upon being declared an essential service by the Health Department, we reopened in April, in a COVID safe manner.
- Since April, we have been serving a bag lunch of sandwiches, fruit, juice box and home baking, in the lane behind North Shore Neighbourhood house, serving up to 100 people per week.
- We have 3 volunteer teams: 4 people work at the church from 10:30 to 12:30, making the sandwiches and packing the lunches. At 12:30pm, 2 people transport the lunches to NSNH. 4 people greet our guests in a COVID safe setting, maintaining social distancing as people receive their lunches.
- Since early April, Wendy McNaughton has worked with Columbus Market, to order our groceries weekly. They give us a discount.
- Dave and Judy Thomas pick up Cobs bread every Friday. As our number of guests rose from 40 to 90 or 100, Cobs has provided half the bread we need, reducing our weekly costs.
- Since October 2020 Judy and Dave Thomas have picked up fruit and/or other surplus items from the Vancouver Food Bank, located in North Shore

Neighbourhood House. This will continue into 2021.

- Several cookie bakers keep us supplied with treats to pop into the lunch bags each week.
- We are grateful for these community partnerships.
- Our annual Christmas Lunch contained extra goodies and a \$10 Walmart gift card. We also served turkey bunwiches with cranberry sauce.
- Our guests continue to be grateful for the stability we inject into their often-precarious circumstances, by providing lunch every Saturday, year-round.

The funding for this outreach ministry came from generous individual donations from members of this congregation and community, as well as grants from the City and District of North Vancouver. The North Shore Tai Chi Spirit groups continue to be generous donors to our program. The cost of the food and sundries is about \$175.00 to \$200.00 weekly. For the months in which we serve lunch inside NSNH there is a charge of \$161.45, on statutory holidays when the building is closed.

Saturday Lunch is one of our church programs addressing outreach into the community, to provide community, hospitality, welcome, compassion, and respect for a diversity of people, and practical help for those living on limited incomes. Given the success and importance of this program we need more Highlands volunteers! There is considerable pressure on the core members of this team to fill the schedule. Check the Volunteer Schedule on the Highlands United Website and join our dynamic team, volunteering as little as once a year, and as much as once a month or more. You can join the team by contacting KumuNavaratnam, Volunteer Scheduling Coordinator. Email her at: kumu@shaw.ca

This is good work we do!!

Respectfully submitted,

The Saturday Lunch Team .



Social Action and Community continued...

Refugee Committee

For over 40 years Highlands' Refugee Committee has supported the congregation in sponsoring and assisting the settlement of refugee newcomers to free, safe and productive lives in Canada.

During 2020 we continued active settlement support for Addam, a young Syrian man. Despite pandemic restrictions Addam continued to thrive--taking English courses/workshops online and using his personal experience to help orient other newcomers to Canada. He now lives in New Westminster and is employed full time in Burnaby with a concierge service. Although his formal 12-month sponsorship with Highlands came to full term in September, our committee members remain in regular contact.

Our pending sponsorship is Mohammad's family of four who fled religious persecution in Iran and are now in Turkey awaiting final approval from Canada's Overseas Visa Office. This is a co-sponsorship we've worked on for over two years jointly with his North Shore sister & brother-in-law. In early 2020 overseas visa processing was stalled due to the pandemic, administrative office closures and travel restrictions. Unfortunately, these unexpected delays continue and the family struggles to sustain themselves.

In December, Highlands' congregation responded generously to a request for donations to assist Mohammad's family with food and living expenses. Also, Highlands' English Language Learning (ELL) group is helping to increase their English skills through online conversation sessions. Mohammad, Sima and their two young adult children tell us that all your support brings them hope for a better future.

Helping newcomers arrive and thrive in Canada is sometimes challenging yet always interesting! We welcome new members on our team.

Respectfully submitted, Highlands Refugee Committee:

Marilyn MacDonald (Chair), Peter Ackhurst, Catherine Alkenbrack, Lindsay Bottomer, Bill Denault, Bill Dyer, Phyllis Ferguson, Wendy McNaughton, Kelly Pollock, Will Sparks, Brian Wyatt.

Ex Officio Member: Jean Gabrielse



Social Action and Community continued...

