



LIVE. GROW. **THRIVE**

Highlands United Church 2018 Annual Report

Presented at Highlands United Church
Annual General Meeting
March 17, 2019



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Welcome to Highlands United Church 2018 Annual Report

In your hands is a document that many, many people have crafted to give you a clear account of the life that has taken place through the ministry of Highlands United Church in 2018. People who have been actively engaged in the ministry of our church have taken time to reflect, remember and record the life of this church community in the past year. I am aware that report writing may not be the favorite duty within the life of the church, especially for doers like those who have put energy into the lived activity all year. So let's start out in gratitude for all those who have captured this snapshot of a year in the life of Highlands United.

As I read this report, I am delighted by the picture it paints in my mind: people talking about the coming five years and what future God is calling for us to create in these times of change, singing, celebrating, gathering at table, responding to the needs of those on the margins of life on the North Shore and around the world. I see a picture of a staff team fiercely dedicated to God, nurturing the body of Christ in this place.

It also paints a picture of a financial life that is healthy, modest, and fairly lean. It paints a picture of giving that comes from the heart and is joyful and generous. I know the numbers are big, but so are the needs and so is the life it supports.

So, I invite you to linger over this report. Find a quiet place, get a cup of your favorite hot drink, curl up and let this report speak to you of the life God is inspiring in your community of faith. See what it stirs up for you. See if it inspires you to take a step further in to the life and work of our church. And then come to the Annual Meeting on March 17th to celebrate, give thanks, and talk together about the future to which God is calling us together.

With many blessings,

Rev. Will Sparks

Highlands United Church—Staff and Lay Leaders

Staff	Lead Minister, Rev. Will Sparks Minister of Community Development, Sandi Parker Minister for Seniors and Hospitality, Colleen Blair Minister for Children, Youth and Families, Allie Keir Administrator, Carol Smith Administrative Assistant, Tatina Lee Lay Worship Leader, Ken Irwin Minister Emeritus, Rev. Bob Shank						
Music Ministry	<table> <tr> <td>Music Coordinator</td> <td>Geordie Roberts</td> </tr> <tr> <td>Choir Directors</td> <td>Gillian Irwin, Spirit Singers Geordie Roberts, Genesis II Jeannie Denault & Bella Kershaw, God's Free Spirits Roz Hollett, Hand Bell Choir Heather Soderling, Re:Sound Chamber Choir</td> </tr> <tr> <td>Accompanists</td> <td>Geordie Roberts, Jeannie Denault, Roz Hollett and Megan Van Den Maagdenberg</td> </tr> </table>	Music Coordinator	Geordie Roberts	Choir Directors	Gillian Irwin, Spirit Singers Geordie Roberts, Genesis II Jeannie Denault & Bella Kershaw, God's Free Spirits Roz Hollett, Hand Bell Choir Heather Soderling, Re:Sound Chamber Choir	Accompanists	Geordie Roberts, Jeannie Denault, Roz Hollett and Megan Van Den Maagdenberg
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Accompanists	Geordie Roberts, Jeannie Denault, Roz Hollett and Megan Van Den Maagdenberg						
Custodial	Amir Faritous, Iranca Care Ltd.						
Board of Trustees	Bill Denault, Chair Judy Anderson, John Haley, Joan Kosick, Peter Ackhurst and Al Lill						
Leadership Board	Wendy McNaughton, Chair Sandra Soderling, Michael Soderling, David Keir, Craig Madill, Robin Rivers, David Wilson, Corey Hollett, Julie Hunt Will Sparks and Sandi Parker ex-officio						
Standing Committees:	<table> <tr> <td>Finance</td> <td>Ed Hunt, Treasurer David Boal, Mark Clark, Cameron Forde, Scott Hughes, Doug Margerm Will Sparks ex-officio</td> </tr> <tr> <td>Ministry and Personnel</td> <td>Craig Madill, Chair Diana Bomford, Betty Chapin, Ardis Nelson, Kathleen Whyte, Will Sparks ex-officio</td> </tr> <tr> <td>Worship</td> <td>Gillian Irwin, Chair Colleen Blair, Joy Dancey, Ken Irwin, Allie Keir, Geordie Roberts, Sandi Parker, Will Sparks ex-officio</td> </tr> </table>	Finance	Ed Hunt, Treasurer David Boal, Mark Clark, Cameron Forde, Scott Hughes, Doug Margerm Will Sparks ex-officio	Ministry and Personnel	Craig Madill, Chair Diana Bomford, Betty Chapin, Ardis Nelson, Kathleen Whyte, Will Sparks ex-officio	Worship	Gillian Irwin, Chair Colleen Blair, Joy Dancey, Ken Irwin, Allie Keir, Geordie Roberts, Sandi Parker, Will Sparks ex-officio
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Presbytery Representatives	Simone Carrodus, Ardis Nelson and Hugh Creighton						

Highlands United Church
70th Annual Meeting
March 17, 2019
Agenda

1. Opening – Call to Order

Opening Prayer: As we begin our Annual Meeting, we pray that our work today will be an opportunity for us to serve God and one another. We pray for the courage to be open to each other and to embrace new and different ideas. We are thankful for those who have gone before, the founders and builders of Highlands, who were prepared to take risks for the sake of the Ministry of this Congregation. We give thanks for the current leaders, in all generations, who share their vision, resources and energy today. We hope that, with your guidance, we will be a transforming agent for love in your world. Amen.

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 70th Annual Meeting be approved.

Voting by Adherents

Motion: That all persons present at this meeting be given the right to vote on all matters arising at this meeting.

Approval of the Minutes of the 69th AGM, March 18, 2018

Motion: That the Minutes for Highlands 69th Annual General Meeting be approved.

5. Annual Reports

2018 Ministry and Committee Reports (excluding Financial Reports)

Motion: That the 2018 Annual Report, excluding Highlands Financial Statements be approved.

2018 Financial Report presented by Scott Hughes, Finance Committee

Motion: That the 2018 Financial Report be approved.

6. Staffing Report

presented by Craig Madill, Chair, Ministry and Personnel Committee

- Sabbatical

7. Nominating Committee Report

- Leadership Board

Motion: That the appointments for the Leadership Board, namely, Michael Soderling for an extended two year term to end in 2021, Wendy McNaughton for a one year extension to end in 2020, and Jessica Keefe for a new appointment of one year to end in 2020 be approved.

Affirmation of the Chair.

8. New Business**A. Regional Council representative appointments**

Motion: That the appointment of Simone Carrodus, Hugh Creighton, and Ardis Nelson as representatives to the Regional Council be approved.

B. 5 Year Ministry Plan Update presented by Ardis Nelson, Chair 5 Year Ministry Plan Task Group

Motion: That the 5 Year Ministry Plan be accepted.

C. 2019 Operating Budget Report presented by Scott Hughes, Finance Committee

Motion: That the 2019 Operating Budget be approved.

9. Courtesies and Acknowledgements**10. Adjournment**

Motion: That the Highlands United Church 70th Annual Meeting be adjourned.

Highlands United Church
69th Annual Meeting
11:15 am – 12:30 pm, March 18, 2018
Minutes

1. Opening – Call to Order

Co-chairs Janet Warren and Susan Hogman established that there was a quorum (i.e., 20 full members were confirmed to be present) and called the meeting to order at 11.15am. Attendees were welcomed; the opening prayer was read together.

2. We Remember / Memorials

The names of nine individuals for whom memorial services were held in 2017 were read aloud in remembrance, supported by a power point slide for each. A further five individuals were named in remembrance.

3. We Welcome / Baptisms, Weddings and New Members

Six baptisms and two weddings were celebrated during 2017 and six new members were added by transfer of membership.

4. Procedural Motions

Approval of Agenda

Motion: That the agenda of Highlands 69th Annual Meeting be approved. Moved by Linda Greven. Seconded by Simone Carrodus. None opposed. CARRIED.

Voting by Adherents

Motion: That all persons present at this meeting be given the right to vote on all matters arising at the meeting. Moved by Eleanor Oakley. Seconded by Lisa Madill. None opposed. CARRIED.

Approval of Minutes of Highlands 68th Annual Meeting

Motion: That the Minutes of Highlands 68th Annual Meeting be approved. Moved by Bill Hogman. Seconded by Betty Chaplin. None opposed. CARRIED.

5. 2017 Annual Report (Ministry and Committee):

Motion: That the 2017 Annual Report, EXCLUDING the Highlands Financial Statements be approved. Moved by Sharon Yetman. Seconded by Bonnie Ball. None opposed. CARRIED.

2017 Financial Report

Co-chairs thanked Dave Boal and Finance Committee for their efforts. Dave Boal, Finance Committee Chair, presented the financial report with reference to pages 55 – 59 of the 2017 Annual Report. Dave extended special thanks to Doug Margerm who is stepping down as Treasurer after 7 years of service.

Financial highlights:

- Total 2017 revenue (\$714,500) is slightly higher than budget (\$711,700)
- Total 2017 expenses (\$723,500) are higher than budget (\$713,600)
- There is an annual deficit of (\$9,000), being revenue less expenses

Questions from the floor:

Q. What was the accounting treatment of antiques and collectibles in 2017?

A. No event held in 2017. Revenue smoothed over 2 years (2016 and 2017).

Q. Where is the 2017 balance sheet in the Annual Report?

A. Not included in 2017 Annual Report. Accounting firm is attempting to reconcile a \$1700 shortfall. Power Church financial software has been challenging to configure. Balance Sheet will be available in ~ 1 week.

Q. Please clarify utility budget vs actuals. What is driver of underspend?

A. A change in accounting protocol moved certain 2016 expenses into 2017, making the 2016 expenditures appear lower than actual and 2017 higher. The 2017 budget was based on incorrect figures from 2016.

Comment: Peter Bell made general comments regarding the Heritage Fund for information purposes.

Approval of 2017 Financial Report:

Motion: That the 2017 Financial Report as at December 31, 2017 be approved. Moved by Dave Boal. Seconded by Scott Hughes. None opposed. CARRIED.

* There was a request for the balance sheet to be included as part of the financial statements in the Annual Report.

6. 2018 Operating Budget Report

Dave Boal, Finance Committee Chair, presented the 2018 Operating Budget report. 2018 Budget for revenue is \$721,400 and \$720,600 for expenses. Revenue includes use of \$5,000 from Memorials and Celebrations fund. The budgeted annual surplus is \$800.

Q. Please explain \$9,000 reduction in staff costs and what this means for programs

A. Resignation in 2017 (Andria Irwin) for half-time position. Staff budget has been re-allocated in part to Allie Keir and other staff. Gaps in young adults and social media have been challenging to resource. Cost reduction reflects a prospective service reduction in young adult and social media ministry, offset by a maximum \$8,000 short-term contract to rebuild this capacity.

Q. Please explain * on Page 59. Revenue source will be several thousand dollars higher than expected

A. The asterisk refers to income from memorials and weddings. Long term averages have been used in

the budget, but the actual amounts received so far in 2018 have been twice as large. The total for the year is expected to be well above budget.

Comment: Dave Boal made request for folks to consider joining the Finance Committee

Comment: Bob Shank made comment: "Impressed to edge of being overwhelmed by quality of Annual Report. Thank you!"

Motion: That the 2018 Operating Budget Report be approved. Moved by Dave Boal. Seconded by Jacqueline Scott. None opposed. CARRIED.

7. Staffing Report

Presented by Craig Madill, Chair of Ministry and Personnel (M&P) Committee.

Craig Madill, commended staff for a job well done in 2017, with special thanks to Carol Smith, office staff and ministerial staff. Craig provided an overview of the motion to be presented related to staffing.

Motion: To renew the appointment of Sandi Parker in the role of Minister of Community Development for two years ended 30 June 2020. Moved by Craig Madill. Seconded by Diana Bomford. None opposed. CARRIED.

8. Nominating Committee Report

Motion: That the the new candidates for the Leadership Board be approved: Julie Hunt; Corey Hollett; Sandra Soderling. Moved by Janet Warren. Seconded by Lisa Madill. None opposed. CARRIED.

Motion: That Ed Hunt be appointed as Highlands United Church Treasurer. Moved by Dave Boal. Seconded by Craig Madill. None opposed. CARRIED.

9. New Business: Terms of Reference for Leadership Board

Motion: That the Terms of Reference be approved as presented with the following amendments (italicized below for reference). Moved David Keir. Seconded by Peter Bell. None opposed. CARRIED.

