

**St Andrew's River Heights United Church**

**255 Oak Street**

**Council Meeting December 16, 2025, 7:30 p.m.**

**Present: Rob Siddall, Bill Craddock, Karen Lumley, Heather Ragot, Loralie Friesen, Glenn Neufeld**

**Guest: Lisa Richards representing M&P**

**1. Call to Order: Greetings/Vision Statement**

**To live as Christ would have us live, in love, with compassion and seeking justice, by sharing God's grace, learning from scripture, growing through the Spirit and being transformed by faith.**

**2. Devotion: Karen**

**3. Approval of November 18 minutes** Moved to be accepted by Glenn; seconded by Leigh

**4. Church Groups:**

· **Presentation – Foundation (Rob):** Mark Braun of CIBC Wood-Gundy presented the evaluation of the Foundation portfolio; as of Nov 21, 2025, the Foundation assets totalled \$1,165,000 and there was a 9.55% return with 43% fixed income; in 2025, the Foundation paid \$40,000 to the Church. In 2026 it is projected that either a) a minimum of \$45000, b) 3.5% of value of assets up to \$1 million dollars or c) 5% of value of assets over \$1 million will be paid to the Church.

· **Other Group Updates:** Loralie updated the group that both the adult games night and the after-church book clubs were well attended and successful; they look forward to more meetings in the new year.

· **January Presentation – Finance**

**5. Minister's Report (Karen):** See report but a very busy time of year preparing for the Advent season. It is encouraging that there is new energy, a growing Youth Group and many new members and families.

**6. Ministry & Personnel Group Update (Lisa):** A rotation of M&P members will continue to update Council each month. Most staff have met with M&P members for their performance reviews and mandated background checks are being completed. There are several consistent themes arising from the reviews and M&P will further explore recommendations to be brought to Council for approval or clarification. M&P will meet again in January; it is hoped that they can add at least one new member, hopefully with some HR experience and a clear statement of terms of service may help encourage people. Staff contracts will need to be reviewed; M&P will make a recommendation for Council's approval.

**7. UCC Co-operation Initiative (Rob, Karen):** It is noted that Rob, Karen and Linda Paul attended the most recent meeting as Rita had previously done.

**8. 2026-27 Council (Rob):** Glenn reported that the nominations committee continues to recruit for Council; it is noted that the position of Chair is critical to be a functional Council.

**9. Visioning (Loralie):** A valuable meeting with Westworth United Church has taken place and it has been suggested that we could streamline our visioning with a consultant who is coming to Winnipeg to assist Westworth. It is thought that a three step process could be started with 1) an immediate survey presented to the congregation looking for feedback on the values of the Church, 2) followed by meetings with leadership to recognize skills, values and needs of the Church to be completed before the AGM where finally, 3) a summary of ideas and priorities could be presented to the Congregation at the AGM.

**10. Treasurer's Report (Bill):** We are projected to end the year over budget on member givings thanks to large and unplanned donations. It is noted that open collection continues to be consistently higher than projected, rentals will increase as we enter the busy holiday concert season and committee expenses are lower than normal. The tiles being replaced in the Daycare for \$8000 will be a challenge to budget at the end of the year and building repairs continue to require more money than originally budgeted. Success is highlighted with several events this year including the Harvest Supper, The Aaron Hutton concert and the campaign for the stained-glass window. There has been a large decrease in PAR but there is an overall encouraging response to the pledge letters as they continue to be returned. Presbytery fees will be paid out as a lump sum in January.

#### **11. Other Business:**

- **December Report to Congregation:** Heather Kozak on December 21
- **Date of 2026 Annual General Meeting: March 1, 2026** will give time for a budget to be prepared and visioning exercises to be completed; moved by Loralie and seconded by Glenn.
- **Other – January post-service coffee** - Loralie

#### **12. Next Meeting:**

- **Tuesday, January 20, 2025 at 7:30**
- **Devotion: Glenn**
- **M&P presentation: Heather**
- **Report to Congregation: Bill**

#### **13. Adjournment**