English as a Second Language (ESL) English Language Learners (ELL)

The English Language Learning (ESL/ELL) Program at Highlands aims to provide English language instruction in a friendly, supportive environment for newcomers to Canada. The classroom time is spent exploring general topics of current interest as well as topics of a spiritual, ethical or moral nature. The participants come with a variety of faith backgrounds which can make for interesting learning experiences as they, and we, hear about many differing viewpoints.

At the beginning of 2020 we were running 2 levels of classroom instruction, meeting 2 mornings a week, a Conversation and Coffee group, meeting 1 morning a week and a Speakers Group meeting one afternoon each week. Each term we attracted approximately 50 participating newcomers, coming to Canada from a variety of countries such as Iran, South Korea, China, Mexico, Spain, Viet Nam and Central America.

Working with this group were a team of 16 volunteer teachers/leaders, most of whom were from Highlands United Church community but also a couple who were from the greater North Shore. We are mostly native English speakers who can introduce the participants to the language, Canadian culture and local activities.

We ended our first term in time for the public school Spring Break and then Covid hit. All classroom time was suspended while we waited for advice from the Highlands Covid committee. Over the next several months we would be in touch with any students who were interested in meeting via Zoom for a check-in time, purely social. In August we conducted a poll to see what format students were interested in for classes, whether they were more comfortable with Zoom classes or live, limited enrollment classes at the church.

In September we reassembled with one class of Beginners on Zoom and one class of more advanced students meeting live. These 2 classes met only once a week each, with 4 volunteer teachers total and enrollment of 18 total. In November we had to close the live class in favour of going to Zoom which was a noble effort on the part of the teachers to learn the new technology. By going onto Zoom, we were able to have 2 more teachers/leaders join the group. The numbers of our participating volunteer teachers have changed due to new technology requirements or health concerns.

Also, throughout the fall term, the Speakers Club which closely follows the Toastmasters model, experimented with the Zoom platform. With 2 very patient students and a persistent teacher, the group has learned how to proceed. (In 2021 there are now a consistent 5 participants and often at least 2 native English speakers).

Submitted by Judy O'Neill, for Diana Bomford, Janie Ackhurst, Cheryl Irwin, Sunny Park, Susan Sherwood, Wendy McNaughton, Sandi Parker, Linda Greven.

Social Action and Community continued...

15th Capilano Highlanders Scout Group - Chartered in 1954



*Scouting's Mission:
to help develop well-rounded
youth, better prepared for
success in the world.*

The 15th Capilano Highlanders Scout Group provides learning and leadership opportunities for youth age 5 through 26. In 2020, the membership included 64 youth and 19 adults. That included 16 Beavers, 28 Cubs, 13 Scouts, 4 Venturers, 1 Rover, 15 Leaders and 4 Group Committee members. There was an active program for all youth, involving youth leadership and adventure.

The sections met weekly Sept. through mid March. At that point, all in-person Scouting was suspended due to the covid-19 pandemic. None of the sections held virtual meetings although the Venturers stayed in touch a bit on their own. The other youth spent their days on zoom school calls, thus it became non-interesting to try Scouting as well.

Leaders and Group Committee at the 15th included volunteer parents and community Scouters. The committee members were Dawn Martin-Smith (Administrator and Registrar), Chris Jones (Treasurer), Thomas Burkholder (Fund-raiser) and Eleanor Oakley (Church Liaison). The Commissioner role stayed vacant as no one wished to take it on.

Service to the church and community was a major focus of the group as long as they met. There were clean-up campaigns, Flea Market help, and food and sock drives. Profits from the annual hot dog sale on Church Parade Sunday went to support the church's Saturday Lunch Program.

Funding for the group's activities and supplies, and the annual honorarium to the Church, was raised through registration fees and the annual Apple Days promotion. A new effort of making /bagging / selling granola bars was also quite profitable. The annual manure sale was cancelled.

The 15th Capilano Scout Group greatly appreciates the support of Highlands Congregation and Staff. Fortunately, it was able to show its gratitude through attendance at the annual Church Parade Sunday, before covid became an issue. We feel very blessed to be part of this wonderful partnership, now in its 6th decade.