- *Chair and Co/Vice-chairs (as applicable)*
- *1-2 Ex-officio Members (non-voting)*
- *The Chair, or Co/Vice Chairs will preside at all Leadership Board meetings*

Motion: That Susan Hogman and Janet Warren be approved for a further 2-yr renewal term as ex-officio (non-voting) Members in accordance with the approved Terms of Reference. Moved by David Keir. Seconded by Lisa Madill.

Note: In response to questions from the floor, David Keir advised that amendments to the Leadership Board Terms of Reference are designed, in part, to provide support and knowledge transfer to a new

Chair. It will also address a prospective gap in leadership until a new Chair can be appointed. Janet and Susan advised their intent to remain on the Leadership Board (as Ex-Officio members) and serve as Co-Chairs on an interim basis until a new Chair is appointed. A motion to ratify this arrangement will be brought forward by the Nominating Committee for affirmation at a future congregational meeting.

10. **Courtesies and Acknowledgments**

Susan Hogman and Janet Warren extended their thanks to office and ministerial staff and members of the Leadership Board. Special recognition for exceptional efforts to Carol Smith and Dave Boal.

11. **Adjournment**

Motion: That the Highlands UC 69th Annual Meeting be adjourned.

Moved by Janet Warren. Seconded by Bonnie Ball. None opposed. CARRIED.

**Highlands United Church
Congregational Meeting
October 14, 2018
Minutes**

The Meeting was called to order by Susan Hogman, co-chair of the Leadership Board at 11:10 am.

Purpose:

The purpose of the meeting is to confirm the appointment of Wendy McNaughton as the new Chair of the Leadership Board.

Susan outlined the process for this appointment stating that this position had been difficult to fill, and as a result, at the Annual Meeting in March, Susan and Janet agreed to carry on until a replacement could be found.

Tanis van Drimmelen presented the motion:

MOTION: *That the congregation of Highlands United Church appoint Wendy McNaughton to the position of Chair of the Leadership Board.*

The question asked is Wendy taking this position on her own. Yes she is, Susan will support her as long as she finds this necessary.

The motion was moved by Tanis van Drimmelen, seconded by Michael Soderling. CARRIED

Wendy then assumed the chair and called for a motion to adjourn.

MOTION: *That congregational meeting be adjourned.*

It was moved by Allie Kier, seconded by Lisa Madill that the meeting be adjourned. CARRIED

Meeting adjourned at 11:18 am.

Administration and Leadership

Minister's Report

I recently returned from a three-day educational event called "Holistic Leadership for Missional Engagement." That is a fancy way of asking, "how do we lead congregations to genuinely love God, love their neighbor and fulfill God's promise of abundant life where we live?"

The course was based on the belief that every community embodies God's presence in the world. Every community has a very unique posture towards the world. Every community has practices that animate the life within. And every community perceives God differently. If we can truly understand our community on these four dimensions, we will be able to help unleash the gift the community has to offer the world.

I have now been at Highlands for two and a half years, and I think I am starting to get it.

Presence: Highlands has been gifted with a presence that is lively, joyous, thoughtful.

Posture: Last year's tag-line exercise revealed that the word community is central to the way Highlands sees our life, so our posture is one of openness to each other and to the world.

Practices: Highlands loves to celebrate, loves to learn, and loves to make a difference in the lives of those around us. So common practices include singing together, gathering in study groups and Sunday school to learn the ways of the gospel, and engaging in practical work of feeding and housing people in need.

Perception: And my sense is that at Highlands we perceive God very close, as close as the person beside us, as close as our breath, as close as that still small voice calling us as individuals and as a community to love deeply, trust God, and live with holy abandon.



2018 has been a full and fruitful year in ministry at Highlands as you can see from the liveliness of this report. So much to celebrate. So much to be thankful for. We faced significant losses in the first 6 months of the year including some founding members, and although we celebrated the immeasurable gift of their presence among us, and confidently send them on the next leg of their amazing journey with God in life, in death and in life beyond death, we feel their absence, and feel the responsibility and challenge of stewarding the life of Highlands as it shifts to the next generation.

Which brings me to the 5 Year Ministry Plan. I am so grateful for the team that worked hard to bring these goals and desired outcomes for the next five years to the community. Although the survey was not as widely engaged as we had hoped, these goals are rooted in some very significant conversations both within and beyond Highlands, some demographic research and a spirit of genuine discernment. I hope that you will read the report, meditate on the goals, and imagine how they might inform your part in the life of Highlands and deepen our life in God in the next five years.

I am deeply grateful for the beautiful and fiercely committed staff team that Highlands has assembled. I am so grateful for the leadership on the Board and all the program areas with a special mention to Janet Warren and Susan Hogman who chaired the Board and helped me get my feet wet in ministry here. We are so blessed.

Highlands has a breadth of life and activity that is dazzling and that keeps me on my toes. My dear hope is that we will grow ever deeper in God's presence, ever more open in our posture to each other and the world, ever more thoughtful in the way we practice our faith, and ever more perceptive of the love of God which is the lifeblood running through our veins.

Submitted by Rev. Will Sparks, Lead Minister

Leadership Board



Board Members:

Back Row: Sandra Soderling, Will Sparks,
Michael Soderling, David Keir, Craig Madill,
Robin Rivers, Sandi Parker,

Front Row: David Wilson, Corey Hollett,
Wendy McNaughton, Julie Hunt

This past year has had a mix of both stability and transition. Many of the committees, structures, and ministries within Highlands have carried on working from a strong foundation. As with any living organization, we have also experienced times of change and transformation.

A big project over the past year has been developing a 5 Year Ministry Plan. A sub-committee was formed to plan, gather data, and discern areas of focus. They sought input both internally and externally. HUC is seen as having a congregational model acting as anchor for the broader community. The Leadership Board looks forward to focusing on the goals set out.

Highlands welcomed Wil Latham as part of an Explorer Project. Wil came from Ontario for 3 months (May-August). He jumped right into life at

Highlands getting involved in Saturday Lunch, summer camps, travelling with Genesis II, and a myriad of other activities. We thank the group of individuals who were there to support him along the way.

The Leadership Board had a June retreat where we had the opportunity to consider, amongst other things, our Core Values, 5 Year Ministry plans, youth ministry, and inclusivity. We discussed ways to build connections, share spiritual experiences, and engage new community. It was a great way for new and existing board members to get to know each other better and set goals.

Significant changes to governance and finance structures in the wider church are being put into place as a result of remits conducted by the United Church of Canada. Previously, we were part of BC Conference and now we are part of the Pacific Mountain region. As well, there are changes to the financing structure of the Church which will be reflected in our budget.

HUC became part of a joint venture along with Lynn Valley United and St. Andrews Wesley United to raise funds to design, build and fit out a school in Chwitiziribal, Guatemala. The school is due to be finished in March and a group from Highlands will be visiting the community in August.

With the revision of our Leadership Board Terms of Reference in March 2018, we were able to benefit from the experience of Susan Hogman and Janet Warren as co-chairs of the Leadership Board for an extended period of time. I am very thankful for their mentorship as I transitioned into the role of Chair in October.

At our extended Leadership Board meeting in November, 2018 we received twenty reports from committees within our church. Each of these reports outlined the wonderful work being done by these groups on an ongoing basis. This is an indication of the strong foundation from which we are able to work.

Administration and Leadership continued...

One of our goals has been to improve our online presence. With Sandi Parker's wonderful grant writing skills, we were successful at receiving a grant from BC Conference. The grant of \$230,000 over three years will enable us to hire an online minister to oversee this project starting at Highlands, but eventually being part of a bigger online ministry... "United Online BC".

Looking at projects on the horizon, we have a sub-committee making plans to revitalize the front yard of the church including the tower, signs, gardens, pathway and other outdoor space. Ensuring that the face of the church is welcoming is important, as we continue to be a presence in the community.

Our tagline of "Live, Grow, Thrive" indicates our desire to develop as a congregation. This involves building on our strengths and finding new ways to transform ourselves.

Submitted by Wendy McNaughton, Chair

Ministry and Personnel (M&P) Committee

We are blessed at Highlands to be inspired by thoughtful and inspiring worship, and to be supported, mentored and served by wonderfully gifted, motivated, energetic, and effective staff. The year 2018 was full of activities and fulfilling work. For the first time in the past couple of years, we had a relatively stable complement of staff whose hours may have varied, but the personnel remained consistent.

The first half of 2018 saw a significant number of memorial services for congregational members as well as others with connections to Highlands; this presented additional pressure on the ministerial staff as they lead celebrations of life and provided support to those adjusting to their losses. As our Lead Minister, Will Sparks, lead the majority of those services, but others were called upon as well, reflecting the strength and compassion of the

ministerial team. Will and members of the M&P committee spent a lot of time updating job descriptions for the various roles that Highlands employs to ensure that they appropriately reflect the responsibilities and functions that the staff members fill as well as providing a strong framework outlining areas for career and personal development. On top of his busy schedule, Will also participated in the Spring Musical – The Music Man. As part of professional development, Will and Sandi Parker attended the 5-day International Festival of Homiletics in Washington DC.

Sandi continues to refine her role as the Minister for Community Development; her organizational skills and thoughtfulness have been significant benefits to Highlands through the grant proposals and funding requests for various initiatives that she has lead. Having a Minister for Community Development is vital to our church and allows for other Ministry staff to remain focused and efficient. Sandi is leading the planning and preparation for FaithFest 2019 – Into the Wild, March 1–3.

Lastly, Sandi is in her 11th year at Highlands and therefore entitled to a sabbatical, which she plans to take in June, July, and August (UCC guidelines provide for a sabbatical every five years of ministerial employment).

Colleen Blair keeps our seniors active and Highlands a welcoming place through her responsibilities for the Ministry for Seniors and Hospitality. Colleen ensures that there are dedicated teams of Welcome Hosts and Greeters each week throughout the year. She organizes numerous outings, engaging speakers, and other activities for the seniors' luncheons that occur twice monthly – these are all well attended and enjoyed.

Allie Keir has been a warm and welcoming leader for the children, youth and families. She supports the Sunday School teachers, Summer Camps staff and programming as well as the twice monthly

youth groups. In 2018, Allie spent time developing her knowledge and skills around programming for the Sunday School curricula as well as mentoring a dedicated team of Sunday School teachers and youth leaders.

The Young Adult community in the congregation was supported in 2018 by some of the youth and young adult members, helping them build and flex their leadership potential – much of which they've learned at Highlands. This model revealed some gaps in the approach and Carl Steffens was recently contracted for a specific number of hours in 2019 to help identify and address the needs and wants of this demographic so that they continue to feel connected to Highlands.

Andria Irwin's contract for Ignite Services ended during the first half of 2018 as did the program. Ignite was popular with those who attended and it was very well run, though it required significant time and effort on Andria's part; as she is continuing her development and exploring her path in Ministry, Ignite faced a natural end when Andria left.

Ken Irwin continues to provide wisdom, insights, warmth, and humour in his worship leadership and preaching duties. The talented leadership of Geordie Roberts and Gill Irwin bless us with weekly gifts of music.

Carol Smith is the go-to person for all matters administrative, assisted by Tatina Lee. In addition to financial and administrative functions, Carol coordinates our building rentals and use, ensuring the numerous events and activities taking place at Highlands have the space they need. Carol is very often the first contact visitors to Highlands have, and her friendly welcome and efficient handling of requests represents the face of Highlands to the wider community. M&P appreciates the time and care Carol takes with the payroll functions, and consults with her on various payroll issues and interpretations.

Ministry, Admin, and Music staff received a 1.6% cost of living increase effective January 1, 2019. This increase is set by the national church.

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. The annual M&P staff appreciation evening was held this year at the home of Kathleen Whyte, attended by staff and significant others.

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 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 that Ardis Nelson continues to sit on the committee following her tenure as Chair – her experience and background are highly valued. Committee minutes are available in the office.

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

Submitted by Craig Madill, Chair

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

Administration and Leadership continued...

Property Committee

The Property Committee is responsible for the repair and maintenance of facilities and services throughout the church building and property, including the full-time rental areas. Some of the periodic maintenance is done under regular contract, such as, the boiler and water heating systems, elevator, fire alarm systems and fire safety equipment, general alarm system, pest control, irrigation and snow removal. Daily janitorial service and lawn-cutting service are contracted out.

Some building maintenance requires calling-in specialist trades, while the remainder of the maintenance is done by hard-working volunteers from the congregation. The HUC building could not be maintained without these dedicated volunteers who help with all the many everyday issues including plumbing, electrical, drain cleaning, roof maintenance and carpentry work. The volunteers, including our devoted 90+-year old Peter Shaeerer, have also kept our gardens tended.

