

St. Andrew's United Church 2021 Annual General Meeting

Held by *Zoom*, North Bay, ON
 Tuesday April 27th, 2020 at 6:30 p.m.

- Welcome (6:35 p.m.)** Lillian Roberts welcomed everyone and called the meeting to order.
- Attendance** There were 44 members and adherents from St. Andrew's attending this Congregational *Zoom* meeting.
- Chair/ Secretary** Lillian Roberts brought forth a motion to appoint a Chair and Secretary for this meeting:
Motion 048/21
 Elizabeth Brownlee/ Peter Haddow moved that Patricia Kirton-Bailey act as Chair and Karen Gooch as Secretary for this congregational meeting. **Carried**
- Tech Instructions** Susan Whitehead offered instructions about how to use the *Zoom* interface.
- Opening Worship/ In Memorium** Lillian Roberts began the opening worship by lighting the Christ Candle. What a year this has been! Although we have been surrounded by troubles, we are not demoralized and as evidenced by the fact that we are not giving up. As we move forward, it is important to remember that we should put our trust in God's plan for us. God's unfolding grace will be given to us during these changing times.
- Prayers were offered for those from our Community of Faith who passed into spirit in 2020: Ann Lewis, Dorothy Beattie Chuck Barrett, Marilyn Goodhew, William Morland, Donald Brouse, Shirley Atkin, Margaret Parsons, Mae Adshead, Gregory Brewer and Grace Hull
- Voting Privileges** **Motion 049/21**
 Natalie Wilson/ Cathy Coleman moved that in accordance with *The Manual 2021* (Section 5.2.3.) voting privileges be extended to all those who are adherents of St. Andrew's United Community of Faith and participating in this *Zoom* Annual General Meeting. **Carried**
- Voting Procedure** Pat Kirton-Bailey outlined the procedure for voting using the poll facility in *Zoom*. A full vote for some of the routine motions (e.g. approval of the agenda and minutes) was only held if an objection was raised when the motion was introduced. Beth Ward and Peter Haddow were the scrutineers for this meeting. A test motion was introduced to help attendees familiarize themselves with the procedure.
Test Motion
 Natalie Wilson/ Cathy Coleman that Rev. Lillian Roberts dye her hair purple and get a tattoo of the UCC logo on her hand. **Carried**
- Agenda** **Motion 050/21**
 Beth Ward/ Karen Gooch moved that the agenda (as printed on page 9 in the 2020 Annual Report) be approved as the agenda for this meeting. **Carried**

**Minutes of Previous
Congregational Meetings**

Motion 051/21

Karen Gooch/ Beth Ward moved that the minutes from the 2020 Annual General Meeting on March 8th, 2020 (as found on pages 12-18 of the 2020 Annual Report) be approved as printed. **Carried**

Motion 052/21

Karen Gooch/ Beth Ward moved that the minutes from the Congregational Zoom Meeting on June 30th, 2020 (as found on pages 19-24 of the 2020 Annual Report) be approved as printed. **Carried**

Motion 053/21

Karen Gooch/ Beth Ward moved that the minutes from the Congregational Zoom Meeting on July 30th, 2020 (as found on page 25-30 of the 2020 Annual Report) be approved as printed. **Carried**

Motion 054/21

Karen Gooch/ Beth Ward moved that the minutes from the Congregational Zoom Meeting on October 1st, 2020 (as found on page 31-33 of the 2020 Annual Report) be approved as printed. **Carried**

Motion 055/21

Karen Gooch/ Beth Ward moved that the minutes from the Congregational Zoom Meeting on November 26th, 2020 (as found on page 34-36 of the 2020 Annual Report) be approved as printed. **Carried**

New Business

Acceptance of
Committee Reports

Motion 056/21

Samantha Gravel/ Elizabeth Brownlee moved that the written reports of the committees with the exception of the Financial Reports (on pages 63-69 of the 2020 Annual Report) be accepted for information. **Carried**

2020 Financial
Report

Appendix I

Samantha Gravel reviewed the financial statements from December 31st, 2020. (Appendix I or pg. 63-66 of the 2020 Annual Report)

- The revenue for 2020 was \$186,161 with expenses of \$196,473 leaving a deficit of \$10,312. Adding the debt from previous years, the total debt at year-end was \$39,135.
- A bequest of \$135,678 was received in 2020 from the estate of Marylyn Mitchell and was added to the Planned Gifts Fund (PGF). At the end of the year, the Outreach-Worship-Education portion of the fund had \$32,456 and the Building-Capital portion had \$0. In order to pay the invoices for the demolition of the belfry tower, \$261,537 was taken from the PGF. Our hope is that a good percentage of this money can be recouped through fundraising for the Belfry Project.
- The Choir donated \$30,000 to the Belfry Project and has \$39,040 left for their own use.
- The Loaves & Fishes had a balance of \$58,762 at year end thanks to many generous donations including \$25,000 from the *MacIsaac Foundation*.
- Due to an oversight error, the full amount of our M&S did not get forwarded to the national church before the year-end so it will be added to our 2021 contributions.

