



Westworth United Church Annual Report 2023

We are the hands and feet of Christ within Westworth and beyond

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WESTWORTH UNITED CHURCH
73rd ANNUAL MEETING, SUNDAY, MARCH 3, 2024

AGENDA

1. INTRODUCTION
2. OPENING PRAYER
3. MOTION REGARDING VOTING PRIVILEGES
4. APPROVAL OF THE AGENDA
5. APPROVAL OF MINUTES OF THE 72nd ANNUAL MEETING MARCH 18, 2023
6. BUSINESS ARISING FROM THE MINUTES
7. APPROVAL OF WRITTEN REPORTS

<u>Report:</u>	<u>Page:</u>	<u>Prepared by:</u>
a) Chair	9	Dianne Sjoberg
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Affirming Ministry	13	Heather Robbins
Archives	15	Diane Riordan
Christian Education & CE Staff List	16	Katie Anderson
Communication	17	Brett Loughheed
Community Care	18	Shirley Watts
Ministry and Personnel	21	Sharon Stanley
Outreach	22	Ruth Wiwchar
Prairie to Pine Regional Council	25	Dorcas Windsor
Prayer Shawl Ministry	26	Barbara Magarrell
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Trustees	29	Kent Magarrell
UCW Report	30	Nancy Doern-White
Visioning	32	Bruce Tefft
W3TA	33	Dianne Sjoberg
Women's Spirituality Group	34	Kathy Wilson
Worship	35	Teresa Sztaba
Passages & Memorial Donations	38	Christine Strike
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Registry Records	40	Christine Strike
b) Special Appeal & Children's Fund	41	Nancy Doern-White
Finance & Stewardship	46	Denise Jones
Financial Review	49	Lynne McCarthy
Projected Salaries and Benefits 2024	54	Jenny Jeffers
8. BUSINESS ARISING FROM REPORTS
 - a) Visioning
 - b) Other
9. BUDGET FOR 2024 50 Jenny Jeffers
10. OTHER BUSINESS
11. LEADERSHIP TEAM & VOLUNTEERS FOR 2024
MOTION TO APPROVE TEAM
12. ACKNOWLEDGMENTS
13. MOTION TO ADJOURN
14. CLOSING WORSHIP WITH DEDICATION OF NEW LEADERSHIP TEAM

WESTWORTH UNITED CHURCH

72nd ANNUAL MEETING SUNDAY, MARCH 19, 2023

ATTENDANCE: Janet Sealey, Sharon Stanley, Petra Thanisch, Larry Moore, Lorraine Moore, Dave Sjoberg, Rochelle Baker, Allan Baker, Jan McIlroy, Linda Paquin, Al Mapes, Kirk Windsor, Alma Acheson, Teresa Sztaba, Bruce Tefft, Kathy Wilson, Florence Baker, Joyce Clouston, Judy Brown, Kevin Sim, Peter Sim, Paul Chard, Rhea Yates, Shirley Ann Simkulak, Ray McClelland, Barb Magarrell, David Lewis, Neil Arnason, Dianne Sjoberg, Olwyn Lewis, Dorothy Reid, Arlene Hintsa, Ruth Wiwchar, Dan Wiwchar, Kent Magarrell, Earl M. Gould, Heather Robbins, Marion McKay, Allan McKay, Daryl Brooks, Janice Neumann, Jenny Jeffers, Julia Shayna, Cheryl Ennis, Danielle Cadieux, Denise Jones, Brett Loughed, Diane Riordan, Carol Wilkie, Sandy Marles, Nancy Doern-White, George Nyman, Bettina Nyman, Christine Strike, Genevieve Strike, Anne Love, Keith Love, Jewel Casselman, Eunice Pratt, Loraine MacKenzie Shepherd, Nancy Williamson, Dorcas Windsor, Shirley Watts, Walter Watts, Mary Fultz.

1. Call to Order: Dianne Sjoberg called the meeting to order at 12:10, and welcomed everyone back to in person meetings.

2. OPENING PRAYER: Was led by Dianne Sjoberg

3. MOTION REGARDING VOTING PRIVILEGES:

Moved by: Bruce Tefft

Seconded by: Keith Love

That all members and adherents in attendance have voting privileges at this AGM for all motions, with the exception of those dealing with Trustees, where only members of Westworth United Church may vote.

Carried.

4. APPROVAL OF THE AGENDA

Moved by: Sharon Stanley

Seconded by: Heather Robbins

That the agenda be approved as printed, with items 7.b to be dealt with individually.

Carried.

5. APPROVAL OF MINUTES OF THE 71st ANNUAL MEETING FEBRUARY 27, 2022

Moved by: Joyce Clouston

Seconded by: Ruth Wiwchar

That the minutes of the 71st Annual General Meeting be amended to include Doern-White (following Nancy) at 7.a. and the corrected spelling of Dan Wiwchar at two places in 7.b.ii. be accepted as circulated.

Carried.

6. BUSINESS ARISING FROM THE MINUTES: none noted.

7. APPROVAL OF WRITTEN REPORTS

<u>Report:</u>	<u>Page:</u>	<u>Prepared by:</u>
a) Chair	9	Dianne Sjoberg
Minister	11	Loraine MacKenzie Shepherd
Affirming Ministry	13	Heather Robbins
Archives	15	Diane Riordan
Christian Education & CE Staff List	16	Katie Anderson
Communication	17	Peter Sim
Community Care	18	Shirley Watts
Ministry and Personnel	21	Sharon Stanley
Outreach	22	Ruth Wiwchar
Prairie to Pine Regional Council	25	Barbara Wynes
Prayer Shawl Ministry	26	Barbara Magarrell
Property	27	Paul Chard
Safe Re-Opening Ad Hoc Committee	28	Eunice Pratt
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Worship	35	Olwyn Lewis
Passages & Memorial Donations	38	Christine Strike
Roll Clerk	39	Christine Strike
Registry Records	40	Christine Strike

Moved by: Shirley Watts

Seconded by: Walter Watts

That the leadership team written reports, Group A, with a spelling correction at 21, Memorial Donations to read Merle Brown, be accepted as amended.
Carried.

b)

- | | | | |
|----|--|-----------|--------------------------|
| i. | Special Appeal & Children's Fund Shepherd | 41 | Loraine MacKenzie |
|----|--|-----------|--------------------------|

Moved by: Rhea Yates

Seconded by: Shirley Watts

That the written report on Special Appeals and the Children's Fund be accepted as circulated.
Carried.

- | | | | |
|-----|----------------------------------|-----------|-------------------|
| ii. | Finance & Stewardship | 46 | Ron Bailey |
|-----|----------------------------------|-----------|-------------------|

Moved by: Ron Bailey

Seconded by: Denise Jones

That the Financial and Stewardship Report be accepted as circulated.
Carried.

- | | | | |
|------|-------------------------|-----------|-----------------------|
| iii. | Financial Review | 49 | Lynne McCarthy |
|------|-------------------------|-----------|-----------------------|

Moved by: Ron Bailey

Seconded by: Allan Baker

That the Financial Review be accepted as circulated.

Carried.

iv. Projected Salaries and Benefits 2023

54 Jenny Jeffers

Moved by: Sharon Stanley

Seconded by: Walter Watts

That the report containing the Projected Salaries and Benefits for 2023 be accepted as circulated.

Carried.

8. BUSINESS ARISING FROM REPORTS

a) Visioning – Presentation by Bruce Tefft

Chair Bruce Tefft introduced team members: Shirley Watts, Sharon Stanley, Keith Love, Barb Magarrell and Dianne Sjoberg

Over the last few years, the Visioning Committee has talked to many groups within the community about what they have done to ensure their futures. We have talked to the National Church, and have applied for, and received one grant from the Winnipeg Foundation. The culmination of work is the report in the AGM (pp. 32).

Bruce Tefft invited questions and comment:

Query: speak more about the recommendation to create a non-profit.

Response: Augustine United suggested the need to form a non-profit organization with a purpose of:

- a. Making applications to non-profit corporations; and
- b. Providing a legal structure/ provide a structure/ framework where WUC could collaborate with other organizations.

Query: (Brett Lougheed) Is there an opportunity to discuss in more detail?

Response: There will be opportunities to discuss.

Query: (Brett Lougheed) Is there a conversation about the future of the gym?

Response: That an engineering study is being undertaken. Intent is to redevelop the gym.

Query: There appears to be a need for services for seniors?

Response: There is an urgent need for services for seniors, as well as an acute need for day-care.

We see an opportunity to meet those needs, and recruit partners that may in the immediate and long-term to help us do that. Revisioning WUC includes considering how a community hub, that will partner with us in the medium to long-term.

Query: (Denise Jones) Will Westworth continue to exist as a church body on its own once a non-profit was established?

Response: WUC will continue as a congregation, in partnership with other organization that will share the building.

Query: (Larry Moore) Please note that structural problems persist that may necessitate a total demolition of the gym and reconstruction.

Response: Engineering study will determine what is possible.

Moved by: Keith Love

Seconded by: Bruce Tefft

That the congregation of Westworth United Church endorse the document entitled “A Vision for Westworth United Church” and commit to moving forward using the document as a guide.

Carried.

9. BUDGET FOR 2023

50 **Jenny Jeffers**

Moved by: Ron Bailey

Seconded by: Denise Jones

That the Budget for Westworth United Church for 2023 be accepted as presented.

Detailed presentation of budget by was given by Ron Bailey (see pp. 50 – 55 of AGM report).

Ron thanked all members of the committee, with special thanks to Jenny Jeffers, and Christine Strike.

A combination of unique circumstances has allowed a surplus from 2022, but a deficit is anticipated in 2023 as outlined.

Grants received were outlined.

Ron Bailey closed with encouragement to maintain and increase PAR, as well as an invitation for members to offer suggestions for funding and/or fundraisers.

Comments from Marion McKay, Chair of Choir, who thanked Finance Committee for a one-time consideration supporting the Music Enhancement Fund to fund three Choir Scholars this upcoming year.

Carried.

10. OTHER BUSINESS

11. LEADERSHIP TEAM & VOLUNTEERS FOR 2023—2024

MOTION TO APPROVE TEAM

42

Loraine MacKenzie

Shepherd

Call for nominations from the floor: none offered.

Moved by: Nancy Doern-White

Seconded by: Kathy Wilson

That the Leadership Team for 2023 be accepted as circulated.

Carried.

Presentation and covenanting of the new leadership team by Loraine Mackenzie Shepherd.

(See pp. 42 – 45).

Loraine noted the personal gifts of each person stepping down from leadership positions:

Pat Stephenson, Past Chair of Council

Joyce Clouston, Secretary of Council

Ron Bailey, Chair of Finance Committee; Treasurer
Peter Sim, Communication Team Leader
Olwyn Lewis, Worship Team Leader
Eunice Pratt, Chair of Safe Reopening Committee
Barbara & Frank Wynes, Prairie to Pine Region Representatives

Loraine also thanked volunteers helping with projects and events that allow Westworth to be the hands and feet of Christ within Westworth and in the wider community.

12. ACKNOWLEDGMENTS: Sharon Stanley

On behalf of the congregation, thanks to the employee team.

13. MOTION TO ADJOURN

Moved by: Keith Love

14. CLOSING WORSHIP

Led by Loraine Mackenzie Shepherd

The meeting closed at: 12:50 p.m.

Respectfully Submitted by:

Joyce Clouston
Westworth Council Secretary

Approved by:

Dianne Sjoberg
Council Chair

REPORTS

Council Chair's Report

As I prepared to write this annual note to the Westworth Community of Faith, I re-read the reports from each team, committee and small group. I tried to detach myself, and read as if I was an outsider, one not familiar with the organization, and in that context, I was stunned at the amount of activity that the members of this group of people has generated in one short year.

From beginning the year still in consideration of masking and social distancing, to supporting, staging and hosting a performance of a brand-new musical, we have transitioned from having a relatively empty space to ensuring that our building has once again become a hive of activity, including our own meetings and small groups, community groups who use our building as a service to them and also, of course, rental groups. From fewer people in the pews than people worshipping online, to having more people worshipping in house than on-line (while also having consistent on-line presence), the number of people gathering in the Narthex and Sunday School rooms then finding community together in the Sanctuary on Sunday mornings continues to build. From navigating interim job positions and retirements to embracing three new critical members of our team, congregants have worked tirelessly to ensure staff both, going and coming, felt valued, celebrated, and supported.

The above is a small snapshot and testament to the fact that this year has been one of huge change at Westworth. On the stress scale of zero to ten? We might be collectively at a 12. I must say that every team, every committee, every small group has played a huge role in keeping us on an even keel, moving us forward in faith, hope and love, and in the assurance that rebuilding after the lockdowns has enabled us to remain the hands and feet of Christ within our community and beyond. I do thank you all for that, for ensuring that the stress brought about positive change.