The Property Committee's Repair and Maintenance budget in 2018 was increased to \$27,500. The increase was quickly absorbed to cover the rising recurring and contractual costs that take almost half the yearly budget.

The remaining budget was used to:

- Support beam purchased for future replacement of rotting beams at Church/Waldorf entrance.
- Scraping and painting all exterior beams
- Tune-up the Memorial Garden
- Arborist-trim trees in the back parking lot per neighbour's request
- Install a window in the Preschool back door entrance per leaseholder request and for safety/security of children



- Provide emergency repairs and maintenance to building interior and exterior, driveways, parking lots and yards
- Refurbish Ministry Staff office
- Installing Martin family memorial bench
- Install tamper-proof plugs in the Gym
- Install new light fixtures hallways and Sanctuary
- Repair the front step on Edgemont
- Repairs to the preschool washrooms
- Preschool outside and office door repairs
- Paint for the youth room
- Upgraded electrical outlets in the office area.

Huge thank you to all the volunteers who do so much to contribute to the maintenance of the property at HUC.

Committee Members: Brian Wyatt, Kevin Woodman, Jonathan Maillie, Dave Powell, Jim Beattie, Alex Wood, Dave Wilson, Dave Thomas, Ken Anderson, Peter Shaeerer, and Andrew Martin.

Submitted by Betty Chapin, Chair

Ex-officio: Will Sparks and Carol Smith

Board of Trustees

The Board of Trustees holds all the property of the congregation for the use and benefit of the congregation as part of the United Church. Included is a recent report of the activities of the Trustees.

2018 Activity:

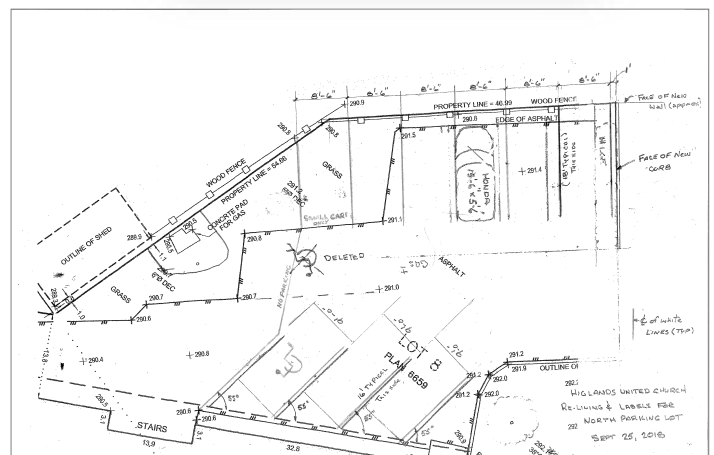
- Signed an agreement with Grosvenor Edgemont Holdings Ltd regarding a one day use of their property for the purpose of providing HUC volunteers parking during the Flea Market.
- Signed an agreement with Telus regarding their request for a Telus fibre installation at 3255 Edgemont Blvd.
- Signed a Joint Venture Agreement along with Lynn Valley United and St. Andrews Wesley United and Doris Kizinna and Eduardo Elias for the construction of the Chwitzi Ribal School project. The original Joint Venture Agreement resulted in the Explanatory Notes, based on a review by the trustees.
- Reviewed the Annual Church Insurance documents.
- Signed an Encroachment Easement with BOFFO Construction (an agreement as an alternative to having Boffo tear out some fence that was not located properly and provided for compensation to Highlands to make further improvements to the North parking lot)

Submitted by Bill Denault, Chair
Trustees: Judy Anderson, Joan Kosick, Al Lill, Peter Ackhurst, John Haley

Building Committee

The work this year focused on the North Parking Lot repaving after the adjacent Boffo development fence was completed. Most of the funding came from Boffo to repair damage to the existing paving but also, through a previous agreement, for resurfacing and line painting the entire paved area.

Submitted by Al Lill and Alex Wood



Administration and Leadership continued...



Vancouver Burrard Presbytery: Pacific Mountain Region

Presbytery is gone! Late last fall we had a celebration of life, so to speak, for Vancouver-Burrard Presbytery. With the new United Church of Canada structure there are no longer Presbyteries (or Conferences).

The Presbytery was the governance body which worked to support local congregations, local ministries, and clergy. Presbyteries and B.C. Conference have now been replaced by a new governance body, Pacific Mountain Region, which will provide support and governance for most congregations in B.C. (plus Whitehorse and Banff, and excluding Peace River).

The work of your Presbyters (our "paid accountable clergy" and our lay delegates) during the past year focused on transitional issues: envisioning how local clusters might continue to provide local support and mission, and to identify funding sources to augment and replace funding for ministries for children, youth and young adults.

Vancouver-Burrard Presbytery has successfully advocated to the Region to provide additional staff support for ministry with children and youth.

The new funding structure for the work of the wider church (including both mission and governance) was reported to the congregation in 2017 and supported by the Leadership Board. The funding for the wider church is changing in 2019: there is now more clarity on how funds are allocated to Ministry and Mission, as opposed to Governance. The underlying reality, though, is that funding is shrinking throughout the United Church of Canada. Highlands, as a church with more outside revenues than most, has been asked to increase its support to offset these shrinking donations.

The new Pacific Mountain Region will continue with the same administrative offices and programmes as before. Staffing, however, has been somewhat reduced and reallocated. The Region assumes the oversight and support to local congregations which was previously performed by Presbyteries. Marc Coulombe, who was staff for the Lower Mainland presbyteries, is now Regional Minister for our part of the Lower Mainland, with increased responsibilities. Simply put, he is the staff resource person for our area.

How staff and volunteer roles and what the governance and policy making structure will be is still a "work in progress". As before, Highlands congregation is entitled to four lay reps to the Region, who will be engaged in the development of these new processes.

The Region will continue to meet annually, in Vancouver. Membership for that meeting will be the "paid accountable clergy" and the lay reps to the Region. Over the past years, Ardis Nelson, Hugh Creighton, and Simone Carrodus have served as lay Presbytery reps. (Based on our congregational size, we need to nominate a fourth lay rep.) The work goes on: Hugh was a commissioner to the

National General Council in 2018, and has some continuing minor role there. Simone has agreed to represent Pacific Mountain Region to the Bowen Island congregation. All of us agree that we need to find ways for lay people to be part of the wider church community, and will work towards that, continuing to serve as Regional reps during this time of transition.

Submitted by Simone Carrodus, Hugh Creighton and Ardis Nelson

Administration and Leadership continued...

Membership Statistics	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total Members	482	475	459	447	402	415	420	408	430	426	443	451	451	452
Members Removed by Transfer of Membership													2	0
Members Removed by Death							9	15	9	4	6	8	4	9
Members Added by Confirmation	6	13	0	0	0	13	6	0	13	0	6	4	0	9
Members Added by Transfer of Membership							8	3	18	0	17	12	6	1
Weddings	4	7	12	12	5	3	2	3	5	3	5	3	2	4
Baptisms	2	9	8	16	7	12	6	11	9	11	6	6	6	8
Memorials, Interment of Ashes and Passings	20	31	14	20	20	20	22	28	14	9	18	21	14	31

Average Sunday Morning Attendance	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
<i>(Yearly average Oct-Nov)</i>						255	255	264	277	263	271	255	244	236

Christmas Season Attendees

	Eve 4:30 24-Dec	Eve 6:30 24-Dec	Eve 8:30 24-Dec	Eve 11:00 24-Dec	Day 10:00 25-Dec	Total
2010 Christmas Season	305	402	211	195	21	1134
2011 Christmas Season	313	446	239	175	47	1220
2012 Christmas Season	400	490	225	120	30	1265
2013 Christmas Season	404	497	149	148	29	1227
2014 Christmas Season	385	500	151	168	51	1225
<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 *	1071
2018 Christmas Season	362		464	115		941

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

Memorials and Passings (23)

* Carol Ann Barker
 Clifford Lawrence (Larry) Barker
 Darren Bonozew
 * Margaret Butterworth
 * Theophil (Ted) Daubert
 Sandra Mary Doldon
 * Dorothy G'froerer
 * Laverne G'froerer
 Joan Boal Golding
 Donald Alexander Gushue
 * Gerald Hackney
 Rev. William (Bill) Hogman
 Lorraine Ingram
 Jackie Lamborn
 Margaret Little
 Eleanor May MacLaren
 Betty Jean McLean
 * Keith Pople
 * David Macaulay Shanks
 * Anne Evelyn Smith
 LeRoi (Smitty) Smith
 Stephen Williams
 Leonard (Len) B. Wilson
 * *United Church 'Members' deceased: 9*

Interments Only (8)

Peter and Allan Julian
 Donald Alexander Gushue
 Edgar Gushue (memorial held in 2017)
 John Stewart Goulding
 Donald Alexander McKechnie
 Mary Elizabeth McGill
 Marilyn Shanks (memorial held in 2012)

New Members by Confirmation (9)

* Kendrick Rutherford
 * David Owens
 * Madison Blackman
 * Emily Anderson
 * Madelyn Keir
 * Georgia Keir
 * Rachel Robertson
 * Isabella (Bella) Kershaw
 * Jamie Edel

New Members by Transfer of Membership (1)

* Linda Greven
 * *United Church 'Members' New: 10*

Baptisms (8)

Kaiya Kerralyn Karram
 Autumn Chiyoko Karram
 Jackson Karram Crichton
 Ezri Julia Blacklock
 Emily Nicole Marie Anderson
 William Henry Barton
 Harrison John Charles Pedlow
 Sophie Rose Byrom

Weddings (4)

Alaton Dean Simon and Laurel Elsie Duffie
 Christopher Bochon and Emma Best
 Curry Leon Hitchborn and Taline Marie Horozian
 Gordon William Richman and Pamela Marie Sutton

Worship and Music

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.

During the liturgical year we journey through a number of seasons and themes. With each approaching season, a planning team is gathered to work with Will Sparks, to plan and develop a theme using the scripture passages, music and other available resources. Each theme is highlighted with symbols, decor, colour and flowers which help us to engage the sacred stories and bring life to the chancel and the Sanctuary. We are grateful for those who create and care for these - especially Joy Dancey, Tanis van Drimmelen, Linda Davidson and Carol Smith and the Visual Arts group.



This year, the worship committee has focused much of its energy on the technical component of worship. No matter how much preparation goes into a worship experience, into preparing and developing the theme, writing the reflection and prayers, planning the music that enhances the theme and opens hearts, there is little gain if the congregation cannot see or hear.

Since our new chancel wall was installed our screen has been less than effective. It is difficult to see images and words with the light from the skylight shining through the screen. The Worship Committee has done research with a number of companies and we will be recommending that we replace the screen.

Making sure everyone in the congregation can hear what is happening during the service is paramount to each one's worship experience. This is a complex challenge involving both the equipment and the operator. In 2018 a complete set of microphones was purchased to replace our old mis-matched microphones, some of which were 30 years old. Plans were also put in place to house all the wireless microphones at chancel level to avoid interference. The presence of our "loop system" also enables those who wear hearing aids to connect and hear clearly.



On the human side, we have a fabulous crew on sound who are constantly required to adapt to what is happening in worship to make it the best experience for everyone. This means adapting what they do to whoever is singing or speaking. It's not just "turn it on and off" and "adjust the volume". There is skill involved in adjusting sound to a room.

Our congregation now includes those who take part by Livestream, so that platform also needs to be included in what we decide to do in our own Sanctuary and on the Chancel. How do they receive the sound? Does it sound like it does to us, "in the room"? What does worship "look like"? What do they see? Can they interact with us during worship? All of these things are considered now when we plan worship.

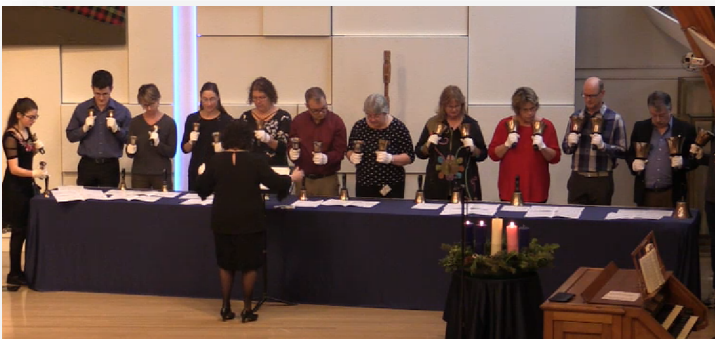
We offer huge appreciation to Doug Irwin (coordinator) and the entire tech team for enabling all of the above. The technical side of worship is one which continues to grow in importance and complexity and, we greatly appreciate the time and effort that goes into keeping up with the demands.