Submitted by Eleanor Oakley

Church Liaison, 15th Capilano Scout Group
Pacific Coast Council, Scouts Canada

Highlands Quilters

This group has been on hiatus since December 2019. It remains to be seen if there is sufficient interest to start up again once we are able to gather closely.

Submitted by Chris Robertson



Caring and Seniors Ministry

Seniors Ministry

While 2020 started off much like any other year, it quickly changed and vaulted us into unmapped territory, one that has been filled with many challenges, with new appreciations and learnings, and with profound losses and gifts.

We had 5 Seniors Connection gatherings at the beginning of the year, coming together in the lower hall on Wednesday mornings for a little exercise, a guest speaker, a delicious lunch and wonderful conversation. In addition we had an adult ed series titled "The Future Beckons" looking at life review and ending with a celebration lunch. Also, in an effort to support the visiting ministry team and others providing care to loved ones, Elizabeth Bishop from the North Shore Caregivers Support group, offered a workshop that was informative and well received. But shortly thereafter, we had to cancel various bus trips and the much anticipated three day trip to Whistler.

Since March 2020, The Seniors Ministry has focused on the following:

Postcards from Home has been a weekly email since last March, that connects with about 150 individuals via email. It's a way to stay connected, share news, and provide encouragement and support with poetry, blessings, prayers, and links to humour, and the occasional music and interviews.



Cards and phone calls help us to stay connected with seniors who don't have email.

Supporting Seniors: Over the summer, youth offered to help seniors in the congregation that needed help accessing the online service or setting up zoom on their computers in order to stay in touch with their friends and church family. Other volunteers have, and some continue to, pick up and deliver groceries, drive people

to appointments, and have telephone visits with seniors. And of course seniors connect with, encourage and support one another in a beautiful tapestry of community and love. There are many other gestures of kindness and generosity that are happening quietly amongst congregation members!

Conversations in the Courtyard:

In the early Autumn, every effort was made to have face to face visits with small groups of seniors, twice a week while the weather was good. In total we had about eight such gatherings.



Transitions: Don Robertson, with support from me, facilitated a very timely 5 week series focussed on making our way through transitions in our elder years. It was a wonderful series and we are truly grateful for Don's wise and insightful leadership!

Prayers, Poems and Music....Mid Week Worship:

Together with Geordie Roberts and Janet Warren, the three of us were able to provide two, small, in person worship services in November for seniors, some of whom hadn't had access to Highlands worship service since the pandemic began.



Changes to the public health orders put these gatherings on hold.

Advent and Christmas: Throughout Advent as the days grew darker and our hopes of spending time with loved ones dimmed, a daily email arrived early each morning to offer a reflection and image of the season of advent. Those without email received a booklet in the mail to accompany them through the season. Volunteers sent Christmas cards and many phone calls were made to connect with and encourage one another!

Caring and Seniors Ministry continued...

I am deeply grateful for the volunteers who have come forward to make time for telephone visits, to write cards, buy groceries and connect with one another in a myriad of ways. This is the Highlands community at it's very best and I am honoured and privileged to be a part of it.

Blessings,

Colleen Blair

Minister for Seniors and Hospitality



Pastoral Care

For most of 2020 pastoral visits looked quite different than we've known in the past. There were some hospital, hospice and home visits but for the most part, these were quite limited due to covid restrictions, and at times this was heartbreaking. However, there have been porch visits and extensive telephone visits and while not the same as an in person visit, these visits were still comforting and supportive for the individuals involved.

In addition to the pastoral care that Will, Tanis and Colleen provide, over the course of this past year there has been a whole network of dedicated telephone visitors checking in with one another and offering a listening ear and welcome contact with Highlands and this has been a tremendous gift! And other volunteers are sending cards and notes of encouragement to brighten the lives of those who might be on their own and isolated, particularly those without computers. The twice a year caring ministry packages that have typically been delivered at Christmas and Easter to shut-ins and frail seniors in care facilities were not delivered this year due to the high risk of most of the recipients and given that many were in strict lockdown in long term care facilities. But over the summer and autumn, Ann Echols who was later joined by Kerry Karram, have been cooking and delivering soup to seniors in their own homes, following all covid safety protocols....a kind of *culinary hug of support during difficult times and at a time when we're missing hugs so much!* A few of us are making and delivering soup to many congregational members. The reasons for the gifts are plentiful: -a need

to feel connected to each other through a small gift and a porch visit, a need to help support health transitions, bereavement, and tough times, or simply a "Culinary Hug" to remind folk that we are all connected and all belong to Highlands. All in all 49 families have received Soup Hugs this year.

