

St. Andrew's Council Meeting
Lois E. Carey Parlour
Wednesday January 17th, 2024 at 7:00 p.m.

Welcome and Opening (7:05 p.m.)	Doug McCausland welcomed Council members to the meeting.
Attendance	Elizabeth Brownlee, Lorie Fairburn, Marg Fleming, Karen Gooch (Secretary), Garth Goodhew, Bill Ingwersen, Donna Landry, Doug McCausland (Chair), Kathie Smith (Pastoral Charge Supervisor), Caitlin Smithers (Minister), Derek Stott, Howard Wurster (12)
Regrets	Pat Kirton-Bailey, Kimberly Robinson Nelles,
Land Acknowledgement	Doug McCausland acknowledged that we meet on Indigenous land and we offer thanks for the gifts of the people from the Nipissing First Nation as we work towards reconciliation.
Opening/ Touchstones	Doug McCausland read our touchstones aloud and then he asked Council members to consider the difference between empathy which means sharing feelings with someone and sympathy which means trying to understand another's feelings in order to see things from their point of view even if you do not share the same feelings. Kathie Smith then opened the meeting with a brief reflection based on a reading from Mark 10. Kathie concluded by offering thanks to those who are serving on Council and thanks for the trust placed in Council members from the congregation.
Agenda	Motion 001/24 Garth Goodhew/ Elizabeth Brownlee moved that the agenda be accepted with the addition of a report from Lorie Fairburn about her LLWL training. Carried
Minutes of Previous Meeting	Motion 002/24 Karen Gooch/ Derek Stott moved that the minutes from October 18 th , 2023 be accepted as circulated. Carried Motion 003/24 Karen Gooch/ Howard Wurster moved that the minutes from November 15 th , 2023 be accepted as circulated. Carried
Correspondence	A letter was received from Garth Goodhew offering his resignation as a St. Andrew's Trustee effective April 1 st , 2024. Thanks was expressed for all of Garth's work as a Trustee, particularly during the basement flooding last year. He also oversaw the transition of our insurance policy to the new United Church insurance program. A motion will be brought to the AGM to formally remove Garth as a Trustee.
Business Arising	
Email Polls	Two motions were presented to Council members for a vote in the days following the November Council meeting. <ul style="list-style-type: none"> • On November 21st, 2023, the following motion was presented for a vote through an email poll.

Motion 084/23

Kim Delarosbel/ Marg Fleming moved that in addition to the staff Christmas gifts approved at the November 15th Council meeting, Lorie Fairburn be given an additional \$25 in recognition of her contribution to St. Andrew's above her paid work hours. **Carried**

- On December 12th, 2023, the following motion was presented for a vote through an email poll.

Motion 085/23

Donna Landry/Karen Gooch moved that St. Andrew's Council approve a 6.3% increase in Music Director Ralph Johnston's salary, effective January 1st, 2024, as recommended by the M&P Committee. **Carried**

Christmas Gifts There was some confusion following our discussion of staff Christmas gifts at the November 15th Council meeting. It is felt that several staff members have gone above and beyond their paid job description in service to the church in recent months. There was a question about whether this should be reflected in the Christmas gifts that were given. It was agreed that the Council's intention is that gifts should be given freely as a gesture of goodwill and not tied to any particular actions of our staff. Given this conclusion it was decided that Janet Ross' and Lorie Fairburn's gifts should both be \$50. As a result, it was agreed the November minutes should be changed to indicate that Janet's gift should be \$50 (not \$75). (Janet was ultimately only given \$50 due to a communication error.) The minutes indicated Lorie should receive \$25, but she was given an additional \$25 as the result of the November 21st email poll.

Motion 004/24

Donna Landry/ Lorie Fairburn moved that the minutes of the November 15th, 2023 be changed to reflect Council's intention Janet Ross' Christmas gift should be \$50. **Carried**

Elizabeth Brownlee agreed to send thank you cards to Janet and Lorie on behalf of Council to acknowledge the extra work that they have done for St. Andrew's.