Our alternate service of worship, IGNITE, continued into May of this year, bringing energetic and spirit-filled

music, prayer and testimony to a committed congregation. We offer much gratitude to Andria Parker and the entire music and worship team.

Heartfelt thanks go out to all our dedicated choirs and musicians (God's Free Spirits, GII, Spirit Singers, ReSound, Bell Ringers) and their directors (Bella Kershaw, Jeannie Denault, Geordie Roberts, Gillian Irwin, Heather Soderling, Rosalind Hollett). And we continue to celebrate and give thanks for the work and passion of Geordie Roberts, our music director.



Special thanks goes out to our previous chair of worship, Tanis van Drimmelen who retired from the Worship Committee this year after many years of service, and to Joy Dancey who handed over her responsibilities for the organizing of communion for so many years, they can't be counted. The team of Doreen Banning, Diana Bomford, Betty Chapin and Lisa Madill has graciously taken over that role.

Worship life in 2018 was full of energy, passion, history and humour. We are fortunate to be engaged by a leadership team that brings an abundance of gifts to worship throughout the year. With Will Sparks as our Lead Minister and Ken Irwin as Lay Worship Leader, along with many volunteers, deep and meaningful worship is developed and delivered.



Allie Keir continues to engage both children and adults with her dialogue and stories, and Sandi Parker and Colleen Blair constantly contribute from their depth of love and experience. With the leadership of that team our spirits are nourished and our hearts are filled with the love of God. We are truly blessed.

Submitted by Gillian Irwin, Chair

Worship Ministry Team: Colleen Blair, Joy Dancey, Ken Irwin, Allie Keir, Sandi Parker, Chris Madill, Geordie Roberts, Heather Soderling
Will Sparks ex-officio

Worship and Music continued

Music Ministry

The music programs at Highlands provide an opportunity for musicians of all levels of experience to participate in worship in meaningful and engaging ways, building community and supporting Highlands outreach at the same time. Four choirs comprised of a total of 170 singers from age 4 to much more than 4, provide service music weekly throughout the year.

The Handbell choir convenes seasonally as requested and we continue to maintain a collaborative relationship with Capilano Brass. In the coming months, the re-invigoration of the Praise Band is anticipated. This year saw the expansion of the leadership of God's Free Spirits in response to greater numbers of younger children in the choir. Genesis Too Choir welcomed a new student accompanist, Megan, continuing our desire to train young musicians for leadership roles in the church.



Current concerns include the aging of the organ and expenses associated with same, and the escalating cost of travel with the choirs, a particular challenge for the youth choir for whom a weekend away is a huge factor in attracting singers to the group. As ever, the music leaders are very, very grateful for the unfailing support of the congregation, ministry team and leadership board as we work to bring meaning and beauty to the Highlands worship experience.

Thank you all.

Submitted by Geordie Roberts
Coordinator of Music



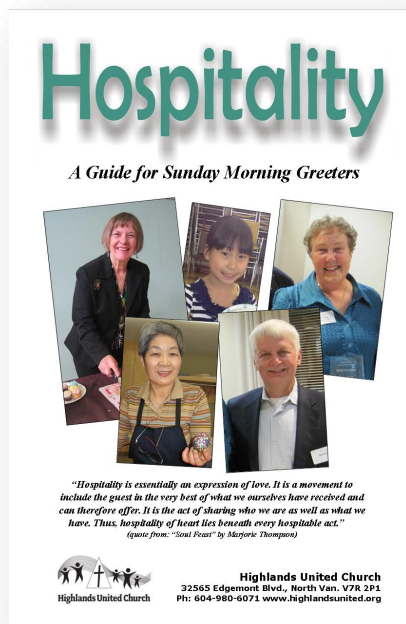
Welcoming Ministry

It will come as no surprise to many that the Welcome Space is the heart of Sunday morning hospitality at Highlands. It is, for members and visitors alike, the place of invitation, first impressions, connection and on many occasions it is a place to engage in the shared activity of ministry. With coffee, conversation and warm greetings, it is a place of belonging and offers that deep sense of coming home. I am very grateful to the welcome hosts and greeters for the work they do to facilitate this ministry! Working together as a team of about 5 people each week, the greeters and welcome hosts help to facilitate the Sunday morning experience and embody the welcome that the whole congregation extends. They prepare for your arrival, welcome people as they come through the doors and pay special attention to those who are new and visiting.

The continuing challenge is to extend the welcome beyond the Sunday morning experience to help newcomers to find their way deeper into the community and to a place of genuine belonging.

Particular thanks to Jon Carrodus for coordinating the welcome hosts and reaching out to newcomers and to Simone Carrodus for her weekly attention to the information/action table!

Submitted by Colleen Blair,
Minister for Seniors and Hospitality



Community Development

Community Development is a general term that overlaps with many other areas of the work and ministry of Highlands and its people. In this section I would like to Highlight some of the new (or newer) initiatives as well as touch on some of our continuing events and programs.

New or revised initiatives:

Capacity Building

With support of a grant from Vancouver Burrard ProVision funds, Highlands is undertaking a more intentional look at how we train and support our volunteers and how we address emerging needs and concerns across our membership. The two main areas of work begun in 2018 are:

Volunteer recruitment and training:

an information session for volunteers was held in the early Fall that brought together newcomers to the church and those serving in leadership in various areas of ministry. This was well received and allowed people to ask questions, explore the many ministries for which volunteers are used, and even sign up for volunteering. This session resulted in several new volunteers serving and connecting.

**WE LOVE
OUR VOLUNTEERS**

The second part of this initiative was the development of a two-part volunteer training program: **Listening from the Heart** and **Wisdom from the Heart** – Six hours designed to help participants gain confidence and skills in supporting others through challenges, Deep listening, personal boundaries, making referrals and self-care were some of the topics covered and the initial group of

12 participants provided helpful feedback on the training, influencing future sessions. It is hoped that this program will be offered again in 2019 and made available to those in other churches. I am particularly grateful for the wisdom and skill of Susan Hogman, Cheryl Irwin, and Tanis van Drimmelen who helped to create and facilitate this new program.



BECOME A MENTAL HEALTH FIRST AIDER

If you've taken a physical first aid course, you've learned the skills needed to help someone experiencing a sudden illness or injury. People can also have mental health crisis, and it is important that more Canadians know how to provide help in these situations too.

<p>Course Name: Mental Health First Aid Basic (Adult) - This course focuses on the four most common mental health disorders including substance related, mood related, anxiety and trauma related, and psychotic disorders. Participants who take this course are well prepared to interact confidently about mental health with their family, friends, communities, and workplaces.</p>	<p>Date and Time: Fri. Sept 21, 6-9pm & Sat. Sept 22, 9-4pm & Sun. Sept 23, 12-3pm</p> <p>Location: Highlands United Church</p> <p>Cost: \$150 (\$135 before sept 16) includes training, manual, refreshments and Sat lunch.</p> <p>To register: contact Sandi Parker at sandi.parker@highlandsunited.org or call 604-980-6071 ext 23</p>
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Mental Health Understanding and Support

After attending several events sponsored by Sanctuary Mental Health ('addictions and mental health', 'Faith and Mental Health', and 'Mental Health First Aid') it was decided to begin to offer workshops and training to congregation members, in order to increase awareness, reduce stigma and provide support in understanding issues around mental health and illness. In the Fall of 2018, Mental Health First Aid was offered with 25 people completing this comprehensive training provided by the Mental Health Commission of Canada. An additional workshop was offered for parents focusing on children and anxiety. There is an expressed desire for more training and increasing awareness and reducing stigma for this issue that touches all of us in some way.

Plans for 2019 include further conversation and training in mental health awareness, further volunteer training, and providing opportunities for training, certification and recertification in first aid, food safe and naloxone administration.

Livestream

Carrying on with the work begun in 2017, Highlands continues to explore how the livestreaming of worship furthers the ministry of Highlands and provides a United Church online voice. With a large grant approved at the end of 2018 from EDGE, an initiative of BC Conference, an advisory group has been formed that will look at our needs in terms of personnel and technology. Called 'United Online' this work will explore how to create virtual community and help those on Livestream be more than simply 'viewers' of a church service but feel connected and part of the community

Study Groups—see Education and Faith Formation Section

Membership—see Education and Faith Formation / Membership and Confirmation section

Other

In my role as Minister of Community Development, I

have the privilege of supporting other ministries and people within Highlands as they seek to respond to changing or emerging needs. Whether it is in writing grant applications to ease the burden of increased costs or to try something new or in meeting with ministry and program leaders to dream or plan, it is a gift to work with so many people who have courage and commitment to make a difference in the lives of others.



Grants Received

Program	Funding Source	Amount
Livestream (United Online)	EDGE	\$227,600 (will be rec'd over 3 years)
Shelter to Home	City and District of North Van	\$6,750
Saturday Lunch	City and District of North Van	\$6,350
Summer Program	ProVision	\$8,438
Summer Program	Canada Summer Jobs	\$14,390
Capacity Building (Volunteer Training & Mental Health)	ProVision	\$14,100

Community (Congregational) Life

Food for body and spirit:

The Thursday dinners continue each week of the school year that the youth and children's choirs meet. The committed team of kitchen volunteers (who budget, menu plan, shop, prep, cook, serve and cleanup – all with smiles and good spirits!) make this possible, providing a low cost, nutritious and tasty meal for approximately 40 people who attend each week. Please know that anyone is welcome to this family style meal served between 5:30 & 6:00 pm each Thursday. We would love to have some more folks join the volunteers too so that no one has to cook more than once a month.

Thank you to our lead cooks from 2018: Wendie Reinhardt, Catherine Alkenbracht, Sheila Stanway, and Marie Rice, and to all the many kitchen angels who have helped this past year including several Handsworth students who assisted in set up and clean up each week.

Community Development continued

Other meals: While we no longer have regular monthly Sunday meals, there are still many opportunities to share a meal together. The Chinese Food Lunch around Lunar New Year, Shrove Tuesday pancakes, Maundy Thursday Potluck Seder, Easter treats on Easter Sunday, and barbecues in the summer all allow us to connect with one another around a common table.



Advent Festival:

Renamed from the Nativity Exhibit to better reflect the many aspects of this weekend, the first weekend of Advent not only gathers the Highlands congregation in connection and celebration, but draws in many from the neighborhood and

surrounding community to recognize the beginning of the Advent and the Christmas season. This event grows bit by bit each year, and from the peaceful setting of the labyrinth or the nativity display to the cheerful chaos of the kids shop and Christmas café, there is truly something for everyone. As in many other things we do at Highlands, it is the commitment of so many volunteers who make this event what it is.



I submit this Community Development report with deep gratitude for the many people who make these ministries and programs possible, for the funders who take risks on new work and support vital ongoing programs, for the committed and dedicated staff with whom I work, and for the

presence of God's Spirit moving through this community of faith we call Highlands United Church.

Submitted by Sandi Parker
Minister of Community Development

Birthday Celebrations



Each month 15-25 people gather in the Fireside room to celebrate the gift of life. Of course, there is cake and fruit, but the best part is connecting with others in small table groups. It is a wonderful way to get to know others with whom you may not otherwise connect. It is truly an intergenerational small group ministry!

Submitted by Wendy McNaughton



Children, Youth and Families

I can't believe another year has passed already and it's time to recap the 2018 Children, Youth and Families Ministry! I continue to be excited and encouraged by the amazing children and youth of this community! Highlands is like a second home to many where they feel welcomed and encouraged to freely be who they are. I love watching kids run into the building on Thursday or Sunday like they own the place! This truly is a sign that they feel



comfortable. I am sure you can agree that it is a privilege to witness these children and youth grow in their faith, as well as watch them

make connections and grow in leadership roles in our church. I continue to deepen my knowledge of our Christian faith and strengthen relationships with families that call Highlands home. It is a pleasure to serve this thriving community.

Sunday Morning Programs

There has been a noticeable shift in our demographic of school aged children attending Sunday school. Many of our senior youth have graduated and moved on to University, or have weekend jobs and other commitments. As a result, we now have less senior youth. Because of this, we recently decided to shift the ages of our children's



programming on Sundays so that the senior youth cohort (grades 9 & up) can attend Worship Service rather than have dedicated Sunday programming. We do however have many senior youth who serve our church as Sunday School Staff, Tech Team, Youth Leaders and Greeters. When/if the desire for something different arises, in terms of Sunday Programming for Senior Youth, I will happily provide for that need. For now, it feels like we have the right balance.