To all that have participated in the care of this community over this past year, we are truly grateful.

Circles of Accompaniment

Three Circles of Accompaniment were in place in 2020.

In March, we quickly made Covid-19 friendly adaptations, in order to achieve physical distancing guidelines. We were saddened by this change in support & personal contact but everyone shifted to keep the Circle recipients' safe. Two of these Circles of accompaniment were new this year.



A circle consists of a team of support individuals that respond to a need identified by the coordinator: eg. to make a phone call, drop off a meal, a home visit pre-Covid, have a distanced outside visit when allowed to, have small or large Zoom gatherings or go for long distanced walks, just to name a few. The identified needs of each Circle are unique.

We are so grateful to the Volunteers that graciously offer their time & support for these individuals and recipients of this service are so grateful for the loving support they receive.

If you need support or know someone in the congregation that might benefit from a circle of accompaniment please speak with Cheryl Irwin, Ann Echols, Colleen Blair or Will Sparks.

Caring and Seniors Ministry continued...

Congregational Life

Small Groups Connections Ministry-



With the passionate dedication of Ann Echols and her Small Group Ministry team that includes Betty Chapin, Marion Sebastian, Ariel Creighton, and Susan Bennetts, (supported by staff) the small groups connection ministry has offered a number of opportunities for congregation members to stay connected with one another and with this community. From October- December three projects were initiated and all were successful.

- Walk and Talk- Three Sunday walks brought a total of 41 people out, some of whom had not participated in any events outside of worship, prior to that point. The events were well organized with great leadership and wonderful energy and enthusiasm!
- December Zoom Social With an attendance of 89 families and individuals, people gathered for music, group games and break out groups and had a wonderful time checking in with old friends and meeting new ones. Not quite the same as Geordie's family Christmas but the next best thing and such a delight to see one another's faces!
- Hosts of Angels - the purpose of the Hosts of Angels was to have small conversation groups of 4-6 people meeting via zoom or on the phone, for a weekly check in and visit. Sometimes framed around a particular theme or question and other times simply a chance to visit with and get to know others in the group on a deeper level. There were a total of 37 participants in 12 groups. (7 zoom groups and 5 phone groups). Almost all of the groups have opted to continue on in the new year (now called the Highland Huddles).

- In a time when our usual connections have been so much more difficult to maintain, the work of this team has resulted in new and deeper connections than existed previously. Highlands is so grateful for the ingenuity, dedication and hard work that Betty Chapin, Ariel Creighton, Marion Sebastian, Susan Bennetts and Ann Echols have offered.

Blessings,

Colleen Blair



Caring and Seniors Ministry continued...

Visiting Ministry

What a year 2020 has been for the life of the Family of Highlands United! With COVID on our doorsteps, we experienced a different way to connect in this Ministry. We continued our Visiting Ministry of caring for 10 Congregational Members who resided in 6 North Shore Senior Care Facilities in a different way. We also kept an open heart & watched over several members living in the Independent Residences on the North Shore.

We kept our ministry commitment to keep in focus with our Five Year Plan to “Love, Know, Serve & Pray together ‘from a distance’”. Normally, knowing these folks could not attend church services in the past we would take news to them on the activities happening in Highlands, pray with them & make sure they felt



remembered by all of us. For this year of 2020, we had to do this the old fashioned way by sending cards, phone calls & being in touch with family members!

The volunteers usually committed to this ministry a ‘once per month’ visit to each member who lived in these facilities. Sadly not this year, because of COVID, we were not permitted to visit! We have always been the ‘eyes & ears’ for the caregivers of our lovely friends. This year everything was done for the safety of our folks. In 2020, we lost a couple of our dear friends. We & the Highlands Staff provided necessary support & prayer for the families in their loss.