But wait, (as they say in those annoying television commercials) there's more! At this writing we have no idea what the building assessment report will reveal. Suffice to say, I expect that it will bring further necessary change. Our Visioning Committee has met, meditated and mulled over exciting wishes and dreams both for our community of faith and our building, but all of those desires and hopes may have to bend depending upon the limitations or opportunities that we discover our building holds for us. In the meantime, our program coordinator continues to work with the community to offer a variety of opportunities for older adults residing in River Heights and area to mix, mingle and stay physically active and mentally alert. This is a small step toward having our building intentionally serve the older adults of the immediate neighbourhood, and, if the building is agreeable, toward also serving the vastly under supported early childhood education and day care needs of our community. We'll have to be patient, but, should the building assessment prove that we can

indeed move ahead with our intentions, we also must commit to being fully engaged in the work that will need to be accomplished. Exciting times, indeed.

As I step away from the Chair, I want to thank all of you for your commitment to this community, and particularly thank those of you who took the time to share encouraging words and emails to acknowledge the work done by council. Those tokens of appreciation were refreshing and welcome. Thanks also to members of the leadership team and council who willingly and cheerfully support all of us with the work they do and who made the work I did look good. I would particularly like to thank Barb Magarrell and Marion McKay, both past chairs, who were often the providers of information, but more importantly wisdom and Ruth Wiwchar and Dave Sjoberg, who were more than willing to put up with my rants when I felt so inclined. Thank you also to Tricia Gerhard, and Christine Strike, who get my lame sense of humour and who bought into the occasional email silliness that helped lighten my days. This family, this community of faith, this crew of willing workers and cheerleaders has been a gift to me in my faith journey. Thank you. I am so grateful that I am not the detached person I tried to be that was referred to in the first paragraph!

Minister's Report

On July 1, 2023 I officially started my role as Minister at Westworth United Church. Since that very first day, over 200 days have come and gone. Two hundred days! Who knew so much could be accomplished in that amount of time. While I wasn't present with you for the entire year, we've done enough together to offer me much to reflect on – not only in this report but in my everyday ministering as well.

Westworth has had a very full year. Starting with the last six months of your pastoral relationship with the Dr. Rev Loraine McKenzie-Shepherd. It takes that long to wind down an eleven-year ministry. Ending times give us the opportunity to reflect on the time and ministry shared between a minister and a community of faith. You think back on the challenges you've faced together; you celebrate the milestones and the successes; you remember fondly the deep moments of grief, joy and holy mystery together. You remembered, celebrated, and said farewell to Loraine with love, and with hope. And I know from conversations I have had with her that she was and is deeply grateful for all of it.

And then, you shifted to the process of onboarding a brand-new minister, which has its own set of emotions and tasks. The Search team (Eunice Pratt, Brett Lougheed, Rhea Yates, Arlene Hintsa, Allan Baker, Cheryl Ennis, with the guidance of Patrick Woodbeck) did an amazing job of making sure that I had everything I needed to smoothly transition in my new role. Even Loraine participated by meeting with me and leaving me a USB stick full of information. I met with the team leads for most of the teams active in the life and work of the church. And what an active life and ministry we have!

I am not going to outline all that has happened, the reports from the various groups and teams tell all about them. What I do want to share is what I have learned in the last 200+ days:

- New things can be both scary and thrilling at same time, and that's just fine.
- An engaged and supportive leadership team is essential. I have seen this team work hard to ensure communication is clear, that events are well run, and that the life of Westworth is enhanced.
- That dreams and vision can be nimble in the face of challenge and roadblocks, shifting to meet the now rather than being mired in the not yet.
- That honest and open conversation can be hard, and yet fruitful.
- That children ask questions that keep a minister on her toes and bring an incredible sense of wonder and joy to the worship.

- Traditions are important, they connect us to our history, and that a willingness to look at the why of traditions allows for us to know what it is that is important to us.
- Archives are essential!
- We all share the responsibility of pastoral care on a daily/weekly/monthly basis. I so appreciate the visiting that happens, and information and requests that are made of me in response to these congregational visits.
- That it is hard not to slip into the mindset of scarcity when looking at the world and the church. It takes intentionality and focus to see things with hope and gratitude, but we are working on it.
- Westworth is thriving. To see it we might have to shift our perception of what it means to thrive.
- Music fills the soul, the heart, and the mind with joy.
- We need to take the risk of trying something new and different, otherwise how would we know if it would be successful?
- The hearts of this community of faith reaches into the world through a myriad of actions emphasizing the need for outreach and wider community connection.
- That a gifted, passionate, and kind staff team makes work an absolute joy. Much gratitude for: Valdine, Megan, Katie, Christine, Mel, Jenny, Ray and Nicholas.

Friends, we are the hands, feet, and heart of Christ in the world. You bet it is hard work, but you are taking the challenge on with dedication and love. Be proud of the work Westworth is doing. Be hopeful about the future this community of faith will have. Be brave as we navigate where it is that God is calling us as we step into a new year together. And when you struggle with the health and well-being of the church, return to these pages, and feel the pulse of Westworth – persistent and resilient.

I want to end with a prayer, a blessing for joy – a word that I hope we can carry into the next year of our ministry together.

For Joy

God, we are feeling
The spark of anticipation,
The delight, that gives us the tiniest inkling.
We are beginning to understand the truth:
Joy is our natural habitat, our real home.
And just maybe, somehow,
You are making a way for us to live there already.

Jesus, we're craning our necks to see more.
But that's as far as we can stretch for it,
You are going to have to bring a little
Heaven down closer to us.
And show us more of the reality that we sense
But can't yet quite comprehend:
That hope fulfilled will become
Our foundation,
Love our shelter and joy the air we breathe.

Blessed are we who say,
"Come, Lord Jesus, and come soon.
You are filling our hearts to overflowing."

Written by Kate Bowler. *Have A Beautiful, Terrible Day! Daily meditations for the ups,
downs and in-betweens.*

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Respectfully submitted
Rev. Tricia

Affirming Ministry Team Report

Team membership as of January 1, 2023: Andrea Firth, Nicholas Firth, Heather Robbins, Petra Thanisch, Dorcas Windsor, Rhea Yates
Council Liaison: Rhea Yates

Westworth is an Affirming Community of Faith (The United Church of Canada formerly called local churches “congregations” but now uses the term “Community of Faith”).

As an Affirming community, Westworth supports all gender identities and sexual orientations in ways that are public, intentional and explicit. The Affirming team met on January 16/23, March 1/23, March 27/23, August 24, 23, and Nov 8/23.

We had one after-church discussion around the Transgender Day of Remembrance with a good turnout. We talked about the use of pronouns and why it is important to respect the pronouns a person uses, such as she, he or they. If you aren't used to using they/them pronouns in the singular, you can practice at home. Try telling the story of someone's day using they/them pronouns. You'll find that it soon becomes familiar.

We also discussed the misuse of pronouns and what to do.

- If someone has identified what pronouns they use and you make a mistake, don't make a fuss. Just say sorry and use the correct pronoun from then on.

A reminder that as an Affirming ministry, Westworth completed an Affirming process, held a public celebration and committed itself to ongoing action. Heather Robbins, as team leader, attended Council on January 31, 2023 with a proposal for a training session around how to be affirming with specific goals and purposes. The plan was for all team leaders and staff to attend as well as any other Westworth attendee interested. Arrangements were made with Rainbow Resource Centre to do the training and a motion made to hire a trainer for \$1000.

PIE Day — Public, Intentional, Explicit - was held at WUC on March 12, 2023. Rev. Loraine MacKenzie Shepherd and Heather Robbins shared in the service. The team brought tarts and had beverages after church (pielets). Thanks to Kathy Wilson and Lorraine Moore for setting up a display of books from the library.

Training Day was connected to the Leadership Retreat on May 27, 2023 and held at Westworth in the morning with the leadership group meeting in the afternoon. The trainer was Bri Calma from Rainbow Resource Centre who presented a workshop called “2SLGBTQ+ Awareness, Inclusion, and Affirmation”. It was well attended by staff, team leaders and others (Rev. Tricia Gerhard came on her own time).

We regrettably accepted the resignation from the team by Nicholas Firth. Thanks you Nicholas for all your wisdom and comments.

On June 24, 2023, Heather Robbins, Rev Loraine MacKenzie Shepherd and Marilyn Anderson Corkum attended Steinbach United Church to support and be a volunteer

presence at a Drag Brunch that was being held in their church. We were a positive non- confrontational presence. We outlasted most of the protesters.

We noted that the WUC website should be updated to include our Affirming Status and also the Action Plan. The Action Plan is included in this annual report so that you can suggest new ideas or report back to us if action has been taken on some of the ones that relate to your teams and committees.

Pride Parade was on June 4, 2023 starting at 11:00. Several folks and families from Westworth attended and walked with the United Church of Canada cohorts. It was an extremely hot day! But exciting!

Our rainbow flags often are wound around the flag pole. Thank you to Andrea Firth for sewing weights to the edges. We have placed mini-flags throughout the church as a reminder that you are welcome and affirmed and loved. The Property team mounted a new Progressive Rainbow Flag in September, 2023. That flag went missing and the previous flag very quickly replaced it. The plan is to buy a new Progressive flag in 2024 that is made of strong material.

There are many books in the Church library suitable for affirming. The hope is to name some on the enewsletter with a very short review/blurb.

Our budget request for 2024 is \$2,200 to include guests, a flag, candles and the cost of sending someone to Affirm United Annual Meeting. We are also planning to buy or make a banner to use on Pride Days and other special events.

If there is anyone interested in being on the Affirming Team, please speak to one of the members. We welcome you if you are interested in learning what Affirming is about.

Affirming Action Plan

Westworth United Church's Affirming Action Plan is based upon our values, and specifically, the way we intend to honour human diversity. The plan includes short-term (2021) and longer-term (2021-2026) goals.

We honour human diversity by:

- Treating all people with dignity and respect
- Affirming that gender and sexuality are gifts of God, and that all persons are made in the image of God
- Taking action to end all forms of discrimination
- Building community through events, studies, worship and relationships
- Supporting and providing opportunities to learn about and understand differences

Treating all people with dignity and respect

- Continue to support outreach programs that respond to the physical, emotional and spiritual needs of people in Winnipeg
- Ensure widespread understanding of treaty acknowledgement developed with Treaty Commission and Cree Elder Stan McKay
- Make the treaty acknowledgement visible, considering indoor and outdoor spaces
- Add a notice on the community bulletin board outside the church that indicates our commitment to honour human diversity

Affirming that gender and sexuality are gifts of God, and that all persons are made in the image of God

- Ensure that the website is updated to make visible that we are an Affirming congregation and provide information about what this means
- Ensure that the church is visibly welcoming to people of diverse gender identities and sexual orientations, including through gender neutral washroom signage
- Seek opportunities to include your pronouns in communications such as name tags, Zoom names and emails
- Make the rainbow flag a visible part of the church's identity, considering both outdoor and indoor spaces
- Share resources provided by Affirm United with the congregation to support listening to a diversity of voices
- Increase awareness of binary language and working to include more inclusive language in our communication and worship
- Ensure that a theological grounding about acceptance of all people is included in confirmation classes
- Include images of same-sex couples on the website to visibly illustrate Westworth has an Inclusive Marriage Policy

Taking action to end all forms of discrimination

- Purchase Austin Channing Brown's "I'm Still Here: Black Dignity in a World Made for Whiteness" for the church's library
- Represent diversity in many ways, including through renderings of Jesus Christ that speak to the universal ethos Christianity strives to represent

Building community through events, studies, worship and relationships

- Continue to host online services after in-person services resume in order to make worship services available to the widest possible audience, including those who are confined to their homes
- Hold newcomer events to meet and connect new members with each other as well as with long-time members of the church
- Seek feedback through newcomer survey on efforts to make people feel comfortable, accepted and welcomed.

Supporting and providing opportunities to learn about and understand differences

- Hold an annual study series about diversity
- Send a representative to Affirm United AGM at least every second year (when the meeting is held in Western Canada).

Archives Team Report

The mandate of the Archive team is to maintain the safe storage of materials of historical significance to Westworth. The Archive team met several times throughout the year to organize, record and file the documents we received throughout the year. We now have access to a newer laptop model to record our documents. We share this laptop with the senior choir.

This year two members of staff retired and the Archive team provided photos of Loraine MacKenzie Shepherd and Dorcas Windsor in order that Bob Johnston could make a slide show for their respective celebrations. Thank you to the office administrator for her help scanning these photos.