Even with this changing demographic, we have been welcoming many new families into our Highlands community. We presently have about 30 families who call Highlands their church home and for that we are thrilled! Any given Sunday feels full and busy with young children - these vibrant, amazing, curious kids keep all of us on our toes. They energize our Sunday School staff ... and the energy felt by them is so infectious!



Like most churches, we will continue to compete with weekend activities and family time. We are always happy to see "our kids" and are deeply blessed to share time with them whether they come every Sunday, or when it works with their schedules. We make that precious time count, with thoughtful and impactful lessons, story time and community building. We continue to have new children join our choirs. This is an important and comfortable entry point into our faith community.

Children, Youth and Families continued...

Sunday School

From January to June 2018 we had four Sunday School classes: (1) Preschool to K; (2) Grades 1-3; (3) Grades 4-6; and (4) Grades 7-12. A total of 12 teachers shared the leadership responsibilities for these classes. From September 2018 to present, we moved to three Sunday School classes and a total of nine teachers for: (1) Preschool to K; (2) Grades 1-3; and (3) Grades 4-8. I feel very privileged to have such wonderful Sunday School staff who care for the children of this community by making Christian education fun, accessible and relevant.

For the younger classes we continue to use “Whirl curriculum”. This is a video-based lectionary lesson plan that fosters open-ended dialogue and intrigue while reinforcing teachings through creative craft projects. The grade 4-8 class is working with “Re:Form curriculum”, a trusted favourite! It is intentional that the children hear the same story in Sunday School as their parents hear in the congregation, so that families have continuity for further discussion at home.

Nursery



Alexa Villalpando, our Nursery Co-ordinator, has been busy this past year as we continue to be blessed with a growing

number of babies and toddlers. As a result, on any given Sunday, we can have up to 10 wee ones enjoying some creative play, stories, songs and social time in the Nursery. Alexa is amazing at creating a warm, safe and inviting space that the children love to come to. She has such a beautiful

gentle way with the children, and we are so lucky to have her on our team!



Youth Groups

From January to June of last year, our youth group got together for our monthly gathering called “Ignite Fridays” which included the Ignite Worship experience, followed by a meal and then youth group. We saw a core group of about 10-15 children enjoying spending time together. Led by our fabulous youth leadership team of Carl, Colin, Lianna, & Rachel, our junior and senior youth groups combined forces for a robust gathering after Ignite that included games, craft and prayer, team building and a ton of fun. When Ignite finished in June, and after the summer break, we decided to have Youth Group meet twice per month on Fridays under the incredible leadership of Carl, Chris and Maddy. We have a dedicated group of 10-18 youth that attend. The night starts with a faith-based discussion, followed by fun and high-energy events. Past highlights include, “Real-life Clue”, campfire songs by the fire,



and cool games such as “Minute to win it”. Just ask one of the kids to explain that one!

Outside of Ignite Fridays, we held several other youth events: Oscars night; Maundy Thursday Family Evening; Youth sleep-overs & baking nights, and our annual Gingerbread Decorating Night...just to name a few. We also had many of our Senior Youth and Young Adults involved in last year’s Christmas Pageant. It has become a tradition that the youth sleep over the night before the Annual Flea Market to bake treats for the Flea Market Bistro. Though our cinnamon buns will never measure up to Sandi Parker’s ... we try every year to perfect our technique to come a close second!



It seems like Highlands really is a second home for a lot of our youth - you can often find them volunteering for various events as well as volunteer greeters on Sundays. We are truly a blessed congregation.

Other Children, Youth and Family Events

In 2018, we held several family-focused events such as Pancake & PJ breakfasts, Teddy Bears Picnic, Sundaes on Sunday senior/children event, a visit to the Pumpkin



Patch and our annual All Hallow’s Eve Potluck. We are a busy church with lots going on – it’s always so much fun when we get together and create community and memories! In addition to these HUC events, we have had some of our children and youth attend Presbytery wide events including the Imagine! Children's Retreat and the EVOLVE conference, both held at the Stillwood Retreat and Conference Centre in the Fraser Valley. We also welcomed nine youth and young adults into the membership of Highlands through confirmation. Wow, how fantastic!!



Camp Highlands Summer Program

Our Highlands Summer Program continues to be a vibrant part of the Children and Youth Ministry, with participation from both our Highlands community and the wider North Shore community. Highlands ran five summer camps in total: two musical theatre camps (for grades 1-4 and grades 4-12) and two faith-based day camps, and new last year we decided to try a new concept (the Eco Art



Children, Youth and Families continued...



If you have ever come to Highlands during camp weeks, you will witness our building coming alive with children, youth, volunteers and staff with the common goal of serving, knowing and exploring our faith and relationship with God. We continually strive to revamp, redesign, rediscover and reimagine how best to serve this community through creative and faith based camps. We are already planning for Camp Highlands 2019, and it is shaping up to be another fabulous summer!

Submitted by Allie Keir
Minister for Children, Youth and Families.



Camp). We were disappointed to receive only about ½ the amount of money from government grants. This was not a reflection of our grant application process. Rather, the pool of available grant funding was distributed across a wider portfolio of summer programs, which reduced our grant allocation by 50%. This meant that we hired 4 less fulltime paid staff to run our Summer Programs. Our amazing team consisted of three full time and two part time summer staff, as well as 12 volunteer leaders and leaders in training (LITs), plus volunteers at snack time. Despite feeling stretched at times, our extremely capable and competent summer staff did an amazing job!



Though overall camp registrations were down by about 15%, we still managed to operate fully within our budget. And all of your cheese donations really helped to offset some of our costs!

Summers are truly a special time in the life of Highlands.

Adult Education and Faith Formation

Adult Education

While children and youth have a full and rich faith formation program, it is important that those of us who no longer fit in that demographic also have an opportunity to continue to grow in wisdom and faith. Several different opportunities are provided over the year for adults to engage in learning and faith exploration through small groups. In 2018 some of those programs were:

Uncommon Transformation:

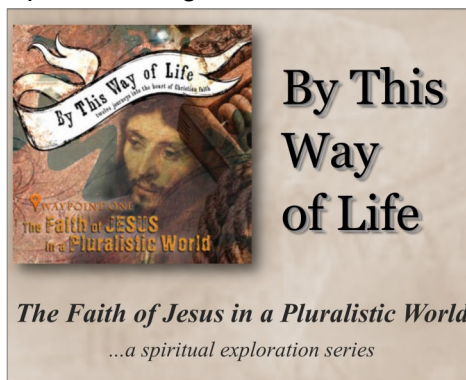
Held in partnership with BC Conference



Leadershift, Highlands was host to a wonderful weekend of inspiring theology, philosophy and music with Peter Rollins in Spring 2018. This event was attended not only by Highlands folk, but from many other churches within the Lower Mainland.

Darkwood Brew:

Highlands purchased a year long subscription for a series of online videos related to various themes from a progressive Christian view point. In fall of 2018 'By This way of Life: the faith of Jesus in a Pluralistic World" sparked thoughtful conversation, and meaningful connection as a small group joined together to dive deeply into our experience of the Divine and what we share



with those of other faiths. This small group process (video, questioning, discussion) was well received, and in 2019 several more small groups drawing on this resource are being created.

If you have never participated in a study group or educational program at Highlands before, maybe 2019 is the year to try. All are welcome to attend these groups where you will hear scripture in new ways, share stories from your own experiences, know that your questions are OK, and learn from each other. Engaging our minds and opening our hearts in small groups help us to discern where and how God is present in our lives and our church. And it is a great way to meet others!

Submitted by Sandi Parker,
Minister of Community Development

Book Circle

Since our first meeting in the fall of 2004, the HUC Book Circle has provided a monthly small group activity where any member of the congregation is welcome to drop-in and share in our discussion on the Last Monday of each month.

Participants get to know each other better as we explore our reactions to a wide variety of intriguing books. In 2018 a particular highlight was having Lorraine Elliott come as our guest when we discussed Mark Sakamoto's powerful book "Forgiveness: A Gift from my Grandparents".

For more info contact Phyllis Ferguson Bottomer at: 604-988-6806

Adult Education and Faith Formation continued...

Church Library

Highlands Church Library supports the ministry and outreach of the church by providing resources that encourage spiritual exploration and growth. It offers material for leaders of children, youth and adult groups as well as individuals. The library aims to serve new and regular patrons with a varied selection of books and DVDs. In 2018 library volunteers selected and displayed materials to support worship, festivals and church seasons, and assisted patrons of all ages. This year we completed the scanning of book information for adult titles into the Resource Mate database which will allow people to digitally search for titles, subjects and authors in the future. Work is underway to scan book information for the titles for children.

We hosted an event in December to welcome church librarians from across the North Shore to share books, ideas and connections.

Submitted by Betty Chapin, Robin Rivers, Diana Bomford and your Library Volunteer Team



Membership and Confirmation

A one day exploring church and faith workshop was offered for those seeking confirmation or baptism at Highlands. Covering everything from the nature of God to the history of the church, this full day saw a group of teens and young adults explore what it means to say 'I belong' and to claim one's place on the journey of faith. Ending with a celebration meal, and culminating in two services of confirmation and baptism, this time together inspired hope and faith in participants and leaders alike.

Submitted by Sandi Parker

Minister of Community Development

Social Action and Community



Highlands United Growing Greener (HUGG) Group

We meet about once every 6 weeks on Sundays after church for a delicious potluck lunch and stimulating discussion and planning—watch for Highlights announcements for the dates.

Summary of our work during 2018:

Congregational Initiative for Lent:

“Give It Up for the Earth” initiative – 75 people hung pledges on our tree

Study Series – three events with speakers on “Fighting Climate Change”. We invited other North Shore Faith communities and environmental groups; almost half of attendees were from beyond our congregation.

Sanctuary lighting LED Refit:

Worked with Alex Wood and Highlands Building Committee to advocate for LED lighting in the Sanctuary, assisted in the installation in Dec. 2017, then monitored the effect on our Hydro bills. Results: In 2018 we saved \$1,672 and 9,760 kWh compared to 2017—a 12.4% drop in cost and 9.6% drop in kWh.



Earth Day:

Worked with Will, leadership team, children’s ministry and congregational members on all aspects of planning and delivery; theme: The Web of Interconnection

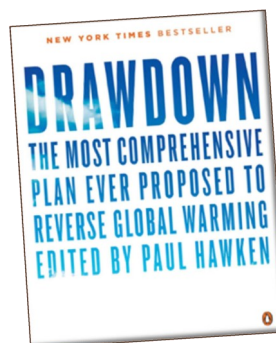
Recycling

Doug led efforts to increase the recycling related to the sorting of Flea Market donations and all items not sold post-market. During the summer, Simone and Jon improved signage and location of receptacles.

Members of the HUGG team assisted with recycling compliance at some Highlands events. Doug, Jon and Ross improved sorting and recycling for the Flea Market setup week and day of the event.

Drawdown Workshops in Oct. & Nov.

Thanks to the generous assistance of the



Pachamama Alliance, we were happy to bring a positive and encouraging message about Drawdown – the possibility of reversing global warming! Awakening the Dreamer and two Intro to Drawdown seminars were presented to an enthusiastic audience of congregation members and the public, presented by Lorraine Cook from Oregon. Our members Sandi and Jim repeated the Intro to Drawdown in November (total attendance 65 at these events).



Social Action and Community continued...

Planning for 2019

Highlands Footprint—The HUGG Group will continue to monitor Highlands' electricity and natural gas use, and seek ways to further reduce the size of our community's footprint at Highlands and beyond by using the comprehensive Green Checklist we developed in 2017.

Drawdown—Jon and Ross will repeat the Intro to Drawdown in March, then Sandi and Jim will present the four-week Drawdown "Getting into Action" course in March/April 2019.

Lent, Easter, Earth Sunday—"Give It Up for the Earth" and Easter/Earth Day actions in planning stage.



Recycling—The HUGG Group continues to monitor and improve the recycling arrangements around the building and are drafting guidelines for those renting Highlands facilities, in accordance with Highlands Environmental Policy we established in 2017.