The volunteer team consisted of ‘9’ dedicated members of Highlands who offered their time, energy & love to keep this Ministry in Senior Care Facilities alive. We ‘thank each & every one of them’ for their constant commitment. No particular order: Jeanie Vulliez, Estha Murenbeeld, Ann Echols, Barb Margerm, Margaret Harrington, Ron Watson, Judith Lee, Carol Beattie, Ariel Creighton.

The Visiting Ministry is so blessed to be well supported by our strong leadership Rev Will Sparks & Colleen Blair. ‘Thank You!!’

Submitted by: Jacqueline Scott – Co-ordinator

Thursday Dinners & Sunday Lunches

Through the efforts of Sandi Parker and a dedicated group of volunteers, Thursday dinners were a welcome addition to the week for many folks in the congregation, particularly families. Delicious meals, great conversation and connections happened on those evenings. Due to Covid, dinners had to be suspended in March. However, we did manage to have a Zoom Seder Supper on Maundy Thursday, thanks to Sandi very quickly getting up to speed on Zoom, and there was a lovely potluck lunch one Sunday in February following worship! blessings,

Colleen Blair



Caring and Seniors Ministry continued...

Healing Hands

Highlands Church vision statement says, "Trusting in God we want to be a people who scatter to seek peace justice and healing"



This year we have:

- Maintained a healing presence at Highlands church
- Offered 148 sessions at the church to persons in the congregation and the community
- Offered 205 sessions to persons from the congregation and the community at home, hospital and hospice
- Been a healing presence at the Advent Festival
- Been a healing presence at the Quiet Christmas service
- Participated in 7 practice days for renewal
- Offered a total of 548 volunteer hours

Submitted by Sharon Yetman

Team Members: Ross White, Ruth Kershaw, Jacquie Forbes Roberts, Lorraine Elliott, Tony Dodd, Ross Guthrie, Julia Wilson, Ann Echols, Haruyo Abramson, Judy Brear, Wendie Reinhardt, Beth McLaren, Elizabeth Ross.

Prayer Shawl Ministry

The Prayer Shawl group have been gathering in whatever form we could during this past year. Not our weekly gathering of course, but connecting at least once a month. Early on, when the weather was warm (and when Provincial Rules allowed) we gathered safely and socially distanced in a garden of one of our lovely members and as the weather became more inclement we moved to Zoom gatherings.

In the past while, fewer shawls have been knit as our hands and needles have been busy knitting Toques. We were joined in this project by many others as part of a connecting group ministry and are having fun and informative zoom gatherings bi-weekly.

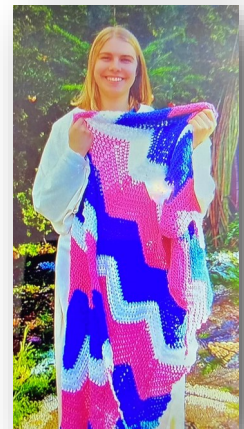
We meet virtually, in love and friendship, with much laughter and good conversation and are happy when new knitters join us.

Everyone is Welcome! from learners to experienced knitters and crocheters.

We are so happy to welcome you!

Respectfully submitted,

Joy Dancey for the Prayer Shawl Knitting Group



Financials

Stewardship

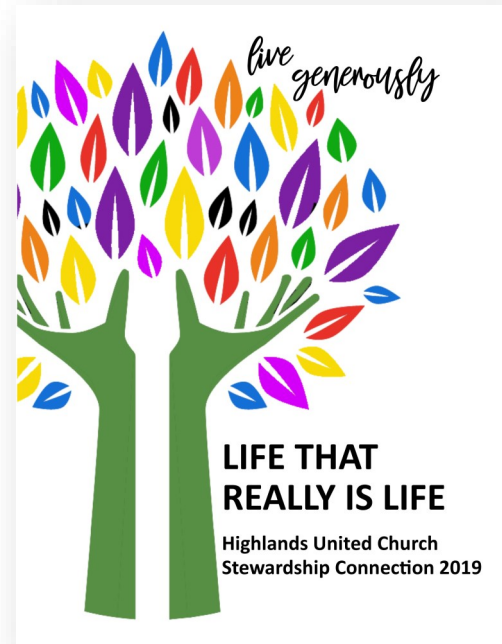
Our theme for our 2020 Stewardship Connection was Living Courageously, the fourth in our series, Life that is really Life. Over this past year we have seen many examples of people living with courage in our Highlands community. Our campaign focused on giving as a spiritual practice, and we heard several Highlands members describe their reasons for, and ways of giving. As they demonstrated, giving takes several forms including time, talent, commitment, energy as well as finances. Each week Will and the ministry team focused on the impact of giving, and how it enriches the lives of those receiving as well as the lives of those who give.