The Archive team have researched the property records and minutes of the church to answer questions from the Visioning committee as they work with engineers to assess the building.

Bob Johnston continues to scan and make digital copies of the photographs in our Archives. This is very time consuming and we are grateful that he has the equipment and the expertise for this project. We would encourage those who take photographs of the life of the church to pass them along to the Archives team at archives@westworth.ca. It is important that all photos submitted be labelled with the date, event and identification of the people as well as who submitted the photo. We are grateful to the team leaders who pass along their team minutes and other relevant documents to the church administrator. This ensures that the records are deposited in the Archives.

We are extremely grateful to the office administrator for lending her creative ability to the displays in the Memorial Cabinet.

Respectfully submitted by: Diane Riordan on behalf of the Archive Team

**Westworth Archive Team
Financial Statement
January 1, 2023-December 31, 2023**

Balance December 31, 2022	749.90
Income	0.00
Expenses	0.00
Balance as of December, 2023	749.90

Christian Education Team Report

The Christian Education Team (CE) supports the work of the Coordinator for Children, Youth, and Family Ministry (CCFM) in providing Sunday morning programming for our children and youth. CE works primarily with worship, youth group, and family-based events.

This past year, the C.E Team grew and became a more consistent committee. With Katie Anderson remaining as the Coordinator of Child, Youth, and Family Ministries, Leslie Rodgers is continuing her role in C.E Team lead. Marilyn Anderson Corkum was also welcomed back, and she has assumed the communication between C.E Team and Council until June 2024.

The C.E Team now consists of Katie Anderson, Leslie Rodgers, Marilyn Anderson Corkum, Cheryl Ennis, Danielle Cadieux, Julia Shayna, Ed White, Brooklyn Linnick, and newest addition, Rachel Doerr. Meetings are in-person once a month based on participants' availability.

Church School is running successfully with growing numbers in both child and youth attendance. Classes are integrated and are co-taught by Cheryl Ennis, Julia Shayna, and Danielle Cadieux. Children/youth begin upstairs where Reverend Tricia Gerhard provides them with a story before Katie Anderson brings them downstairs.

VBS programming was run at the end of August with fun led by Julia Shayna, who was assisted by Katie Anderson. There was a great number of LIT's as well as a couple new faces registered for the 2023 summer.

The C.E Team hosted a Christmas family craft event that resulted in a great turn out. Crafts were led by Julia Shayna and assisted by Cheryl and Danielle. Many families of all ages came out to create Christmas themed crafts over hot chocolate. During this time, those who ordered from the C.E Poinsettia sale picked up their orders. Children and youth worked tirelessly with the help of Katie Anderson to put together an in-person Christmas pageant titled "Do Not Be Afraid". It was premiered the Sunday morning service before Christmas Eve and was accompanied by live music from the children and youth, including a hand bell number. A thanks to families, teachers, and Peter Sim for all their involvement.

The newly implemented Westworth Youth Group has received steady numbers as monthly events became routine. Led by Katie Anderson, this group meets once a month with an invite extended to grades 6-12. As it evolves further, plans to host Bible Studies and outreach events will begin to unfold.

This report is respectfully submitted by Katie Anderson, on behalf of the CE Team Leader.

Sunday School Teachers January 2023-December 2023

Julia Shayna

Cheryl Ennis

Danielle Cadieux

Communication Team Report

The Communications Team, consisting of Brett Lougheed (Chair), Peter Sim, and Ed White, focused their efforts on the maintenance and improvement of the livestream system, revising policies and procedures for inclusion in the Westworth Manual, contributing to a Westworth brochure, and promoting the vibrancy of Church activities online.

The livestream team, led by Peter Sim and including Sara Epp, Walter Watts, Kevin Sim, Dave Gerhard and Jacob Gerhard, dependably continued to record and stream weekly Church services and other events upon request including funerals and the covenanting service for our new minister. Several repairs and upgrades were made to the AV system and new hearing assist devices were purchased to replace several devices that were obsolescent and beyond repair.

As the Westworth Manual was undergoing a systematic review, the Team contributed in several ways. The Team mandate was updated to include its livestream responsibilities and other edits. The policy regarding the usage of the church sign was updated to reflect new procedures. And the photography/video guidelines were updated to reflect new regulations around publishing photos and video online.

The Team also attempted to renew its efforts in more frequently posting content reflecting the various activities occurring in Westworth on the website and on social media. Team members also sought out photographs for inclusion in a developing Westworth brochure. Christine Strike is to be commended for her excellent contributions in these areas as well.

The Communications Team is looking forward to working towards our goals for the coming year. We would welcome interest from any individuals interested in volunteering for the Communications Team and the livestream team. We also encourage members of the Leadership Team to share images of their work for publication online so that we can demonstrate the vitality and dynamism of everything happening in Westworth right now.

Respectfully submitted, Brett Lougheed (Chair)

Community Care Team Report

TEAM MEMBERS:

Shirley Watts Leader Dorothy Reid Co-Leader
 Nancy Doern-White
 Barb Gwyer
 Arlene Hintsa
 Judy Steen

HELPERS:

Wendy Moroz (Funeral Coordinator)
 Al Mapes with Arlene Hintsa (Greeters)
 Nancy Williamson (Cards for Congregation)
 Shirley Watts, Nancy Williamson, Kathy Wilson, Barb Gwyer, Marion McKay, Allan McKay, Earl Gould, Heather Robbins, Nancy Doern-White, Carol Wilkie, Shirley Ann Simkulak, Arlene Hintsa, Dorothy Reid (One on One Visitors)

The Community Care Team mandate is to provide leadership in the development and implementation of strategies to connect and care for all who are involved in the Westworth congregation.

So many volunteers helped in 2023 with delivering food to shut-ins, driving for appointments, assisting with funeral receptions, visiting shut-ins, baking, and helping with church events. A huge THANK YOU to all who were involved in taking care of our Westworth family.

The CC Team appreciates the ceaseless pastoral care provided by Nancy Williamson in sending out cards for many situations. In 2023, a total of 117 cards were sent on behalf of Westworth Church. 26 bereavement cards were sent to family members who suffered a family loss; 5 get-well after surgeries; 6 get-well for illness; 6 get-better-soon after an accident; 5 for hospitalization; 56 for special events ie. special birthdays/awards; 8 for support; 3 for births; 2 for a move to supported living.

Thank you Nancy W.

Four funeral receptions were organized and hosted by the volunteers of Westworth in 2023. **Thank you to Wendy M for coordinating the receptions.**

As COVID restrictions relaxed and the congregation began to feel comfortable about returning to in-person worship, the Community Care Team resumed greeting at the front door on Sunday morning to welcome all. Newcomers were "taken under wing" by "hosts" to be introduced to other congregants and the church surroundings.

Thank you to Arlene H and Al M for taking the lead, and to all those who continue to volunteer to greet and host.

The congregation has shown growth again over the last year. It was especially exciting to once again host a Newcomers' Luncheon on December 3. Twenty-nine people, including our new staff and some of their family members, new congregants, including 4 children, our council chair and vice chair, and the CC

team, enjoyed lunch and a social time together. The list continues to grow in preparation for the next Newcomers' Lunch.

The One on One Visitation list was reviewed and revised in 2023. Visitations with shut-ins became easier as COVID restrictions were lifted and relaxed. Community Care, in conjunction with the UCW, provided 17 "Christmas In A Bag" for all who have one on one visitors. Shortbread, a teabag, and Tricia's Christmas message were delivered in early December. **Thank you to Connie Goertzen** who baked most of the shortbread, and to **Jennifer Snyder** who prepared and packaged the lovely boxes to bring the Christmas spirit to our congregants who cannot get to church. A One on One Volunteers' Appreciation Tea was held on May 4, 2023.

In late November, Shirley Watts began the process to produce a new Church Directory. She did research on using a professional company that has been used in the past. It was decided to try a digital directory that can be done, and easily and continually updated, on the Westworth office computer. Congregants have been asked to submit pictures. Photo shoots will be set up for those who cannot send their own picture. This will be an on-going project in 2024 for the Community Care Team.

The Community Care Team joined the choir to plan and host a reception after the Service of Lessons and Carols. The choir supplied so many delicious cookies and the CC team prepared the gym and supplied the beverages. It was wonderful to enjoy having this celebration back with our church family. The New Year had the Worship Team and Community Care Team working together to hold the "Worship Around The Breakfast Table" Sunday, with guests from St. Andrew. It is so refreshing to feel "normal again" as we worship, celebrate, and have fun together.

The Community Care Team would like to say "Thank You For All Your Dedication and Hard Work" to Nancy Doern-White and Barb Gwyer who are stepping away from this team to concentrate energy on other church directions, and to travel to be with family. You both have been very valuable members! Dorothy Reid will give up the Co-Lead position but will remain on the team. There is always room for more if you'd like to be on the Community Care Team! We are the Fun Team!

Respectfully Submitted: Shirley Watts Leader Dorothy Reid Co-Leader

Ministry and Personnel Committee Report

Last year, I indicated that 2022 was a very interesting and busy year for Ministry and Personnel Committee. What I didn't know at the time was that 2023 would quickly become a second busy year! Thankfully, Ministry and Personnel team members are seasoned and work very well together. Our team is comprised of Janice Neumann, Daryl Brooks, Teresa Sztaba and me. Everyone on the team has an abundance of energy, ideas, and great humour.

We said our farewells to a few staff members in 2023 – Dorcas Windsor as Organist/Collaborative Pianist, Loraine MacKenzie Shepherd as minister, Ruth Wiwchar as interim Director of Music and Ruth Denton as term Assistant Conductor. Wonderful individuals that always go the extra mile. Thank you, thank you, thank you!!

As you notice right away, the staff at the front of the sanctuary every Sunday has completely changed. Megan Duftrat is our new Organist/Collaborative Pianist and she makes beautiful music each week. Valdine Anderson is our Director of Music and it's exciting to see the energy and excitement that the choir generates. Finally, Tricia Gerhard is our new minister who delights us weekly with her warmth, humour, connection to all and very interesting sermons.

Thank you to our complement of staff who are continually outstanding in their roles, always willing to go the extra mile, no request is too large, and they are quick to offer assistance. We are fortunate that they are part of Westworth United. Melanie Adams, Katie Anderson, Valdine Anderson, Megan Duftrat, Nicholas Firth, Tricia Gerhard, Jenny Jeffers, Ray McClelland and Christine Strike, you are the best and we hope that your time with us is lengthy (very lengthy).

And finally, to our congregants and staff who are regular volunteers in multiple areas of our church – thank you. Without your dedication and willingness to help wherever needed, many tasks would go undone.

Respectfully submitted, on behalf of the M&P Committee, Sharon Stanley (Chair)

Outreach Team Report

Westworth Outreach Team, together with the congregation at Westworth, strives to serve the community beyond our walls locally, nationally, and abroad, by identifying and providing opportunities to act out our church's mandate to be "the hands and feet of Christ". The Outreach Team receives incredible support from the Westworth congregation as the Team challenges and engages the congregation in social and environmental justice issues.

1 JustCity

1 JustCity continues to make inroads in visibility and funding in the wider community. When the St. Matthews Maryland site folded, guests were invited to the West Broadway site. Late in 2023, 1 JustCity was given a wonderful opportunity to create a third site in the old Balmoral Hotel. The newly named Pimicikamak Wellness Centre will offer health and wellness programs to meet basic needs and help individuals and families thrive in Winnipeg's West/Central communities. They are just getting started with a limited opening, but programs will eventually include a daily Drop-in, Indigenous Cultural Programming, housing supports, harm reduction supports, shower and laundry, and more. Social and recreational programs will be offered to build social connection in the community, and to provide safety and belonging. 1 JustCity is working hard to build a resilient community of love and support - a place where people are known by name. 1 JustCity is just one part of the Pimicikamak Wellness Centre. The building will eventually include off-reserve housing for people from Northern First Nations, a daycare, and a medical clinic. Oak Table at Augustine United, and West Broadway/West Broadway Community Ministry Services continue. Through Westworth's continuing support of WBCS, we continue to actively support the work and the vision of 1 JustCity.

West Broadway Community Services

Financial support of WBCM is crucial to the survival of this ministry. Throughout the last year, Westworth congregants have stepped up donations and have responded most generously to the requests from the West Broadway Team. In December, Westworth donated 157 pair of thick, warm winter socks, 25 pair of underwear, a few toques, and a pair of boots, along with tubs of food and personal hygiene products. The Outreach Team expresses thanks for all this support, as well the hundreds of dollars that we have been able to transfer to West Broadway over the year.