New Business

Financial Report Appendix I, II

In Pat Kirton-Bailey's absence, Lorie Fairburn presented a comparative statement dated December 31st 2023 (Appendix I) which shows revenue to date of \$239,497.32 and expenses of \$23877.02 leading to a surplus of \$725.30. Lorie offered the following highlights from the Finance Committee:

- The federal pandemic loan (CERB) was paid in full by the required deadline. We initially borrowed \$60,000 and we repaid \$40,000, thus retaining the \$20,000 grant offered by the government.
- There was a good response to the fall stewardship letter. We had 8 new people enroll in PAR and several people increased their monthly PAR donation. We also had several new requests for envelopes.
- Our insurance costs were over \$27,600 for 2023 will be reduced to about \$17,000 for 2024 under the new UCC Protect United insurance program.
- Our M&S contributions for 2023 have been forwarded in full to the United Church, with a correction to account for the overpayment that was made in 2022.

Motion 005/24

Lorie Fairburn/ Elizabeth Brownlee moved that the financial report be accepted as presented.

Carried

- A written Loaves & Fishes report can be found in Appendix II. It was emailed to Council members ahead of this meeting for review.
- The plan was for Loaves & Fishes to close on December 28th but this changed when it was discovered that most of the other food banks in North Bay were closed between Christmas and New Year's Day. There will be a discussion about whether to close during August when the annual closing of St. Andrew's happens and we worship at Trinity United.
- So far, January has been busy since December government cheques were issued earlier than usual, leading to a longer period until the end of January. As well, many clients have received word that their rent will be increasing, putting a further strain on their budgets.
- Recently, Loaves & Fishes clients have been polled to see how many food banks they visit. Many go to 2-3 per month with some stating they visited 5.
- Students are being tracked separately are being asked to come only once a month.
- A think tank is planned for January 31st to discuss the food bank situation in North Bay. Invited guests will include Council members, our volunteers, donors and clients. Lorie will also attend a United Community Faith Network meeting to discuss how our church food banks can work together.
- A team comprised of members from the North Bay United Churches will participate in the *Coldest Night Walk* which will raise money for the Gathering Place. A kick-off event is planned for February 3rd.
- Lorie made a request that she take on a new job title to better reflect her role with Loaves & Fishes. She would like to be called Loaves & Fishes Manager.

Motion 006/24

Garth Goodhew/ Bill Ingwersen moved that Lorie Fairburn will now hold the title of Loaves & Fishes Manager.

Carried

Motion 007/24

Lorie Fairburn/ Elizabeth Brownlee moved that the Loaves & Fishes report be accepted as presented.

Carried

Liaisons **Appendix III**

Administration – Derek Stott highlighted the following items:

- Phone System - Lorie Fairburn has undertaken a review of our phone plan with Bell. We may be able to bring the price down to \$30 for each of our two phone lines - currently we are paying \$137 for both lines. As we are under contract with Cogeco for internet service we may not be able to bundle services without penalty. Lorie and Janet Ross have been named as authorized to speak with Bell and they are waiting for a callback to discuss our options.
- Inclement Weather Policy (Appendix II) - Derek Stott presented a draft Inclement Weather Policy for consideration. It was decided that the decision about cancelling a worship service should be made by the Minister (or their designate) in consultation with one of the following people - the Music Director, the Chair of Church Council, or the Chair of the Worship Team. The decision should be made by 8:30 a.m. The cancellation of the Sunday service will be

communicated to the congregation by changing the phone message, by sending a congregational email and by posting the information on St. Andrews' website and our *facebook* page. People will be instructed to stay home if they have any doubts about whether the service has been cancelled because of bad weather.

Motion 008/24

Derek Stott/ Lorie Fairburn moved St. Andrew's Council approve the Inclement Weather Policy as presented in Appendix III where the Minister (or designate) in collaboration with one of the named people will have the authority to cancel a worship service due to inclement weather. **Carried**

Living Our Mission – Derek Stott offered the following:

- Inclusivity - Donna Sinclair is stepping down as the Chair of the Inclusivity, but will remain as a member of the Committee. The next Rainbow Potluck will be held on January 20th. A more secure location is being sought for our Progressive Pride Flag to be flown.
- Outreach – Stuart Bailey represented St. Andrew's at a flash mob performance of *Carols of the Bells* in support of Ukrainians living in North Bay. The annual Eco-fair will not be held at St. Andrew's this spring.

Facility – Howard Wurster brought the following building-related items for consideration:

- Shovels and salt have been purchased to ensure that we are prepared for the winter weather.
- There was concern expressed about the cool temperatures in some of the spaces in the church – particularly the Minister's office and the parlour. There are portable heaters available some questioned if there were other solutions. It was suggested that some of the windows should have plastic installed as we have done in the past. Is there an issue with the way the new boilers are working?

