

**St. Andrew's Council Meeting**  
Held by *Zoom*, North Bay, ON  
Tuesday December 15<sup>th</sup>, 2020 at 6:30 p.m.

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<b>Welcome and Opening (6:35 p.m.)</b>	Pat Kirton-Bailey welcomed everyone to our <i>Zoom</i> meeting.
<b>Attendance</b>	Stuart Bailey, Elizabeth Brownlee, Cathy Coleman, Tracy Davis (DLM), Kim Delarosbel, Marg Fleming, Karen Gooch (Secretary), Samantha Gravel (Treasurer), Treanor Greer-Delarosbel, Peter Haddow, Pat Kirton-Bailey (Chair), Kimberly Robinson, Derek Stott, Beth Ward (Vice Chair) (14)
Regrets	Tracy Davis
Guests	Garth Goodhew, Rev. Rob Smith, Pastoral Relations Minister for Canadian Shield Regional Council
<b>Worship</b>	Pat Kirton-Bailey offered a brief opening reflection about the power of random acts of kindness and prayer. She reminded us that this is the season to be thankful for all that we have.
<b>Agenda</b>	<b>Motion 164/20</b> Stuart Bailey/ Elizabeth Brownlee moved that the agenda be accepted as circulated. <b>Carried</b>
<b>Minutes of Previous Meeting</b>	<b>Motion 165/20</b> Stuart Bailey/ Peter Haddow moved that the minutes from the November 3 <sup>rd</sup> , 2020 Council meeting be accepted as circulated. <b>Carried</b>
<b>Correspondence</b>	An email dated December 14 <sup>th</sup> , 2020 was received from Joyce Boston offering her resignation from Council effective immediately. <b>Motion 166/20</b> Elizabeth Brownlee/ Beth Ward moved that St. Andrew's Council accept the resignation of Joyce Boston with regret and thanks for her years of service. <b>Carried</b> Elizabeth Brownlee will send Joyce a thank you note.
<b>Business Arising</b>	Email Polls following the November 3 <sup>rd</sup> meeting, there were two outstanding issues that were dealt with by email polls: <ul style="list-style-type: none"> <li>• On November 24<sup>th</sup>, 2020 the following motion was passed: <b>Motion 167/20</b> Peter Haddow/ Derek Stott that the St. Andrew's Council approve the hiring of Kelly Miles and Andrea Church to share the custodian job for 13 hours per week at \$14.50 per hour as per the revised job description. The work final schedule will be determined in consultation with Tracy Davis. <b>Carried</b> Abstentions: Treanor Greer-Delarosbel Kim Delarosbel Beth Ward</li> </ul>

- On December 2<sup>nd</sup>, 2020 the following motion was passed:

**Motion 168/20**

Beth Ward/ Peter Haddow that St. Andrew's hire Stepping Stones Services to clear snow and ice from our entrances, steps, ramp and parking spaces based on their quote for a seasonal contract at a total cost of \$1,412.50. **Carried**

**New Business**

Change of  
Pastoral Relations

**Appendices I, II**

Tracy Davis informed the Executive and the M&P Committee at a joint meeting on December 8<sup>th</sup>, 2020 that she is requesting a change of pastoral relations. Pat Kirton-Bailey informed the congregation of her decision at the end of worship on December 13<sup>th</sup>. Rob Smith spoke briefly about the situation and then gave everyone in attendance a chance to talk about how they are feeling. Here are some of the comments:

- Most people were not shocked hear of Tracy's decision but were very sad. There was a feeling that we let our minister down by not supporting her and her work. There are some in the congregation that did not think of her as a 'real' minister and this is a disservice to her. For some it may have been an issue of over familiarity, since Tracy has been involved with St. Andrew's since childhood.
- There was frustration and pushback as Tracy tried to encourage better behavior and more accountability. We need to remember to use *Holy Manners* in all our interactions.
- There has been both chaos and tedium as the belfry project has been the only thing we are talking about. This has impeded progress in other areas.
- We need to take time to understand the reason for Tracy's leaving and learn from our past behaviours. Tracy has offered us wisdom about how we should be.
- We need to learn to be proactive and not reactive and we need to learn how to work together. We have missed opportunities because of these things.
- Many offered personal expressions of thanks for Tracy as she welcomed many new people to the congregation and was very supportive for some during difficult times. She was very good at recognizing people's gifts and faith traditions, including native spirituality and she was very inclusive.
- She has offered us leadership and energy and we did not pick up on her cues, but it is not too late. Tracy will be missed, but she is not the church.
- There was a lack of respect for her and her work. There was manipulation and things were often not dealt with in an open manner.
- The pandemic has been hard on everyone however this was not the cause of our problems. Our ongoing issues have made it very hard to get through this time when we should be pulling together. We lack cohesiveness and suffer because of a lack of planning.
- Although there is apprehensiveness and concern about the future, some still have dreams about how we can move on to better things. Others feel that things will not change. Several felt we should seriously consider having an interim minister, perhaps one with conflict resolution training.
- We have watched Tracy grow into an amazing woman and she should do well in her new position at Cassellholme and will hopefully be appreciated there.
- It is not over as God gives us second chances in life.