Westworth has a history of having members of the congregation assist in many ways. Allan and Marion McKay have offered countless years of volunteer time to WB in the Pantry and assisting in pop-up vaccination clinics. We thank them for that service as they step back from duties at WB and at 1 Just City.

Building and Sustaining Relationships

1. **Assiniboia Residential School Memorial Site** on Academy Road has been completed, with the traditional herbs being planted and final lighting installed. Hundreds of people gathered over the year, many with family members, to share stories of time at the school and to remember those who have departed. The fire bowl has been well utilized for ceremony.

2. **Orange Shirt Day** was promoted on Sunday, September 24, and many members of the Westworth Community of Faith gathered at the Assiniboia Residential School Memorial Site to mark the day of remembrance and to share a feast following the ceremony.
3. The Outreach Team met with **Archbishop LeGatt, Sister Monica, and Deacon Rick of the Archdiocese of St. Boniface** to discuss common interests regarding our relations with our Indigenous brothers and sisters.
4. **Make Poverty History Manitoba (MPHM)** is a coalition committed to changing public policy to achieve a *Manitoba without poverty*. The coalition is a multi-sectoral collaborative coalition representing business, education, student, youth, Aboriginal, newcomer, labour, women's, disability, urban, rural, and northern communities. The diverse membership of MPHM reflects the diverse populations most vulnerable to poverty. These populations include women, children, persons with disabilities, Indigenous people, and recent immigrants. Marion McKay is our rep. to this vital organization. Members of the Outreach Team represented Westworth at an all candidates meeting prior to the October election that was sponsored, in part, by MPHM.
5. **Rossbrook House A CHRISTMAS STORY: ELEVEN THOUSAND FOUR HUNDRED AND FOUR POUNDS OF TURKEY** - Submitted by Allan McKay

This is an astonishing but true number. Over the past 43 years, 11,404 pounds of turkey have been prepared and delivered to Rossbrook House by our congregation.

Rossbrook House is a safe place for children and youth living in the inner-city of Winnipeg, to belong, play, learn and become... The late Sister Geraldine MacNamara (1938-84) articulated Rossbrook's guiding principle that "no child who does not want to be alone, should ever have to be" while receiving the Order of Canada (1983) for her work founding Rossbrook House (1976). (<https://rossbrookhouse.ca/>)

Every fall, people from Westworth watched the stores in anticipation of good prices for turkeys. Once purchased, the turkeys were thawed, roasted, carved, frozen, packaged and delivered with gravy to Rossbrook house in time for Christmas. It is very difficult to estimate the person hours that participants have contributed to this critically important initiative. In addition to turkeys, many people have contributed oranges, baked goods, clothing and money. Beginning in 1981 Westworth began supporting *Turkeys for Rossbrook*, for a total of 43 years. Ten people have coordinated the program over these years, including Jean Glenn, Edna Erskine, Terry Hidichuck, Alasdair Lunn, Pat Challis, Neil Challis, Helena Haberman, Lawrence Haberman, Allan McKay, and Marion McKay. There are likely more people than those mentioned here because other caring Westworth people will have no doubt been involved picking up, delivering and more.

In early January 2024, Allan McKay sent out a survey to those who have donated turkeys in the past asking about their involvement. Thirteen people responded. In addition, Diane Riordan searched Westworth's archives and provided additional data. Data from both sources was used to prepare this report.

Twenty-two years of data documents that 389 turkeys were prepared for Rossbrook House. This is an average of 17.68 turkeys per year. The number per year has been relatively stable so it can be estimated that a total of 760.31 turkeys have been delivered to Rossbrook House since the program began. The average weight of each roasted turkey was reported as 17 pounds. Erring on the low side, if 15 lbs was used to calculate the total weight, 11,404 pounds of turkey have been prepared.

Each year, 14 to 23 people have prepared turkeys. From the survey, participants this past year indicated their intention to continue in the future if possible. This year, there were some new participants, and we are grateful for that. For a variety of reasons, some past donors are no longer able to contribute. Their participation is acknowledged with thanks. It is believed that the youngest person to roast a turkey is 13 years old, and that happened this year. Perhaps in the future, this young man might be the new coordinator. Westworth can be very proud of the support that is provided to Rossbrook House as well and many other outreach initiatives.

If you are aware that any of this information is inaccurate or you have additional information that should be noted, please contact Allan McKay at admckay@shaw.ca.

You may also be interested in the Winnipeg Free Press article, *Across Winnipeg, the journey of a Christmas turkey*. The link below will take you to it.

Winnipeg Free Press By: [Ben Waldman](#) Posted: **3:00 AM CST Saturday, Dec. 26, 2020.** <https://www.winnipegfreepress.com/arts-and-life/2020/12/26/across-winnipeg-the-journey-of-a-christmas-turkey>

6. **Moosehide Campaign** is a grassroots movement of Indigenous and non-Indigenous men and boys who are standing up against violence towards women and children. Westworth joined the movement as pins were distributed to interested persons.
7. **Eyeglasses, Aluminum Pull-Tabs** are still being collected and delivered. Jan McIlroy delivers them to her optometrist who sends them on to Lenscrafters, where the technicians refurbish the glasses and give them to those in need. The tabs go to Carpathia School, where children and staff add them to their own collection of tabs that eventually buy wheelchairs!
8. **Christmas Cheer Knitting** was delivered this year and new knitters have been recruited.

Supporting Environmental Issues

1. The Outreach Team is committed to providing educational opportunities on many topics and is offering a focused approach to **education on environmental topics**. Barbara and Frank Wynes led the Team again this year in informing and educating the congregation. Monthly articles on a wide variety of topics were written and distributed through the congregational email, and present on the last Sunday of the month during Announcements.
2. Rev. Peter Denton offered challenges to all of us to rethink our relationship with our Earth when he joined us for worship, observing **Earth Day** on Sunday, April 23. A tree was set up in the Narthex. Leaves were given to the members of the Community of faith who then wrote an intention of commitment to

environmental initiatives on the leaves, and hung them on the tree for all to see.

3. The workshop focusing around **Food Security**, planned for October was postponed until 2024.
4. **Blessing of the Wheels** was held on Christian Family Sunday May 14, with several families biking, strolling, skateboarding, and model car driving to Westworth that day.
5. **Interfaith Support for Community Energy Investment Roadmap (CEIR)** is a coalition of members from many faiths who gather to share information and to lobby the City of Winnipeg on environmental matters. Ruth Wiwchar represents Westworth at meetings of this organization.
 - a. The Outreach team attended an info session sponsored by Councillors Sherry Rollins and Brian Mayes, following which the members of Westworth were encouraged to get involved in promoting climate change initiatives by placing "CLIMATE MATTERS" signs on lawns, prior to the election.
 - b. Make Poverty History Manitoba, together with CEIR petitioned City hall to integrate poverty reduction and climate change initiatives into the 4-year budget cycle.
 - c. Over 80 CEIR - initiated petition "postcards" in support of composting in the City of Winnipeg, were sent to City Council.
6. A Petition signed by close to 100 members of Westworth re Climate Change was sent to the Prime Minister's Office.

Cuba Connections

Westworth continues to be in relationship with Luyano Presbyterian Church (La Iglesia Presbiteriana Reformada).

The members of the Outreach Team are grateful to and sincerely thank the Westworth Community for its support of the work of the Team in the past year. Working together, we look forward to another exciting and rewarding year of service and education!

Jewel Casselman (ad hoc)

Jan McIlroy

Allan McKay

Marion McKay

Kathy McPhail

Christine Strike

Barbara Wynes

Frank Wynes

Tricia Gerhard (ex-officio) July – December 2023

Loraine McKenzie-Shepherd (ex-officio) January – June 2023

Ruth Wiwchar, Chair

Respectfully Submitted, Ruth Wiwchar, with Allan McKay

Prairie to Pine Regional Representatives Report

The representatives to the Prairie to Pine Region this year were Eunice Pratt, Dorcas Windsor and Kirk Windsor.

Throughout 2023, the Prairie to Pine Council sent weekly newsletters to the representatives by email containing information about regional events, wider church events, educational opportunities, committee/team training, prayer concerns, and items pertaining to ministry personnel.

The Regional Annual Meeting was held online and in person at The United Church in Meadowood from June 1-4. The hybrid meeting had 200 people in attendance. Special guests included the Moderator, the Right Rev. Dr. Carmen Landsdowne; Rev. Dr. Jennifer Janzen-Ball, Executive Minister, Theological Leadership; Rev. Laura Fohse, Office of Vocation Minister; and Vicki Nelson, Community of Faith Stewardship Support. The co-chairs who convened the gathering were Pat Bird and Erica Wittevrongel.

The theme of the gathering was "Through the Wilderness Together" with various groups providing worship leadership including staff from the Centre for Christian Studies, folks from Rural Connect, the Korean Rainbow United Church and the Young Adult and Youth Committee. The Mission and Service Fundraiser featured a variety of people doing karaoke performances. The amount raised was \$7760 plus Service of Praise donations of \$2829.30. There were workshops in various off-site locations held on Saturday, and delegates could participate in a wonderful variety of topics offered.

There were several discussion sessions providing information and finalizing a vote to approve Remit NIC-01 to remove structural barriers that would prevent the establishment of a self-determining Indigenous church within the United Church of Canada. This will involve an amendment to the Basis of Union of *The Manual*.

The Retirement Banquet, catered by Feast Café Bistro, was held on Saturday at the host church to honour ministry personnel who were retiring including Jamie Bradshaw, Jeff Cook, Carol Fletcher, Karen Kuzek, Loraine MacKenzie Shepherd, Shirley McLaren and Teresa Moysey.

Sunday's "Celebration of Ministries" service saw the Commissioning of Patricia Chabluk, the Ordination of Damber Khadka, and the Admission to the United Church of Canada of Noël Suministrado.

We are pleased to represent Westworth to our Regional Council. For your information, the Prairie to Pine Regional Council office is located at 60 Maryland Street in Winnipeg.

Respectfully submitted,
Dorcas Windsor

Prayer Shawl Ministry

The Prayer Shawl Ministry group continues to offer comfort to our congregants and others in need. Their efforts have allowed the congregation to reach out to members and friends in 2023. 20 congregants have received shawls, and 14 shawls were shared with friends and family. We appreciate hearing stories of how they have lifted people up when they needed comfort. Donations of money or yarn in support of this ministry are welcome. In addition to the shawls, the Prayer Squares are available for anyone to take for themselves or for others as a reminder of God's care and of the hands that hold their hand when needed. There are approximately 10 people who contribute their talent to the creation of beautiful shawls and have now been doing this for ten years.

Respectfully submitted by,
Barb Magarrell

Property Team Report

The Property Ministry Team cares for our building and grounds so that all who come in find a welcoming, clean, and safe place to visit, work and worship. This involves arranging for appropriate custodial activities, and refurbishment of existing equipment and building components as required. The team is also responsible for building rentals.

It has been a busy year from a property perspective as building use returned to normal, or maybe even surpassed "normal." After several years of lower rental income related to the pandemic, our rental income exceeded our pre-COVID norms. In addition to many of our previous renters returning, we have welcomed new renters who we hope will continue to find a welcome home here at Westworth.

Significant work was also completed this year working in conjunction with members of the Visioning Committee to have a thorough Building Condition Assessment completed. After defining our needs and selecting a firm to assist us, MMP Architects started work this fall along with their various engineering subcontractors. We received a first draft report from MMP just prior to the end of 2023 and hope to have a final report in place in time to be shared with the congregation at the Annual General Meeting.

Melanie Adams joined us as part-time custodian just prior to the start of the year and has done a wonderful job of keeping the property tended to both indoors and out so that Westworth is always looking its best. We're happy to have her on board. The property team is also ably assisted in much of its work by Christine Strike in the office who always seems to keep things running smoothly.

I'd like to extend my thanks to the members of the property team who give generously of their time and wisdom in service of the mandate of the property team. In 2023 the team consisted of Paul Chard, Ray McClelland, Allan McKay and Frank Wynes. In addition, thank you to Ray Steen who worked with the team for the better part of the year but who has decided to step down from Property.

In addition to the volunteers who make up the Property Team, we could not do the work that we do without the assistance of the many volunteers who contribute their skills and time in various ways in the gardens and assisting with special clean-ups and sets-ups and take-downs for various events.

Submitted by Paul Chard, Property Team Leader.

Search Committee Report

Introduction

The Westworth Ad Hoc Search Committee was established by the Westworth Community of Faith at a Special Congregational Meeting held January 3, 2023 with the purpose of filling the fulltime ministry position beginning July 1, 2023. Members of the Search Committee included: Allan Baker, Arlene Hints (Secretary), Brett Loughheed, Cheryl Ennis, Eunice Pratt (Chair), Rhea Yates (Administrator). Rev. Patrick Woodbeck was appointed as the Prairie to Pine liaison for the Committee.