Spiritual Life – Elizabeth Brownlee provided the following report.

- Worship – The Easter theme is the practice of remembrance. Since Easter falls on the 5th Sunday of the month there were questions about the possibility of a joint service. This will be brought to an upcoming United Community of Faith Network meeting. Perhaps a joint service could be arranged for another Sunday in March? St. Andrew's will hold an Ash Wednesday service at noon and a Maundy Thursday potluck dinner/worship. All are welcome to attend. Emmanuel will host the annual joint Good Friday service this year. Lorie Fairburn has agreed to join the Worship Team.
- Congregational Life – Our first Linger Lunch of the year will be held on January 28th, hosted by Frankie Syme and Liz Westbrook. We will use this opportunity to raise awareness about how to serve St. Andrew's as a volunteer or as a member of Council or one of our committees.
- Fundraising – Bill and Judith Ingwersen donated \$1,080 from the sale of calendars with Judith original artwork. Baking Spirits Bright raised \$803 from the sale of fancy Christmas cookies.
- Pastoral Care – Valetine cards will be delivered to those in long-term care and others who cannot attend church regularly. Caitlin Smithers has been visiting some members of the congregation with Donna Landry. There has been a good response and requests for visits will be happily accepted.

- M&P Committee **Appendix IV**
Donna Landry offered highlights from the M&P Committee written report found in Appendix IV.
- The resignation of Donna Sinclair from the M&P Committee has been accepted with regret.
 - A number of items were discussed at the December 8th meeting.
 - As of January 1st, Caitlin Smither's salary has increased by 6.3% as mandated by the United Church. Our Music Director received the same increase as approved by an email poll held on December 12th, 2023.

Motion 008/24

Donna Landry/ Lorie Fairburn moved that the M&P Committee report be accepted as presented.

Carried

- Minister's Report **Appendix V**
Caitlin Smithers offered highlights from her written report. (Appendix V)
- Caitlin continues to be inspired by hearing stories of connection from people in this Community of Faith during Sunday morning worship. An all-generation space has been set up in the chapel with activity material provided.
 - Regular staff meetings are now taking place on Thursday afternoons.
 - Caitlin presided (with Tracy Davis) at her first funeral. This was to honour our friend Lois Carey.
 - Catlin has heard comments that there seems to be a feeling of hope at St. Andrew's. This seems to have been reflected in the fact that there were 140 people in attendance at the Christmas Eve Service. We even ran out of communion elements!

Other Business

- Trustee Report Gath Goodhew offered some reflections on his time as a St. Andrew's Trustee. The past three years have been an exciting time for the trustees. There was the challenge of the basement flooding in 2021, which required close work with the insurance adjuster. The Trustees also oversaw the transition of our insurance to a new program offered through a partnership with the United Church and AIG insurance. It is very satisfying to see our premiums drop from \$28,000 last year to \$17,000 for 2024. Garth was grateful for help from Erik Mathieson, Chief Financial Officer for the United Church of Canada during the changeover.

- Nominations The Nominations Committee will hold their first meeting next Wednesday and they will start with a review of our new governance structure. Bill Ingwersen will coordinate the Committee's work and he will be joined by Kim Delarosbel, Bruce Downey, Donna Landry and Joan Wurster. An invitation will be issued to the congregation to consider getting involved on a committee or becoming part of the Council. Bill asked members of Council to think about whether they will continue in the same role or perhaps consider a different role. There should be some awareness of continuity when considering a new role.

- Annual Meeting Date After a brief discussion, it was decided that the AGM will be held after worship on Sunday April 7th, 2024.

