

God is calling us to be an evolving community of faith inspired to embrace our future as we;

Deepen our commitment to each other Nurture our spiritual vitality and growth Live a life of loving influence in the world.

PRESENT: Rev. Joe Gaspar, Rev. Heather Power, Kathy Shortt, Jack Reynolds, Don Linkletter, Jim Bowman, Rob Vanderlinden, Kathy Hagedorn Hehl, Karen Schertzberg, Barb Leask-Wynne, Jennifer Allan

REGRETS: Maureen Crawford

OBSERVERS/GUESTS: Nancy Dykstra, Shelley Mutton, Rob Hehl

1. Opening Prayer and Lighting of Candle Rev. Joe Gaspar

Kathy Shortt welcomed our visitors. We will be using flowers as our talking symbol.

2. Reflection Karen Schertzberg

"A New Year, A New Start"

3. Agenda: Additions and/or Approval

Motion by Karen Schertzberg to accept the agenda. Seconded by Rob Vanderlinden. Carried.

4. Approval of Minutes of Dec. 17, 2019 Church Council Meeting

Motion by Jack Reynolds to accept the December 17, 2019 Council Minutes. Seconded by Barb Leask-Wynne. Carried.

5. Financial Report Jack Reynolds

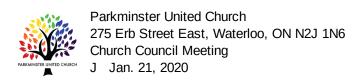
2019 Financial Statements/2020 Budget

Finance Report

Council was provided with 2019 financial statements to be included in the annual report for approval by the congregation. Jack Reynolds reported that:

- 2019 total income exceeded 2018 actuals by \$18,500, and exceeded our 2019 budget by \$26,000, due primarily to increased offerings and increased rentals
- 2019 expenses were on target with the budget, and \$20,600 higher than 2018 (reflecting Rev. Heather's return from her disability leave in 2019)
- expenses (excluding the endowment fund grants) exceeded revenue by \$3,900
- as a result of \$7,760 in grants from the endowment fund, the resulting surplus for the year is \$3,815

Council received the proposed 2020 budget, and accompanying rationale, requiring council and congregational approval. It is a balanced budget, with income plus the annual endowment fund transfer matching projected expenses. The budget reflects \$27,000 of additional PAR offerings resulting from the Inspired to Give initiative. If we're on target in 2020, we will end the year with an accumulated reserve of \$68,700.



Discussion:

Looking at a planned giving campaign in the Fall.

Clarification: under expenses, the Ministry line includes the committees.

Motion by Jack Reynolds that the 2019 financial statements be brought forward for approval by the congregation subject to any changes arising from Greg King's year end review. Seconded by Jennifer Allan Carried

Motion by Jack Reynolds that the proposed 2020 budget be brought forward for approval by the congregation, Seconded by Rob Vanderlinden. Carried

Inspired to Give Results

- -Jack reviewed the results
- -resulting Net increase is close to \$32, 000

6. Liaison Reports

Community Liaison Report Kathy Shortt

Inclusive- Next Inclusive pot luck is February 29, 2020. The topic will be 'Aging with Pride'

Resettlement- Don Linkletter

Met last night to discuss the imminent arrival of the new refugee family. Seham and her 7 children will be arriving in the next few months. In the process of researching apartments, but due to her lack of rental history, she will need a guarantor to provide for repairs. The guarantor should not be personally responsible and the resettlement committee is asking Council to pass a motion to indemnify the guarantor if necessary.

Discussion

- -must be an individual, not the church
- -the resettlement committee should reserve \$5000 of the monies raised for the family as a budget for repairs.
- -Do we need a council motion for this?
- -as we sought legal advice, we should proceed with a motion
- -In the case that the church might have to indemnify the personal guarantor, then the trustees need to approve this as we would be using the financial resources of the church

-We need to have discussions with the trustees and will proceed with the motion next meeting.

Property- No report

Food Forest Nancy Dykstra

Our church is partnering with a course at WLU in an interesting project this term. This is a decision that was made in consultation with Outreach, Inclusive, Property, the ministers and Kathy. It costs us nothing and I think it's an exciting and simple way to partner with a local Indigenous-led project.