Training and Initial Research

Through Zoom, the committee met with representatives from other United Church congregations on January 7 for a Search Team Training session led by Rev. Judy Hare, Pastoral Relations Minister; Prairie to Pine Regional Council. Training and discussion were based on Pastoral Relations: Guidelines for Search and Selection (UUC publication, 2020).

The work of the Community of Faith Profile Committee, including the Living Faith Story, Financial Viability Review, and Job Description was carefully reviewed, and discussions were also held with various individuals, Teams and Committees for further insight and clarification.

Work of the Committee

The following tasks were the responsibility of the committee, sometimes completed simultaneously.

1. Received training in the use of Churchhub, part of the United Church's database, where committee members explored the profiles of candidates and posted the position summary for Westworth.
2. Reviewed Applications and Resumes received through Churchhub and email, some of which contained links to other documents and videos which were also reviewed. Soliciting of further candidates who seemed to be a good match for Westworth's needs was also considered.
3. From these resumes, a short list of 3 candidates was considered for first interviews and they were invited to meet with the committee for initial interviews on Zoom.
4. In preparation for these interviews, the committee carefully considered what aspects of ministry were of most importance to Westworth, and with guidance from Rev. Woodbeck carefully created questions that were aligned with these priorities.
5. From these interviews one candidate was unanimously selected as a good match for the areas of ministry of most importance to Westworth. References were checked, and this candidate was invited for a second interview. After this interview, a unanimous decision was made to extend a call to the candidate to join us in negotiating terms of the call.
6. Terms of the call were agreed upon by our committee and by the candidate. All terms were within the parameters set by the congregation on January 3, 2023 and aligned with The Executive General Council of the United Church of Canada and Prairie to Pine Regional Council conditions of call.
7. At this point, it was the unanimous decision of the Search Committee to request the Westworth Council call a Special Congregational Meeting to

consider and issue a call to the candidate for ministry at Westworth United Church beginning July 1, 2023.

8. A Special Congregational Meeting was held on April 16, 2023 at which time those present voted unanimously to approve and request final approval of the Pastoral Relations Commission Prairie to Pine Region of the United Church of Canada to issue a call to Rev. Tricia Gerhard, Ordained Minister, to a full-time ministerial position at Westworth Church.
9. Subsequently, the Search Committee was joined by the Ministry and Personnel Committee in planning for a smooth and supportive transition for our new minister as she officially assumed her role on July 1, 2023. The Westworth eblast and website were used to better acquaint the congregation with our new minister.
10. The final responsibility of the Search Committee was to plan the Covenanting Service and reception for Rev. Tricia Gerhard on November 5 at 2:30. This special service celebrated the three-way covenant of faith that included United Church Prairie to Pine Region, the Westworth congregation, and Rev. Tricia Gerhard. This was a very special event in the history of Westworth and was very well attended with around 100 people attending in-person and more joining online.
11. At a final meeting of the Search Committee, all matters related to the search – expenses, disposal of related sensitive information (both paper and digital copies), contract and records, etc. were dealt with according to Prairie to Pine's guidelines. The committee was hence disbanded and thanked by the Westworth Council in late November 2023.

As this is the final report of the Search Committee, statements of appreciation are in order. Thanks to the hard work of the Community of Faith Profile Committee who prepared such an excellent "snap shot" of the Westworth congregation, and who provided us with a clear and thorough description of the role and duties of the minister. Thanks to many different teams and committees at Westworth, beginning with the Council, who were gracious and thoughtful in sharing their insights and clarification when needed. Thanks to the many members at Westworth who volunteered to assist with the required congregational meetings, the covenanting service, and have been a welcoming presence at Westworth. Thanks for the support we received from the Westworth staff. Thanks to Rev. Judy Hare, Pastoral Relations Minister from the Prairie to Pine Region, and to Rev. Patrick Woodbeck, liaison to Prairie to Pine, who carefully guided our committee throughout the search process. And it goes without saying that we are very grateful to our new minister, Rev. Tricia Gerhard who has been unfailingly supportive, helpful, and patient in the process! The work of our committee was enriched by the contributions of all of you.

Submitted by Eunice Pratt, Chair of the Search Committee on behalf of the members as listed above. December 2023

Senior Choir Report

The Choir Executive continues to fulfill its administrative responsibilities in support of the choir. In the past 2 years, our focus has been on:

- The clean-up and re-organization of the choir room and music library.
- Fundraising to maintain the viability of the Music Enhancement Fund
- In collaboration with the Finance Team, updating the Terms of Reference for the Music Enhancement Fund
- Writing the *Process for Deleting Music from the Choir Library* policy
- Initiating and continuing a dialogue with Council regarding the integration of the Senior Choir Executive into the administrative structure of Westworth Council.

Under the leadership of Ruth Wiwchar, Interim Director of Music, choir membership grew to 32 members as of January 2023. We bid farewell to several members in May, including our choral scholars Claire Wright (soprano), Shafy Shahhat (tenor), and Max Fingerote (bass).

In June, the choir honoured three individuals for their outstanding service to the choir: Ruth Wiwchar was named Director of Music Emerita; Dorcas Windsor was named Organist Emerita; and Diane Riordan was named Librarian Emerita. We also bid farewell to Ruth Denton, who had served as assistant conductor since January 2023.

In September, Valdine Anderson assumed the position of Director of Music and Megan Dufprat joined us as Organist/Collaborative Pianist. We also welcomed several new members, including our new choral scholars, Alice McGregor (soprano), Evan Glazier (tenor), and Dariyan Dubik (bass). We ended 2023 with 33 members.

The choir was extremely busy between September and December. On September 10th, we participated in the congregational celebration of Dorcas Windsor's 48 years as our organist. The worship service featured some of her favourite hymns and anthems as well as a world premiere of a new composition *A Blessing of Light* by Clark Saunders and Craig Cassils. The choir also sang several anthems in the afternoon recital.

October saw the choir swing into rehearsals in preparation for the world premiere of *The Reindeer King*, a musical created by our own John Erskine in collaboration with Robert Butler. Three extremely successful performances were held November 10 -12th.

The choir then turned its attention to rehearsing Advent and Christmas music. A very well attended Lessons and Carols service was held on December 17th. We welcomed the Ragazzi Choir, led by Debra Yacheson, as special guests. After the Christmas Eve Service, the choir took a well-deserved break after a very busy and fulfilling year.

Respectfully submitted,
Marion McKay
Choir Executive President

Trustees Report

Congregational property is held by the Trustees. They hold the title and are responsible for the physical property of the church on behalf of the United Church of Canada. Included in this responsibility is ensuring adequate property and liability insurance is in place and this is usually done in consultation with the Property Committee. Trustees must give the same care and attention to congregational property as a reasonable person would give to their own property.

The Trustees met once in 2023. The Trustees reviewed the financial statements of Westworth and are comfortable there is reasonable financial stability.

Westworth continues to participate in the UCC Protect Master Policy that covers almost 1,000 participants in a national contract. This Policy uses the economies of a national contract to reduce insurance premiums. Going further to control costs, the United Church created a self-insurance subsidiary in 2022. While many of the details have still to be received locally, this change is promising with our 2023–2024 premiums now lower than they were in 2021-2022.

The Phase 1 Condition engineering analysis that began in November 2023 should generate useful information affecting our insurance coverage needs. Trustees will be meeting with Property in early 2024 to begin this phase of coverage review/change. Our joint focus with Property is aligning insurance coverage with current and anticipated facility use. The Trustees are also currently reviewing Westworth's data at Land Titles to ensure our ability to take quick action as may be required by the congregation.

Respectfully submitted,

The Trustees

Kent Magarrell (Chair), Anne Love, Dan Wiwchar, Tricia Gerhard

United Church Women (UCW) Report

At Westworth, there are approximately 45 women affiliated with 2 active Units.

Unit 77 (contact person – Dorcas Windsor) met via Zoom in the spring and in person in the fall on the third Wednesday afternoon of each month. This year they read and discussed “Eleanor” *David Michaelis*, “Operation Angus” *Terry Fallis*, “Run towards the Danger” *Sarah Polley*, “The Gunsmith’s Daughter” *Margaret Sweatman*, “Hell of a Book” *Jason Mott*, “Women Talking” *Miriam Toews* and “The Spoon Stealers” *Lesley Crewe*. A highlight was discussing “Women Talking” at Merle Andrews’ home, enjoying dinner together, followed by a viewing of the movie “Women Talking”.

Unit 94 (contacts – Dorothy Reid and Arlene Hintsa) met on the third Tuesday evening of each month in the Parlour. Their meetings included a Saturday visit to The Leaf, followed by lunch at the Park Café, an evening in conversation with Florence Baker and Olesia (a recent Ukrainian immigrant), a discussion of women's brain health based on the Journal “Mind over Matter”, packing Layettes for West Broadway, a potluck dinner, and discussions of articles by Diana Butler Bass on “Friendship” (with guest Tricia Gerhard) and “Gratitude.”



Rummage Sale

After a 3-year COVID absence, the **Rummage Sale** was held on May 12 and 13. Attendance was down and profits were \$2460. The sale is physically demanding and it was decided that we could no longer support this project. Many thanks to Andrea Firth and Dorothy Reid for their years of dedication to this event.



Preserves Sale

The Timeless Treasures Sale, with Preserves and Bake Table and Tea Room with Scones took place on October 21. This community building event was co-chaired by Wendy Moroz and Janet Sealey. We attracted over 400 visitors and raised \$12,700. Many thanks to the volunteers who spent countless hours preparing items to be sold, setting up, pricing items, advertising, organizing shifts for volunteers, serving, washing dishes, packing items, counting money and cleaning up. Thanks also the Westworth Walkers for delivering advertising flyers for this event to homes in the neighbourhood.

Dorothy Reid, on behalf of Unit 94, organized 16 **layette gift bags** for new Moms at **West Broadway Community Ministry**. Alma Acheson and Morag Bergthorson provided knitted blankets and hats for these gifts.



Shortbread Parcels

In December, **shortbread** was prepared by several UCW members and trays were again assembled by Jennifer Snyder. These trays were delivered by volunteers who do one on one visiting on behalf of the Westworth **Community Care Team**.

A Donation was made in 2023 to the **Memorial Fund** in memory of Margaret McPherson. A short remembrance was held during the Unit 94 and 77 meetings in May for all 13 UCW women who have passed away since our last Thankoffering service in June 2019.

The UCW supported the **Special Appeals Committee** with a donation of \$500.

Nancy Doern-White, UCW Coordinator

Visioning Committee Report

1) Committee Members

Keith Love, Dianne Sjoberg, Barb Magarrell, Sharon Stanley, Shirley Watts, Tricia Gerhard, and Janet Sealey. Each member contributed hugely in 2023 and has my profound thanks for their ideas, energy, and commitment. Shirley and Barb have now left the committee, but their many contributions will have a lasting, positive impact.

We'd like to thank the Property Team, especially Paul Chard, for their very considerable work at our request to have a building assessment completed.

Although not a member of the Committee, Christine Strike in the general office provided extremely valuable administrative support, both generally and in terms of grant writing. We thank her very much.

2) Mandate approved by Council in June 2023 (partial text)

This Committee is asked to provide leadership in developing a vision for potential redevelopment of programs and physical facilities at Westworth that will allow the congregation to continue as an important community of faith in the River Heights community and beyond for years to come. These plans may include new partners or programs in our building that may ease the way for future redevelopment. This will be done with consideration of the needs of the congregation and larger community. Consultation as required with other Teams and Committees within the Westworth governance structure is highly recommended to ensure that this is a process that fosters a sense of cooperation, transparency, and ownership.

The full text of our mandate is available on the WUC website.

3) Priority Activities

To recap, we proposed to the 2023 Annual Meeting that our priorities should be to (a) pursue development of WUC as a community hub serving River Heights, (b) further investigate whether an early learning centre (i.e., daycare) could be a viable component of such a hub, and (c) begin offering recreational and educational programs/activities for seniors. Our proposal was overwhelmingly endorsed by the Westworth community of faith. Our efforts in each of these areas are summarized below.

Community Hub

We consulted extensively with Augustine Centre, which generously provided detailed information regarding their bylaws and leasing agreements, both between partners and between AC and the Prairie to Pine Region of the United Church of Canada.

