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Augustine  
United Church

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2022 Annual  
Report

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*for consideration at  
the Annual General  
Meeting  
May 7th, 2023*

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# 2022 ANNUAL REPORT

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## Augustine United Church

### Annual Meeting

At the annual meeting, the congregation or pastoral charge is responsible for

- a) electing a chair and a secretary of the annual meeting.
- b) receiving the annual reports from the governing body, committees, and other groups in the congregation or pastoral charge.
- c) electing the governing body, regional council representatives, and members of the committees; and
- d) considering and making a decision on the draft annual budget.

Section B.5.2 of the Manual (2019) of the United Church of Canada

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# **AGENDA FOR THE GENERAL ANNUAL MEETING ON MAY 7, 2023**

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- 1. Call to Order and Opening Prayer**
- 2. Election of Moderator and Secretary**
- 3. Voting Privileges, Members and Adherents**
- 4. Approval of Agenda**
- 5. Approval of Minutes of Congregational Meeting, February 20, 2022  
Approval of Minutes of Annual General Meeting of June 19, 2022  
Approval of Minutes of Congregational meeting of October 16,  
2022**
- 6. Business Arising from the Minutes**
  - Rev. Eric Lukacs ministry at Augustine United**
  - Summer Worship**
- 7. Augustine Centre Update**
- 8. Motion to Receive the Annual Report 2022**
- 9. Motion to Receive the Financial Statements of 2022**
- 10. New Business**
  - Motion to Receive the Budget 2022**
  - United Church Remit 3 congregational vote**
  - Approval of Leadership Slate**
- 11. Closing Comments**
- 12. Motion to Adjourn and Closing Prayer**

## **MINUTES OF MEETINGS**

# **AUGUSTINE UNITED CHURCH ANNUAL GENERAL MEETING**

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**June 19, 2022**

The hybrid in-person and virtual meeting was convened in the Oak Table Space and virtually in accordance with *The Manual* and the United Church of Canada April 16, 2020, guidelines for Governance in Congregations during COVID-19, with 39 people attending in-person and 3 people attending virtually. There was a quorum of the members of the congregation.

## **Call to Order and Opening Prayer**

On behalf of Council, Rev. Ken Thomas called the meeting to order at 12:15 P.M.

Rev. Ken Thomas then led the meeting in prayer.

## **Election of Moderator and Secretary**

Rev. Ken Thomas called for a motion that Shelley Augusta record the minutes of the meeting.

### **Motion:**

Moved by Lesley Massey and seconded by Dorothy Orebanjo that Shelley Augusta will record the minutes.

### **Discussion of the Motion:**

There was no discussion.

### **Vote:**

All in favour. Motion carried.

Rev. Ken Thomas called for a motion that Michele Morton chair the meeting.

**Motion:**

Moved by Jeff Carter and seconded by Irene Rainey that Michele Morton chairs the meeting.

**Discussion of the Motion:**

There was no discussion.

**Vote:**

All in favour. Motion carried.

**Voting Privileges, Members and Adherents:**

Michele Morton called for a motion that both members and adherents have voting privileges in the meeting.

**Motion:**

Moved by Noreen Duncan and seconded by Gareth Neufeld that both members and adherents may vote in the meeting.

**Discussion of the Motion:**

There was no discussion.

**Vote:**

All in favour. Motion carried.

**Approval of Agenda**

Michele Morton called for a motion to approve the agenda of this meeting.

**Motion:**

Moved by Glynis Quinn and seconded by Noreen Duncan that the agenda be approved.

**Discussion of the Motion:**

There was no discussion.

**Vote:**

All in favour. Motion carried.

**Approval of the Minutes:**

Michele Morton called for a motion to approve the minutes of the Annual General Meeting of July 13, 2021.

**Motion:**

Moved by Monique Vandale and seconded by Lesley Massey that the minutes of the AGM of July 13, 2021, be approved, as documented in the report.

**Discussion of the Motion:**

There was no discussion.

**Vote:**

All in favour. Motion carried.

Michele Morton called for a motion to approve the minutes of the Congregational Meeting December 5, 2021.

**Motion:**

Moved by Helen Black and seconded by Glynis Quinn that the minutes of the Congregational Meeting of December 5, 2021, be approved, as documented in the report.

**Discussion of the Motion:**

There was no discussion.

**Vote:**

All in favour. Motion carried.



## **Annual Report**

### **Motion to receive the Annual Report:**

Michele Morton called for a motion that the congregation receives the Annual Report for 2021.

### **Motion:**

Moved by Monique Vandale and seconded by Mike Maunder that the 2021 Annual Report be received by the congregation.

### **Discussion of the Motion:**

Matt Wiebe announced that congregants who have volunteered during the Stewardship Campaign to give of their time and talents will be contacted shortly. Michele Morton thanked Lorraine Moore and Barb Fletcher on behalf of the congregation for their years of service on the Ministry and Personnel Committee. Michele Morton also thanked Denis Fletcher for his years of service on the Property Team and Joan Baragar for her years of service on the Worship Committee. Dorothy Orebanjo extended thanks to Ramon Khan and Virginia Cramer for their years of service on the Pastoral Care Team.

### **Vote:**

All in favour. Motion carried.

## **Financial Statements of 2021**

Michele Morton called for a motion to receive the reviewed Financial Statements of 2021.

### **Motion:**

Moved by Matt Wiebe and seconded by Glynis Quinn that the congregation receive the reviewed 2021 Financial Statements for the 12-month period ended December 31, 2021.

**Discussion of the motion:**

Matt Wiebe took the floor to lead the discussion. Matt thanked Jonathon Baker for his years of service on the Finance Team. The Financial Statements of 2021 have been reviewed by Thornton & Co with no concerns raised.

Matt spoke to the financial statements for the year 2021.

While Augustine United Church essentially broke even for 2020, 2021 produced an approximately \$90,000 loss which was higher than expected and was due to required repairs to the building prior to transition to Augustine Centre, as well as severance pay, vacation pay, and legal costs.

The building fund was used to defray these costs as was the Memorial Fund which use had previously been approved by the congregation.

Jeff Carter thanked Matt on behalf of the congregation for his leadership and diligence in the transition to Augustine Centre.

There were no questions or further discussion regarding the financial statements. Michele Morton called for the vote on the motion:

**Vote:**

All in favour. Motion carried.

**Business Arising from the Minutes****A. Updates from Council**

1. Michele Morton introduced our Office Administrator, Korrina Hargreaves to the congregation, and extended a thank you to the staff of Augustine: Rev. Ken Thomas, Korrina Hargreaves, Howard Roberts, and Deanna Smith.

**2. Summer Worship**

We will be suspending in-person and Zoom Worship Services for the month of July for summer break. Services will resume August 7<sup>th</sup>. There was discussion about not having July worship services and that

the primary reason is to give the congregants who volunteer every Sunday an opportunity to have a break. This will also provide members of the congregation an opportunity to meet in small groups and/or to attend other United Church services either in-person or virtually.

**B. Ministry Search Team Update**

Gareth Neufeld provided the Ministry Search Team Update. Gareth introduced the other members of the team: Irene Rainey, Jonathan Baker, Keith Black, and Shelley Augusta.

Rev. Ken Thomas has agreed to extend his 20 hours/week appointment until December 31, 2022. This extension has been approved by the Prairie to Pine Regional Council.

Gareth commented that the team is working with a sense of urgency, while taking time to ensure that we identify potential candidates who are a good fit in terms of Augustine's current needs, its history, mission and our values as we look forward to a vibrant, thriving future.

The team has been proactive in its approach, however, must caution that this is not a fast process. Our team's experience over the past number of months indicates that we'll need to be patient as we pursue our search. As well, we're not the only United Church congregation in Winnipeg and surrounding area looking to fill a vacancy.

Other churches we've been in touch with about their experience in a ministerial search have advised that 'word of mouth' is the most helpful. An invitation was extended to the congregation to mention our search to their friends and families as you never know who might know someone who knows someone who just might be considering a change.

**C. Augustine Centre Update**

Jeff Carter provided the Augustine Centre Update and reported that the transition has gone smoothly. Jeff will no longer serve as Chair of the

Augustine Centre Board but will continue to serve as Past-Chair. Cindy Tinsley is the new Chair of Augustine Centre.

Augustine Centre participated in Doors Open Winnipeg this year for the first time and was a success with seventy-three people touring the building.

Monique Vandale thanked Jeff on behalf of the congregation for his leadership, and his hard work and diligence in making Augustine Centre a reality.

### **New Business:**

#### **A. Budget 2022**

Michele Morton called for a motion to receive the budget for the year 2022.

#### **Motion:**

Moved by Matt Wiebe and seconded by Monique Vandale that the budget of the Finance Team for the year 2022 be received.

#### **Discussion:**

Matt Wiebe spoke to the budget. Although the budget shows a \$48,000 loss, \$12,000 is a non-cash amortization expense. The budget also reflects a full-time ministerial salary starting October 1, 2022. The budget is looking better in large part due to our partnership in Augustine Centre. The transition has gone very well, and going forward we will be able to focus on building and growing our congregation.