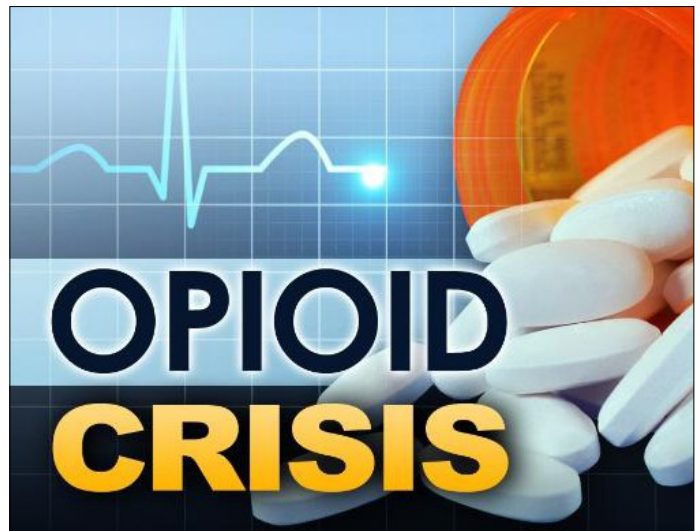
We welcome new members who have a concern for the environment and climate disruption and want to take action! Please get in touch with Jon Carrodus 604-987-2595 (jcarrodus at shaw dot ca) or one of our other members.

Submitted by Jon Carrodus

Active Members during 2018: Steve Beaton, Jim Bronson, Jon Carrodus, Simone Carrodus, Sandi Goldie, Anna-Lisa Jones, Doug McKay, Fran Read, Will Sparks, Ross White

Local Connections

Local Connections is an outreach group of Highlands United Church. We partner with five groups (two on the North Shore and three in Vancouver) with an annual budget of \$17,500. Saturday Lunch and Shelter to Home are part of the Local Connections Committee but operate with separate budgets. With the partnership of the five groups, we are involved in understanding their needs and provide support in the form of items donations and financial support. Our committee in 2018 consists of seven long-time members who generously donate their time & effort to helping those in need in our community.



First United Ministry received \$9,600 from Highlands to support community meals and programs for residents of Vancouver's downtown eastside. In partnership with First United, Highlands sponsored an education session and panel discussion on the Opioid Crisis in October 2018 that was most informative.

The Sock and Poncho Appeal in October was again a huge success. Socks and ponchos were donated together with \$2,550 in financial support allowing the team to purchase 2,314 pairs of socks and 504 ponchos for the homeless. Thank you again for your generosity!


Socks and Ponchos Appeal

Highlands Local Connections Committee is asking for your support to provide men's and women's socks and ponchos for the folks served by First United Church in Vancouver's Downtown Eastside.

You can help by contributing men's or women's socks – any colour, or by donating money towards the purchase of socks and ponchos. Cheques should be made payable to HIGHLANDS UNITED CHURCH and note SOCKS AND PONCHOS APPEAL in the memo line. Your donation will be included for tax purposes with your annual Charitable Donation Tax Receipt.

A member of the Local Connections Committee will be at the Action Table each Sunday until October 28th to receive and record your contribution.

Thanks for considering this appeal.



Highlands United Church 3255 Edgemont Blvd. North Vancouver V7R 2P1
www.highlandsunited.org churchoffice@highlandsunited.org

WISH Drop-In Society, a safe women's only space for street-based sex workers and an essential point of contact for frontline services, received \$3,000 from Highlands. We offer support for programs that improve the well-being of these women.

Camp Fircom received \$665 for a campership for a child in need and to help with operation of the organic farm.

Capilano Community Services Society received \$3,500 for programs for isolated Seniors and Youth at risk on the North Shore as well support for the Red Cross Loan Program of medical equipment.

Lookout Society (North Shore) received \$200 for bus passes for clients to get to job interviews or medical appointments.

Christmas Hamper Ministry received \$200.

With rising food costs that our partners are facing, we find our budget of \$17,500 is stretched to the limit. We need more dollars to help feed the increasing numbers of hungry and homeless in our community.

Submitted by Sheila Durward, Chair

Committee Members: Doree Piercy, Sheila Stanway, Bernice Lill, Ruth Kershaw, Jean Gabrielse, Will Sparks

Global Connections

The Global Connections Committee exists and works by email and phone only.

We work to bring global issues to the congregation's attention by putting info in the Highlights, making announcements during worship, and putting articles on the Action Table.

We maintain the congregation's partnership with the Artesana Collective in Guatemala. Sharon leads a Healing Hands delegation to Artesana annually, and the congregation gives a \$1700 maintenance grant that Artesana counts on. We maintain a more personal relationship with their leader, Andréa, as well as with Sandra Morán. When Sharon goes with the delegation, she often takes additional funding from individual Highlands members.



Artesana has begun a new project. They have opened a catering

business that provides funds for their ongoing support to women in prison. Any additional donations to support that would be appreciated.

We do have a small budget allotment to support other Highlands members who might be similarly engaged in global social justice work or even exploration. Will has worked with Doris Kizinna to lead a family-friendly pilgrimage to Guatemala in August of 2019. We hope that will include some time with Artesana. But the greater intention is that participants will engage with Guatemalans, whose economic circumstances make their lives very different, and find that there is common ground.

When disasters strike across the world, we generally urge congregation members to offer financial support through Highlands to United Church partners on the ground.

We welcome new members to this committee.

Submitted by Sharon Yetman, Chair
Committee Members: Jon and Simone Carrodus

Social Action and Community continued...



Shelter to Home

Shelter to Home is an outreach program of Highlands United Church. Our mission is to provide furniture and household items, at no cost, to people living on the North Shore,

who are 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.

Some facts about Shelter to Home

- Shelter to Home celebrated its 10th anniversary in September this year.
- From September 2008 to December 2018 we have served 1,506 clients
- All 187 clients were living on the North Shore when referred
- 110 clients stayed on the North Shore (58.82%)
- 77 clients had to move off the North Shore to find affordable housing (41.17%)

- 26 clients were seniors (14%)
- 17 clients had been assisted by Shelter to Home in a previous year (9%)
- Community referrals came from churches, former clients, Red Cross Emergency Services, Rotary, United Way Emergency Services and the Shelter to Home Web Site
- A comparison of statistics from 2013 to 2018 shows that there are more women and children in each successive year
- The number of clients forced to leave the North Shore to find affordable housing is rising
- Rent paid for the storage space for Shelter to Home is about 1/5 market rate, thanks to the generosity of the owners of the space, Gulf Pacific Property Management
- Funding was received from North Vancouver City Community Grants and from the McKone Family Foundation.
- Volunteers have given over 2,000 hours to the running of this program

Submitted by Ruth Kershaw

Shelter to Home Client Statistics for 2018

Client Statistics: Number of Clients % of total clientele

187 clients were served in 2018	55 men	29.4%
	77 women	41.1
	55 children	29.4

Referring Agencies

Lookout North Shore Homeless Shelter	42	22.5%
Sage House	67	35.8%
Community (including word of mouth)	18	9.6%
Hollyburn Seniors' and Family services	21	11.2%
Canadian Mental Health Association	05	2.7%
Vancouver Coastal Health	07	3.7%
North Shore Neighbourhood House	04	2.1%
Harvest Project	07	3.7%
West Van Youth Outreach	01	0.05%
West Coast Family Services	06	3.2%
Family Services of the North Shore	03	1.6%
Squamish Nation Outreach	02	1.06%
North Shore Women's Center	05	2.7%

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. 2018 marks the tenth year of

operation. We provide a nourishing lunch of soup, sandwiches, fruit, home baking, juice and coffee every Saturday, year round, to people who are living on extremely limited incomes, including a few people who are homeless. We have 50 to 70 guests each week, including some families with children. Some of our guests are fed off site. Our guests come from a wide variety of ethnic backgrounds.

Each Saturday, 8 to 10 volunteers are involved, shopping, cooking, providing baking, setting up, serving, greeting and cleaning up. The cooks work from 10:30am until 1:00pm and the server-greeters work from 12:15 until 2:30pm. Additionally, the head cooks volunteer 4 to 6 hours the day before the lunch, buying the groceries, baking desserts and doing the prep. When we began this program almost 10 years ago, all the volunteers came from our church. In 2018, there were 30 volunteers, half from the church and half from the community. We have volunteers from age 13 to 70+. Students needing “community service hours” at their schools, can fulfill this requirement volunteering at Saturday Lunch. Saturday Lunch volunteers contribute over 1300 volunteer hours annually.

Ten days before Christmas a special meal was served and each guest was given a large hamper of groceries and a \$10 Walmart gift card to buy fresh produce. The next Saturday all the guests chose hand made toques donated to our team. This year, the North Shore Tai Chi Spirit Groups, the Cubs and Scouts and the Highlands Preschool, joined the Saturday Lunch Volunteers in contributing generously to the hampers.

Additionally, the IGA on Esplanade in North Vancouver, partnered with us again, providing all the hamper bags. We distributed 73 hampers with a value of over \$70 each. Our guests have told us that having enough money for food is their biggest challenge. They have also thanked us for contributing to a sense of stability in their often precarious circumstances. The funding for this



outreach ministry came from generous individual donations from this congregation and grants from the City and District of North Vancouver. Sandi Parker is applying for grants for 2019. The cost of the food is about \$175 to \$200 weekly. Additionally, there is a charge of \$153.50, 6 to 8 times annually to have a maintenance person open NSNH on long holiday weekends when the building is closed. So the annual cost of the program is \$10,000 to \$12,000.

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! Check the Volunteer Schedule on the Highlands web site and join our dynamic team, volunteering as little as once a year, and as much as once a month.

You can join the team by contacting Kumu Navaratnam, Volunteer Scheduling Coordinator at: kumu@shaw.ca. This is good work we do!!

Submitted by Ruth Kershaw

Refugee Committee

The Refugee Committee helps to involve the Highlands congregation in opportunities to sponsor some of the world's most vulnerable people to Canada so they can live safely and freely.

Throughout 201, we continued to assist Hasna Mohamed (Sponsored Newcomer from Ethiopia-2015) in English language development and community involvement. She is fully self-sufficient now with full time employment as a prep cook/dishwasher and searching for an affordable rental unit in North Vancouver.

The committee has been actively exploring options for new sponsorships and in December the Leadership Board gave approval for Highlands to pursue a co-sponsorship application with a North Shore couple for their brother's family of four—a family forced to flee Iran to Turkey due to religious persecution. Accommodation and settlement/living expenses will be covered by our co-sponsor. The application process is substantial and now underway—it may take upwards of two years before the family arrives.

In the meantime, the Committee is reviewing other refugee sponsorship opportunities—applicants given priority listing by the government due to unique and/or dangerous circumstances.

Helping newcomers thrive in their new community in Canada is an incredibly rewarding, educating and enjoyable experience and we would love to have new members for the Refugee Committee team.

Submitted by Marilyn MacDonald, Chair

Committee Members: Peter Ackhurst, Catherine Alkenbrack, Lindsay Bottomer, Phyllis Ferguson, Wendy McNaughton, Marguerite Wilson

Ex Officio Member: Jean Gabrielse

Flea Market

The Flea Market held in October 2018 was a great success, raising \$35,597 for programmes at Highlands. Over 200 folk helped out with the sale, about 80% of whom were directly connected to Highlands. The surplus goods from the sale were efficiently distributed to various agencies by a team from Community Living Services. The HUGG team were a great help in the recycling of waste material.

Sorting of donated items continues every Tuesday from January to October except for July when the summer camp programme requires the use of the Lower Hall. About 44 people are offering their help for this task which is so essential for the Annual Flea Market Sale and it is good to welcome several new people to this group. A team from Community Living Services continues to take unwanted items to other agencies each week; we recycle as much as we can of the waste material and are grateful to all those who help with this.

We have added more sturdy shelving for storage in the basement and are in the process of rearranging shelving in one of the rooms off the Lower Hall to compensate for losing some storage space this year. With a sale of Antiques and Collectibles due to be held in May we welcome suitable items for this as soon as possible as well as items for the bigger sale in October. Security of items in the Drop Off zone is an on-going issue so anything valuable should be brought into the building.

The Flea Market and other sales are a great source of income for Highlands and our thanks go out to all who help with sorting and with the organization and running of the sales.

Submitted by Chris Robertson for the Flea Market Team

Social Action and Community continued...

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



The English Language Learners/ESL Program at Highlands has been in existence for 11 years as of the Fall of 2018. Our group has grown to include 15 teacher/leaders sharing the teaching responsibility, including Will Sparks, Sandi Parker and, occasionally, Colleen Blair. We have 45 students registered, with a long wait list of hopefuls. The students come from many countries including South Korea, China, Iran, Azerbaijan, Mexico, Spain and Turkey.

We meet two mornings a week, in two classroom levels, for English conversation based on topics ranging from Canadian customs, current affairs, English grammar and/or matters of spirituality. Because our group includes individuals from many faith backgrounds and cultures the sharing of ideas and perspectives can be very interesting. Besides learning English, the students have become a warm supportive group helping each other as they settle in to a new country.

An offshoot of this classroom time is the Speakers Club, led by Diana Bomford, which meets one

afternoon a week for more advanced English speakers who wish to work on their public speaking skills.