Motion 057/21

Lucien Masson/ Cathy Coleman moved that the December 31st, 2020 financial statement (as found on pages 63-66 of the 2020 Annual Report) be accepted for information and that the Council be given the authority to approve the reviewed financial statements once the review has been completed. **Carried**

Budget **Appendix II**

Samantha Gravel presented the proposed budget for 2021. (Appendix II or pg. 67-69 of the 2020 Annual Report) She offered thanks to Pat Kirton-Bailey and Ellen Ramsey for their help in preparing the budget.

- The budget has estimated expenses of \$209,700 and it is hoped that \$207,000 can be raised through offerings and other revenue. This leaves a projected deficit of \$2,700.
- Many of the expensive have remained relatively static from last year, however there are some notable increases that are included in this budget. It is expected that our insurance rates will rise when we renew our policy in June 2021. The assessment from the Canadian Shield Regional Council has risen to \$10,000 for 2021. The payment of our congregational Broadview subscription for 2020 has been delayed and is added to the 2021 budget.
- Whenever possible, actual expenses for the first 3 months of 2021 were used in the budget calculations. For example, the personnel budget includes the actual amount paid to Tracy Davis.

Motion 058/21

Samantha Gravel/ Elizabeth Brownlee moved that the 2021 budget with a deficit of \$2,700.00 and expenditures of \$209,700.00 (as found on pages 67-69 of the 2020 Annual Report) be approved as presented. **Carried**

M&S Objective **Motion 058/21**

Stuart Bailey/ Derek Stott moved that our Mission & Service objective for 2021 be \$14,000.00, as recommended by Council. **Carried**

Slate of Officers The proposed Slate of Officers for St. Andrew's for 2020-2021 can be found on page 37 of the 2020 Annual Report, including Council members and Trustees. The following positions are currently vacant: Finance Committee Chair, Inclusivity Committee Chair, Memorial Committee Chair, Mission Committee Chair, Pastoral Care Committee Chair, Property Committee Chair and the Friendship Group Representative. The current Trustees have been appointed until 2025. Pat Kirton-Bailey asked for nominations from the floor and there were none. The following motions were presented:

Motion 060/21

Peter Haddow/ Cathy Coleman moved that the Slate of Officers for 2020-2021 (including members of Council and current Trustees for the St. Andrew's United Church, as published on page 37 of the 2020 Annual Report) be approved as presented. **Carried**

Motion 061/21

Elizabeth Brownlee/ Samantha Gravel moved that the members of the St. Andrew's Church Ministry & Personnel Committee for 2020-2021 are Natalie Wilson (Chair), and Lucien Masson. **Carried**

Motion 062/21

Beth Ward/ Cathy Coleman moved that the Canadian Shield Regional Council Representatives for St. Andrew's Church for 2020-2021 are Karen Gooch and Peter Haddow. **Carried**

Motion 063/21

John Wallace/ Elizabeth Brownlee moved that the Church Council have authority to fill Council vacancies during 2021-2022. **Carried**

A list of those who served as members of our committees and teams in 2020 can be found on pages 42-43 of the 2020 Annual Report. Thanks was offered for those who will not be carrying on with their roles in 2021.

Belfry Report Reid Milne provided a video presentation which outlined the progress on the Belfry Project to date. The initial estimates of the cost to remove 26 feet off the top of the belfry tower was \$750,000. Priestly Demolition provided us with a much-reduced quote and now the final bill will be closer to \$400,000. Things have gone well so far, but as is usual for large projects there were some unexpected expenses, including \$10,000 for asbestos removal. There is still brickwork and roofing work to do this year and there is a proposal for an illuminated spire that will be brought to the congregation, which can be done at any time in the future. A detailed written Belfry Project report can be found on pages 47-48 of the 2020 Annual Report along with a financial report for the project to date (for information). The *Salvages Kings* will feature an episode focusing on St. Andrew's that will air on the *History Channel* May 24th, 2021.

Transition Team **Appendix III**
The Transition Team includes Lillian, Beth Ward, Cathy Coleman and Karen Gooch and they have meet about every two weeks since February of 2021. The *Transitional Word of the Week* can be found in the Together Newssheet every Friday.