#### **Vote:**

All in favour. None opposed. Motion carried.

**B. Christine Coltart Legacy**

Matt Wiebe summarized the contents of the Christine Coltart Legacy Document which was sent to the congregation along with the 2021 Annual Report and called for a motion that the congregation received the document. Christine's bequest will provide the necessary funding to support full-time ministry for a minimum of three years.

**Motion:**

Moved by Noreen Duncan and seconded by Keith Black that the congregation receive the document.

**Discussion:**

There was no further discussion.

**Vote:**

All in favour. None opposed. Motion carried.

**Adjournment:**

Michele Morton thanked all volunteers and team leaders. Volunteers are always needed and if anyone is interested in joining any of the teams, please contact Korrina in the office. A special thanks was extended to Helen Black for her Music Ministry leadership.

Noreen Duncan thanked all those in leadership roles and the volunteers that allow Augustine to survive and flourish.

The meeting was adjourned at 1:00.

# **AUGUSTINE UNITED CHURCH CONGREGATIONAL MEETING**

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**February 20, 2022**

## **Call to Order:**

The Rev. Ken Thomas called the meeting to order at approximately 11:45 AM. There was clearly a quorum of membership of the church present in person and via Zoom. Rev. Elizabeth Brown, our interim Regional Pastoral Care Liaison, was present via Zoom.

Ken stated the purpose of the meeting was to consider and approve the Financial Viability Review and Ministry Personnel Position Description and Terms of Employment which is part of the process to engage in the search for permanent Full-Time Ministry Personnel to serve our pastoral charge beginning July 1, 2022.

Ken then called for a motion that Michele Morton chair the meeting.

## **Motion C1-22:**

Moved by Jeff Carter and seconded by Maureen McIntosh that Michele Morton will chair the meeting. There was no discussion. Motion carried.

## **Motion C2-22:**

Moved by Jeff Carter and seconded by Maureen McIntosh that Shelley Coombes records the Minutes of the meeting.

## **Discussion of the motion:**

Rev. Elizabeth Brown queried if we have capabilities to also electronically record the meeting. At this time, we do not.

**Motion carried.**

**Motion C3-22:**

Moved by Jeff Carter and seconded by Linda-Ann Sturgeon that both members and adherents may vote in the meeting. There was no discussion.

**Motion carried.**

Rev. Ken Thomas then offered a prayer asking for the Spirit to guide us and to walk with us in our journey.

Michele Morton then called for a motion that the Congregation approves the Financial Viability Review and the Position Description and Terms and Conditions of Employment and agrees that these documents, together with the Living Faith Story, be submitted to the Prairie to Pine Region for review and further that permission be requested to post the full time Ministry position to Church Hub.

**Motion C4-22:**

Moved by Keith Black and seconded by Mike Maunder that the Congregation approves the Financial Viability Review and the Position Description and Terms and Conditions of Employment and agrees that these documents, with amendments, together with the Living Faith Story, be submitted to the Prairie to Pine Region for review, and further that permission be requested to post the full time Ministry position to Church Hub.

**Discussion of the motion:**

Matt Wiebe took the floor to lead the discussion of the Financial Viability Review and provide background to Council's approval of a Full-Time ministry position.

- We show a 2021 deficit due to unanticipated legal and salary expenses as well as building expenses related to longstanding maintenance issues.
- The 2021 financials will be available for congregational review at the AGM.

- The 2022 draft budget plans for a deficit which reflects the anticipated hiring of full-time ministry personnel. It is important to plan for full time ministry if we wish to focus on growth in the future.
- The deficit also reflects the fact that several significant donors are no longer with us.
- \$13,000 amortization is also included in the deficit.
- As a partner within Augustine Centre, we will be paying \$40,064/year in rent which includes building maintenance and utilities, custodial services, and building management. These expenses totaled approximately \$85,000 +/-year therefore we save approximately \$44,000/year with the Augustine Centre model.
- Our partnership with Augustine Centre allows us to be more financially stable. In addition, the very kind and generous bequest from Christine Coltart has allowed us to transfer \$50,000 to Augustine Centre to finish repairs to the building which will ultimately allow AC to find tenants for our last space. The remaining funds will put us in a position to achieve a balanced budget and support full time ministry personnel for at least three years, which will help us with our goal to grow our congregation.
- The next phase of our building project includes improvements to make our Auditorium an attractive performance space which will generate further revenue.
- The Financial Viability Review will be amended to incorporate the suggestions of Rev. Elizabeth Brown.
- Our Stewardship Campaign will be launched in the next week, and we will be looking to the congregation for their financial support. People will be encouraged to give via PAR where possible.
- The Ministry Personnel Full-Time Position Description was discussed.



- The expectation of percentage of time spent on the priorities of the position will be reviewed by the Search Team and the M&P Committee.
- Budgeted costs for telephone/internet will be reviewed and amended.
- We will discuss offering other “perks”, e.g., the Sunday after Christmas and/or Easter “off” for ministry personnel. Amendments will be made as required.

**Motion carried.**

The Search Team consisting of Keith Black, Irene Rainey, Gareth Neufeld, Jonathon Baker, and Shelley Coombes representing Council, was introduced.

Michele Morton thanked the Rev. Elizabeth Brown for her attendance and guidance.

Rev. Elizabeth Brown led us in a closing prayer.

**Adjournment:**

Michele Morton adjourned the meeting at 1:00 PM.

# **AUGUSTINE UNITED CHURCH CONGREGATIONAL MEETING**

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**October 16, 2022**

The meeting was held in the sanctuary following the Worship Service. The purpose of the meeting was the presentation of the report and recommendations of the Ministry Search Committee.

## **Call to Order:**

Rev. Ken Thomas of Augustine United called the meeting to order at 11:25 am.

## **Quorum of Membership of Augustine United:**

There was a quorum of members of Augustine United present in the meeting. A quorum of our membership to hold a congregational meeting is 20 members.

## **Motion 5/22:**

Moved by Ken Thomas and seconded by Noreen Duncan that Michele Morton be elected to Chair the meeting.

## **Vote:**

All in favor with a show of hands. Motion carried.

Michele called for a motion that Gloria Dow be elected to be the recording secretary of the meeting.

## **Motion 6/22:**

Moved by Monique Vandale and seconded by Bruce Ball that Gloria records the minutes. All in favor with a show of hands. Motion carried.

## **Voting Privileges:**

Michele called for a motion that both members and adherents of Augustine United be able to vote during the meeting.

**Motion 7/22:**

Moved by Glynis Quinn and seconded by Jeff Carter that members and adherents be allowed to vote during the meeting.

**Vote:**

All in favor with a show of hands. Motion carried.

Michele Morton introduced Rev. Aileen Urquart, the liaison minister of the Prairie to Pine Region Pastoral Relations Committee, who served on the search committee. Aileen attended this meeting by Zoom from her home in NW Ontario.

Michele then turned the meeting over to Shelley Augusta, Chair of the Ministry Search Committee. Shelley began by thanking Aileen and the members of the search committee: Rev. Irene Rainey, Gareth Neufeld, Jonathan Baker, and Keith Black for their commitment, dedication and hard work throughout the challenging and successful search process.

Shelley presented the search process that was followed, as described in the congregational email sent out prior to the meeting.

**Motion 8/22:**

Moved by Shelley Augusta and seconded by Monique Vandale that:

Having received the report and recommendation from the Search Committee, Augustine Community of Faith at their congregational meeting on October 16, 2022, approves the call of Rev. Eric Lukacs, an Ordained Minister in the United Church of Canada, to the full-time ministry position starting July 1, 2023, with the following terms of employment:

- The call will begin on the following date: July 1, 2023

- Percentage of time - Full time 40 hrs/week. Specific duties and work times will be negotiated with the Ministry & Personnel Team.
- Salary Schedule:
- Maximum Comprehensive Salary up to and including Category F for Cost of Living (COL) group 3 - \$66,631 (2023 Salary Schedule)
- Telephone/Internet costs (budgeted dollar amount - negotiable): \$900
- Continuing Education and Learning allowance: \$1,541 annually.
- 3 (minimum 3) weeks of study leave in each pastoral year.
- 1 month of vacation per year (minimum of one month, including 5 Sundays)
- Minimum of three consecutive months of sabbatical leave after 5 consecutive years of service to the pastoral charge. Minister is required to complete 1 full year of service from the return date of the sabbatical.
- In acknowledgement and thanks for extra preparation involved at Easter and Christmas, the Sunday after Easter and Christmas Eve are paid Sundays off for the minister, and in addition, the minister will have the week between Christmas and New Year's off each year, however, will be available for emergency pastoral duties during that time.
- Adequate administrative assistance defined as 3 hrs./day. (paid).
- Travel expense reimbursement (based on the current minimum salaries for Ministry Personnel document) \$0.55 per kilometer.
- Employer costs for Pension and Benefits, as noted in the Premiums and Taxable Benefit Calculator.
- Moving expenses will include any penalties incurred as a result of breaking recently signed residential lease in Ottawa, ON, total receipted moving expenses not to exceed \$15,000 based on reasonable estimates.