We are planning another group for the new year which will be for individuals who have been in our program for at least four years and who are ready to move on to a non-classroom style gathering.

Our program runs from September to early June; registration fee is \$40 for each of three terms. They also contribute by taking turns bringing a snack for the larger group. Some of our participants have become contributing members of the Highlands Church community, involved in Sunday services, Flea Market, Seniors Luncheons and the choirs.



Submitted by Judy O'Neill, Chair

ESL Teachers: Judy O'Neill, Janie Ackhurst, Bonny Ball, Cheryl Irwin, Carol Beattie, Diana Bomford, Sunny Park, Anne Muirhead, Susan Sherwin, Wendy McNaughton, Linda Greven, Jeannie White, Will Sparks, Sandi Parker, Colleen Blair

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 2018, the membership included 44 youth and 19 adults. Broken down by group, that was 14 Beavers, 20 Cubs, 5 Scouts, 3 Venturers, 2 Rovers and 19 Leaders / Group Committee. An active program was offered involving youth leadership and adventure.

All sections met weekly September through mid June, with the senior sections continuing through the summer. The Rovers met with other North Shore Rovers to plan for their annual September Mardi Gras camp at Camp Byng on the Sunshine Coast. Attendance at that event was near 350 Scouting and Guiding youth and advisors.

Leaders and Group Committee included volunteer parents, community Scouters and Rovers. The committee members were Krista Bergstrom (Commissioner), Dawn Martin-Smith (Administrator), Becky Knight (Registrar), Thomas Burkholder (Treasurer) and Eleanor Oakley (Church Liaison).

Service to the church and community was a major focus of the group. It included clean-up campaigns, salmon fry release, tree planting, Flea Market help, food and sock drives and Xmas hamper donations. This year's hot dog sale supported the Saturday Lunch Program.

Funding for the group's activities, supplies, and the annual donation to the Church was raised through registration fees and the annual Apple Days, Popcorn and Manure sales.

The 15th Capilano Scout Group greatly appreciates the support of Highlands congregation and staff, and showed its gratitude through attendance at the annual Church Parade Sunday. We feel very blessed to be part of this wonderful partnership, now in its 6th decade.

Submitted by Eleanor Oakley

Church Liaison & Deputy Commissioner, North Shore Area
Pacific Coast Council, Scouts Canada

Highlands Quilters

A small but dedicated group of quilters gather on Monday mornings for conversation and hand quilting. Our group of quilters has dwindled over the past few years but we'd love to welcome anyone who would like to join. We currently have three small quilts in progress. We can be found stitching away most Mondays in the Choir Room and would love to have some more people join us.

Submitted by Chris Robertson

Caring and Seniors Ministry

The Seniors Ministry has at its heart, deep and authentic relationship....with one another and with all of life. This ministry endeavors to explore and honour the unique physical, emotional and spiritual characteristics and gifts that accompany seniors navigating their later years.



The Seniors Connection programme celebrates another rich and full year. Our regular bi-monthly Wednesday gatherings found us stretching body and mind, sharing our day to day lives and indulging in delicious meals. We were educated, inspired and entertained by a variety of speakers and were blessed once again, to have part of Janet Warren's Higher Ground Choir join us for our Christmas and Spring gatherings!



In addition to our Wednesday events at Highlands, we ventured out with the support and companionship of one another, to places we might not have gone to alone and which were so much more fun together! These included The Tulip Festival and lunch in the spring, A Play a Pie and a Pint at the Centennial Theatre, The Vancouver Aquarium and Stanley Park Pavilion, Christmas at Hycroft, and a visit to Roedde House followed by lunch at the Sylvia Hotel in December. The overnight bus trip to Vancouver Island left participants with wonderful memories and new friends.



A small discussion group gathered in the Fall to look at some of the spiritual dimensions of aging, sharing with one another in a way that is more difficult in large groups. And lastly, a part of the Seniors Ministry that is less visible but nevertheless a privileged part of ministry is pastoral care with seniors.



The programme is blessed with the gifts of love and time from a deeply committed group of volunteers without whom the program would not be possible! To all those who participate in this ministry and in whatever way you do so, whether it be as a participant or as a volunteer, I am deeply grateful for this ministry we share.

Submitted by Colleen Blair
Minister for Seniors and Hospitality

Hospital, Hospice and Follow-up Visits

In the past year, many of our members have found themselves in difficult or traumatic situations. It is important to know that the church will be there to support you and your family through their critical circumstances.

When the church is informed of a hospitalization of a member, either Colleen Blair or myself will call the family to ensure a visit would be welcome or appropriate.

We are responsible for the acute care visiting in the hospital or hospice, and also for follow-up visits at home where necessary.

It is a blessing to have the opportunity to listen carefully, sensitively and with confidentiality, to the needs of families or individuals.

Submitted by Tanis van Drimmelen

Caring Ministry Packages

Twice a year at Christmas and Easter, the Caring Ministry prepares baking packages to deliver to shut-ins, frail seniors and those recently bereaved.

The stories we hear from recipients are heartwarming - to know that such a small gift can have such significance for those feeling isolated or lonely.

A bit of hospitality is a simple gift, but to those in need of friendship or compassion, it is an answered prayer.

Thank you to those who are able to take time to spread the love and support of our congregation through these brief visits.

Submitted by Tanis van Drimmelen



Circles of Accompaniment

2018 continued with the second year of an innovative approach to pastoral care at Highlands. Although our

friendly congregation is great at naturally connecting as circles of friendship, sometimes this friendship and care would benefit from an intentional, systematic approach. This is often temporary (due to surgery or other significant life events) but sometimes it is ongoing and of indeterminate time (think of any of the long term health conditions) To this end we have created Circles of Accompaniment.

Led by Ann Echols and Cheryl Irwin and with the support of Will Sparks and Colleen Blair, this is how it works:

- A person identifies their own need (or friends/family identify a need)
- A conversation happens with the person and they name the need and a list of possible support people
- A coordinator is identified to coordinate whatever visits, calls, meals, or other kinds of supports can be addressed
- The coordinator and the person talk regularly to make sure the support is helping and still needed.

By the end of 2018, 13 people in our congregation were surrounded by a Circle of Accompaniment. As one would expect, the congregation members of Highlands stepped up to the plate to support these people in need. A total of 148 positions were filled in these 13 circles with close to 100 members from both outside and within the Highlands congregation. Several congregation members are enrolled in multiple circles.

Circles of accompaniment emerge as needed and end when the need is no longer there.

This is an intentional way of putting our love into

action. Sadly, three Circle recipients have passed yet seven have closed with their need no longer active. In two circles, the recipients have redefined their supportive connections outside the formal framework of the circle.

If you need support or think someone else could use the loving care of Highlands, please talk to Ann, Cheryl, Will or Colleen.

Submitted by Ann Echols

Visiting Ministry



In 2018, we had 18 Congregational members who resided in seven North Shore Senior Care Facilities and Assisted Living for Independent Residences. We base our visits on 'Loving, Knowing, Serving and Praying' together to keep this ministry alive and strong. When folks are not able to attend our regular church services, we take news to them of the ongoing activities of Highlands.

As a congregation, we have committed to making one visit per month to each member who lives in these facilities. When we visit, we trust in God and follow the works of Jesus to keep our Vision Statement and Five Year Plan our focus.

We are the 'eyes & ears' for the caregivers of these lovely folks. In 2018, we sadly lost a few of our friends through death or moving to different communities.

We prayed for them and their loved ones while offering the necessary support.

Our team consists of seven volunteers who visit monthly and four volunteers on our Sub/Alternate list who fill in when needed. We appreciate the time, energy and love this team provides.

In no particular order, we would like to thank Doree Piercy, Maureen Hoodless, Jeanie Vulliez, Ann Echols, Barb Margerm, Margaret Harrington, Ron Watson, Judith Lee, Carol Beattie, Anne Kenway and Gloria Strong.

Also, we do have a few active members who are residing in Independent Living Residences. We do not actively visit them on a regular basis but keep in touch personally at services or events they attend or by phone.

We are blessed to have excellent pastoral care skills in our staff supporting this Ministry. WE THANK YOU!!



Healing Hands

Healing Ministry at Highlands is healthy. Appointments (16 per month) are made through Sharon Yetman and are available weekly to anyone: church or wider community. On average 90% of the available times are filled. This ministry is well-regarded by not only those who are experiencing sickness and trauma but also those who are seeking a deeper relationship with the sacred in life. Learn more at:

www.HealingPathway.ca

Team members participate in leadership at moments throughout the church's seasons. When the year begins, in Advent, there are team members guiding participants as they walk the labyrinth and receive soaking prayer. Healing Hands practitioners hold space and offer short sessions at the Quiet Christmas service. As Lent begins the ashes ritual comes with the laying on of hands by team members. Some join with Sharon to offer training and healing in women's prisons in Guatemala.

In addition, workshops are held, healing visits are offered in homes and hospitals year-round and practitioners gather monthly to deepen their inner life/outer expression. Healing Hands, with thanks to Bill Kershaw, has computerized its schedule and, while 'glitchy', implementing this piece is serving to make its work both more transparent and accessible.

Submitted by: Ross White

Prayer Shawl Ministry

We Laugh, we Share, we Pray, we KNIT. We are a group of knitters who love to knit in the company of others.

The shawls that are created are given, with love, by the Highlands Pastoral Care Team to those who are experiencing grief or loss in their lives, to those who are ill or recovering from an illness, to those who are engaged in any personal journey that would benefit from the comfort of a shawl and the reminder that they are loved. Our shawls are also given in celebration of life affirming events such as baptisms!

We gather at Highlands on Mondays at 1:00 pm and the door is always open! We welcome all knitters both experienced and/or beginners who want to learn, Just Walk In!!

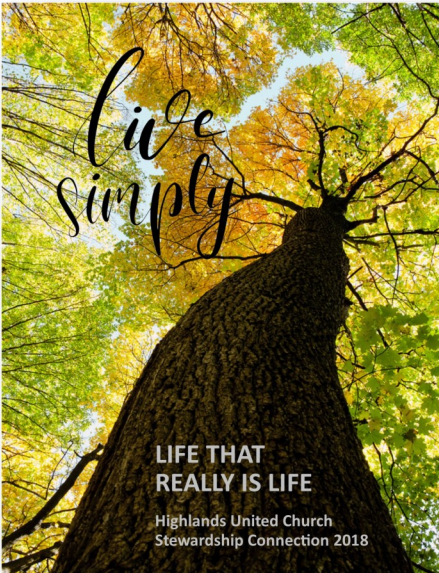
Ten shawls were gifted to church and community members in 2018.

Submitted by Joy Dancey



Financials

Stewardship



For the second year of our “Life That Really Is Life” series, the emphasis has been to “Live Simply”. What a concept that was to explore during the month of October! Will led us through a series of questions that challenged us to make resolutions around “choosing faith in an age of anxiety, choosing gratitude every day, choosing to invest in each other in a world that prizes the individual, and choosing less in an age of accumulation”. This included “simplicity” in our own lives, in our interaction with our world, and in our relationship with God. Within this context, we reflected on our giving of time, insight, energy, and of course, our financial resources.

The 2018 Stewardship Connection was launched on September 30 with commissioning of the Pouch Captains and Team Coordinators. The journey of the pouches began and over 300 households received information to help them in their financial decision-making. Our annual, amazing Upside Down Lunch was held following worship on October 28. All 40 pouches were accounted for by the following Sunday—the conclusion of another successful Stewardship Connection.

As always, the congregation was challenged to increase their giving to reflect both the vibrancy of our programs and the costs of delivering them. As with all other parts of our lives, the reality of involvement is that costs increase in order to maintain the same services. With our passion to increase our programs and services, our budget reflects this. Congregation response is shown on the following page, and Highlands community showed their commitment to making this happen.

In addition to supporting the Stewardship Connection, other doors were opened for making an enduring impact at Highlands by contributing to Legacy funds such as the Heritage Fund and the Building Reserve Fund.

Stewardship Committee members are Deb Anderson, Bob Brown, Nicole Byrom, Jon Carrodus, Julie Hunt, Craig Madill, Robin Rivers and Will Sparks. Special thanks to Jon for his computer expertise and to Carol Smith for her artistic and creative flair in our publications. As always, this committee is assisted by a cast of thousands, to whom we offer tremendous thanks. And of course, a big thank you to all Highlands folk for continuing to be generous in your support of God's work.