After everyone had a chance to speak Karen Gooch read aloud two letters from Tracy Davis. The first was her letter to the M&P Committee requesting a change of pastoral relations (Appendix I) and the second was a letter to the congregation following the announcement of her leaving. (Appendix II)

Next Steps A discussion was held about the next steps that the congregation will need to take as we move forward following Tracy's announcement:

- Tracy has outlined her immediate plans. She will preside at worship on January 10<sup>th</sup> and her last day at work will be January 15<sup>th</sup>, 2021. Normally, 90 days notice is required when a minister leaves and anything less would need approval of the Council and the Canadian Shield Regional Council (CSRC). However since Tracy is owed 417 hours of overtime, she will take a paid leave of absence until March 31<sup>st</sup>, 2021 to fulfill our obligation to her. This time will be used by Rob Smith to make arrangements that will allow Tracy to keep her status as a Designated Lay Minister as she moves into a new pastoral care position at Cassellholme.

**Motion 169/20**

Karen Gooch/ Kimberly Robinson that St. Andrew's Council accept Tracy Davis' request for a change of pastoral relations with her appointment ending on March 31<sup>st</sup>, 2021. Her last day of work will be January 15<sup>th</sup>, 2021 and she will be on a paid leave of absence until the end of the appointment. **Carried**

- We will need to request a Pastoral Liaison from the CSRC to guide us through the process. We will also need to set up a new committee to revamp our faith story and make a recommendation about our ministry personnel needs. This will be followed by the establishment of a new search committee. Rob Smith has someone who may be interested in serving as part-time interim minister for our Community of Faith (if we determine that is what we want). In order to begin the process, the following motions were passed:

**Motion 170/20**

Peter Haddow/ Stuart Bailey that St. Andrew's Council request that the Canadian Shield Regional Council appoint a Pastoral Liaison to guide us in our search for new ministry personnel. **Carried**

**Motion 171/20**

Peter Haddow/ Elizabeth Brownlee that St. Andrew's Council disband the current Visioning Committee. **Carried**

**Motion 172/20**

Kimberly Robinson/ Kim Delarosbel that St. Andrew's Council disband the current Search Committee after an exit interview with Tracy Davis has been completed. The makeup of the interview committee will be determined by Rob Smith and Tracy Davis with input from the Search Committee. **Carried**

Treanor Greer-Delarosbel abstained

- We will need to think about how to say goodbye to Tracy. It will be important to offer thanks and kind words to her in appreciation of her many years of service to our community. This can be done at any time before the end of March, but Tracy should be consulted about the timing. Rob Smith can arrange for a grief workshop if people feel the need.

**Security Cameras** Pat Kirton-Bailey has offered to donate a camera security system to the church. There would be several cameras and a recording device. It was suggested that a camera could be used in the church office to see who was at the McIntyre door. Other cameras could potentially be placed in the downstairs hall and outside on the Algonquin Street side of the building. While there is a concern about security, several members had concerns about privacy. Many who use our building may be uncomfortable with the presence of security cameras and some felt we need to develop a formal protocol before installing such a system. It decided that this should be brought to the next Council meeting for further discussion.

**Other Business** None

**Adjournment** The rest of the agenda items were deferred and the meeting adjourned at 8:45 p.m.

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**Next Executive Meeting** At the call of the Chair TBA

**Next Council Meeting** At the call of the Chair TBA

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Chairperson, Pat Kirton-Bailey

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Secretary, Karen Gooch

**Appendix I**

Ministry & Personnel Committee  
St. Andrew's United Church  
399 Cassells St. North Bay, ON P1B 4V9

December 8, 2020

Re: Request for Change in Pastoral Relationship

Dear Friends in Christ,

It is with sincere regret that I write to you today, advising that I wish a change in our pastoral relationship.