Here is the context:

Dr. Andrew Judge has a PhD from Western and teaches at Conestoga College and at WLU. He's of Anishnabek-Irish descent and is highly motivated to learn and teach Indigenous traditional knowledge. At WLU he teaches a course entitled Traditional Ecological Knowledge. In this course students learn about a concept of planting edibles called food forests. As part of a term project they will go to various sites in the city to apply what they are learning in a real space. They will be using these spaces for planning purposes only not digging up the ground and planting the food forest! (There may be a possibility for that later on but that is a different story and not part of this project.) At the moment the students just need real sites to use in order to design a Food Forest.

Through Laura Hamilton and Faith and the Common Good, Dr Judge has reached out to various churches in the area and we are one of 8 at which students will be doing this work.

What does this mean for us?

It means that there will be a few students coming to Parkminster two or three times this school term to study various aspects of the property in order to design a food forest for the property. They will not be needing to meet inside the building. So if you see students on the grounds at some point with clipboards or tablets, just pop out if you like and say hi. I will do my best to give church staff a heads up if I can.

It also means that at the end of the term there will be a design for a Food Forest specifically for our property, which may have some interesting potential as a community space if we want to take it further. Faith and the Common Good (Divest Waterloo) has applied to the Region for funding to support the planting of these Food Forests. They will hear whether or not they will get the funding at the end of January.

Nancy Dykstra will be the contact for the church for this project and she is happy to work with anyone who would like to be involved. Thank you for your support.

<u>Development Liaison</u> Rob Vanderlinden

Stewardship (from Bruce Mutton)

-Stewardship is losing several members and will be needing new people to sign up.

Christian Education (from Rob Vanderlinden)

-The Parent's Night Out Family Party is being planned for Saturday March 7, 2020

- -The Loblaw's Grocery Card program ended in December. Discussions will be had with the youth on how to distribute the last of the money.
- -CE is investigating the possibility of using the Godly Play program in our Sunday School.

Worship (from Shelley Mutton)

Worship & Music Calendar

	January 2020	Preaching/Not es
5 th	2 nd Sunday after Christmas/Epiphany—Joe or Heather away.	Heather
12 th	Baptism of Jesus— 3 Baptisms scheduled	Joe
19 th Beginning of a series on change in the church and how to manage it faithfully	Community and Change—Wandering in the Wilderness Exodus 13 17-22——Interactive reflection.	Joe
26 th	Community and Change—Bread for the Journey Exodus 16 1-6 & 13-15	Joe

	February 2020	Preaching/ Notes
2 nd	Community and Change—Letting Go, Jeremiah 1 14-16 Mark 2 18-22—Black History Month begins (to be acknowledged in various parts of the service)	Joe
9 th	Community and Change—One More Step, Matthew 17 1-8—Black History Month—Interactive reflection.	Joe away, Heather preaching
14 th Fri	Valentine's Children's PartyTentative	
16 th	Black History Month Service	Joe
23 rd	Scouting Sunday	Joe
25 th Tues	Pancake Supper—Tentative, Looking for volunteers	

26 th Ash Wednesday	Shared Service? Parkminster likely hosting.	
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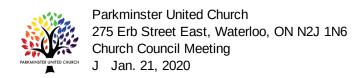
	March 2020	Preaching/ Notes
1 st	Lent 1—Listening for the Soul——Communion (grace style-in the pews)	
	Beginning of a series on the art and technique of deep listening as a spiritual practice. Based on the work of Parker Palmer	
6 th Fri	World Day of Prayer-Parkminster not hosting	
8 th	Lent 2—Listening for the Soul—Interactive Reflection	
	March Break 16 th -20 th	
15 th	Lent 3—Listening for the Soul	
19 th Thurs	Spring equinox-Labyrinth walk focusing on the spirituality and life lessons of the spring season.	
22 nd	Lent 4—Listening for the Soul	
29 th	Lent 5—Listening for the Soul	

• A discussion was had around the pros and cons of having our August services at Westminster again this year. Historical attendance numbers are being looked at as part of the decision making process.