Motion 009/24

Elizabeth Brownlee/ Derek Stott moved that the Annual General Meeting be held after worship on April 7th, 2024. **Carried**

- LLWL Training Lorie offered a brief update on her Licensed Lay Worship Leader (LLWL) training. There are 13 people taking part with 2 of them from North Bay. The first in-person session (which focused on the Old Testament) was held in Sudbury and will be followed by 2 *Zoom* sessions and one more in-person meeting. She has found the training very worth well and she thanked Council for their support.
- CPR Training Caitlin Smithers and Pat Kirton-Bailey will be taking part in a CPR training session with members from the other North Bay United Churches in February.
- Incident Report There was a recent incident involving Kevin (who St. Andrew's pays to shovel snow) and someone who was sleeping on the ramp at the front of the church. There was an altercation which involved the use of a knife and the police were eventually called – too late for them to take any action. Fortunately, there were no injuries. An incident report will be completed which includes an email trail documenting the events. This will be stored with the M&P Committee confidential files.
- Remit Vote The *Remit to Remove Structural Barriers to Developing and Sustaining an Autonomous Indigenous Church*, is a Category 3 remit that requires a vote by every Regional Council and each Community of Faith's governing body by March 31st, 2024. If a Regional Council or Community of Faith does not register a vote, it is considered a vote against the proposal. It was decided that we will discuss and vote on this remit at our February Council meeting. Karen Gooch will send out some links to information about the remit for Council members to review before the meeting.

Round Table

Kathie Smith offered a reading from the January/February issue of *Broadview* before she excused herself from the meeting early. An ode to *Church Halls* was written by Carol Green.

Adjournment

Caitlin Smithers offered a closing prayer. The meeting adjourned at 9:45 p.m.

Next Council Meeting

Wednesday March 20th, 2024 at 7:00 p.m.

Lois E. Carey Parlour

Chairperson, Doug McCausland

Secretary, Karen Gooch

Appendix I

St Andrews United Church Comparative Income Statement to December 31st, 2023			
	Actual 2022/01/01 to 2022/12/31	Actual 2023/01/01 to 2023/12/31	Budget 2023
REVENUE			
General Fund Revenue			
Offerings - General Fund	\$155,818.39	\$192,088.94	\$161,000.00
Offerings - Deficit	\$10,307.00		\$10,000.00
Offerings - Envelopes	\$88.00	\$90.00	\$100.00
Offerings - Broadview	\$457.00	\$345.00	\$450.00
Offerings - Church School		\$235.00	\$200.00
Offerings - Renovations	\$1,283.27	\$7,655.00	\$800.00
Offerings-Sponsor a Turkey			
Other Revenue			
Offerings - Misc	\$837.90		\$2,000.00
Manse Interest	\$1,518.06	\$2,029.33	\$2,000.00
Fund Raising Comm Revenue		\$2,750.45	
Rent for Use of Church	\$13,784.00	\$25,261.10	\$22,000.00
Turkeyfest			
Wedding/Funeral Honorarium			
Church Fees - Weddings			
Administration Income			
Christian Dev. Income			
Congregational Life Income		\$1,241.00	
Worship Income			
Renovations Income			
Misc. Income		\$301.50	
Can. Helps-Gen Fund	\$45.58		
Gov. Grants-Gen Fund	\$7,500	\$7,500	
Total General Fund Revenue	\$191,639.20	\$239,497.32	\$198,550.00
EXPENSE			
Personnel			
Salaries	\$62,720.23	\$55,787.94	\$65,758.92
Vehicle Allowance	\$1,200.00	\$2,103.40	\$2,400.00
Telephone Allowance	\$641.85	\$300.00	\$100.00
Book/Educ Allowance	\$553.14	\$2,587.68	\$514.50
Employers EI Exp	\$1,648.081	\$1,479.48	\$1,814.76
Employers CPP Exp	\$2,191.09	\$2,053.22	\$2,489.34
WSIB Expense	\$28.83	\$631.69	
Pension - United Church		\$1,555.96	
Benefits - United Church	\$350.00	\$1,724.40	
Janitorial Services			
Treasurer / Accountant			
Honoraria Expense			
Other Personnel Expenses	\$225.00	\$3,176.73	\$5,384.72
Total Personnel Expenses	\$69,558.22	\$71,400.50	\$78,511.32