Beth Ward, Chair of the Transition Team offered the following:

- The Transition Team has established the following 5 goals for the whole Community of Faith to work on during this transition period. (See Appendix III for a description of how these goals will be fulfilled.)
 1. Build ways of nurturing and strengthening a healthy community
 2. Ensure there is process in place for the oversight of the congregational and its financial life
 3. Nurture an understanding and practice of Governance that is healthy and engages and supports leaders in serving the ministry of the congregation
 4. Articulate the core identity of the congregation and its purpose and mission as a faith community of faith
 5. Develop a communication strategy that engages the whole congregation in the vision and work of the community
- The Team has been trying to find ways to engage the congregation and we are offering a chance for people to ask questions and share their wisdom. The Team is

hosting a series of Zoom drop-ins on Fridays from 12:15 – 1:00 p.m. during the month of May. The theme of the drop-ins will be '*Where Do We Want To Go and How Do We Get There?*' and each week we will explore a different aspect of our Transition Goals. The Zoom link for each meeting will be in the online weekly newsheet the week before each meeting (or contact the church office).

Lillian Roberts spoke about what she has learned over the first two months of her time with us:

- Communication within our community could be better
- Online worship and contact doesn't work for everyone
- Wondering how people are coping
- More sharing is better
- There is a small dedicated group who are working very hard - most of whom are wearing many different hats
- We need to be careful that people don't get burned out
- We need to help people engage and share their gifts
- There are concerns about the belfry
- There are questions about how to move forward and questions about identity
- What gives people passion?
- People are asking about a new minister. We are not ready to take that step yet. Are we clear about what we need? There are still questions about what staffing configuration the congregation will be able to support.

Breakout Rooms **Appendix IV**

Those in attendance were split into small groups and were asked to answer the question: What is your greatest hope for the future of St. Andrew's? Note takers from each group will provide comments to the Council Secretary, which will be added to these minutes as Appendix IV.

Information Lillian Roberts offered the following announcements:

- We have hired Janet Ross as the new Office Administrator starting today. Janet is an active member of Phelps United Church and is part the Property Resource Team of the Canadian Shield Regional Council. Due to the current COVID19 lockdown, the church is closed for in-person visits. However, Janet will be in the office to answer the phone and begin to learn about her new job Tuesdays – Thursdays from 10:00 – 2:00 and Fridays from 10:00-1:00.
- We are putting together a memory book for Tracy Davis. If you have any stories, photos, or special reminiscences that you would like to share please send them to Kim by e-mail (kdelarosbel@hotmail.com) or by mail (399 Cassells Street, North Bay P1B 3Z4). Your personal messages conveying appreciation and best wishes are certainly welcome too. We are planning to say "Thank You" to Tracy sometime before summer so we are asking that you respond as soon as possible if you wish to participate. Thanks!

Courtesies Lillian Roberts thanked the following people for their contribution to our church life in the past year:

- The Christian Development/ Worship Team who have worked very hard learning a new set of skills in order to produce our online worship services. Special thanks

go to Derek Stott for video production, Kim Delarosbel for her graphics, Elizabeth Brownlee who organized our lay presenters and Ralph Johnston for coordinating the musical contributions.

- The small dedicated group of people who make up our church Council.
- The 10 unnamed volunteers who have kept Loaves & Fishes running all through the pandemic. They put in many hours on top of the Thursday mornings when the food bank operates.
- The Belfry Project has put in many hours of work. Reid Milne is in charge of the reconstruction, Bruce Downey and Doug McCausland are the fundraising campaign co-chairs and Bill Ingwersen heads the phone campaign.
- Susan Whitehead volunteered to oversee the technical aspects of our Zoom meeting, which involved a number of meetings to ensure the presenters and the congregation members were given the information they needed to participate.

Other Business

None

Adjournment

Pat Kirton Bailey added her thanks for all the work Lillian Roberts did in preparation for this meeting and to all those took the time to participate in the meeting. Lillian read *Crossing Over*, a poem about transition by Joyce Rupp. The meeting adjourned at 8:55 p.m.

Next Executive Meeting

Tuesday, May 11th, 2021 at 6:30 p.m.

Zoom

Next Council Meeting

Tuesday, May 18th, 2021 at 6:30 p.m.

