

St. Andrew's Council Meeting
Held by *Zoom*, North Bay, ON
Tuesday June 23rd 2020 at 6:30 p.m.

Welcome and Opening (6:35 p.m.)	Pat Kirton-Bailey welcomed everyone to our <i>Zoom</i> meeting. She then opened the meeting with a brief guided meditation.
Attendance	Stuart Bailey, John Balfe, Joyce Boston, Elizabeth Brownlee, Olive Cote, Kim Delarosbel, Marg Fleming, Karen Gooch (Secretary), Treanor Greer-Delarosbel, Pat Kirton-Bailey (Chair), Derek Stott, Beth Ward (Vice Chair) (12)
Guest	Rev. Rob Smith
Regrets	Tracy Davis (DLM), Peter Haddow
Agenda	<p>Motion 095/20 Treanor Greer-Delarosbel/ Elizabeth Brownlee moved that the agenda be accepted with the addition of a report from the Search Committee. Carried</p>
Minutes of Previous Meeting	Deferred
Correspondence	<p>The following correspondence was received:</p> <ul style="list-style-type: none"> • Karen Gooch read an email dated June 18th, 2020 from Betty Hurley offering her resignation as a member-at-large. • Karen Gooch read an email dated June 18th, 2020 from Julia Morton offering her resignation as Chair of the Finance Committee and as a Trustee. • Karen Gooch read an email dated June 23rd, 2020 from Bill Ingwersen offering his resignation as Past Chair of Council and as a Trustee. • A motion will be brought to the June 30th, 2020 Congregational meeting to accept the resignations of Julia and Bill as Trustees of St. Andrew's. • Elizabeth Brownlee offered to send thank you cards to the three former council members. Several people expressed their sadness about these resignations and the following motion was passed: <p>Motion 096/20 Treanor Greer-Delarosbel/ Olive Cote moved that St. Andrew's Council accept the resignations of Betty Hurley, Julia Morton and Bill Ingwersen from Council with regret and thanks for their years of service. Carried</p>
Business Arising	None
New Business	
Congregation Meeting	<p>A discussion was held about the format for the June 30th, 2020 online congregational meeting:</p> <ul style="list-style-type: none"> • Those who volunteered to work on the agenda for the congregational meeting will meet on Thursday. There is a lot of information for people to consider so it was suggested that we frame things under three broad categories:

- Information about the belfry – what work is needed, estimated costs, timelines
- Fiscal Reality – financial statement, viability as we move forward
- Future – what options do we have, selling the building, starting over
- A broad outline of the agenda will include:
 - Pat Kirton-Bailey will offer opening words
 - Tracy Davis will prepare a worship
 - Hold vote to accept trustee resignations
 - Rob Smith and Melody Duncanson-Hales will facilitate the belfry discussion which will include a time of small group discussions with 3 or 4 people to allow everyone an opportunity to speak.
- Notice of the meeting has been emailed and mailed out to the congregation with some background information and a phone number to call in order to participate. Derrek Stott has posted information and a *Zoom* link on the website.
- Rob Smith will speak with Sue Whitehead about managing the *Zoom* meeting. If she is unable to do this, Beth Ward has offered to do this.
- Is it possible to have Architect Ian Hill join us?

A general discussion was held and Council members were encouraged to share ideas and feelings about the meeting and our options going forward:

- Some were worried that the online meeting format may be difficult for people and that fear may take over. Boundaries will have to be set so that things don't get out of hand. This meeting is to provide information and then encourage people to go home and think about how they are feeling and what the future holds. We have some time before a decision has to be made.
- There may also be some emotion come out around staffing. There are rumours that people are wondering if we can afford to hire a second staff person at this time. There was a suggestion that it would be unfair expect Tracy to do all the work that we will need in the coming months. Several suggested it is important to have strong leadership during these challenging times.
- It will be important to remember what our mission is by asking the question 'How do we remain St. Andrew's?' The building is just a symbol of who we are. Although it is important, can we carry on our mission without it? Have we outgrown our building?
- If decision is made to sell the building we could rent space and then choose whether to remain independent or amalgamate. Amalgamation would mean we would lose our Affirming status since we would be creating a new entity.
- If we keep the building, we will need a capital campaign to fix belfry and other known problems with the building. The costs are still uncertain, but we will have to consider a cutoff point for what we are willing to spend and we will need a strong plan for raising money.
- This is very emotional and everyone will have strong feelings including fear and grief. As well, everyone has their own vision for the future. We must tell the congregation what we know and then encourage all to take the summer to consider what is being asked of us.

Search Committee Treanor Greer-Delarosbel offered the following from the Search Committee:

- Treanor asked a hypothetical question concerning the search for a Congregational Designated Minister (CDM). If someone from Council were to apply for the position would they be required to resign from Council? Generally, there is not a

conflict, since decisions about salary and job description will be publicly known. However we could ask such a person to leave the meeting for any discussion. If the person were ultimately hired they should then resign from Council.

- The Search Committee will be meeting in a few days to prepare to prepare a job posting for the CDM position and to formulate interview questions.
- The Council voted to approve the appointment of Tracy Davis with the following motion. Her appointment will receive approval from the CSRC at the upcoming meeting of the Pastoral Relations Commission.

Motion 097/20

Treanor Greer-Delarosbel/ Kim Delarosbel that the St. Andrew's Church Council approve the reappointment of Tracy Davis (DLM) for 3 years from July 1st, 2020 to June 30th, 2023 with the following terms:

Community of Faith ADP Company Code	TCHE
Eligible Service (in years)	17
Step/increment category	F
Is manse included	No
Minimum Full-Time Salary	\$57,408
Prorated Annual Salary	\$57,408
Additional Salary (in %)	15%
Total Salary	\$66,019.2
Phone/Communications	\$540.00
Continuing Education	\$1,442.00
Other (described below)	\$0
Other details	21 days of continuing education
Total Remuneration	\$69,051.20

Adequate administrative assistance defined as paid secretarial support for week day mornings.

Carried

Other Business

None

Adjournment

Rob Smith offered a closing prayer. The meeting adjourned at 8:03 p.m.

Congregational Meeting

Tuesday June 30th, 2020 at 6:30 p.m.

Zoom

Next Council Meeting

The council will continue to meet over the summer.

TBA

Next Executive Meeting

TBA

Chairperson, Pat Kirton-Bailey

Secretary, Karen Gooch