- Other: Receipted Parking Expenses

Ministry personnel will hold a copyright interest in any work created independently by them during the term of a call/appointment. The United Church of Canada and the community of faith to whom the ministry personnel have been called/appointed may use/reproduce any such works for ministry/community of faith purposes both during and after the call/appointment, but they may not use/reproduce the work for purely commercial purposes that are unrelated to their ministry/community of faith, without written permission from the ministry personnel.

With remuneration provided by the pastoral charge through the Pastoral Charge Payroll Service ADP # W0XQ and requests that Prairie to Pine Region approve this call at its next meeting of the Pastoral Relations Commission.

### **Discussion**

In the discussion following the motion, Aileen and the search committee members answered questions from members of the congregation, confirming that the recommended candidate was an excellent choice as the minister to lead Augustine in the foreseeable future.

### **Vote:**

Michele Morton called for the vote on the motion.

All in favor, with a show of hands. None opposed.

**Motion carried.**

### **Motion 9/22:**

Moved by Jeff Carter and seconded by Glynis Quinn that it be recorded that on behalf of the congregation, the Search Committee members be thanked and commended for their diligence, care and concern for Augustine United in

participating in the search process. A solid applause by the congregation carried the motion.

**Adjournment:**

Michele Morton adjourned the meeting at 12:00 pm.

## **OUR LIFE AND MINISTRY**

## **REPORT OF THE MINISTER OF THE PASTORAL CHARGE**

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It was an exciting, at times challenging, but always enjoyable year at Augustine. I continue to marvel at the resilience and dedication of the leadership and faithful attendees of this congregation.

My one-year appointment from 2021 ended June 30, 2022. I assisted the search committee in developing a new job description in light of the changing environment at Augustine. I was extended until December while the search for a new minister continued, and when a new minister was found in October, but with a July 2023 start date, I was extended again until June 30, 2023.

During the year there were the regular priorities. I led worship on 42 Sundays including 11 services with communion, as well as Good Friday and Christmas Eve. We mostly followed the lectionary although not always, and we did deviate in Advent with sermons on the four candles. We continued with hybrid worship, in-person and zoom. We continue to have at least a dozen screens participating by Zoom and usually several more than that.

I continue to have the pleasure of working with Helen, David and the choir providing their wonderful music. Everyone who visits comments on our great music. The music, especially the music leadership of Helen, is a great blessing to this community.

I presided at two funerals, so a light year, thankfully, in that regard - Stephanie Gemmel and Rose Scott. There were no weddings or baptisms during the year.

I attended regular council meetings, finance committee meetings, meetings of the congregational support team, worship team meetings as called, and attended numerous social events organized by groups within the congregation. I also continued to attend the regular meetings of the Augustine Centre Board.



We launched a Saturday morning men's breakfast meeting once a month. We consistently had six to eight attendees. In addition to pancakes, bacon and sausages, we studied the book *Soul Brothers, Men of the Bible Speak to Men Today*, by Richard Rohr, which also contained fabulous portraits of each of the Biblical characters. Each meeting we looked at a different character, which invariably launched some amazing discussions.

I got to do some physical work as well, spending a morning with a work team sorting and moving organ pipes as we cleared the huge stack of pipes out of the balcony, where they had been gathering dust for years.

During Lent last year we focused on current indigenous experience with a study of the book *One Native Life* by Richard Wagamese. We also spent a morning having a very interesting and enlightening conversation via Zoom with Joyce Johnson from Ontario, an elder and student at the Sandy Saulteaux Spiritual Centre.

In the fall a group of us began to explore Messy Church. We had a Zoom meeting with Carol Fletcher of Transcona Memorial United, which had hosted a successful Messy Church program prior to Covid. Mike Maunder and I attended their first attempt back and learned a lot about the program. Churchill Park UC also had a successful program before Covid, so a partnership was launched between Augustine and CPUC. Our first effort was Messy Christmas held at CPUC. It was a real success with a light dinner, the Christmas story, great music, a parachute game, crafts and other activities. Over 50 people attended, and the program is continuing into this year.

I have continued to do pastoral care as able, making phone calls, but also was able to begin in-home visits, which I enjoy as well as occasionally providing other assistance as well.

In December I hosted a confirmation class of young people from Roland and Graysville who came to learn about urban church and outreach ministry in the village.

I have never taken formal study leave, but I continue to attend, whenever possible, the monthly meetings of the ministerial book study group in Roland from our old Agassiz Presbytery days. I find the studies and discussion useful, and, with no formal structures for gatherings like Presbyteries, I find the collegial meetings with other ministers, active and retired, also very helpful. In the spring I was in Vancouver for a brief vacation and met with Richard Topping of Vancouver School of Theology, which is always an enlightening discussion, and also went to the East Hastings area and met with our now Moderator Carmen Lansdowne.

In July Jackie and I visited Ireland for ten days. We visited several old cathedrals, among other things, but one of the highlights of the trip was a visit to New Grange, a group of amazing ancient burial sites dating back 5000 years.

I remain active in the broader church. I continue to chair the Regional Property Commission which has had a busy year. We met 10 times and passed 17 motions pertaining to the listing, selling or renovating of church property. Each motion represents some effort in communication with ministers, trustees, lawyers and board members as well as the completion of required documentation.

I continue to serve as treasurer for the Keepers of the Vision at SSSC and arranged a visit to Oak Table by two of the staff. We also began discussions about students participating in a worship service, which happened early this year. Hopefully, in keeping with our commitment to reconciliation, this will be the beginning of a new relationship among Augustine, Oak Table and SSSC as they seek ways to expose students to the challenges of urban ministry.

I am still Pastoral Charge Supervisor for Morris United Church, which I am able to do by attending 3 or 4 board meetings a year plus their AGM.

In closing I must express my thanks to Helen, David and the amazing music team, to Matt, who in spite of a heavy work load, continues to do Zoom Sunday morning, with able assistance from Moe, and also chairs our finance

team through some challenging times, the team of liturgists, to the folks who do the banners, to Shelly, who has done phenomenal work leading the search team. and the other members of Council. I also wish to thank our very competent administrator Korrina, who is a pleasure to work with in the church office.

With a new minister starting July 1, I am looking forward to retirement (again) and Jackie and I will enjoy the freedom of no longer having the regular commitments of work. But we will always cherish our time at Augustine and will not be far away. I continue on the AC board, and we will volunteer at Oak Table.

Respectfully submitted,

Rev. Ken Thomas, CPA, M.Div.

## REPORT OF THE CO-CHAIRS OF COUNCIL

---

Reflecting on the meetings of Council in 2022, we realize that while the items for discussion have been of business, much of that discussion has been promising, positive and forward-looking. This is a direct reflection of the faith and hope that has long been the underpinning of the congregation of Augustine United.

Our community of faith continues to face significant challenges and to name a few: that of restoring attendance at worship services and the need for more volunteers that would enable us to fulfill our mission statement more completely. Despite the obstacles, a spirit of unity and collaboration flourishes among us.

We can cite several examples of matters that demonstrate the positive, and hope for the future:

- the congregation has been so blessed to have the spiritual guidance and leadership of Rev. Ken Thomas this past 2 ½ years.
- Augustine United is successfully navigating our partnership with Augustine Centre through consultation and collaboration.
- Augustine's website has been updated to a professional format that is more informative about our life and work.
- The congregation has been able to call a full-time minister in Rev. Eric Lukacs
- Thanks to the Augustine Centre Board, there are promising developments that may culminate in the fulfillment of our need to rebuild the sanctuary space.
- In the 2022 Annual Reports of the people who lead Teams and Committees you will be reminded of several more highlights, and more reasons to give thanks at Augustine in 2022.

- A particular word of thanks to Jeff Carter, our representative to the Augustine Centre Board for his leadership and tireless dedication to the congregation.

On behalf of the congregation, the Council wishes to acknowledge the contributions of our staff:

- Rev. Ken Thomas whose ministry has guided, supported and encouraged us in so many ways.
- Korrina Hargreaves for her competent and reliable service as our Office Administrator.
- Howard Roberts, the AC facility caretaker. Howard is always there to take care of our “extra” needs.
- Deanna Smith, our Choir soloist – who shares her beautiful voice with us, throughout the year.

Thank you to the two people who lead in the worship services in a volunteer capacity:

- Helen Black for her service as Music Director and for sharing her gift of playing piano.
- David Viggars for sharing his time and talent to play the organ.

The Council is appreciative of the support of the congregation and considers it a privilege to serve in this capacity.