The Committee hired a senior lawyer, Neil Duboff, who is very experienced in providing legal advice to non-profit organizations. Mr. Duboff examined the

Augustine Centre documents and stated that, when the time comes, they could readily form the base of the legal agreements we would need to become a community hub, with Westworth United Church as one partner. However, Mr. Duboff advised us that it was not yet necessary to incorporate (thereby incurring significant costs) until we have at least one other legal entity (i.e., organization) prepared to partner with us in a new, non-profit corporation. Therefore, this legal action is on hold.

With the help of the WUC Leadership Team, we generated a list of six potential names for our hub and gave all church members and adherents an opportunity to vote for their rank-ordered preferences. Approximately 60 people voted, and the runaway favorite was Westworth Centre.

Early Learning Centre

The Committee continued discussions with three established early learning centres nearby to determine their possible interest in expanding to Westworth. All three have extensive waiting lists. One (the Kaufman Early Learning Centre, located at Rady JCC) site-visited our building and expressed strong interest. After considerable discussion, we agreed that the mission and values of the KELC and WUC were very compatible. However, the Rady JCC Executive Director clearly stated that they could not fund any renovations needed to bring Westworth into compliance with the stringent requirements for daycares specified by the Government of Manitoba. Nonetheless, the KELC Director offered to advise us, on an ongoing basis, regarding how to navigate the government system if we chose to move forward. We accepted her generous offer.

The Director helped one of us complete initial provincial government paperwork, which led to three members of the Committee attending a six-hour, online orientation session required of any organization considering becoming a licensed daycare. Subsequently, we received a preliminary inspection by a government representative to provide feedback on our building as a potential daycare site. After taking measurements, he advised us that the combined upper and lower classrooms (which we had identified as potential daycare space) could only accommodate at most 32 children, which is well below the 52 children lower limit that would make us eligible for significant provincial government funding for renovations. In addition, the lower classroom, being below grade, may not meet separate fire regulations. The inspector stated that the gym had sufficient space for additional children but, obviously, would require major renovations.

The above information made it even more compelling to have a professional engineering assessment of Westworth completed to inform us if major renovations of the west end are possible, and at what cost. The Visioning Committee had previously requested that the Property Committee arrange for such an assessment. Therefore, the two committees struck a joint subcommittee to write and distribute a Request For Proposals (RFP) regarding not only the west end, but the entire building. Legal advice concerning the wording of the RFP was obtained from Mr. Duboff. Led very ably by Paul Chard (Chair of the Property Committee), this subcommittee sent the RFP to

several local engineering firms. We received proposals from three firms, interviewed two of them, and contracted with MMP. They conducted comprehensive inspections in November 2023 and have submitted a draft report, which the subcommittee recently critiqued. Unfortunately, the report concludes that, among other things, major renovations of the west end of the building would not be cost-effective. The alternative is to tear down the west end and build new, to our specifications. The subcommittee will report fully to the Westworth community of faith once a final report is received from MMP.

Seniors Programming

Extensive consultations by the Committee with public health officials and community leaders prior to 2023 had indicated that healthy living programming for seniors was sorely lacking in River Heights. It has been widely reported that lack of physical activity, poor nutritional habits, and social isolation are contributing greatly to unnecessarily high rates of physical and mental disability among seniors, thereby inflating health care costs and premature death.

Once Rev. Gerhardt was in place and had an opportunity to learn more about the complexities of Westworth (she even joined our committee!), we decided that it was time to initiate seniors programming as a first step toward promoting the idea of Westworth becoming a community hub. Therefore, we advertised for a part-time Program Coordinator, received over 50 applications, interviewed five candidates, and contracted with the successful candidate for two days/week beginning November 1. Her remuneration is drawn from the Winnipeg Foundation grant we received in 2021. Seniors programming began on November 24 and has occurred every Friday at Westworth, aided by volunteers, from 10-12 a.m. So far, board and card games, as well as conversation, are the most popular. A monthly speaker series is being developed.

On November 22, 2023, Westworth Council authorized the Visioning Committee to conduct seniors' activities as a pilot project of Westworth United Church, under the rubric of Westworth Centre. In addition, this authorization allows seniors activities to be covered by the liability insurance of WUC.

Grant Applications

The Visioning Committee applied for, but did not receive, a Seeds of Hope grant from the United Church of Canada Foundation to help cover the costs of the building assessment.

We successfully applied for a small grant (\$2320) from the Healthy Together Now program of the Winnipeg Regional Health Authority. These funds will be used in connection with our seniors programming.

Respectfully submitted,
Bruce Tefft (Chair)

W3TA

W3TA keeps on trucking. This hearty and hardy group meets each Tuesday at 1:00 PM year-round to walk and talk together for an hour while exploring a variety of Winnipeg pathways. A first in late 2023 was that we were able to meet for lunch in a restaurant, impossible during the inception of the group, which occurred during COVID indoor gathering restricted times.

For those of you who missed the explanation, this group was originally planned for Wednesdays, thus **W**estworth **W**ednesday **W**alkers (**W** cubed) **T**uesday **A**fternoon version and thus the **W3TA** moniker. Attendance ranges from 6-16 and anyone is welcome. If you would be interested in joining the group or you would be interested in such a group but Tuesday isn't a good fit for you? Contact Dianne Sjoberg. She'll help you out in either case.

Women's Spirituality Group Report

The Women's Spirituality Group met January to June and September to December, usually the second Saturday of the month. Our meetings were held in the Church Parlour except for January-March meetings which were held on Zoom. For our June meeting we gathered in Teresa Sztaba's backyard. We are an inclusive group and any person who identifies as a woman is welcome to join us. As well, non Westworth members are welcome to participate. The Group provides a supportive and non judgmental atmosphere for women to explore their personal spiritual journeys.

Our format continues to be the same; Opening prayer, personal sharing, and discussion about a topic chosen by the group. Members take turns facilitating the discussion. As always our topics were wide ranging and included "Thresholds"; "Cultural Appreciation/Cultural Appropriation"; "Gardening For the Soul"; "Laughter"; Humour"; Summer Blessings"; The Podcast, "Mary, Mother of Jesus"; and "Embracing Winter".

Submitted by,
Kathy Wilson

Worship Team Report

After almost three years during which COVID was an unwelcome focus, worry and disrupter, it has been wonderful to see many people return to in-person worship, greeting each other with smiles and wishes for peace, and to turn our attention to more positive and enriching endeavours. 2023 indeed was an eventful year at Westworth.

According to the current Westworth Church Manual, the “Worship Ministry Team” provides “leadership in the assessment of the needs of the congregation for worship and in the development and delivery of worship that sustains and enriches our faith journeys. This is to include offering a variety of music.” We are directed to “develop meaningful in-person and online worship for the congregation ...in partnership with our Minister.” In addition to various administrative tasks, the Worship team organizes ushering, scripture reading, and administration of the sacraments. Our duties also include supporting and encouraging the minister and other church leaders, church choirs, pianist/organist and lay readers. Our work on these tasks and more was particularly busy and demanding – in a good way - during 2023.

Although we started the year still making decisions about masking and spaced seating, we were able to turn more of our attention to the major tasks of planning for Worship services as well as the many other big and little decisions that pass through this committee (e.g., what should we do about palm branches for Palm Sunday? Should we pass the offertory plates again? Dipping into communal wine cup again?.....)

As with most things, even COVID had some positive aspects. Our amazing and rapid adjustment to restrictions led to the growth of now-thriving online worship, which continues to expand access to services for those who are unable to attend in person, and to broaden our community. As you will note from the attendance numbers at the end of the present report, our online services continue to be popular. This past year, we enjoyed the excellent new equipment and AV booth that were acquired as part of our decision to enhance and maintain streaming services. By and large, our new technology has worked very well although, as with most technology, it has not been without “kinks.” These unexpected issues continue to be addressed by Peter Sim and his AV team.

In spring, the Worship Team said goodbye to Olwyn Lewis, who resigned from her lead role and from the committee. She had been a wise and calm leader for four years, including during the challenging time of COVID restrictions and constant changes. In fact, she recalls that she had been chair at least two years prior to this recent term and likely close to four years in total prior to that. Thank you, Olwyn, for your dedication and guidance in matters related to Worship.

Several memorable services this year commemorated the departure of key Worship leaders and the arrival of a new team of leaders. We bid a fond farewell to our minister of 10 years, Dr. Reverend Loraine McKenzie Shepherd, who retired from ministry and moved to a new phase of an active and meaningful life. On June 11th, Loraine was thrilled to offer an Interfaith Service, fulfilling one of her long-held dreams. She was honoured by special invited representatives from Jewish, Muslim, Indigenous and Christian traditions. The next Sunday, Loraine waxed eloquently about The Spirituality of Canoeing (inspired by a beloved activity of hers and her partner Nancy's). The congregation also enjoyed a luncheon that included touching and

humorous presentations in Loraine's honour. Finally, Loraine's de-covenanting service was held on June 25th. Her legacy of interfaith cooperation (being honoured this year by a Lieutenant Governor award) Taizé services, inclusivity, and support and encouragement for our Affirming status will have a lasting impact on Westworth. On September 10th, a special yet bittersweet event brought 200 people to our church, with another 213 views online! It was not surprising that so many came to honour Dorcas Windsor in a celebration of her last day as Collaborative Organist, after 48 years in that role. The service, organized by a number of volunteers headed by Ruth Wiwchar and Marion McKay, featured some of Dorcas's favourite music. We also shared lunch after the service that day and then were treated to a wonderful concert by Dorcas, joined by other musicians from the congregation. A notable contribution to the concert was the performance by the Senior Choir of a new piece by Clark Saunders and Craig Cassils, created in honour of Dorcas. The service and concert were memorable and fitting tributes to a beloved organist and music leader. The Worship Team is grateful that Dorcas continues to contribute by playing when needed and by doing scripture readings, which she is particularly delighted to now be able to do.

September 10th also was the last day of Ruth Wiwchar's term as Interim Director of Music. The Worship Team is most grateful that she stepped up – yet again – to organize and lead the ministry of music at Westworth as well as to contribute her wisdom and knowledge at Worship Team meetings. Under her leadership, the choir offered particularly moving anthems at the Good Friday service at St. Andrew's and the Easter Service and attracted choristers back to the fold. Thank you as well to Ruth Denton for leading the choir while Ruth was away.

With hearts already full of gratitude for the blessings we enjoyed through Loraine, Dorcas and Ruth, our hearts then brimmed over with appreciation as we welcomed three new Worship leaders. We were blessed to welcome our new Minister, Reverend Tricia Gerhard at her first service (as our minister) on August 6th. She took off running and has not stopped, bringing a fresh approach, years of varied experience, great organization skills, a welcoming spirit, gentle wisdom, and a healthy sense of humour to her position. Westworth then was delighted to welcome the accomplished Megan Dufurat to the role of Collaborative Pianist/Organist. She brings much skill and artistry, dedication, a cooperative spirit, and experience to our services. In September, Westworth and the Worship Team were privileged to welcome the multi-talented Valdine Anderson as Director of Music. Valdine's musicality, professionalism, creativeness, and kindness are a true gift to Westworth. Under this new team of worship leaders, as we have now emerged from the dark days of COVID, our reputation for having an excellent Music Ministry has been enhanced, our services have a renewed vibrancy and appeal, and our attendance is strong.

The people of Westworth were welcomed back to regular services after the summer at our third outdoor service at Assiniboine Park, where we enjoyed nature and communion with kindred spirits (not including the wasps).

A big thank you goes to the Search Committee (Allan Baker, Brett Lougheed, Eunice Pratt, Arlene Hints, Cheryl Ennis, Rhea Yates, and Rev. Patrick Woodbeck of Prairie to Pine) who concluded their minister search duties by planning Tricia's covenanting with Westworth at another special service, on November 5th.

The year concluded with several wonderful services, including the beautiful Lessons and Carols, our second since its absence for two years during COVID restrictions. Much appreciation is due to our new Music Director for organizing the service (and recruiting The Ragazzi Boys choir to participate); to the Westworth Winds and Don Bradford, who graciously served as conductor in Ray McClelland's absence; to the choir for superb offerings of anthems, leading hymns and cookies; and to the ushers, greeters and scripture readers who contributed.