Our Stewardship Connection was launched on Thanksgiving Sunday Oct 18 2020 and concluded with consecration Sunday on November 1. As this was an online, and worship campaign, in addition to our brochure and regular updates in the Highlights, we used several methods to deliver our message. These included an online pledge form, email contact / regular mail for those with no email or special request; intro and outro messages and intentional offertory minutes during Sunday morning online services. As a result of our campaign we received a total of 227 pledges/ continuation of PAR for this coming year for a total of \$385,579.33.

My thanks to the Stewardship Team members, Julie Hunt, Robin Rivers, Deb Anderson, Nicole Byrom, Craig Madill, Doug McKay, Will Sparks for their wisdom, insight and creativity that made the campaign possible. A special thanks to Tatina and Melissa who made the plan a reality. Thank you to all our Highlands friends, for your ongoing commitment to the work of our church. We could not do it without you.

Susan Hogman

Stewardship Chair



Financials continued...

Heritage Fund



Highlands Heritage Fund - Annual Report 2020

The Highlands Heritage Fund (HHF) was formed to provide a permanent endowment fund for Highlands Church to which individuals can contribute. The operation of the fund

according to the Terms of Reference ensures that the income from the money contributed will be available to support projects of an enduring and long term nature for Highlands Church. Only income from the Heritage Fund can be spent, so the fund continues to generate money for the future.

The Fund is managed by a capable committee of 5 - 7 members appointed by the Congregation with responsibilities to manage the portfolio as set out in the HHF Terms of Reference. Approval of this Annual Report will include the appointment for a further 3 year period for the two Committee members who have reached the end of their current 3 year term, namely: Judith Walker and Joan McKone.

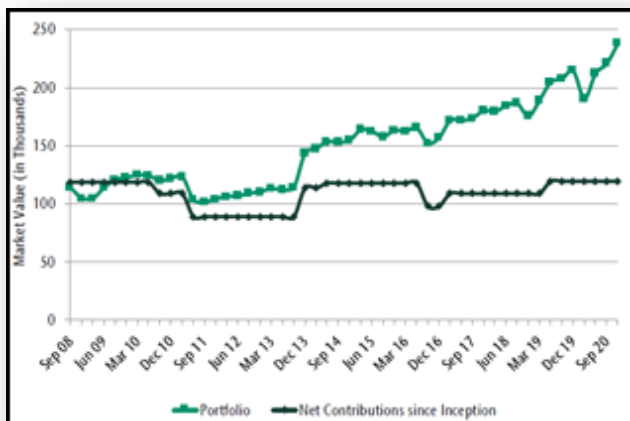
The money in the HHF is fully invested to maximize returns within acceptable risk parameters. The fund is managed by external investment managers, Connor Clark & Lunn Private Capital. During 2020, the portfolio grew from a market value of \$214,304 at the beginning of the year to \$237,834 by the end of Dec. 2020. The HHF Committee is pleased with the management and performance of the fund on behalf of the congregation through the volatile markets in 2020. One year financial performance of the HHF was 11.0% in 2020 and 3 year performance is at 7.8%.

There were no requests or draws on the Heritage Fund in 2020, and therefore the capital pool continues to grow for the long term benefit of Highlands Church. We encourage members of the Highlands Congregation to consider a living gift, inserting a donation clause in your will specifying the Highlands Heritage Fund, or making a bequest directed to Highlands Heritage Fund to continue to grow the fund, and to ensure its long term success and availability for future generations.

I would like to thank the members of the Committee for their continued work: Judith Walker, Joan McKone, Peter Bell and John Haley

Respectfully submitted on behalf of the committee,

Scott Hughes, Chair



Portfolio Value vs. Net Contributions (since 2008)

Financials continued...