The members of Augustine United Council are:

Michele Morton	Co-Chair
Gloria Dow	Co-Chair
Shelley Augusta	Secretary
Glynis Quinn	Worship Team Chair
Beverly Simpson	Ministry and Personnel Rep
Matthew Wiebe	Treasurer
Monique Vandale	Liaison to Augustine Centre Property Team
Rev. Ken Thomas	Minister

Respectfully submitted,

Michele Morton

Gloria Dow

## REPORT FROM AUGUSTINE CENTRE

---

This was a year when we were able to take even greater pride in the work that has occurred to redevelop our beloved building as a service hub for the community and a home for the congregation as always. Here are the major issues/events:

### **1. Revised Leases:**

Leases are now complete and signed as follows:

- a) Effective January 1, 2022 – a head lease granted Augustine Centre the right and responsibility to manage the property, and to sublet areas of the property to other groups.
- b) Effective January 1, 2022 – a lease exists between Oak Table and Augustine Centre (located in the lower level)
- c) Effective March 1, 2022 – a lease exists between S.P.L.A.S.H. Child Care Inc. and Augustine Centre for the main and upper levels of what used to be known as the Guild Hall
- d) Effective January 1, 2022 – a lease exists between Augustine United Church (the congregation) and Augustine Centre for the area known as the Sanctuary as well as upper levels of the property north of the Guild Hall wall.

### **2. Property Management:**

Effective January 1, 2022, Augustine Centre engaged Chartier Property Management to manage the property. All rents are now being paid to Chartier, and all bills regarding maintenance and operation of the property are paid by Chartier.

A property committee has been established by the Board of Augustine Centre to handle property concerns. Representation on the committee comes

from Augustine United Church, Oak Table, and S.P.L.A.S.H. Child Care Inc. Monique Vandale and Nigel Wilcox are co-chairs of this committee.

### **3. Lower-Level Development:**

During the past year, efforts have been undertaken to develop the remaining lower-level space of the building (approximately 1850 sq. ft. located in the south-west corner and once the gymnasium long ago). S.P.L.A.S.H. Child Care Inc. has made plans to open a school age center able to accommodate 40 children. Agreement has been secured from the Manitoba Government to fund 60% of the cost of construction (to a maximum of \$600,000). (Note: at the time of writing, a \$100,000 grant from the Government of Canada to ensure the space is accessible has been approved.) Further grants have been requested and news is expected soon. Lesley Massey, CEO of S.P.L.A.S.H. Child Care Inc. reports that they already have a waiting list of families interested. With this development, the entire “Guild Hall” portion of the building will be devoted to children and their families.

With the anticipated opening of this new space, our business plan for Augustine Centre becomes stronger. When the Centre is strong and sustainable, so will our partners be as well!

### **4. Sanctuary Redevelopment:**

The Centre has spearheaded activities leading to the redevelopment of our Sanctuary. Both the Board of Augustine Centre and the Council of Augustine United Church have given approval in principle to possible naming rights agreeing to name the space after former Indigenous performer and mentor Vince Fontaine. (Note: Early in 2023, the congregation was informed of this initiative. Response has been positive). For marketing purposes and for community users of the space, the most recent suggested name for the facility is “The Vince Fontaine Auditorium”. For the congregation and its activities, the space will be known as the Sanctuary. More information and needed approvals will be forthcoming.



## **5. Fundraising:**

The Board of Augustine Centre continues its engagement of Global Philanthropic as professional fundraisers with the goal of completing the redevelopment of all aspects of the property. The work continues to approach possible donors, cultivating the all-important relationships that will lead to donations. It was through the work of Global that interest from the family of Vince Fontaine was solicited as noted in #4 above.

## **6. United Church of Canada Loan:**

Part of the financing of the first phase of redevelopment at Augustine came in the way of a \$500,000 loan to the congregation from the United Church of Canada. With the leases and rental payments now in place from the partners of Augustine Centre, this loan is being repaid.

## **7. General Information:**

### **a. What a feeling!**

As an Augustinian, I am filled with pride by the efforts and courage of this congregation over these past 8 years. Each time I am in the Oak Table space for a visit or for after church coffee, I relish in the reality that the beautiful and efficient space is being used to serve the wider community. The sharing that occurred between Oak Table and the congregation in the old Guild Hall continues. This time we are privileged to use the new space to gather for food and fellowship.

Each time I visit the S.P.L.A.S.H. Early Learning Center, I am so pleased that every day, 90 children and families come to our building to be served by caring, professional and compassionate staff. What a wonderful use of our space!

### **b. Congregational Savings**

I was pleased at last year's annual meeting, our congregation's Treasurer Matt Wiebe emphasized that with Augustine Centre now managing the

property, the congregation is saving approximately \$40,000 each year in expenses it used to pay to run the facility. One of the aims of Augustine Centre has always been to support the sustainability of its members by offering below market rental rates. This is actually happening and will continue.

c. Still around

This past year, as of June 30, I resigned as Chair of the Board of Augustine Centre. I have found the past 8 years so rewarding, but also taxing. I am still on the Board, serving as Past-Chair, and supporting the Centre as best I can. Grant writing continues, and I have been able to assist in this. I also seem to be “resident Centre historian”!

It continues to be my honour and privilege to serve as one of your official representatives on the Board of Directors of the Centre along with our other Augustine United Church representative, Nigel Wilcox, and our Augustine United Church Trustee Representative, Keith Black. I report monthly to the Council on happenings at the Centre and will continue to do so. We have come so far in this endeavour, and it continues to “feel good”. Well done, Augustine United Church and well done, Augustine Centre!

Respectfully submitted,

Jeff Carter (Proud Augustinian!)

Augustine United Church Representative to the Augustine Centre Board of Directors

## REPORT OF THE PROPERTY TEAM LIAISON

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In early 2022, the volunteer property team members were: Monique Vandale (Team Leader), Gloria Dow, Cori Enns and Rick MacLowick. During 2022, Augustine Church Council, along with the Augustine Centre Board decided it was better to merge the Church's volunteer Property Team to be a part of the Augustine Centre's volunteer Property Team. The Augustine Centre Property team consists of a representative of each of the building's partners and in this way, we will jointly oversee the management of our historical building. Monique Vandale has been appointed as Augustine Church Council's liaison to the Augustine Centre Property Team. The other members of the former Property Team have agreed to remain as contacts for when projects are planned and scheduled to be addressed. A huge thank you to these former members of the Property Team for their help in 2022 and for their continued support. It is hoped, others with a love of our building will also volunteer on small projects regarding the continuing renovations of our beautiful building in Osborne Village.

In 2022, in collaboration with Augustine Centre, we dealt with various issues affecting the building that were jointly of concern to the Augustine Centre partners. These included: heat/cooling balancing, finalization of a building security plan and the installation of our new security alarm, and re-keying all exterior doors, while ensuring access to fire egress remains a priority. In addition, we added an extra AED machine at the front of the church. Members of the former Property Team helped clean out the bathroom in the basement in anticipation of renting the basement space to short-term renters while we wait to get support for the new SPLASH school-aged centre. We also built a platform to help repair and even-out the flooring in this bathroom space and arranged for stairs to be installed. The remaining bathroom renovation was then paused as it was discovered there would be support to build the SPALSH school-aged centre for in the basement space

earlier than originally anticipated. This bathroom space will now be re-developed into a proper washroom for the new school-aged centre as a part of that larger renovation in the space.

Some projects were started to clean-out of the balcony area of the sanctuary in 2022. Other projects cleaning-out were further delayed, mainly as a result of the delays in the planning process for the re-development of the sanctuary space into a performance auditorium. As a part of the development and finalization of a new floor plan for the sanctuary/auditorium space, we will attempt to address storage issues for church supplies and cleaning-out of useable office spaces in the sanctuary spaces.

We would like to acknowledge the support of Korrina Hargreaves, the Augustine Office Administrator, and Howard Roberts, the facility caretaker. A very special thanks go to both for their support and contributions.

Respectfully submitted,

Monique Vandale

Augustine Church Council Liaison to Augustine Centre Property Team

## REPORT OF THE COMMUNICATIONS TEAM

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The mandate of the communications team includes assisting with internal and external communication. This includes maintenance of our website, our Facebook presence, and the weekly AugustZine newsletter.

This year we bid farewell and say thank you to Nancy Renwick for her hard work and dedication while serving as Communication Team Leader for the last several years, and welcome Tracey Seida as a member of our team. Despite being without a Team Leader for most of the year, the team continued to work toward fulfilling its mandate. Most excitingly, our website got a much-needed “facelift” with the help of Augustine Centre’s summer student Kaia Thompson, Communication Team member Tracey Seida, and Office Administrator Korrina Hargreaves. While the Communication Team continues to work toward making the site as dynamic and user-friendly as possible, the updated website is now a bright welcoming space and includes links to Augustine Centre, and our partners, Oak Table Inc. and SPLASH Child Care Inc. If you haven’t already checked it out, we welcome you to do so! The Communications Team continued its work this year, updating and maintaining the website as noted, posting on our Facebook page, and sending out the weekly AugustZine newsletter. We will continue to post information about Augustine activities, the status of services and how to participate in them, links to recent sermons, and other relevant information on a regular basis.

Thanks to all the members of the team for their ongoing work throughout the year. A special thank you to our Office Administrator, Korrina Hargreaves, and to members of the congregation and others who have made the work of the team possible.