Property			
Heating Fuel	\$8,141.12	\$21,676.03	\$ 16,000.00
Utilities	\$2,974.89	\$6,288.55	\$ 7,500.00
Mtce Contracts	\$5,638.70	\$4,655.85	\$ 6,000.00
Security Contract		\$454.62	
Repairs & Mtce	\$6,244.25	\$11,732.90	\$ 4,000.00
Janitorial Supplies	\$947.101	\$1,064.62	\$ 600.00
Insurance	\$21,685.96	\$27,674.67	\$ 25,500.00
Special property purchases	\$259.90	\$13,803.19	\$ 500.00
Union Cemetery	\$400.00		\$ 200.00
Total Property Expenses	\$46,291.92	\$87,350.43	\$ 60,300.00
Administration			
Office Supplies	\$2,573.84	\$4,183.43	\$4,000.00
Telephone/Internet	\$2,550.49	\$2,758.18	\$3,000.00
Postage/Courier	\$608.78	\$361.19	\$1,000.00
Office Equip Lease	\$2,580.00	\$2,580.00	\$3,000.00
Office Equipment Mtce	\$59.77		
Office Equip Purchase			\$800.00
Regional Dues	\$7,940.00	\$9,413.00	\$10,500.00
CSRC Supervisor Fee	\$180.00	\$360.00	
Total Administration Expenses	\$16,492.88	\$19,655.80	\$22,300.00
Worship			
Pulpit Supply	\$2,995.64	\$2,088.00	\$4,000.00
Worship Supplies	\$171.76	\$726.41	\$500.00
Total Worship Expenses	\$3,167.40	\$2,814.41	\$4,500.00
Christian Development			
Church School Expenses	\$23.47		\$1,000.00
Nursery Care			
Church School Assistant			
Adult C.D. Expenses			
Total Christian Dev. Expenses	\$23.47	\$0.00	\$1,000.00
Finance			
Professional Fees (Audit)			
Bank Service Charges	\$996.47	\$1,334.44	\$1,100.00
Interest/ Finance Expense	\$244.53	\$56.83	
Total Finance Expenses	\$1,241.00	\$1,391.27	\$1,100.00
Other General Fund			
Outreach Comm. Exp.		\$330.00	\$100.00
Pastoral Care Exp.	\$36.53		\$200.00
Congregational Life Exp.			\$200.00
Inclusivity Comm Exp	\$125.00	\$102.00	\$600.00
Broadview	\$1,225.00	\$1,175.00	\$1,300.00
Allocation for Capital Exp.	\$3,600.00	\$3,600.00	\$3,600.00
Contingency Expenses	-\$3,367.72	\$167.61	\$500.00
Covid loan exp	\$20,000.00	\$40,000.00	\$20,000.00
Total Other General Expenses	\$21,618.81	\$45,374.61	\$26,500.00

Misc. Expenses			
Mission & Service Exp.	\$42,432.51	\$10,785.00	
Capital Fund Expenses			
Choir Fund Exp	\$960.63		
Building Restoration Expenses	\$1,922.89		
Total Misc. Expenses	\$45,316.03	\$10,785.00	
TOTAL EXPENSE	\$203,709.73	\$238,772.02	\$194,211.32
NET INCOME	-\$12,070.53	\$725.30	\$4,338.68

Appendix II



**Loaves & Fishes Community Food Bank (LFCFB)
 Report to Council January 17, 2024**

November & December Statistics

Volunteer Hours - 626
 Food Bank & Connections – 379 Nov.
 247 Dec.

	# of guest	new guests	new students
Nov 2	69	15	10
Nov 9	109	28	22
Nov 16	88	11	3
Nov 23	97	14	6
Nov 30	38	10	5
	401	78	46

	# of guest	new guests	new students
Dec. 7	56	13	10
Dec. 14	99	11	7
Dec. 21	75	13	6
Dec. 28	75	11	5
	305	48	28

In-Kind Donations (Nov. & Dec.) – \$ 6,725

Food Rescue \$5,900
 Donations \$825

Overview of Activities

- Jeff & Tanis No Frills donated \$750
- Royal Canadian Legion \$500
- West Ferris Lions Club \$200
- Gifts to Feed Hungry People program raised \$775
- Canadore College \$5,000
- John Carl MacIsaac Foundation \$20,000
- Many thanks to Jean Jamieson for the fundraiser to purchase Orchard Gift Cards, she raised over \$1,000
- Guy's tires will be promoting Tubes for Food in February with radio coverage
- Northland Wrestling continues to support LFCFB and is offering with any grocery donation \$5.00 of their February ticket purchase
- Ohana Yoga Studio in Callander is sponsoring an event in January 2024 and a portion of the proceeds to come to LFCFB