Submitted by Janet Warren for the Stewardship Committee

Stewardship—Givings and Pledges

	A	B	C	D	E	F	G	H	I
1	Givings/Pledges spreadsheet		Updated Feb. 10, 2019						
2	No. of members pledging ...	2019		2018		2017		2016	
3	\$500 or less	47	21%	49	21%	50	22%	52	22%
4	\$501-\$1000	48	22%	49	21%	54	24%	62	26%
5	\$1001-\$1500	43	19%	44	19%	40	17%	44	19%
6	\$1501-\$2000	24	11%	28	12%	25	11%	18	8%
7	\$2001-\$2500	18	8.1%	21	8.9%	16	7.0%	14	5.9%
8	\$2501-\$3000	16	7.2%	17	7.2%	19	8.3%	17	7.2%
9	\$3001-\$3500	1	0.4%	2	0.9%	2	0.9%	5	2.1%
10	\$3501-\$4000	5	2.2%	6	2.6%	6	2.6%	10	4.2%
11	\$4001-\$4500	5	2.2%	3	1.3%	6	2.6%	6	2.5%
12	\$4501-\$5000	5	2.2%	5	2.1%	5	2.2%	4	1.7%
13	\$5001-\$5500	2	0.9%	3	1.3%	2	0.9%	1	0.4%
14	\$5501-\$6000	6	2.7%	4	1.7%	2	0.9%	2	0.8%
15	\$6001-\$7000	2	0.9%	2	0.9%	2	0.9%	2	0.8%
16	\$7001-\$8000	1	0.4%	2	0.9%				0.0%
17									
18	Total no. of pledges received	223	100%	235	100%	229	100%	237	100%
19	Continuing PAR, no pledge rec'd	21		19		21		16	
20	pct received of pledge forms issue	75.6%		73.2%		71.8%		72.0%	
21	Pledge forms issued	295		321		319		329	
22	Total amount pledged *	\$367,977		\$384,384		\$352,815		\$356,642	
23	Average amount pledged *	\$1650		\$1636		\$1541		\$1505	
24	Predicted givings *	\$407,000		\$426,000		\$400,000		\$400,000	
25	Actual givings *			\$413,204		\$400,482		\$409,179	
26	Number of givers *			307		330		341	
27	Average amount given *			\$1346		\$1214		\$1200	
28									

Submitted by Jon Carrodus

Financials continued...

Highlands Heritage Fund

Do you want to make an ongoing difference to your community? Do you want to have a lasting impact on the life and work of Highlands? Maybe you'd like someone you love or admire in your life to be remembered for a long time?

Or maybe you'd just like to ensure that the church that's meant so much to you will be there—stable and secure—for the generations that follow you. **You can!**

You can influence the future of Highlands United Church through an enduring gift to the Highlands United Church Heritage Fund.



"The true meaning of life is to plant trees under whose shade you do not expect to sit."

Heritage Fund

Our Heritage Fund has as its purpose the future enhancement of the Church's ministry in a wide field of projects and activities through the creation and use of accumulated earnings toward these ends. The fund is administered by Connor, Clark and Lunn Private Capital Ltd. who report to the Committee quarterly.

During 2018, our Fund portfolio declined to \$175,080, a 2.7% drop from \$180,014 at the end of 2017, due to recent market conditions. However, the first 45 days of 2019 indicate a fund recovery to \$184,335. These market figures do not include approximately \$10,000 in our bank account, reflecting accumulated donations and bequests which will be deposited shortly to our investment account administered by CC&L.

The Committee is pleased with CC&L's performance and will develop with them a 5 year average rate of return whereby the amount of available fund "income" can be calculated more easily and accurately on an ongoing basis.

The Committee reviewed its membership for next year. Peter Bell will step down and be replaced by Scott Hughes as Chair. Doug Margerm has decided to resign. Other members will remain with appropriate changes in term lengths, as per our guidelines.

The Committee thanks members of the Highlands Congregation who have supported the church through the Heritage Fund during this past year. We encourage your consideration of a clause in your wills and/or a bequest to the Heritage Fund.

Submitted by Peter Bell, Chair

Committee Members: John Haley, Scott Hughes, Joan McKone, Doug Margerm, Judith Walker

Finance Committee Report

Following several years of fiscal excitement, 2018 was an uneventful year of rest and recuperation. The most significant accounting change undertaken in 2018 was the creation of a Building Reserve Fund through the amalgamation of the Building and Equipment Fund with the balance remaining in the Godspace construction account. This new fund is supported by a bank account independent of HUC's operating account, meaning that the \$30,000 allocated annually to the Building Reserve can accumulate from one year to the next within the separate bank account. This fund is intended to grow over time to cover capital expenditures for on-going replacement and renewal, including funds needed for large capital projects such as the roof replacement. For annual building repair expenses, the Repairs and Maintenance account received an allocation of \$27,500 in 2018 to be spent within the calendar year.

Regular offerings and monies from rental income received by HUC are directed to general income, while other specified donations are held in segregated funds to be used for their specific purpose, such as the Shelter to Home Fund. General income in 2018 was less than our annual expenses, therefore creating a \$15,574 operating deficit. In order to balance the Income and expenses statement in 2018, the decision was taken to once again to cover this deficit by a transfer from segregated funds. As a short term measure, this is effective, however it is not sustainable over the long term.

A statement of Receipts and Disbursements is provided at the end of this report, which presents the 2018 actual figures against budget and shows the proposed 2019 budget. In 2018, offerings rose by about \$8,600 compared to 2017; this was very welcomed but well below the \$22,000 increase anticipated in the 2018 budget, which was based on pledge indications. Many of the other income

streams were close to budget, with the exception of grant income, which was \$5,000 below budget. Most expenditures were very close to budget and consistent with the program direction at Highlands; the one anomaly was the drop in utility costs, with Highlands benefitting from the warmer winter in 2018.

Segregated Funds

The statement of Receipts and Disbursements covers the core operational finances of the church. However, for contributions given towards a specific aspect of the work of Highlands, funds are segregated from operational revenues and expenses so they can be spent for the designated purpose only. One group of these funds is under the direction of the Board and may receive transfers from the annual budget as well as direct contributions from congregational members. The balances on December 31, 2018 of the segregated funds under Board direction are:

Building Reserve and unspent balance from Godspace: Segregated funds held for major building repairs, and for replacement and acquisition of equipment.	\$83,738
Memorials and Celebrations Fund: Gifts to the church in memory or celebration of individuals.	\$40,615
Ministry Initiatives Fund: Revenues from project initiatives and from fees from new or unproven programs.	\$26,778

Continued...

Financials continued...

A second and much larger number of funds operate independently of the Board. A description of the activities of many of these accounts can be found elsewhere in the Annual Report. The balances on December 31, 2018 of the segregated funds not under Board direction are:

Christmas Dinner Fund	\$ 3,454
Faithfest	\$ 692
Flower Fund	(\$ 903)
Food for First United Fund	\$ 1,147
Grants Fund	\$11,187
Healing Touch Fund	\$ 1,352
Lay Education Support Fund	\$ 1,650
Livestream 2	\$ 4,618
Memorial Garden Fund	\$ 65
Minister Discretionary Fund	\$ 1,727
Music Fund	\$ 8,817
Quilter Fund	\$ 776
Refugee Fund	\$ 2,870
Saturday Lunch Fund	\$12,054
Senior's Ministry	\$ 9,007
Shelter to Home Fund	\$15,267
Socks for First United Fund	\$ 523
Summer Programs Fund	\$ 9,555
Tucker-McKone Memorial Fund	\$ 6,075
Youth Programs Fund	\$ 3,422

At the close of 2018, the overall balance of this group of funds is \$93,355. The combined sum of all the Segregated Funds is approximately \$244,500.

Cash position at the 2018 year end

Income and expenditures during 2018 are only a part of the financial picture: it is equally important to know HUC's balance sheet at year-end. As in past years, the balance sheet will not be finalized until later in the calendar year following the external accountant review process, but we are able to report some figures at this time. The bank account for the Building Reserve has a spendable balance of about \$83,700. As reported elsewhere in the annual report, the balance of the Heritage Fund is approximately \$185,000. Both of these funds are healthy and growing.

2019 Budget

The 2019 budget proposed by the Finance Committee and approved by the Leadership Board is shown in the right hand column of the statement of Receipts and Disbursements. HUC's budgeted income for 2019 is slightly higher than the actual income for 2018. In order to sustain current staffing levels and program directions, most of the proposed expenditures are little changed from 2018, which results however in a deficit by the end of the year of \$17,950. It is apparent that once again, funds will need to be transferred from balances held in the segregated accounts to remove the deficit unless congregational givings can be increased.

Looking ahead to 2019

One of the budgetary changes expected for 2019 arises from the administrative restructuring of the United Church of Canada, and the way in which that administration is funded. Presbyteries are being abolished in 2019 and the use of Mission and Service funds has been restructured. This means that \$22,200 in the 2018 budget for BC Conference and our local presbytery will be replaced by a national levy to support UCC head office and an additional levy by BC Conference, for a total of approx. 5% of HUC's annual budget. Our approach going into 2019 is to sustain our historical level of total funding towards national and regional United Church support.

Our thanks go to our Administrator, Carol Smith and to professional bookkeeper Bev Liddle. In addition to providing guidance, our external accountant Ted MacCormac undertook a thorough review of the 2017 financial statements and prepared the CRA tax return. The current membership of the Finance Committee is David Boal (Secretary), Mark Clarke, Cameron Forde (Convenor), Ed Hunt (Treasurer), Scott Hughes, Doug Margerm and Will Sparks (Ex-officio). The Finance Committee has functioned as a collective without a designated chair in the latter half of 2018, with responsibilities shared amongst committee members.

Please note that all figures quoted in this report are as recorded on February 27, 2019, and may be subject to adjustment through the external accounting review process.

Submitted by Highlands Finance Committee

Statement of Receipts and Disbursements 2018

Receipts		Actual 2018	Budget 2018	Budget 2019
Offerings	Envelopes and Other Agencies	412,615	426,000	412,000
	Open Collections	17,383	17,000	17,000
Building	Pre-School	58,728	59,000	62,000
	Waldorf School	106,316	104,700	112,000
	Other Rooms	47,894	45,000	48,000
Fundraising	Flea Market/Spring Sale	35,597	35,000	35,000
	Antiques & Collectables	0	0	10,000
	Musicals	10,000	10,000	0
	Other Fundraisers	1,800	3,000	2,000
Other Revenues	Weddings & Memorials	6,923	5,000	6,000
	ESL	5,759	5,000	6,000
	Bank Interest	1,060	700	700
	Grants	800	6,000	2,000
Sub total		704,875	716,400	712,700

Disbursements		Actual 2018	Budget 2018	Budget 2019
Ministerial	Staffing	236,412	239,600	238,300
	Sabbatical	0	0	2,000
	Other Expenses	6,116	5,500	7,500
Worship and Music	Staffing	57,907	56,900	59,000
	Music/Choirs	5,127	3,000	4,000
	Worship Expense	1,404	1,000	3,800
Livestream	Staffing	0	0	0
	Expenses	2,507	2,500	0
Cong Life & Hospitality	Staffing	956	1,400	0
	Expenses	2,380	3,500	3,500
	Caring/Senior's Ministry	438	200	400
Ed & Faith Formation	Staffing	17,772	18,000	18,500
	Resource Materials	2,878	2,500	2,500
	Summer Programs (net)	0	1,500	0
	Adult Education	0	0	800
	Library	915	1,000	1,000
Outreach	Mission & Service	55,000	55,000	50,000
	Community Connections	250	100	250
	Local Connections	17,500	17,500	17,500
	Global Connections	2,070	2,600	2,600
Administration	Staffing	76,019	75,900	76,300
	Office Supplies	13,479	12,500	12,500
	Financial Charges	5,982	6,000	6,000
	Stewardship	1,468	1,750	1,750
	Advertising/Communications	2,308	2,000	2,000
	Accounting Services	12,359	10,000	12,000
	Technical Services	300	500	500
	Leadership Board	248	500	700
	UC levies	22,327	22,250	27,000
	HUGG	105	200	0
Building & Property	Custodial Services	67,155	67,400	71,750
	Utilities	33,808	37,300	33,000
	Building R&M	28,986	27,500	30,000
	Computer/AV R&M	4,418	3,000	3,000
	Insurance	11,855	12,000	12,500
	Building Reserve	30,000	30,000	30,000
Total		720,449	720,600	730,650
Excess of Receipts over Disbursements		-15,574	-4,200	-17,950
Transfer from other funds	Music Fund	4,000		
	Seniors Fund	2,500		
	Memorials & Celebrations	9,074	5,000	17,950
Net balance		0	800	0