Finance Committee Report

Highlands commenced the 2020 year with a deficit budget which was approved by the congregation at the AGM. Barely into the year, the COVID pandemic arrived on our doorstep and sent all of our financial planning for the year into a tailspin. Much effort was spent to understand the financial impacts for Highlands, to investigate potential government assistance programs, and to work with our two primary tenants to ensure their financial viability through the year as well.

Of significant impact was the eleventh-hour cancellation of the musical production "Anything Goes" in early March. Rather than building an estimated \$10,000 surplus from this production, Highlands instead suffered unpaid expenses of \$10,000 which gave us an early setback in the year. This, combined with rent relief we provided to the Pre-school and the anticipated cancellation of the Flea Market for the year (\$40,000 in revenue), left the financial situation in very uncertain terms through the late spring and summer. Despite investigating the many government support programs, strong contributions from congregation members sustained a level of income consistent with prior years, and we therefore did not qualify for most of the government program support funding.

The financial bright spot for the 2020 year was most definitely the manner in which the congregation stepped up to meet financial demands through accelerated and special givings which created a significant and unanticipated increase in overall contributions for the year. With more than \$100,000 of congregational givings above the budgeted level for the year, Highlands managed to end up at a net \$25,000 over total budgeted revenue for the year from all sources.

On the expense side, closure of the Church building and ceasing much of our in-person programming lead to reductions in several expense areas including Sunday School staffing, office expenses, janitorial costs and building repair & maintenance expenditures. The strong revenue levels allowed Highlands to fully meet all staffing commitments throughout the year, including the bridging of administrative personnel with Carol Smith's retirement and Mellissa Wilkin coming on board. With

congregational consultation, late-in-the-year indications of a surplus lead to topping up outreach expenditures to budgeted levels for Local and Global Connections and reaffirming our Mission & Service contribution to historical level of \$50,000.

The year ended with a modest surplus of \$41,653 after all accounts were settled, which will be available to carry forward to future years budgets. The Finance Committee is inspired by, and thankful for, the generosity of this caring community during this challenging year.

Segregated Funds

While the Statement of Receipts and Disbursements covers the core operational finances of the church, Highlands also receives financial gifts and contributions towards specific ministries of the church. These monies are held in separate funds, to be used only for the purpose for which they were given. Three primary funds exist which encompass three overarching areas of the life of Highlands: Building & Equipment Fund, Ministry Initiatives Fund, and the Highlands Heritage Fund. The purpose and year-end balance in each fund is as follows:

Financials continued...

Building & Equipment Fund:	for replacement of church building infrastructure Current balance \$122,044	Shelter to Home Fund Summer Programs Fund Tucker-McKone Memorial Fund Youth Fund	\$ 31,260 \$ 1,069 \$ 4,575 \$ 5,183
Ministry Initiatives Fund:	to support ongoing initiatives of worship and church programs Current balance \$ 35,389	A collection of smaller funds including Christmas Dinner, Faithfest, Flowers, First United, Healing Touch, Lay Education, Livestream, Memorial Garden, Minister Discretionary and Quilters:	\$ 25,084
Highlands Heritage Fund:	long term endowment fund (see related report) Current market value \$237,834	At the close of 2020, the overall balance of this group of funds was	\$ \$194,925
<p>A myriad of other smaller segregated funds are held for a wide variety of initiatives at Highlands. Key funds with their balance as at December 31, 2019 are listed below:</p>			
Grants Fund	\$ 9,444	<p>Our thanks go to Carol Smith, for her tireless contributions to bookkeeping over her time at Highlands, our Administrative Assistant, Tatina Lee and to Melissa Wilkin for jumping into the Administrator role. Professional bookkeeper Bev Liddle and external accountant Ted MacCormac, continued to provide excellent guidance and year end review of finances. The current membership of the Finance Committee consists of Mark Clarke (Secretary), Cameron Forde, Ed Hunt (Treasurer), Scott Hughes and Will Sparks (Ex-officio). The Committee operates with a rotating Chair function, with duties and responsibilities shared amongst committee members.</p> <p>Please note that all figures quoted in this report are as recorded on February 26, 2021, and are subject to adjustment through the external accounting review process.</p> <p>Submitted by Highlands Finance Committee</p>	
Memorials & Celebrations	\$ 73,233		
Music Fund	\$ 16,141		
Refugee Fund	\$ 2,632		
Saturday Lunch Fund	\$ 14,638		
Senior's Ministry	\$ 11,666		