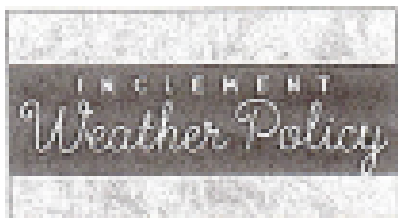
- Think Tank planned for Wednesday, January 31 with invited guests comprised of council members, LFCFB volunteer, LFCFB donors and LFCFB clients to discuss and brainstorm ideas on how we can ensure the sustainability of LFCFB and develop future strategic plans
- Jared a client from March of Dimes has been volunteering with LFCFB for 6 months has been hired by Community Living North Bay – Home Style Café. Jared will continue to volunteer on Thursday
- Invited 28 Volunteers to the Dec. 14, 2023 Christmas Volunteer Appreciation Lunch – thanks to a donor we were able to cater the lunch
- Provided every client during the two weeks of Christmas Food Bank with 2 extra food items and a mug filled with treats and a Christmas Card
- Offered clients an opportunity during the Christmas Food Bank to write a prayer and the response was overwhelming
- Connections Program continues to grow and clients are beginning to relax and enjoy the community of coming together. Many clients are astounded by the beauty of the Chapel space and even take a moment to go into the sanctuary to pray.
- Briefly chatted to Trinity United and Emmanuel United about coming together to talk about our Food Banks and how we might work with each other. I am also attending the UCFN Local United Church Work Group Meeting to discuss this opportunity further.
- LFCFB taken the lead in the CNOY walk invited all other North Bay United Churches to join us in support of the Gathering Place. Currently 7 walkers from 4 North Bay United Churches have raised \$950.
- Collaborating with Trinity United and the AIDS Committee of North Bay & Area (ACNBA) to help provide groceries to the homeless people's encampments. We are providing 8 food hampers.
- Application for a Summer Student have been submitted

Respectfully submitted by Lorie Fairburn, Food Bank Coordinator

Appendix III

St. Andrew's United Church, North Bay

SUNDAY WORSHIP — INCLEMENT WEATHER POLICY



Using safety of our congregation and staff as the criteria, worship may need to be cancelled at times due to extreme weather conditions, power outages, or other unforeseen issues with the church building.

WHO will make the decision?

The decision will be made by the Minister (or their designate) in collaboration with any one of the following people: the Music Director, the Chair of Church Council, or the Chair of the Worship Team.

WHEN will the decision be made?

A decision to cancel will be made no later than 8:30 a.m. for the Sunday morning service (which begins at 10:30 a.m.).

HOW will the decision be communicated?

Should a scenario occur necessitating the cancelation of worship, every attempt will be made to notify those who regularly attend worship through the following protocol:

- The closure will be announced on our answering machine (705) 472-7680.
- An e-mail will be sent to all members on our *Reaching Out* email list.
- It will be displayed on the Church website home page standrews-northbay.ca
- A notice will be placed on the St. Andrew's *facebook* page

January 17, 2024

Appendix IV

January 17, 2024

Report from the Ministry & Personnel Committee

To

St. Andrew's Official Board

Committee: Lu Masson, Dana Murphy & Donna Landry (Chair)

- The first order of business is the resignation of Donna Sinclair from the Ministry & Personnel Committee. Donna has an increase in family responsibilities; we have accepted her resignation with regret.
- The M&P Committee met on December 8, 2023 to discuss the following items.
- The Christmas gifts in a monetary manner were given to the staff along with a Christmas card, thanking them for all they do for St. Andrew's. The amount was communicated to me from council secretary, was Caitlin and Ralph \$100.00, Janet \$50.00, Lorie \$50.00 and Kelly and Amanda \$25.00 each. As per attached email.
- A member of the M&P Committee continues to meet monthly with Caitlin Smithers for an opportunity for her to voice any concerns. I took Caitlin for lunch the end of November and we thought we would skip December, but plans are for Lu Masson to meet with Caitlin in the next couple of weeks.
- In keeping with the guidance of the United Church of Canada, Caitlin Smithers qualified for a 6.3% increase as a candidate Level 1 for cost-of-living group 2 as of January 1, 2024. As you are aware a motion was sent out by Council secretary to give Ralph Johnston the same percentage of increase. That motion was carried and the raised have been submitted to Jan, the Office Administrator for input into the payroll system.
- We are prayerfully looking for an addition member to join our committee, if you are interested or have someone in mind, please talk to one of the M&P members.