It really does take a village to maintain a thriving Worship Ministry and many additional people contribute to our Worship Services. The Worship Team would like to express much appreciation to the following (in no particular order):

- Bettina Nyman for organizing communion servers
- Eunice Pratt for organizing ushers
- Dorothy Reid for arranging greeters (although greeters are not under the purview of the Worship Team, they provide an invaluable part of our Sunday services)
- Retired ministers in our congregation who offered pulpit supply and pastoral care when Loraine or Tricia were away: Rev. Marilyn Anderson Corkum, Rev. Ray Cuthbert, Rev. Earl Gould, Rev. Larry McPhail, Rev. Heather Robbins, and Rev. Mac Watts.
- The Senior Choir, for singing with passion and skill, and for the choir's integral and much appreciated contribution to services
- Glenn Aitchison, our Sacristan, who performs numerous tasks before, after (and, sometimes, during) services
- Our increasing number of enthusiastic scripture readers, who make my job at organizing readers easy and pleasant
- Ray McClelland for leading the Westworth Winds, who are a great addition to some of our services
- The AV team for facilitating amplification at in-person services and for streaming services
- Petra Thanisch for decorating the church according to the time of the church year (those banners don't just change themselves)
- The choir members who assisted with the Christmas decorations this year
- Katie Anderson and the Christian Education Team and Sunday School youth for their much-enjoyed contributions to services. It's also wonderful to see so many children returning to church.
- Petra Thanisch and Eunice Pratt for preparing the communion elements
- Alan Wilson for baking bread for communion and Nancy Williamson for providing the gluten-free bread.

I would like to personally thank the entire Worship Team for their patience and support during the time when I warily began my new role as Worship Team Lead in May and throughout this time of heightened activity and change. This hard-working and dedicated team is comprised of Cathy Beynon, Petra Thanisch, Eunice Pratt, George Nyman, Bettina Nyman, Tricia Gerhard, Valdine Anderson and Megan Dufurat. Thanks as well to the Council Chair, Dianne Sjoberg, for her support and guidance, and for organizing the very helpful Leadership Retreat, which I attended on behalf of the Worship Team.

For the Leadership Retreat, as requested, the Worship Team set intentions and goals for the coming year:

- To provide continuity in the traditions of Westworth worship while supporting the unique contributions of the New Ministry Team
- to review the results of the congregational survey used for the Faith Story, as part of ongoing assessment of our worship needs
- To increase accessibility to the Worship Team, and interaction between congregants and members of the Worship Team

We look forward to acting on these intentions and goals, and welcome feedback.

Respectfully submitted,

Teresa Sztaba
Worship Team Lead

Worship Year in Review

Milestones:

- Mac Watt's 70th anniversary of ordination
- Heather Robbins' 20th anniversary of ordination

Special services and membership:

- Seven funerals
- Three baptisms
- Three confirmations
- Two transfers of membership in
- One transfer of membership out

Attendance:

	In-Person Attendance	Online Views
Jan. 1: Worship around breakfast tables	35	NA
Jan. 8: Renewal of baptismal vows	50	72
Jan. 15: Called to be the Body of Christ	77	61
Jan. 22: Heather Robbins preaching	61	NA
Jan. 29: Beatitudes and peace cranes	81	101
Feb. 5: Communion	61	78
Feb. 12: Black history; racism	71	73
Feb. 19: Larry McPhail preaching (long weekend)	66	66
Feb. 26: Lent 1; temptations	60	48
Mar. 5: Lent 2; born of Spirit; communion	66	52
Mar. 12: Affirm Service (Lorraine's coming-out story)	84	76
Mar. 19: AGM (1/2 hr service)	71	43
Mar. 26: Alan Lai preaching	81	87
Apr. 2: Palm Sunday drama	100	82
Apr. 6: Maundy Thursday	45	87

	In-Person Attendance	Online Views
Apr. 7: Good Friday at St. Andrew's	115	147
Apr. 9: Easter	150	130
Apr. 16: short service; Congregational meeting	94	45
Apr. 23: Earth Sunday with Peter Denton	81	82
Apr. 30: Baptism and confirmation	113	58
May 7: Alcris Limongi preaching	76	37
May 14: Christian Family/blessing of wheels	79	20
May 21: Victoria Wknd/New Members	45	76
May 28: Pentecost/Affirming Anniversary	74	100
June 4: Mac Watts and Earl Gould	55	72
Mac Watts & Heather Robbins Anniversary of Ordination		
June 11: Interfaith service/Loraine retirement	140	98
June 18: Spirituality of Canoeing	52	74
June 25: De-Covenanting with Loraine	105	94
July services at St. Andrews River Heights		
Aug. 6: Tricia's first service	114	NA
Aug. 13: Ruth 2	75	NA
Aug. 20: Ruth 3	60	NA
Aug. 27: Ruth 4	57	NA
Sept. 3: Learning about Communion		
Sept. 10: Celebrating Dorcas Windsor	~200	213
Sept. 17: Outdoor service at Assiniboine Park		
Sept. 24: TRC and Remit service	78	73
Oct. 1: World Communion Service	92	82
Oct. 8: Thanksgiving Sunday	64	NA
Oct.15: World Food Security Sunday	120	65
Oct. 22: Proper 24 – regular service	108	87
Oct. 29: Ray Cuthbert preaching	98	51
Nov. 5: Remembrance Sunday and Communion	150	95
Nov. 5: Covenanting with Tricia	110	77
Nov. 12: All Saints	80	65
Nov. 19: Story of Deborah	100	73
Nov. 26: First Sunday in Advent – communion	125	48
Dec. 3: Second Sunday in Advent	120	63
Dec. 10: Third Sunday in Advent	125	65
Dec. 17: Fourth Sunday in Advent (Pageant)	160	64
Dec. 17: Lessons and Carols	250	134
Dec. 20: Blue Christmas Evening	18	NA
Dec. 24: Christmas Eve		
4:00 p.m. Family service	150	55
9:00 p.m. Communion	100	105

Passages of Congregants

In Memoriam and In Honour Donations

Memorial Donations in memory of:

Margaret McPherson

Donna Henderson

Nadia Marmach

Harvey Tallman

Helena Haberman

Donation made in Honour of:

John Erskine and Robert Butler to Music Enhancement

Bequests:

Jean Doern to the Building Fund

Roll Clerk's Report 2023

TOTAL MEMBERSHIP, DECEMBER 31, 2022		287
ADDED TO ROLL:		
By Transfer	2	
By Profession of Faith	0	
By Confirmation	<u>6</u>	8
REMOVED FROM ROLL:		
By Death	9	
By Transfer	1	
Removed by Worship Team	0	
Asked to be Removed	2	12
TOTAL MEMBERSHIP, DECEMBER 31, 2023		283
TOTAL ADHERENTS, DECEMBER 31, 2023 (including children)		259
TOTAL CLERGY in Covenant with Westworth (excluding minister)		8
NUMBER OF HOUSEHOLDS (including members, adherents & clergy)		248

Registry Records

Baptisms

William Lougheed
Allan Mapes
Christine Strike

Confirmations

McKenna Fleischaker
Bonnie Gairns
Philonise White

Funerals/Graveside Services

Laurelle Murdoch
David Maughan
Sheila Maughan
Lennox Nicholson
Margaret McPherson
Tim Oldham
Dorothy Mcleod
Helena Haberman

Marriages

none in 2023

Transfer out

Elaine Pigden

Transfer In

Heather Robbins
Tannis Hewitt

Special Appeals & Children's Fund

Special Appeals

Each year, Westworth runs a Special Appeals Campaign during the Easter season, to support theological education, local social justice and youth programs beyond our congregation. The Westworth congregation generously gave \$2047 to this fund during the Easter 2023 Special Appeals Campaign. The UCW contributed \$500, and there was a carry over from 2022 of \$228 (money received after the donations were made).

The committee met on May 24, 2023 and the money was distributed as follows.

Theological education	Prairie to Pine Regional Council Bursary Fund	250.
	St. Andrews College	250.
	Sandy Saulteaux Spiritual Centre	250.
	Centre for Christian Studies	250.
Local social justice	Willow Place	250.
	1 Just City – for general funds	250.
	L.I.T.E. (local investment towards employment)	250.
	Rossbrook House	250.
	Jubilee Fund	250.
	St. Boniface Street Links	250.
Youth support	Days for Girls, Winnipeg Chapter	250.
	Total	2750.

Children's Fund

The Children's Fund was started in 2003 by a generous donation from the late Lloyd Cooke. For several years, there have been no requests for a grant from this fund. The committee moved to close the fund and donate the remaining \$5,000 to Rossbrook House for a special project.

Respectfully submitted,

Nancy Doern-White (UCW rep and recorder), on behalf of the committee,

Loraine MacKenzie Shepherd (minister till June 2023)

Allan McKay (Outreach)

Wendy Moroz (Finance)

Westworth Leadership Team & Volunteers

March 2024 – February 2025

Names in bold are on the Leadership Team

* indicates new to position since previous AGM

Council Members

Responsible for the overall vision and day to day ministries of the congregation

Chair: **Rhea Yates***

Past Chair: **Dianne Sjoberg***

Secretary: **Jan McIlroy**

Member at Large: **Keith Love***

Member at Large: **Kathy McPhail***

Treasurer: **Denise Jones**

M & P Chair: **Sharon Stanley**

Minister: **Tricia Gerhard***

Finance and Stewardship Committee

Responsible for financial activities within the church, stewardship, and on-going financial reporting

Chair: **Denise Jones**

Sam Andrew

Jenny Jeffers: Church Accountant

Wendy Moroz

Walter Watts

Allan Baker

Paul Edwards

Ron Bailey

Ministry and Personnel Committee

Provides leadership in the area of Human Resources allowing staff to successfully carry out their responsibilities

Chair: **Sharon Stanley**

Janice Neumann

Daryl Brooks

Teresa Sztaba

Visioning Committee

Explores redevelopment options for the church and potential community partners

Chair: **Bruce Tefft**

Keith Love

Dianne Sjoberg

Sharon Stanley

Janet Sealey

Marilyn Anderson Corkum*

Helen Halliday*

Arlene Hints*

Tricia Gerhard*

Affirming Ministry Team

Helps the teams, committees and congregation become more attentive to diverse identities

Chair: **Heather Robbins**
 Andrea Firth
 Petra Thanisch
 Dorcas Windsor
 Kim O'Grady*

Archives Team

Organizes and maintains the safe storage of materials of historical significance to Westworth

Team Leader: **Diane Riordan**
 Kathy Wilson
 Karla Farstad
 Mary Fultz
 Sandy Marles*

Christian Education Team

Initiates and coordinates faith development opportunities for children, youth and young families

Co-Team Leaders: **Leslie Rodgers**
 Danielle Cadieux
 Cheryl Ennis
 Julia Shayna
 Marilyn Anderson Corkum
 Brooklyn Linnick
 Ed White
 Rachel Doerr*
 Katie Anderson, Coordinator for Children, Youth and Family Ministries (ex-officio)
 Library: Kathy Wilson
 Lorraine Moore

Communication Team

Distributes information about the church and its activities to current and prospective members using all forms of media

Team Leader: **Brett Loughheed**
 Peter Sim (AV)
 Ed White (social media)

Community Care Team

Facilitates connecting with and caring for each other and welcoming newcomers

Team Leaders: **Shirley Watts & Sharon Stanley**
 Dorothy Reid
 Judy Steen*
 Al Mapes*

Helpers

Arlene Hintsa, Al Mapes (Greeters)
 Wendy Moroz (Funeral Reception Coordinator)
 Nancy Williamson (Cards for Congregants)
 Norm Snyder (Event set up/take down)

One on One Visitors

Barb Gwyer, Nancy Williamson, Kathy Wilson, Marion McKay, Earl Gould,
Allan McKay, Heather Robbins, Dorcas Windsor, Carol Wilkie, Dorothy Reid,
Shirley Ann Simkulak

Outreach Team

Raises awareness and understanding of issues related to social justice and environmental stewardship from a faith perspective

Team Leader: **Ruth Wiwchar**

Jan McIlroy

Allan McKay

Marion McKay

Kathy McPhail

Amanda Younka

Barbara Wynes

Frank Wynes

Tricia Gerhard*, ex-officio

Christine Strike*

and the Congregation of WUC

Property Team

Oversees the maintenance of the building and grounds; arranges for custodial assistance and manages rentals

Team Leader: **Paul Chard**

Frank Wynes

Ray McClelland

Allan McKay

Al Mapes*

Worship Team

Assists in the development and delivery of sustaining and enriching worship including music

Team Leader: **Teresa Sztaba**: organizes scripture readers

Bettina Nyman: finds communion servers

George Nyman

Eunice Pratt: communion prep

Cathy Beynon: secretary

Petra Thanisch: decorations & banners; communion prep

Rev. Tricia Gerhard* – minister (ex-officio)

Valdine Anderson* – Director of Music (ex-officio)

Megan Dufurat* - Organist (ex-officio)

Support People: Alan Wilson – bakes the communion bread
Glenn Aitchison – Sacristan

Trustees

Provides leadership and direction in reference to Westworth's property, funds and risk management

Chair: **Kent Magarrell**

Anne Love

Dan Wiwchar

Tricia Gerhard*

UCW

Through various units, builds spirit-filled relationships among women, our congregation, and beyond Westworth

Coordinator: **Nancy Doern-White**

Unit Convenors: Dorcas Windsor (Unit 77)

Arlene Hintsa & Dorothy Reid* (Unit 94)

New Women's Group (as of Jan 2024) – interim contact – Christine Strike*

Prairie to Pine Region Representatives

Liases between Westworth and the wider United Church

Kirk Windsor

Dorcas Windsor

Building our church community-

Volunteers are needed in all areas of the church community. We are so happy and thankful for all of our volunteers. If you are able to volunteer please speak to one of the Team Leaders or Committee Chairs, or call the church office for contact information. Let us help find the right place for you.