Respectfully submitted,

Shelley Augusta

## REPORT OF THE CONGREGATIONAL LIFE TEAM

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The mandate of the Congregational Life Team is to provide opportunities for congregants to build and strengthen community. Upholding this pledge during this year of hybrid worship has continued to be challenging. It has been so good to see friends back in the sanctuary and we look forward to seeing our in-house numbers increase.

The team of Allison, Nigel, Michele and Shelley are delighted to be joined by new members Tracey Seida, Jerry Buckland, Jackie Garrett, Jean Storey and Mike Maunder.

Summer Social events included a Garden Party hosted by Ryon and Hazel, a Clue based Trivia evening with Allison and Nigel, and a backyard bonfire and sing along hosted by Tracey and Jerry. All three events were well attended and thoroughly enjoyed.

Other planned events included trips to Oak Hammock Marsh and Sandy Saulteaux Centre, and the Santa Claus Parade. We wrapped up the year with a festive after church lunch and carol sing.

After church coffee time keeps us connected and well fed. Huge thanks to those who make it happen!

Respectfully submitted,

Allison Wilcox,

## REPORT OF THE FAITH DEVELOPMENT TEAM

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*“There are varieties of working, but it is the same God who inspires them all in everyone. To each is given the manifestation of the Spirit for the common good” (1 Corinthians 12:6-7)*

The Faith Development (FD) Team strives to provide opportunities for faith development through small group study, special interest groups, experiential learning, Sunday School, New Members groups, Confirmation groups, etc., and to offer accountability and support for existing groups and future groups. This year the Faith Development Team was made up of Mike Maunder, Irene Rainey, and Kathleen Venema (team leader).

Until mid-November 2022, the FD team met our goals by maintaining and supporting the Supporting Community Group. The Supporting Community Group was made up of FD members and many others at AUC and had been meeting regularly since early October 2020. Group members imagined and put into action what “church” can be, both within COVID restrictions and also post-pandemic, as we learned to use new and old technologies to enable the gathering of two or three or more of us. In the Supporting Community meeting on 19 November 2022, the group agreed to disband, given that most of its work can now be resumed by existing teams. Because the work of the Supporting Community Group both encompassed and exceeded the mandate of the FD team, I recommend readers to Mike Maunders report on that group’s activities.

Since mid-November, the FD team has unofficially but very energetically put our efforts into all-ages Messy Church events, the first of which took place on 2 December 2022 at Churchill Park United Church (CPUC) as a collaborative endeavour with CPUC.

On behalf of the FD team, I would like to extend deep thanks to Mike Maunder for his commitment to the health and vibrancy of our church community, his leadership of the Supporting Community Group, and his willingness to plan and provide intergenerational activities for the Augustine community. I would also like to extend special thanks to Irene Rainey, who faithfully and accurately records our meetings, and who, with Mike, has made Messy Church a new commitment. Please stay tuned for developments in 2023.

Respectfully submitted,

Kathleen Venema,

Team Leader, Faith Development Team



## **SUPPORTING COMMUNITY GROUP REPORT**

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This group was an ad hoc group formed during the two years of Covid to support activities building community when the Congregational Life and Faith Development teams were not meeting. We met on zoom five times in 2022.

### **Saturday Walking Group:**

The walks were a critical factor in 2021 before vaccines were widely available, but less essential in 2022. Plus, our Omicron winter was colder than last year and so two of our five winter walks were cancelled. However, a hearty group of 10 walkers finished the winter walks on Feb. 26 with a trip to the Festival du Voyageur, walking around Voyageur Park and through downtown St. Boniface.

### **Club Med:**

This meditation group (about eight people) has been meeting Friday nights on zoom since February 2021.

### **Men's Breakfasts:**

A Men's Breakfast was launched in March 2022 and continued through the year, usually meeting on the second Saturday of the month. There were consistently six to eight attendees. In addition to pancakes, bacon and sausages, conversation centred on the book *Soul Brothers, Men of the Bible Speak to Men Today*, with fabulous portraits of Biblical characters. Each meeting focused on a different character, which invariably launched amazing discussions.

### **Lenten Book Study:**

A book study was held on Zoom during Lent, led by our Minister, Ken Thomas. The focus was on current Indigenous experience using the book *One*

*Native Life* by Richard Wagamese. There also was a morning having a very interesting and enlightening conversation via Zoom with Joyce Johnson from Ontario, an elder and student at the Sandy Saulteaux Spiritual Centre.

### **Social Justice After Church Gathering:**

On Apr. 10, about 45 people attended *From Turtle Island to Palestine*, a discussion centering around a 20-minute video and visit from Adrian Jacobs (Sandy Saulteaux Centre) organized by the Social Justice team.

### **Just Living Summer Reunion:**

Just Living was a group that for ten years channeled a lot of the energy Augustine had around social justice and simple living issues. The group wrapped up in October 2021, but about a dozen members held a reunion on Tim and Irene's patio in July 2022. That energy is now flowing to the social justice team and the activities it is planning (see After-Church Gathering above).

### **Fall Family Activities:**

Fall outings were family friendly. Groups were small, but each one included children. In September five people visited Sandy Saulteaux Centre to place prayer flags in the four directions. It was a particularly powerful experience because we were joined by about a dozen elders and vision-keepers from Sandy Saulteaux. In October seven people, including a family from SPLASH, visited Oak Hammock Marsh to say "Good night" to the geese.

### **Messy Church:**

Also in October, Ken Thomas and Mike Maunder visited Transcona United Church to explore the idea of Messy Church. Messy Church is an intergenerational program that offers Christian teachings in an atmosphere that is fun and accessible to all generations.

We created a partnership with Churchill Park United Church to hold Messy Christmas on December 3, attended by about 50 people, including two families from SPLASH. A group of 4-8 Augustinians has continued meeting with a similar group from Churchill Park to continue Messy Church planning into February and beyond. We are grateful for Churchill Park's expertise as we explore this new way to involve all generations in meaningful activities.

### **Future Thoughts:**

This group wrapped up in November 2022 as the Faith Development and Congregational Life teams were now planning activities (e.g., the great Carol-sing-along After-Church Gathering on Dec.18). Because the group no longer exists, Mike felt it was important to end this final report with three observations about what he learned in the last two years attempting to support community:

#### **1. Inter-Teambuilding Team:**

In our final meeting in November, Ken suggested this group has been a place where members of different teams could intentionally think together about what the community needs and build into the future. Gareth reminded us that a few years ago representatives from all the teams gathered for a morning to share and reflect together. Something like this is needed now.

#### **2. Communication Tools and Personal Word of Mouth:**

The role of communication is important – newsletters, website, posters, our River Avenue sign reaching out to the Village. Adapting to more modern technology is important, e.g., social media, texting (e.g., Mike awkwardly learned about the world of texting when he was communicating with SPLASH families).

Amid social media, Zooming and more, Mike remains prejudiced towards direct personal contact. Attendance at events always increases when an individual doing the activity made a direct pitch during church. Attendance by

SPLASH families was greatly facilitated in the fall when SPLASH staff member Kayla Mauricio promoted activities. Personal invitation is the most important element in building our community.

### **3. Building Wider Communities:**

Activities like these –walks and outings; Zoom meetings (e.g., Club Med); breakfast clubs; book studies (maybe film?); Friday night Messy Church; Sunday after-church gatherings– are a vital part of sustaining the Augustine community. These activities, and many others –our social justice activities, our part in Augustine Centre, and more– help sustain our community.

But just as much as sustaining community, these can all play a role in building new kinds of community not necessarily based on our Sunday worship. (For instance, a small group placing prayer flags at Sandy Saulteaux Centre accompanied by Indigenous elders can be as deeply spiritual as Sunday prayers.)

An exciting prospect for our future is using all these strategies, and more, to help create new communities connected to Augustine.

Respectfully submitted,

Mike Maunder

Chair, Supporting Community Group

## **REPORT OF THE PASTORAL CARE TEAM**

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The committee has been reduced by attrition to Dorothy Orebanjo and Rev. Ken Thomas, however Dorothy has continued to do her best. During Covid the main function was to make periodic phone calls to check in with members of the congregation who might be isolated. Dorothy and Ken continue that work, and Ken has made some home visits.

Dorothy continues to send out cards to those who are ill and sympathy cards to those who are grieving on behalf of the congregation. Dorothy continues to facilitate the prayer circle when requests for prayers are received. Otherwise, there is no active committee at this time.

Respectfully submitted,

Rev. Ken Thomas

## MISSION AND SERVICE REPORT

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Augustinians continue to support the work of the wider church through contributions to the Mission and Service Fund of the United Church. In 2022 \$16,315.44 was the donation amount from generous Augustinians to the M&S fund. The following is a story from God's Mission: Our Gifts that shows how our support made the difference to one new Canadian.

In 2017, Arwa was a Palestinian refugee who had just arrived in Montreal. She had made a harrowing journey, travelling from Saudi Arabia through New York City with three children in tow. "It wasn't easy for me. I was a single mom in a new country with new people. I was struggling for housing and looking for a job. It wasn't easy at all," she says.