<u>Connections Liaison Report</u> (Don Linkletter)

Membership and Pastoral Care (Sheril Stinson)

1. An updated **congregational directory** has been emailed out. Membership, working with Melanie Chisholm, normally does a quarterly update. Many changes occur each month (deletions, additions,



address changes, phone changes, etc.) – all recorded in monthly change memos. It is a lot of work during the year, but having an up-to-date directory aids communication.

- 2. On **Sunday, March 8**, after the worship service, there will be a luncheon in the Family Room for new people who have started coming to Parkminster in the past year. This provides folks with the opportunity to meet each other. Approximately 14 households will be invited to this gathering. Those interested are given a tour of the church. The Ministers, Neil Murray and the Chair of Church Council attend along with M&PC members who will host.
- 3. The Longest Night Service was well attended with approx. 40 attending. The reception following the service was appreciated by all.
- 4. The Chili Lunch will not be held this year.
- 5. The Committee is discussing the timing and format of the Strawberry Social which has been held several times in the past.

Nominating Committee (Mary Reynolds)

Have been meeting regularly since October. Fourteen Council and Committee positions have been filled. There were two remaining vacancies to be filled, a *year-end Financial Review person* and our *Region 8 Representative*. However, Nominating just learned yesterday that Stewardship may need two more people. There are about 150 volunteer positions on the list. We are a dynamic church and changes are happening all the time. Watch for the final report at the Annual Congregational Meeting (Feb. 23rd.)

<u>Communications Committee</u> (Melanie Chisholm)

Melanie Chishom will now update the calendar on the website and Kathy Shortt will continue to post the sermon texts and bulletins and look after content updates. Laura Mutton will continue to update our facebook content. Many thanks to Kathy and Laura for taking on these tasks.

Motion by Jennifer Allan to accept the Liaison reports. Seconded by Karen Schertzberg. Carried.

7. BUSINESS ARISING FROM THE MINUTES

a) Worship Committee (Nancy Dykstra and Shelley Mutton)

Worship and music Report to council

How is our committee fulfilling our mission statement:

-Worship touches the heart of who we are

God is calling us to be evolving community of faith inspired to embrace our future as we

- Deepen our commitment to each other,
- Nurture our spiritual vitality and growth, and



Parkminster United Church 275 Erb Street East, Waterloo, ON N2J 1N6 Church Council Meeting J Jan. 21, 2020

- Live a life of loving influence in the world.
- Celebrates the rich heritage of our Christian faith e.g. The background information and context provided in relation to the scripture readings, in bulletin and in sermons
- Takes seriously the spiritual search as believers, questioners and questioning believers in the welcome and invitation to communion
- Celebrates music as a key expression of the Spirit Significant part of our identity! choir, band, bells, choices of weekly cong music,
- Nurtures children and youth in their spiritual journey- intergenerational services; attitude of welcome of who they are and what they need e.g. movement through the service, use of family worship space
- Is welcoming, open, inclusive Welcome Statement, gender neutral/inclusive God language
- Respects our diversity as we seek unity in the Spirit: Black History month, considering a focus on Asian history;
- Has a wealth of gifts, talents and passions esp music and summer speakers
- Practises our spirituality by serving others and reaching out to the community beyond our doors One December Night; (Longest Night service); Music Sunday
- Demonstrates a strong sense of fellowship and commitment to caring for each other, and for our world: Environmental Stewardship theme in many sermons; Sharing joys and concerns;
- Embraces the sacredness of all life and the living earth. Welcome Statement

Hopes for the work our committee is doing: (This conversation started months ago and has helped to make changes already)

Brainstorming from our committee

- music at the front rather than in the choir loft
- name tags indicate what committees we belong to in order to facilitate questions and feedback to appropriate people
- variety of worship and interactive Sundays that include the congregation such as the Scouting Sunday structure
- ways to create a more flexible worship space e.g. removing (some/all) pews. Thanks for the pulpit removal last summer!
- more community engagement including through social media or connection with Sunday Morning activities
- more opportunities to hear about how members are giving of their time
- summer speakers series got good feedback and empowered speakers to think of themselves as influences
- connect long-time members with new families
- Introduce mentoring: When children turn 13, they are connected to an adult church member.
- post-service discussion

What would it look like if we accomplished everything we want to accomplish:

- pews would be lively and full on Sunday mornings
- more interaction between adults and youth & children,

Is there something holding back the work of our committee?