Within the polity of The United Church of Canada, up to 90 days notice can be required for such a change. As often discussed, I have documented approximately 400 hours of accumulated overtime. I am open to negotiating how some of that might be applied to shorten the period of notice.

I have discerned that God is calling me to a new ministry opportunity and, as a result, I ask that you work with me to bring about this change at the congregation's earliest convenience.

For the past several months I have been reflecting on a passage from John's gospel (10:10) that reminds us that Jesus *"came that we might have life and have it abundantly."*

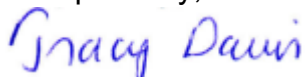
My decision to leave is grounded in the certainty that neither I nor this community of faith is experiencing the 'abundance of life' that Christ wishes for all of us.

For more than 17 years, it has been my deep honour and blessing to have been part of the staff team here at St. Andrew's. My ministry was nurtured by many of you and for that I will be eternally grateful.

We are in a period of great discouragement. Of course, it is connected to Covid-19 and the significant financial challenges that we are currently experiencing. Beyond that, however, the current state of negativity and apathy has taken a profound toll on how I see my ministry here. It is not, I believe, what God wants for me or St. Andrew's.

With God's help, I will prayerfully do my best to work with you and the Regional Council to ensure as smooth a transition as possible.

Respectfully,



Tracy Davis (DLM)

## Appendix II

Tuesday, December 15, 2020

Dear Friends in Christ,

Last Sunday, it was announced that I will be leaving St. Andrew's. I would like to take this opportunity to share a little more about that decision.

When I applied to be part of the ministry here, it came after discerning a clear "call" to the position that was being advertised. That discernment was grounded in the belief that God was calling me to that ministry, at that time.

The position of Staff Associate was offered and a service of welcome was facilitated by North Bay Presbytery. On July 1, 2003 we entered into a new pastoral relationship which included God, this congregation, and the wider United Church of Canada.

I did not see that move as entry into ministry ... it was merely a move from what I understood to be my ministry at the North Bay Crisis Centre, to a new and exciting congregational ministry, as part of the staff team here at St. Andrew's.

A life long member of The United Church of Canada, for the past 17 years my faith has been nurtured and deepened through the many opportunities to serve within this Affirming congregation.

During our time together, I successfully completed the required course of study approved by The United Church of Canada and was recognized as a Designated Lay Minister. When Jane retired in 2019, I felt equipped to serve as the solo minister.

I have, however, discerned a call to a new ministry opportunity and have requested a change in my pastoral relationship. Early in the New Year, I will begin serving in a newly-created position at Cassellholme.

This new management level position, as the "Spiritual Care and Wellness Coordinator", gives opportunity to bring all that I have learned as a minister in the United Church to support the residents, their families, and the Cassellholme staff team.

For several years I served as the part time pastoral care coordinator at Cassellholme. During the Covid-19 pandemic many of us have become painfully aware of how desperately vulnerable the residents and staff are in all long-term care facilities. Cassellholme is seeking, in part with this new position, to address some of the desperate needs. I am excited by the challenge of this new ministry!

Some of you perceived, with the news of my departure, that it was because of the Covid-19 pandemic, the building restoration needs, and the fact that I am "tired."

Nothing could be further from the truth.

The challenges have been considerable. I have experienced frustration and I have been hurt by words and actions that undermined my ministry. I have, at times, been angry. I am not tired.

The decision to accept a new call did not come easily. At the heart of my discernment has been a powerful sense of being nudged by God. Throughout this process, I have been encouraged by words from John's gospel (10:10), where Jesus says that "I have come so that they may have life and have it in abundance."

The Advent themes of hope, peace, joy, and love are, for me, requirements for us to have "life in abundance." I believe that that is exactly what God yearns for you and for me. It is the life that we anticipate in the birth of the Christ Child.

If there are things that I do well in ministry, I learned them from you. In ways where I may have fallen short, I will take the lessons and try to be better in that to which the Creator is now calling me.

For now, I will pray for all of you and for the Church Council as you go about the task of planning for the future. I appreciate that staff within the Canadian Regional Council will be helping you with that.

I want, at this time, to simply say that I love and will miss you!

Deep peace,

Tracy Davis, DLM