Arwa sought help at Montreal City Mission, an outreach ministry your Mission & Service gifts support. There, her whole family found a place to belong. Arwa's children made friends, and she benefited from training programs and events.

It wasn't long before Arwa gathered a group of women together to form a catering cooperative called Women Weaving Their Dreams, which specializes in homemade Middle Eastern meals. The group was going strong, and the women were becoming more financially secure when COVID-19 struck.

No stranger to hardship, Arwa was determined to help others through the pandemic. She initiated a sewing circle to make masks. In a relatively short period of time, the women of this sewing group made over 2,000 cloth masks for unhoused people and people with low incomes in their community. "I was so happy to help people," says Arwa, whose extraordinary leadership skills landed her a full-time job at Montreal City Mission.

"I consider myself a lucky person that I got to know this organization. It has become not only my full-time job, not only my provider. It has become my

home. I hope to see more and more women getting the same chance to have this better life for their families,” she says. “I wanted a country that could hold me and hug me my whole life long. I found it in Canada.”

Your Mission & Service gifts support people’s dreams for a better life—amazing people who make their communities and our country stronger.

Please continue your valued support for the great work that our church does in the wider world. It is stories like Arwa’s that truly bring this to light. Thank you, Augustine, for your continued belief and support for Mission and Service.

Respectfully submitted,

Michele Morton

## REPORT OF THE SOCIAL JUSTICE TEAM

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Mandate: To promote active congregational participation in meeting the needs of humanity and creation in the wider village, wider community and the world.

The team met this year and decided that Reconciliation with Indigenous Peoples would be a priority. We decided we needed to build on our Treaty Statement and work towards Truth Telling as one of the major components of Reconciliation. So, in the fall we began our journey. We had presentations by team members during the announcements. Presentations were made on The Doctrine of Discovery, UNDRIP and Residential Schools and the declaration of Genocide. Moving forward in 2023 we will be looking at MMIWG2's, Land Back and a presentation from Niigaan Sinclair on the work of Truth and Reconciliation.

Once again during Advent we had a successful campaign promoting awareness of the plight of the Palestinian people through the selling of Zatoun Olive Oil. Zatoun is a unique project that offers fair trade Olive Oil and other Palestinian products to connect people in North America to the history and struggles of the people of Palestine. As a part of our concern and in a way to continue to explore the history of colonization experienced by the Palestinians, which is reflected in our own history in Canada, we invited Adrian Jacobs, a keeper of the circle at Sandy Sandy-Saulteaux Spiritual Centre to speak with Augustinians at an after-church lunch. Adrian shared his experience and his reflections on the similar story that is shared by Indigenous people here and in Palestine. It was a watershed moment for many of us. We will continue our exploration of this story moving forward as we continue to realize that colonization happened on a global scale.



Climate Action is also a part of the team's focus as we look at ways to continue to keep this topic before us as we reflect on our being called to live in respect with creation. Michele has joined with a group of people formed by Josiah Neufeld of Hope Mennonite Church. This is a group of Interfaith people who are looking at ways to hold our city to account to follow their plan as per the Community Energy Investment Roadmap (CEIR). We will be meeting with Sherry Rollins and other Councillors as we look at ways that we can bring people of various faiths to bear witness and bring action. Augustinians will be encouraged to help walk with these other faith communities on our journey to live out our promise to be stewards of our creation.

Once again, we had a successful Amnesty letter writing and card campaign in December. With much thanks to Dorothy Orebanjo for coordinating our Action Table saw many Augustinians stop by to write cards and take information home with them. Amnesty International sent us a thank you for our letters and informed us that these do make a difference in helping to release some prisoners of conscience throughout the world.

The team meets informally throughout the year to plan events and present Justice issues to the congregation. We would always welcome new members.

We look forward to continuing to bring Justice and peace initiatives to the people of Augustine.

Respectfully submitted,

Michele Morton

Team members: Gareth Neufeld, Cori Enns, Alexa Campbell, Michele Morton (Team Leader)

## **REPORT OF MINISTRY & PERSONNEL COMMITTEE**

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This past year stands out as a fairly uneventful year which in the case of the Ministry & Personnel Team, is usually a good thing! We began the year with 3 members: Joan Baragar, Barb Fletcher and myself, Bev Simpson (with Lorraine Moore having resigned in December). Just prior to the AGM in May, Barb Fletcher indicated that she would not be staying on for another term. We want to thank Barb for her conscientious work on the team.

Part of the work of the Ministry & Personnel Team is to liaise with the staff. Joan Baragar continued this work, liaising with our minister, the Rev. Ken Thomas. As an appointed supply minister, we were told by the Prairie to Pine Regional Council that this appointment would come to an end on June 30, 2022, and we did make some preliminary plans to say good-bye. However, Ken's appointment was once again extended and for that we are very grateful!

Regarding the liaison work with other staff members, we were in an in-between time. The Music Director position was left officially unfilled as Augustine Council felt it wise to focus on the search for a new minister before determining what the Music Director position would look like. However, the work of the Music Director position was not left undone. We are so fortunate that Helen Black was willing to fill that role in a volunteer capacity and so very capably! The M. & P. team did some preliminary consulting with other United Churches in thinking about what the permanent position might look like.

For the first half of the year, the Office Administrator position was a temporary position, filled by Korrina Hargreaves, under the supervision of our minister, Ken Thomas. In August, we were pleased that we were able to hire Korrina to the permanent position of Office Administrator! In September, Council appointed a new member to the M. & P. Team and we are happy to

have Maria Nyarku join us! In 2023, she will take up the liaison work with Korrina, our Office Administrator.

We are happy that our former caretaker, Howard Roberts, is still with us but his work now falls under the supervision of Augustine Centre.

In October, our hard-working Search Team brought forward the name of the Rev. Eric Lukacs to the congregational meeting. The call will begin on July 1, 2023. Fortunately, the Rev. Ken Thomas will continue to serve as our minister until then, his appointment being extended once again!

This year, the work of the M. & P. Team has also included input into position descriptions, i.e., Ministry Position, Office Administrator Position; response to a couple of congregational requests; representation on Augustine Council.

Respectfully submitted,

Bev Simpson

## REPORT OF THE WORSHIP TEAM

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Members of the Worship Team for 2022 were: Helen Black (Music), Keith Black, Gareth Neufeld, Megan Simpson-Law, Glynis Quinn (Team Lead), Nancy Renwick, Linda-Ann Sturgeon, Ken Thomas (Minister)

Nancy Renwick moved to Ottawa during the year. Nancy's contributions will be missed.

The Worship Team continued to work via Zoom this year. The team was represented at the Supporting Community meetings by members of the Worship Team (Glynis Quinn and Gareth Neufeld) to plan cooperatively and share communication with other groups, while restrictions were in place.

During the year, the congregation continued Zoom worship and unlike the "on again, off again" in person worship of the previous year, 2022 in-person worship was mostly without interruption. We continued to offer Zoom worship and found it to be a good option for those who were ill, travelling, as well as those living elsewhere, those physically unable to get to church, and those not ready to resume in person worship.

We did find there were members who were not on zoom and were not in the pews Sunday morning, and as Zoom attendance decreased, we did not show the same increase in those attending Sunday service. As Zoom attendance levelled off the post-service small groups were discontinued, and after church coffee resumed.

The Worship Team revised our Land Acknowledgement. A Land Acknowledgement is a rudimentary response to the Calls to Reconciliation, and the team wanted Augustine's Land acknowledgement to be more than a static recitation each Sunday. When the Prairie and Pine Region produced a new Land Acknowledgment, we felt it was time to reflect on our own statement. This topic proved to be very engaging and our deep and lively discussion resulted in our new

**Land Acknowledgement:**

*Augustine United Church is located on Treaty 1 Territory, the traditional and ancestral lands of the ancestral lands of the Anishinaabe, Cree, Dakota and Oji-Cree peoples, and the homeland of the Red River Metis Nation.*

*We respect the treaties that were made on these territories. We have learned and continue to learn from Indigenous wisdom and spiritual practices.*

*We know too, that deep and lasting harm has been caused by actions that are part of Canada's history of systemic colonization, and many hurtful actions continue to be made, even now.*

*Therefore, we commit ourselves to the truth-telling that needs to continue as we seek reconciliation and healing and as we work toward a better future.*

*We are all Treaty People.*

The team also began the process of adding elements of worship back into the service which were taken out when we went to a shortened service when we started Zoom worship. Elements such as The New Creed, additional scriptures, a full communion service, and more responsive opportunities for the congregation were integrated back into our Worship Service.