• fear of change, e.g. imagining a new worship space

How council can help:

- council can help in small ways: bringing some of our brainstorming ideas to fruition; e.g.; name tags identifying committee membership
- and bigger ways e.g. keeping us connected with the EDGE plans to see if there are ways thinking can align

Great idea to keep the questions on the agenda in order to come back to them.

We appreciate that the committee is forward thinking.

b) Outreach - Don Linkletter

At our last council meeting there was a discussion about our outreach program. 75% of undesignated funds go to M&S and the remainder goes to other agencies in the community. The Outreach committee discussed the recommendation that we increase the % to local charities. There was no appetite to change this formula within the committee. This could be brought up at a conversation cafe if there was interest.

8. NEW BUSINESS

a. Halo Project- Rev. Joe Gaspar

This project came via email. It's a partnership between a research organization and UC EDGE program. This project would help our congregation figure out the economic impact we are having in our community. They attempt to come up with a number. We could have this work done for \$1000.

Is this something we should engage in? Or should we just take this under advisement?

Would this information be a part of the Capital Projects? This is a different angle looking at our impact on the community.

What would we do with this information? How would we use this info?

4 reasons: demonstrate our meaning, communicate our value to a larger society, a solid place to strategize, informed response to people wanting to tax religious communities

Does timing matter? Could we do it at a later date? Rev. Joe will check.

Do we have a sense of when we will hear back from EDGE? A report has arrived today.

Can see the value, but perhaps it's not the time.

b. Celtic Crossing Concert- Kathy Shortt

-Celtic Crossing would like to organize a concert leading up to St. Paddy's Day at Parkminster. They are renting sound equipment and thought holding a concert at the church would give them an opportunity to set it up prior to our event on March 17th and try it out. They would be willing to make it a free will offering with the funds going towards the church's operating fund, or any other fund that Council felt could benefit. In exchange for the free will offering they are asking for an exemption with any rental fees.

- -They would hope to advertise our event in the weekly "What's Up" email and during Sunday morning services. They would also be inviting people outside of the church to also join them that evening.
- -Deb Miethig has spoken to Neil Murray, and he does not see a conflict with holding this event on Friday, March 13. Celtic Crossing would like access to the sanctuary from 5:00 p.m. to 9:00 p.m. As the Trustee secretary, Deb does have a key to the church and would be willing to ensure the church is locked up after our event.
- -Property has agreed to waive the rental fee in lieu of the free-will offering as Deb Miethig suggested.
- -They are asking for Council approval, and blessing to use the church for this event.

Motion by Don Linkletter that Council approve the Celtic Crossing concert on March 13, 2020 in the sanctuary from 5 p.m.-9 p.m. including a free will offering. Seconded Jennifer Allan. Carried.

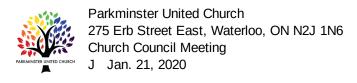
9. A.O.B

Earth Clause Update

- -see attached Earth Charter Commitment
- -discussions have been had with property and they are in agreement
- -future rental agreements

Motion by Barb Leask-Wynne that council approve the Earth Charter clause to be included in all future rental agreements Seconded Rob Vanderlinden. Carried

Reminder to committee Chairs to write all their meetings on the hall calendar



10. Closing Prayer

ADJOURNMENT

Meeting adjourned at 8:00 p.m. .

NEXT MEETING: February 18, 2020 at 6:30 p.m.