Donna Landry, Chair

Appendix V

Minister's Report December 2023

As I write this report it is the second week of January and I am reflecting on the sacred stories we shared with one another last week, about ourselves and about God, and our faith. As we share about ourselves, about our faith, and about how we see God, we can grow in our relationships with one another and with God! This community has been through some hard times, and has some wounds that need a chance to heal, and this community has resilience and strength that I am already seeing evidence of too.

Have you seen the number of people who stay after church on Sunday mornings to chat and get to know one another? Or noticed some folks who checked us out this fall seem to be here to stay? Did you see how many people from this community showed up on Christmas Eve, or for Lessons and Carols? Have any of you heard about the think tank coming together to discuss how to make the foodbank more sustainable in continuing to serve our community, or the thoughtful way a growing number of volunteers show up each week, working together to help ensure people get whatever we can offer? What about you, has there been a time that has been meaningful to you?

Pastoral Care - Approximate hours this month — 35 — Emergent needs, home and hospital visits, funeral and reception, phone calls, coffees, and presence within the wider community at events, and more.

Pastoral Care — Is such an important part of our faith community, because caring for one another is at the foundation of building, rebuilding, or building onto this community. I'm hoping we can do this work together, because it takes a team to care for one another, to support one another, to show up and share vulnerably, and to be willing and open to learning what it means to do all of that together.

Worship - Approximate Hours this month — 42 — Sermon writing — 12, Worship planning — 20, Worship services — 10. I continue to work to find my rhythm.

Worship — It has been so meaningful worshipping with all of you, and leading you in a worship where we focus on the reconnection and healing that this community needs right now. I am grateful to work with each part of this worship team, and community, learning from and with them, and seeing the many gifts you each bring. Worship is something we do together as a community, where the more voices and people a part of the time we spend together on Sunday morning, the more meaningful the time can be for each of us. So, please consider taking part and even trying something new together!

Ash Wednesday, February 14th at 12pm — We will be offering glitter ashes, and ashes offered in the way St. Andrew's is accustomed to.

Maundy Thursday, March 28th All United Churches are invited to join us for a potluck and foot washing in the hall, as has been done here at St. Andrew's in the past.

Good Friday will be at Emmanuel this year, and discussions are happening about the sunrise service we often join Trinity for.

Foodbank - Approximate Hours this month — 6 hours this month. I went twice, and hope to continue to be a part of this ministry at least twice each month.

Foodbank — This foodbank is one of the greatest strengths of St. Andrew's, and that is evident in the connections built there, and the real care offered there, to each of our clients and each other. We could learn something about how to be a community from them, from Lorie. Lucky for us, she is a part of this church community too! So, I have been and plan to continue to be a part of the work of the foodbank as often as I can, and I look forward to more chances to collaborate with and learn from Lorie, because that has absolutely been one of my greatest joys since coming here.

Family Ministry or Sunday school — In December, we opened up a space in our Sanctuary/chapel for children, youth, or anyone who would like to take part in some crafts, coloring, or creativity during worship. This is one way we can make more space for young people in our community and worship services. As we continue to discuss what could make Sunday school programming possible, this is a way we could build some community with young people which might help to make that possible.

Engaging other churches - Approximate Hours this month — 8 hours this month meeting and building connections with colleagues and other communities of faith this month,

Engaging with other churches — worship is not the only area that we do together in community — there is so much more! I am working with the other church communities in our city to see how we can collaborate and share ministry together!

Admin & comm. — Approx. Hrs — 30 — Emails, phone calls, meeting with staff, etc.

Administration and Communication — I am so grateful to be a part of a team of staff here, with such capable colleagues who ensure this place runs so well on a daily basis. Every part of our staff is essential in building this community into the caring and affirming place we are working towards it being, from the cleaners who care for the building, to the office administrator who provides a compassionate, friendly, and capable presence here day in and day out. I recognize the importance of administration, teamwork and communication and am constantly learning and improving how I can help support this work in this community.

Committee & Community - Approximate hours this month -15- Inclusivity, M&P, Council, Affirming Events, Reconciliation events, and more.

Committee and Community work — I spent time meeting people within this community through attending meetings and learning what is on the go, and what people are passionate about — and I met a lot of passionate, caring, and dedicated people!

All my best, Caitlin Smithers

Minister at St. Andrew's United Church, North Bay, Ontario

An affirming ministry of the United Church of Canada