Our gratitude must be extended to our volunteer choir director and pianist Helen Black. Helen led the choir with humor, love, and commitment. Her positivity and willingness to adapt was such a gift to both the choir and the congregation. Under her leadership the choir provided an expanded musical repertoire. We are very fortunate for all the talent in our choir, as well as our soloist Deanna, and our volunteer organist, David Viggars, as well as Megan Simpson-Law on trumpet, Rebecca Simpson-Litke on flute, who all contributed to the richness and variety of the music at Augustine. The choir awaits the day they will be able to sing without masks! Our thanks also goes out to Bev and Laurie Simpson for assisting with music selection and making recommendations for incorporating appropriate inclusive language in our musical pieces. Choir members showed great flexibility in

Ken Thomas agreed to continue as our supply minister. He and Jackie have adapted their own schedules, trips, and retirement in order to provide consistency while we await our new minister. Ken has provided valuable leadership and wisdom to the Council and congregation, and became a technical advisor, after learning what he needed to know in order to provide a hybrid worship service here at Augustine. You would now assume he was a true techie!

It takes many people to provide meaningful worship each Sunday. Our thanks to our Liturgists who took on a heavier load as others stepped away from the role during the pandemic. Your leadership and flexibility during this year of transition was appreciated. Keith Black, Gareth Neufeld, Jeff Carter, Michelle Morton, Glynis Quinn and Linda-Ann Sturgeon were the Liturgists for 2021. A big thank-you to Matt Wiebe and Monique Vandale for taking on the responsibility for hosting Zoom.

We took a month off in 2021 to give our pianist, zoom hosts and Liturgists a break which coincided with Ken's holidays. Our demands on our volunteer leadership have been high during the past few years, and it seemed important to recognize a break was needed.

Worship, in person, and on Zoom, held us together for the past three years, and as the pandemic spiked and ebbed over and over, we had the consistency of coming together.

As the people of God, Worship is our work, listening and responding together to what God has to say to us, through scripture, song, prayer, and the message. We praise God, and understand, we are not alone.

Respectfully submitted, on behalf of the Worship Team

Glynis Quinn

## REPORT OF THE TRUSTEES

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The job of Trustee at a United Church is largely that of overseeing decisions that impact the building. This includes modifications and approval of organisational issues that we face. As one of the Trustees at Augustine, for the past year I have been called upon with the other Trustees to sign documents or comment on developmental changes. In my case, as the Trustee Rep on the Board of Augustine Centre, I have attended Board meetings, met as needed with organisations working on the various builds, and provided opinions on the proposals pending for the eventual use of the sanctuary (auditorium) as they occur. It is likely that the Trustee role will become more extensive as the Centre project continues.

We were saddened with the death of Enid Butler, a longstanding and hard-working Trustee here at Augustine.

Respectfully submitted,

Keith Black

On behalf of the Trustees:

Glynis Quinn

Monique Vandale

Gareth Neufeld

## **REPORT OF THE PRAIRIE TO PINE REPRESENTATIVE**

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Gloria Dow will be the representative to the Regional Council, pending approval at the AGM.

The role and participation of the pastoral charge reps is being revised to enhance communication with the Region. The region has a weekly newsletter that is informative about events and education/information sessions for people in various roles within the pastoral charges, available on the Region's website.

The Regional Council Meeting will be held on June 1-4, 2023 at the Meadowood United Church in Winnipeg.

The Church Council



## REPORT OF THE MUSIC DIRECTOR

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This month marks the two-year anniversary since I agreed to act as Music Director at Augustine in a temporary and voluntary capacity.

Starting out entirely on Zoom with our soprano soloist, Deanna Smith, offering her beautiful voice to hymns and the occasional solo, we have now found ourselves with a complete choir of 20. Although still masked, we are at least not confined to past social distancing. The choir is a complete joy to work with and their enthusiasm and dedication have made my job a pleasure.

As the year has progressed, we have worked hard to ensure that the music is a seminal part of worship. In this regard Ken Thomas and Bev and Laurie Simpson have met with me on a regular basis to look at dozens of anthems to ensure appropriate reflection of the Sunday message. As well, Bev and Laurie have agreed to go over anthem wordings so that wherever possible inclusive language is honoured. Throughout this whole period Ken has been a huge collaborative strength and support in assisting me in music preparation as he leads worship.

A special mention to organist David Viggars, with whom regular collaboration has wonderfully augmented the Sunday music. The occasional addition of Meagan Simpson Law on trumpet and Rebecca Simpson Letke on flute has lent me immeasurable help and the four of us have established an expanded “team” that works comfortably and effectively together.

As well I have been in touch with our new minister, Eric Lukacs, to begin an understanding of his wishes for music in worship, and if asked I have agreed to continue in my current position at least to see his transition to our congregation.

In conclusion I would like to offer my sincere thanks to Deanna Smith, our wonderful soprano soloist, and to all the choir members who have blessed the worship experience at Augustine this year.

Respectfully submitted,

Helen Black

Choir members:

Jonathan Baker

Joan Baragar

Keith Black

Alexa Campbell

Jeff Carter

Gerry Daly

Susan Claire Johnson

Rick MacLowick

Gareth Neufeld

Glynis Quinn

Bev Ridd

Karen Ridd

Bev Simpson

Laurie Simpson

Cody Smith

Deanna Smith

Anthony Steffes

Jean Storey

Oriole Veldhuis

Allison Wilcox

## REPORT OF THE FINANCE TEAM

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Team members: Matt Wiebe (Treasurer), Hazel Blennerhassett, Jerry Buckland, Ken Thomas, Nigel Wilcox, Korrina Hargreaves

Outgoing team members in 2022: Jonathan Baker, David Viggars

### **1. Introductory Comments**

The task of the Finance Team is to oversee the management of Augustine's financial affairs to ensure that its financial position and transactions are consistent with Augustine's mission, and with the requirements of both the United Church of Canada and Canada Revenue Agency. Of course, generally accepted standards of accounting, transparency, ethics, and good practice are applied. It is our responsibility to report promptly to Council any financial situations that jeopardize the achievement of church objectives or conflict with legal, regulatory or ethical obligations.

The COVID-19 pandemic has definitely impacted the congregation over the past three years. Although we were moving back into more "normalcy" in 2022, the impacts of the pandemic can still be felt. Despite being able to meet together in person, at times some congregants were not able to join in person due to their own safety and health considerations or for other reasons. The ability to utilize the zoom hybrid service and online donations was helpful in this regard.). The finance team was pleased to see donations from members through PAR and cheques mailed to the church office continue as well as a return to donations at Sunday morning services. Those donations from congregants and others were gratefully received. An important note is that our donations for 2022 were almost identical to the donations in 2021, which is positive during the recovery period from the pandemic.

An ongoing financial note of importance is that Augustine United Church's financial resources and ability to raise revenues is limited, and increased attendance and donor basis is needed. Expenditures have been reduced to a

new low given the Augustine Centre model is now in full effect. Therefore, increasing revenue is a priority for the congregation over the coming years in terms of long-term financial viability. This can be done in part through the success of partners in the Augustine Centre model, where we can look to increase the reach and size of our community. Furthermore, the announcement of a full-time Minister joining us in July 2023 may also help us to raise attendance and donor basis. This will be important for the congregation from a long-term financial viability and sustainability point of view.

## **2. Givings and Fundraising**

As stated above, COVID-19 had an impact on donations, however we are most grateful for the donations that came in through PAR, mail, email, CanadaHelps, and other methods. The table below shows that Givings in 2022 stabilized nicely and were on par with 2021, after the drop in 2021 that occurred due to COVID-19 and due to several members departing in 2021, in some cases due to passing away. Reduced Givings in 2021 (and 2022) may also have been based on economic uncertainties that some may have experienced during the second and third year of a prolonged pandemic and then inflationary economy. There was also a lack of fundraising activities due to the pandemic in 2021, which started to increase again in 2022. The finance team will be working with council and the new Minister in 2023 to develop a comprehensive plan on how to increase donations moving forward, which in large part is based on growing the congregation.

**Table: Givings in years 2016 to 2022**

<b>Item</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
All Local Donations	\$110,640	\$124,096	\$128,682	\$146,184	\$152,575	\$108,971	\$110,814

**Note:** *Mission and Service is not included in the above. Further, Oak Table and Augustine Centre donations are donated in multiple ways by congregants. Some choose to donate directly to those organizations. Some donate to them through their congregational pledges, and any money marked for those organizations is “flowed through” the congregation and paid to them on a regular basis. These flow through donations do not show up on our financial statements. See the annual reports for these organizations for more details on their donations received.*

### **3. Results for 2022**

The results for 2022 together with the actuals for 2021 (prior year) for comparison are shown in the Financial Review statements from Thornton and Co. and attached to the annual report at the end of the report.

Key highlights for 2022 include a marked improvement from our financial close in 2021. This is in large part because 2022 was the first year when we were operating under the new Augustine Centre model. This allows us to work with our partners through Augustine Centre, with the building managed by Chartier property management company. The results in 2022 show that expenditures were reduced over 2021. Utility and building expenses are paid by Augustine Centre, and instead we pay a monthly rent. This has enabled Augustine United Church to have overall less expenditures in 2022 versus 2021. Some final building costs that occurred in early 2022 are not likely to occur again, and as such the expectation our building costs will be reduced further in 2023.

Revenue through Givings was slightly higher in 2022 versus 2021. The team wishes to acknowledge the ongoing generosity of the Augustine

community. Overall revenue was slightly less in 2022 due to the fact COVID-19 operating grants were received in 2021.