Kathy Shortt, Chair

Kathy Hagedorn Hehl, Secretary

Attachments:

- 1) Financial Reports (3)
 - -2019 Financials and 2020 Budget Rationale
 - -2019 Financial Statement for Annual Report
 - -2019 Balance Sheet for Annual Report
- 2) Earth Charter Commitment

2019 Financials and 2020 Budget Rationale

2019 Financial Statements

Income

1. 2019 total income exceeded 2018 actuals by \$18,500, and exceeded our 2019 budget by \$26,000, due primarily to increased offerings and increased rentals.

Expenses

- 1. 2019 expenses were on target with the budget, and \$20,600 higher than 2018 (reflecting Rev. Heather's return from her disability leave in 2018).
- 2. Expenses exceeded revenue (excluding the Endowment Fund grants) by \$3,900.

Surplus

1. Endowment fund grants totalled \$7,700, resulting in a surplus for the year of \$3,815.

2020 Budget Rationale

Revenue

- 1. Endowment transfer -- \$2,900, which is amount provided each year--\$2,400 from the Manse Fund and a \$500 donor-designated Card Ministry donation. Although we regularly receive additional amounts from the trustees, they ask that we not include anything more than \$2,900 (below the line) in the budget since additional amounts are predicated on unpredictable investment results.
- 2. Offerings --\$322,00, which reflects:
 - a. An increase in PAR givings of \$27,000 from Inspired to Give
 - b. An arbitrary reduction from 2019 of \$11,000 to take account of the possible loss of older members and exceptional one-time donations in 2019
- 3. Special Events -- \$4,800 for Food Trucks and One Dec Nite; no replacement for 2019 auction
- 4. Rental Income -- \$28,000 based on existing rentals
- 5. Other Income -- \$6,000 interest earnings and funeral revenue (which is then offset by Event Expenses).

Expenses

- 1. Salaries and Benefits \$288,000 (up from \$278,000 in 2019) takes account of:
 - a. reduced Office Admin hours (saving of \$6,000)
 - b. possible additional custodian floor cleaning hours (could be \$6,000)
 - c. a 1.9% salary increase, as per the UCC 2020 wage schedule
 - d. increased salary-related benefit costs resulting from the wage increases
 - e. a 9.5% increase in group insurance premiums (the church pays 100% of group insurance costs except for long term disability which is paid 100% by employees in order that the benefit is non-taxable...note that there will be a 15% increase in the LTD premium).
- 2. Facilities, Ministry Expenses, Office & Admin small inflationary increases and no roof repair as in 2019
- 3. UCC Assessment Fee same as 2019

Surplus

1. Projecting a balanced budget, and an accumulated reserve of \$68,700. If there is any shortfall in revenue, or excess of expenses, hopefully it can be offset to some extent by an additional year-end grant from the Endowment Fund.

Local Fund - Statement of Revenues & Expenses & Proposed Budget

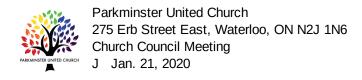
(in \$)

	For the	year ending Dec	31, 2019	2018	2020
	Actual	Budget	Better (Worse)	Actual	Budget
Income					
Offerings	305,943	290,000	15,943	287,239	322,000
Special Events	9,739	10,800	(1,061)	5,961	4,800
Rental Income	24,960	18,000	6,960	18,774	28,000
Other Revenue	6,390	6,900	(510)	15,112	6,000
Total	347,032	325,700	21,332	327,086	360,800
Event Expenses	3,943	5,000	1,057	11,918	5,000
Net Operating Revenue	343,089	320,700	22,389	315,168	355,800
Expenses					
Salaries and benefits	277,887	282,500	4,613	263,366	288,000
Ministry	14,036	13,900	(136)	13,743	15,100
Presbytery Assessment	12,625	12,625	0	11,477	12,600
Facilities	25,307	21,000	(4,307)	20,812	25,000
Office/Other	17,179	18,000	821	17,009	18,000
Total	347,034	348,025	991	326,407	358,700
Net Operating Surplus (Deficit)	(3,945)	(27,325)	23,380	(11,239)	(2,900)
Endowment Transfer	7,760	2,900	4,860	9,253	2,900
Surplus (Deficit)	3,815	(24,425)	28,240	(1,986)	0