Statement of Receipts and Disbursements 2019 and Proposed Budget for 2020

Receipts		Budget 2020	Actual 2020	Budget 2021
Offerings	Envelopes and Other Agencies	384,000	434,747	400,000
	Special Pledges Appeal for 2019	0	53,793	15,000
	Open Collections	18,000	19,045	12,000
Building Revenues	Pre-School	63,000	56,363	68,500
	Waldorf School	113,000	114,932	117,500
	Other Rooms	46,000	17,198	8,000
Fundraising	Flea Market/Spring Sale	37,500	1,163	2,500
	Antiques & Collectables	0	108	250
	Musicals	10,000	-10,069	0
	Other Fund Raisers	3,000	6,482	5,000
	Online Sales/Marketplace	5,000	0	
Other Revenues	Weddings & Memorials	6,000	5,101	2,500
	ESL	5,000	1,805	1,250
	Bank Interest	1,500	949	1,500
	Grants	3,000	17,680	15,000
	Transfer from Funds	0	0	0
Sub total		695,000	719,297	649,000

		Budget 2020	Actual 2020	Budget 2021
Disbursements				
Ministerial	Staffing	250,500	230,877	240,000
	Sabbatical	2,000	0	2,000
	Other Expenses	5,350	3,669	3,500
Worship and Music	Staffing	51,500	49,371	54,600
	Music/Choirs	3,000	1,591	2,000
	Worship Committee Expense	4,000	3,123	3,500
Livestream	Staffing		0	5,000
	Expenses		0	
Cong Life & Hospitality	Staffing		0	
	Expenses	2,500	296	500
	Caring/Senior's Ministry	200	-967	
Education & Faith Formation	Staffing	21,000	5,866	8,900
	Resource Materials	2,200	2,160	1,500
	Summer Programs (net)	0	0	0
	Library	1,000	0	500
Outreach	Mission & Service	25,000	50,000	25,000
	Community Connections	250	0	250
	Local Connections	17,500	17,500	17,500
	Global Connections	2,600	2,600	2,600
Administration	Staffing	88,000	84,391	72,320
	Office Supplies	15,000	8,424	9,000
	Financial Charges	6,000	5,154	6,000
	Stewardship	500	0	250
	Advertising/Communications	2,000	322	750
	Accounting Services	18,600	17,924	20,600
	Technical Services	250	834	1,000
	Leadership Board	0	0	0
	Pacific Mountain Region	27,000	29,472	29,472
	HUGG	0	0	0
	Building & Property	Custodial Services	70,250	60,662
Utilities		34,500	36,335	35,000
Building R&M		30,000	17,950	20,000
Computer/AV R&M		5,000	3,464	5,000
Insurance		14,000	16,626	19,000
Building Reserve		30,000	30,000	30,000
Total		729,700	677,644	685,742
Excess of Receipts over Disbursements		-34,700	41,653	-36,742

A Highlands Affirmation

*“As followers of Jesus,
We want to be a community that gathers
and takes risks:
to receive and engage a diversity of people...”*

This means people of different ages,
genders or sexual orientations.

This means people of different abilities,
Ethnic backgrounds or economic circumstances.

This means that all people will have access to...
A safe, respectful and welcoming community.

The gifts and experiences of one another
Celebrations of life passages like baptism,
confirmation, marriage, blessings,
healing and care at the time of death and dying.
The opportunity to share in our whole vision.

Whoever you are...

Wherever you are on your faith journey...

Whatever you want to ask...

...you are welcome and accepted.

Our Vision Statement:

As followers of Jesus, we want to be a community
that *gathers* and takes *risks*:

To receive and engage a diversity of people,

To celebrate life-giving worship,

To love and be loved,

To know and be known,

To serve and be served

To learn, pray and grow together.

Trusting in God, we want to be people who *scatter*:

To live out faith in action,

To seek peace, justice and healing,

To share time, ministries and money.

Led by the Spirit, we are continually *transformed*
on this journey.