Finance and Stewardship Committee Report

Westworth had quite a year! New employees, new programs, new faces in the pews! And, in 2024, we anticipate continued growth and, as the folks that manage Westworth's money and financial risks, we hope that also translates to increased donations to support this momentum.

Monthly, the Finance and Stewardship Committee reviews the latest financial reports, considers proposals for fundraisers, and advises on any financial issues brought forward. In addition, we draft finance-related policy and procedures for Council approval to ensure consistent and responsible financial practices at Westworth. This year we worked on drafts for a fundraising policy and a grant policy. In 2024, we will work on clarifying the terms of reference for the various funds that support Westworth to ensure continued transparent governance.

2023 General Fund Overview

Most of Westworth's income is received through Pre-Authorized Remittance (PAR) and other donations, like open plate offerings. Each year we hold a multi-week Stewardship Campaign (i.e., pledge drive) and the pledges we receive tell us what donation income to expect for the coming year. In addition to donations, we receive income from rentals, fundraisers, weddings, and funerals.

Trends

- Over the last few years, the donation amounts pledged have decreased. The deaths of long-time donors and continued post-pandemic recovery are the most probable explanations.
- While the pledged amounts are down, by the end of the year, the donations received exceed our expectations. For 2023, we ended with an \$11,314 surplus rather than the deficit we had anticipated.
- Thankfully, we did not have any big surprises with expenses in 2023. As expected, our biggest costs were related to salaries and the building.
- Since we did not end the year in a deficit, we have not needed to dip into our savings or investments, which remain strong.

2024 General Fund Projections

- We received pledges from 86% of the households that received Stewardship Campaign packages, and, as a result, we are projecting \$254,950 in donations to the General Fund.
- We are projecting a deficit of \$35,597 since pledged donations and other estimated income do not cover our reasonably anticipated expenses.
- If past performance is an indicator, actual donations will be higher than those pledged which should mean a deficit reduction or avoidance by the end of 2024.
- In October, Worship resumed passing the offering plate during the service, so it is likely that the open-plate donations will resume to pre-pandemic levels in 2024.
- Regular rentals continue, like the Manitoba Opera and various choirs, as do our funeral and wedding services. We are now on the radar of the local film industry as a facility for film production in the area and expect their periodic use to continue.

- Our staff positions are all filled so we do not anticipate any variations in the salary projections for this year.
- Although Property and Visioning are still considering plans for the building, there are no anticipated impacts on the General Fund for 2024.

What we need from you

Our collective challenge is to keep giving in whatever ways we can to maintain the growth and momentum Westworth is experiencing. Specifically,

- Help us plan more accurately by completing a pledge form next year during the Stewardship Campaign regardless of whether you are on PAR or not.
- Meet your pledges and consider switching to PAR if you can.
- Support Westworth fundraisers and if you have an idea for a fundraiser, great!
- Tell your friends and family about Westworth and the many programs and events that might be of interest. Together, this Community of Faith can move from surviving to thriving.

Gratitude!

Thank you to Walter Watts, Wendy Moroz, Sam Andrew, Paul Edwards, Allan Baker, and Ron Bailey for giving your time and expertise to keep our finances on track. Your support and candid advice this past year was invaluable. Christine Strike and Jenny Jeffers, we are so grateful for the care you take in doing the day-to-day office and accounting tasks that support our finances. The high quality of your work is only surpassed by the patience you graciously exercise when dealing with us! Lastly, thanks to our new minister! Reverend Gerhard, we greatly value your interest in our work and your advice.

Questions?

Contact me before the AGM if you have finance questions. We will summarize our responses to questions in the weekly e-blasts leading up to the AGM.

Respectfully submitted by Denise Jones, treasurer@westworth.ca
Treasurer & Chair, Finance and Stewardship Committee

Financial Review

I have reviewed and evaluated the financial report, records and internal controls of Westworth for the year 2023. This review included examination of the records of deposits, recording, filing and payment of invoices, all matters related to the payroll and bank reconciliations.

The review also included an assessment of the separation of duties for all individuals who deal with monies. The handling of financial records was also evaluated with respect to privacy and security.

Based on this review it is my opinion that the financial records of Westworth United Church are handled in an appropriate manner and in accordance with the guidelines of the United Church of Canada (Section G.4.4, The Manual). In addition, it is my opinion that the financial statements adequately reflect the financial activity of Westworth for the past year.

Lynne McCarthy CFA, MBA

Statement of Operations and Change in Fund Balances

Westworth United Church								
Statement of Operations and Changes in Fund Balances								
December 31							2023	2022
	General Fund			Westworth	Building	Other		
	2024	2023	2023	Westworth	Building	Other		
	Budget	Actual	Budget	Fund	Reserve Fund	Funds	Total	Total
Receipts								
Donations	254,950	272,546	238,091	50		12,051	284,646	303,605
M&S	34,649	35,314	39,248				35,314	44,126
Open Plate	3,000	1,850					1,850	278
Fund Raising	10,000	7,967	15,000				7,967	1,115
Outreach Projects		6,693					6,693	8,747
UCW	10,000	17,437	10,000			550	17,987	10,150
SBBS-VBS	600	150	500				150	540
Christian Education	150	613					613	1,684
Building Rental	30,000	39,434	30,000				39,434	15,460
Worship							0	223
Weddings and Funerals	4,000	4,462	4,000				4,462	14,652
Grants						-	0	74,207
Miscellaneous		454					454	89
Interest	4,500	6,644	4,500	7,831	2,093	256	16,824	8,967
Total Receipts	351,849	393,565	341,339	7,881	2,093	12,857	416,396	483,844
Disbursements								
Operations								
Bank Charges	1,950	2,336	1,650	1		45	2,382	1,928
Caretaking	1,000	2,185	1,000				2,185	78
Heating	20,000	16,463	20,000				16,463	16,670
Electricity	9,500	9,122	9,000				9,122	7,648
Water	1,800	1,804	1,800				1,804	2,341
Insurance	6,770	7,101	8,638				7,101	8,413
Office Expenses	10,650	11,606	13,325				11,606	8,330
Publications	150	62	300				62	98
Property Taxes	2,208	2,208	1,854				2,208	1,729
Telephone	4,000	3,196	4,000				3,196	4,127
Miscellaneous		662					662	48
Total	58,028	56,747	61,567	1	-	45	56,793	51,410

December 31							2023	2022
	General Fund							
	2024	2023	2023	Westworth	Building	Other		
	Budget	Actual	Budget	Fund	Reserve Fund	Funds	Total	Total
Leadership Team Expenses								
Council & Trustees	1,150		300				0	250
Programming						3,778	3,778	
Search Committee		2,121	12,300				2,121	
Affirming Ministry	2,200	1,198	350				1,198	294
Christian Education	2,518	1,779	2,000				1,779	1,912
SBBS-VBS	1,300	1,801	1,250				1,801	1,250
Library	150	21	75				21	57
Outreach	1,550	12	1,550				12	224
Choral Scholarships			1,275			3,400	3,400	2,900
Communication	1,550	1,842	1,600				1,842	1,604
Community Care	500	438	310				438	485
M & P	500	400	500				400	629
Property	28,390	28,644	20,340			-	28,644	78,763
UCW	2,400	2,706	2,400				2,706	1,414
Conference Registration	600	600	600				600	-
Worship	3,945	2,976	2,965				2,976	3,961
Worship Music	2,000	2,248	2,000			-	2,248	1,728
Finance and Stewardship	800	500	500				500	500
Total	49,553	47,285	50,315	-	-	7,178	54,463	95,970

Westworth United Church

Statement of Operations and Changes in Fund Balances

December 31							2023	2022
	General Fund			Westworth	Building	Other		
	2024	2023	2023	Westworth	Building	Other		
	Budget	Actual	Budget	Fund	Reserve Fund	Funds	Total	Total
Salaries & Allowances								
Salaries	190,548	182,389	191,976				182,389	163,968
Weddings & Funerals		3,479					3,479	8,400
Pulpit Supply	988	1,160	1,160				1,160	1,344
Phone Allowances	483	452	483				452	510
Travel Allowances	600	368	600				368	318
Group Insurance	11,024	11,792	12,724				11,792	8,693
Pension & CPP	22,457	19,845	19,549				19,845	15,215
El & Workers Compensation	3,695	3,697	3,038				3,697	2,770
Continuing Education	2,640	1,500	2,543				1,500	1,493
Total	232,435	224,681	232,073	-	-	-	224,681	202,711
Beyond Westworth								
Regional Council	12,781	12,781	12,781				12,781	14,832
Mission & Service	34,649	35,314	39,248				35,314	44,126
Outreach Projects		5,442					5,442	7,693
Special Appeals						7,750	7,750	3,928
Disbursements from Funds								
Total	47,430	53,537	52,029	-	-	7,750	61,287	70,579
Total Disbursements	387,446	382,250	395,984	1	-	14,973	397,224	420,670
Extra Ordinary Receipts & Disbursements								
Bequests					15,000		15,000	
Professional Fees Note 1				(21,208)		(2,305)	(23,513)	
Close the gap campaign								38,920
Canada Emergency Wage Subsidy								(40)
Excess of Receipts over disbursements for year	(35,597)	11,314	(54,645)	(13,328)	17,093	(4,421)	10,658	63,134
Fund Transfers		19				(19)	0	
Fund Balances, beginning of year		188,177		251,666	53,909	50,681	544,433	463,586
Fund Balances, end of year		199,510		238,338	71,001	46,241	555,091	526,719

Statement of Other Funds

Westworth United Church							
Statement of Other Funds							
December 31						2023	2022
	Memorial Fund	Children's Fund	Special Appeals	Music Enhancement Fund	Visioning Fund	Total	Total
Receipts							
Donations	870		2,047	7,820	1,314	12,051	9,693
UCW	50		500			550	150
Grants						0	29,000
Interest		63		193		256	251
	920	63	2,547	8,013	1,314	12,857	39,093
Disbursements							
Bank Charges		2	8	5	30	45	25
Professional Fees Note 1					2,305	2,305	0
Programming					3,778	3,778	0
Special Appeals		5,000	2,750			7,750	3,928
Choral Scholarships				3,400		3,400	2,900
Property						0	52,804
Worship Music						0	200
	-	5,002	2,758	3,405	6,113	17,278	59,856
Excess of Receipts over disbursements for year	920	(4,939)	(211)	4,608	(4,800)	(4,421)	(20,763)
Fund Transfers		(19)				(19)	(1,232)
Fund Balances , beginning of year	17,178	4,958	228	7,317	21,000	50,681	72,676
Balance, end of year	18,098	0	18	11,925	16,200	46,241	50,681

Statement of Financial Position

Westworth United Church						
Statement of Financial Position						
For the year Ended December 31						
December 31					2023	2022
	General Fund	Westworth Fund	Building Reserve Fund	Other Funds	Total	Total
Assets						
Current Assets						
Cash & equivalent	223,311	238,338	71,001	46,241	578,892	566,387
GST Receivable	1,921				1,921	3,524
	225,232	238,338	71,001	46,241	580,813	569,911
Liabilities and Fund Balances						
Current Liabilities						
Funds Held In Trust	18,182				18,182	20,977
Grant - unused portion	3,793				3,793	3,793
Accounts Payable	1,619				1,619	-
Credit Card Payable	2,128				2,128	708
	25,722				25,722	25,478
Fund Balances	199,510	238,338	71,001	46,241	555,090	544,433
	225,232	238,338	71,001	46,241	580,813	569,911

Westworth United Church

Notes to Financial Statements

Note 1 Professional fees consisted of legal and architectural costs related to building assessment

2024 Projected Salaries & Benefits

2024 Projected Salaries & Benefits				
Position	Salary	Benefits	Continuing Ed	Total Compensation
Minister	\$ 75,385	\$ 19,387	\$ 1,640	\$ 96,412
Lay Personnel	\$ 133,443	\$ 21,654	\$ 1,000	\$ 156,097
Total	\$ 208,828	\$ 41,041	\$ 2,640	\$ 252,509