Independent Review

Section 4.4 of the United Church Manual requires that an independent review of the balance sheet and income statement of the general operating fund of Parkminster be performed each year. As a retired CPA, CMA, I believe I qualify to perform the review. I am also a past Chair of Finance and Treasurer, so I have a good working knowledge of how the accounting is handled. I have performed the review on the 2019 statements and am pleased to notify you that all areas of required review have been completed with no concerns. Of particular note, all financial assets have been agreed to banking documents at December 31, 2019.

Gregg King



Capital Fund - Statement of Revenues and Expenses

For the years ending December 31, 2019 and 2018 (in \$)

Total

Monies disbursed by Ministers for Benevolent Purposes

Closing Balance, December 31

Tor the years chang becchiber 31, 2013 and 2010 (iii)		
	201	9 2018
Income		
Offerings (2018 incl. insurance proceeds & grants)	18,3	34 76,331
	<u>5</u> 10,6	
Expenses	5	81,721
	· ·	
Net surplus (deficit)	7,69	90 (5,390)
Capital Fund - Statement of Financial Position		
As at December 31, 2019 and 2018 (in \$) Assets		
Due from Local Fund	40 220	45.020
Reserves	48,239	45,939
Accumulated reserves - beginning of year	40 540	4F 020
Net surplus (deficit) for the year	40,549	45,939
Accumulated reserves - end of year	7,690	(5,390)
	48,239	40,549
Benevolent Fund – Statement of Revenue and Expense	es	
As at December 31, 2019 and 2018 (in \$)		
_	2019	2018
Opening Balance, January 1	6,992	11,742
Offerings and Men's Breakfast Donations	4,810	3,869
Total	11,802	15,611
Transfers to Benevolent Bank Account for use by Ministers	0	5,500
Expenses paid directly from the fund (taxis, Zehrs cards)	2,109	3,119
Closing Balance, December 31	9,693	6,992
Benevolent Bank Account		
As at December 31, 2019 and 2018 (in \$)		
Opening Balance, January 1	1,864	1,563
Transfers to the Account from the Benevolent Fund	0	5,500

1,864

1,140

724

7,063

5,199

1,864

Christian Education Fund – Statement of Revenue and Expenses

For the years ending December 31, 2019 and 2018 (in \$)

	2019	2018
Income		
Offerings & fund-raising revenue	348	619
Grocery card sales	16,300	42,840
Total	16,648	
		43,459
Expenses		
Grocery card purchases less change in inventory	15,572	42,419
Expenses	2,157	523
Total	17,729	
		42,942
Net Surplus (Deficit)	(1,081)	517

Christian Education Fund - Statement of Financial Position

As at December 31, 2019 and 2018 (in \$)

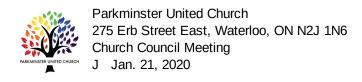
	2019	2018
Assets		
Due from Local Fund	6,036	752
Grocery cards on hand at December 31 - at cost		6,365
Total	6,036	7,117
Reserves		
Accumulated reserves - beginning of year	7,117	6,600
Net surplus (loss) for the year Accumulated reserves - end of the year	(1,081) 6,036	517 7,117

Refugee Funds - Statement of Revenues and Expenses

For the years ending December 31, 2019 and 2018 (in \$)