Salary expenses were lower in 2022 than 2021 due to vacancy levels of our paid positions, which were vacant for longer periods of time in 2022. This is expected to change in 2023 with a full-time Minister joining the church.

The overall results are a net loss of just over \$40,000 in 2022. This is a marked improvement from the net loss of over \$90,000 in 2021.

#### **4. Budget for 2023**

The 2023 budget which is shown in this section in the table below continues to budget based on the now second year of operations under the Augustine Centre model, which took effect January 1, 2022. This model allows for savings in building, utility, and salary expenses, as the congregation instead pays a monthly rent to Chartier Property Management, who manages the building on behalf of all partners of Augustine Centre. This approach proved in 2022 to be of benefit financially to all partners including Augustine United Church and will allow for a more partnership-based approach in the building. This will also allow for a focus to be placed on increasing revenue over the coming years through growing the congregation, which is required for long-term viability of the centre.

Furthermore, the budget has been developed based on the agreement at a prior congregational meeting to recruit a full-time Minister to lead Augustine United Church. The full-time Minister will be starting July 2023, and the budget considers that accordingly. There are also some one-time moving costs in the budget for the new Minister, which increases the budget net deficit by \$15,000. The budget for 2024 will not have this amount and will therefore be in a better position relative to the budget for 2023 by \$15,000.

The ability to pay for a full-time Minister and run temporary deficits is thanks to the generous bequest by long-time member Christine Coltart, whose generosity provided for funds that allows the congregation to recruit for a full-

time Minister and run a deficit for a short period of time. However, this is not long-term financial viability, and thus the need to focus on increasing the donor basis is required to ensure our congregation becomes more financially sustainable.

**AUGUSTINE UNITED CHURCH - BUDGET 2023**

<b>Budget items</b>	<b>Budget 2022</b>	<b>Actual 2022</b>	<b>Total Budget 2023</b>
<b>REVENUE</b>			
Givings	112,000	110,814	112,000
Fundraising	2,000	2,866	3,000
Weddings and Funerals	750	0	300
Interest from endowment and investment	4,298	5,573	7,000
Other Income	0	8,479	0
<b>TOTAL REVENUE</b>	<b>119,048</b>	<b>127,732</b>	<b>122,300</b>
<b>EXPENSES</b>			
Employment expenses (Staff)	67,086	61,535	72,822
Administration and Professional Expenses	13,200	13,463	13,650
Other teams (net)	7,400	927	2,400
Insurance expensed monthly, and property tax	12,000	9,402	9,600
Rental cost to Augustine Centre	40,068	40,064	40,068
Utility and other building costs (excluding amortization)	6,000	15,782	6,000
UCC regional assessment	7,700	8,546	5,930
Other expenses	75	360	75
Fundraising Expenses	400	2,339	2,000
Property Taxes	0	1,065	1,000
Legal Expenses	700	10,099	1,400
Moving Expenses of New Minister	0	0	15,000
Amortization	12,456	13,004	13,008
<b>TOTAL EXPENSE</b>	<b>167,085</b>	<b>176,586</b>	<b>182,953</b>
<b>CUMULATIVE SURPLUS (DEFICIT)</b>	<b>-48,037</b>	<b>-48,854</b>	<b>-60,653</b>
<b>DEFICIT NOT COUNTING AMORTIZATION NON-CASH ITEM:</b>	<b>-35,581</b>	<b>-35,850</b>	<b>-47,645</b>



## 5. Christine Coltart Fund

In late 2021, the congregation was saddened when long-time congregant Christine Coltart passed away. Christine had recently celebrated her 70-years of presence and active involvement in the life of Augustine, and her impact continues. Christine Coltart generously bequeathed funds to support the community of Augustine that she had such an amazing impact on. This was most timely, as it allows time for the congregation to transition to the new Augustine Centre model of operations, hire a full-time Minister, and work to increase revenues and build up a donor base. In the interim, the congregation approved utilizing bequest funds to cover budgeted deficits while this work happens. The recruitment of a full-time Minister allows the congregation to focus on a growth and renewal strategy which is necessary to develop a long-term financially viable and sustainable Augustine United Church.

The finance team has developed a policy document (provided separately from the annual report as part of the AGM package for your information) to manage the funds in this new Christine Coltart Fund carefully, in keeping with the purposes of the bequest. Funds not immediately needed are kept in a safe and secure GIC investment to earn additional interest income for the church.

The table below provides a current status update on the Fund, which is also included in the financial statements in a more summary fashion.

Initial Balance of Fund	\$259,100
Provision to Augustine Centre: 2022 building projects	-\$50,000
Use of Fund for 2022 Deficit	-\$37,862
Balance in Fund as of Dec 31, 2022	\$171,238

**Note:** A small amount of money is likely to be deposited in 2023 into the Fund, which will be the final residual amount from the estate that will be placed into the Fund.

We acknowledge Christine Coltart's generosity and commitment to our community, which has provided us with critical time to focus on growing the congregation and becoming financially sustainable for the long-term.

This is a positive sign for the future, and it must also be emphasized that we must keep our donations strong over the coming year so that we can pay for our expenses and continue the good work of our community. Thank you for your donations.

## **6. Review Engagement**

Our accounts for 2021 have been externally reviewed by Thornton and Co. A copy of their report is appended at the end of this annual report. They did not find any concerns through the course of their review as communicated in their opening letter.

## **7. Thank You to Volunteers and Professionals**

We are grateful to the Sunday morning counters who counted and recorded the collections and other income, and who dropped off deposits to the bank. In addition to the members of the Finance team, we also want to thank Gloria Dow, Moe Vandale, and Linda-Ann Sturgeon for their volunteerism and dedication in this role.

We have again used the professional services of Ben's Bookkeeping for accounting entries, and Thornton and Co. for the impartial and external year-end review. Thank you to Wendy Anderson and Darlene Proctor for their conscientious and helpful work.

Finally, thank you to everyone on the Finance Team (listed at the top of this report) for their insight and comments. Your commitment to the conversations we had throughout the year was most appreciated. A special thank you to outgoing team members Jonathan Baker and David Viggars for their many years of service on the committee.

## **8. The Rationale for our work**

The financial affairs of the church sometimes attract less interest and attention than worship, programming and other more noticeable expressions of the Church's life. However, the proper financial stewardship of our monetary resources has an impact on all areas of our church's life, especially in this time of profound change and over the years of the COVID-19 global pandemic.

The Finance Team tracks the flow of financial resources and attempts to report the results with transparency and helpful commentary. We hope that our efforts serve God as well as Augustine's members and adherents. We trust that you will continue to think it worthwhile to support and participate in this faith community as it moves into the future, and we wish you God's blessings in the year to come.

Respectfully submitted on behalf of the Augustine United Church Finance Team,

Matt Wiebe, CPA, CGA

Finance Team Leader and Treasurer

# **PASSAGES**

**JANUARY 2022 – DECEMBER 2022**

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## **BAPTISMS, MEMBERSHIP, MARRIAGES, AND DEATHS**

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### **Baptisms**

..... **None**

### **New Members**

..... **None**

### **Marriages**

..... **None**

### **Deaths**

**Stephanie Gemmel**..... **May 3, 2022**

**Shelagh Hinch**..... **November 27, 2022**

**Rose Scott** ..... **August 18, 2022**

## Augustine United Church Leadership List for Approval at AGM, May 7<sup>th</sup>, 2023

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### Council

Co-Chair	Gloria Dow
Co-Chair	Michele Morton
Secretary	Shelley Augusta
Treasurer	Matthew Wiebe
Worship Advisory Team	Glynis Quinn
Member at Large	Monique Vandale
Ministry and Personnel	Beverly Simpson
Minister (ex-officio)	Rev. Ken Thomas
Minister (July 1, 2023)	Rev. Eric Lukacs

### Worship Team

Glynis Quinn

### Music Director

Helen Black

### Social Justice Team

Michele Morton

### Ministry & Personnel

Council Rep: Bev Simpson  
Joan Barager  
Maria Nyarku

### Faith Development

Kathleen Venema

### Sunday School Coordinator

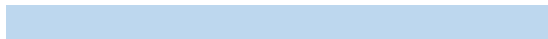
S. S. Leader Needed

### Communications Team

Alexa Campbell  
Gareth Neufeld  
Tracy Seida  
Shelley Augusta

### Property Rep., Augustine United to Augustine Centre

Monique Vandale



**Representative of  
Congregation to Augustine  
Centre Board**Jeff Carter  
Nigel Wilcox**Representative of Trustees to  
Augustine Centre Board**

Keith Black

**Prairie to Pine Region 5  
Representative**

Gloria Dow

**Trustees**Gareth Neufeld  
Glynis Quinn  
Keith Black  
Monique Vandale**Finance Team**

Matt Wiebe

**Congregational Life**

Allison Wilcox

**Pastoral Care Team**Dorothy  
Orobanjo**Mission and Service Rep.**

Michele Morton