, , , , , , , , , , , , , , , , , , , ,	2019	2018
PARKMINSTER RE-SETTLEMENT FUND		
Balance in the Fund at the start of the year	23,977	27,057
Donations	0	1,111
	23,977	28,168
Expenses	23,997	4,191
Balance in the Fund	0	23,977
PARKMINSTER REFUGEE FUND		
Balance in the Fund at the start of the year		
,	31,245	
Donations	885	31,845
	32,130	
	,	31,845
Expenses	1,664	600
Balance in the Fund	30,466	31,245
SAH-MHD TALAL ARAB REFUGEE FUND		
Balance in the Fund at the start of the year	33,379	29,282
Donations	-	7,000
Interest Income	828	847
	·	37,129
Expenses	-	3,750
Balance in the Fund	34,207	33,379
SAH- DABAB REFUGEE FUND		
Balance in the Fund at the start of the year	35,616	
		35,000
Donations	-	-
Interest Income	870	616
	36,486	35,616
Expenses		
Balance in the Fund	36,486	35,616
SAH-MHD ALSHAAR REFUGEE FUND		
Balance in the Fund at the start of the year		-
	34,511	
Donations	-	35,000
Interest Income	850	406
	35,361	
		35,406
Expenses		895

Balance in the Fund	35,361	34,511
SAH-MD AL ADAWI REFUGEE FUND		
Balance in the Fund at the start of the year	35,616	
		35,000
Donations	-	-
Interest Income	868	616
	36,484	35,616
Expenses	120	
Balance in the Fund	36,364	35,616



Local Fund - Statement of Financial Position

As at December 31, 2019 and 2018 (in \$)

	<u>2019</u>	2018
Assets		
Cash and short-term investments	359,401	361,983
Total	359,401	361,983
	333,132	
Liabilities		
Accounts payable and accruals	3,139	(167)
Faith Bonds	-	12,000
Extension Council Ioan	-	14,930
Due to Parkminster Refugee Resettlement Fund	-	23,977
Due to SAH Group - Dabab	36,486	35,616
Due to SAJ Group – Mhd Talal Arab	34,207	33,379
Due to SAH Group – Mhd Adawi	36,364	35,616
Due to SAH Group – Mhd Alshaar	35,361	34,511
Due to Parkminster Refugee Fund	30,466	31,245
Due to Benevolent Fund	9,693	6,992
Due to Misc Refugee Support	1,225	-
Due to Capital Fund	48,239	40,549
Due to Outreach Fund	31,699	27,629
Due to Memorial Endowment Fund	-	165
Due to Christian Education Fund	6,036	752
Total	290,697	297,194
Reserves		
Accumulated reserves (deficit) - beginning of the year	64,889	66,875
Net surplus for the year	<u>3,815</u>	(1,986)
Accumulated reserves - end of the year	68,703	66,889
Total Liabilities and Reserves	<u>359,401</u>	<u>361,983</u>

Earth Charter Commitment

The Earth Charter Initiative is seeking to develop a world-wide base of support for the Earth Charter. The initiative is promoting the use, implementation, and endorsement of the Earth Charter by individuals and organizations in all sectors of society. Parkminster United Church has pledged to join the global partnership for a just, sustainable, and peaceful world and to work for the realization of the values and the principles of the Earth Charter: ecological integrity, social and economic justice, respect and care for the community of life, and democracy, nonviolence and peace. In the spirit of the Earth Charter, we invite you to share this facility honouring this commitment and keeping these principles in mind:

- 1. Parkminster has a commercial kitchen and therefore all the Region of Waterloo Health Department rules must be followed. All dishes, cutlery and glasses must be washed either in the dishwasher or by using the three-sink dishwashing method. If disposable dishes must be used, give priority to green-bin compostable products (e.g. paper plates vrs. polystyrene).
- 2. Parkminster is encouraging the reduction of single-use plastic products.
- a. Bring your own water bottles and fill from our bottle-refilling station. We have wonderfully clean water in Waterloo! Please do not serve or use bottled water.
- b. Avoid using plastic bags if possible. 3. Parkminster uses the Region of Waterloo 3-stream waste management system (i.e., blue box, green bin, garbage). Follow instructions posted in the kitchen.
- 4. Use water sparingly. Be sure that taps are turned off and that taps are not run needlessly.
- 5. On sunny days, consider using natural light for your gatherings. If the light is dim, consider using only as many lights as are needed. Turn off ALL lights when leaving a room.

We accept the invitation to share this facility, knowing and respecting Parkminster United Church's Earth Charter Commitment, and I commit myself and the organization I represent to respect this commitment.

Signature of acceptance