Zoom

Chairperson, Pat Kirton-Bailey

Secretary, Karen Gooch

Appendix I

ST ANDREW'S UNITED CHURCH
INCOME STATEMENT – GENERAL FUND
FOR THE YEAR ENDING DECEMBER 31ST, 2020

	2019 ACTUAL	2020 BUDGET	2020 ACTUAL
INCOME			
Offerings	198,529	210,000	157,527
Offerings for Deficit	8,542		1,864
Fund Raising Committee	2,537		0
Interest-Manse	2,331		2,330
Other	35,034	40,000	24,439
TOTAL INCOME	246,973	250,000	186,161
EXPENSES			
Salaries	107,391	99,234	90,063
Benefits and Pensions	22,267	20,000	17,929
Telephone	540	540	540
Car	2,607	2,700	1,717
Library and Education Allowance	736	1,801	0
Treasurer/Accountant	0	0	1,900
Janitorial/ Honoria and Other	15,626	22,544	6,905
TOTAL PERSONNEL	149,167	146,819	119,054
Fuel	15,296	16,000	13,154
Utilities	5,919	7,500	5,044
Repairs	12,633	12,500	13,287
Insurance	12,644	12,000	12,936
Maintenance Contracts	4,062	4,200	3,246
Special Property Projects	0	3,000	0
Janitorial Supplies	2,176	0	1,799
Union Cemetery	200	200	0
TOTAL PROPERTY	52,930	55,400	49,466
Office, Postage	5,896	4,800	4,793
Regional Council Assessment	8,279	8,279	8,279
Office Equipment	2,682	2,800	2,965
Telephone/Internet	2,393	2,400	2,389
TOTAL ADMINISTRATION	19,250	18,279	18,426
Advertising	1,112	1,800	1,394
Worship Expenses	1,352	1,700	1,038
TOTAL WORSHIP	2,464	3,500	2,432
BROADVIEW	1,840	3,500	0
CHRISTIAN DEVELOPMENT	3,701	2,000	1,726
FINANCE	1,710	2,500	1,534
OUTREACH	0	200	0
PASTORAL CARE	177	200	0
CONGREGATIONAL LIFE	182	300	119
INCLUSIVITY	100	600	115
ALLOCATION FOR CAPITAL	3,600	3,600	3,600
CONTINGENCY FUNDS	554	500	0
TOTAL EXPENSES	235,675	237,398	196,473
SURPLUS (DEFICIT) FOR YEAR	11,298		(10,312)
SURPLUS (DEBT) - BEGINNING OF	(40,121)		(28,823)
GENERAL FUND - DECEMBER 31ST	(28,823)		(39,135)

CAPITAL FUND
 FOR THE YEAR ENDING DECEMBER 31ST, 2020

	<u>2019</u>	<u>2020</u>
Balance - Beginning of Year	2,600	6,273
Plus: Transferred from Operating Fund	3,600	3,600
Interest	73	29
Less: Disbursements		
Transferred to Building Restoration Fund	0	6,224
BALANCE - END OF YEAR	6,273	3,674

PLANNED GIFTS FUND
 FOR THE YEAR ENDING DECEMBER 31ST, 2020

	<u>2019</u>	<u>2020</u>
<u>PGF OUTREACH-WORSHIP-EDUCATION</u>		
Balance - Beginning of Year	61,590	108,441
Plus: Receipts	48,941	0
Interest	298	242
Less: Disbursements	2,388	76,227
BALANCE - END OF YEAR	108,441	32,456
<u>PGF BUILDING-CAPITAL</u>		
Balance - Beginning of Year	0	49,240
Plus: Receipts	48,941	135,678
Interest	299	392
Less: Disbursements	0	185,310
BALANCE - END OF YEAR	49,240	0
TOTAL PGF - END OF YEAR	157,681	32,456

BUILDING RESTORATION FUND
 FOR THE YEAR ENDING DECEMBER 31ST, 2020

	<u>2019</u>	<u>2020</u>
Balance - Beginning of Year	971	5,221
Plus: Transferred from other funds	0	0
Offerings	2,290	0
Other revenue	1,960	0
Less: Expenses	0	5,221
BALANCE - END OF YEAR	5,221	0

LOAVES & FISHES

FOR THE YEAR ENDING DECEMBER 31ST, 2020

	<u>2019</u>	<u>2020</u>
Balance - Beginning of Year	39,933	42,756
Plus: Receipts	27,414	34,734
Transferred from other funds	0	0
Less: Disbursements	24,591	18,728
BALANCE - END OF YEAR	42,756	58,762

CHOIR FUND

FOR THE YEAR ENDING DECEMBER 31ST, 2020

	<u>2019</u>	<u>2020</u>
Balance - Beginning of Year	35,973	68,799
Plus: Receipts	32,826	0
Interest		241
Less: Disbursements	0	30,000
BALANCE - END OF YEAR	68,799	39,040

MISSION & SERVICE FUND

FOR THE YEAR ENDING DECEMBER 31ST, 2020

	<u>2019</u>	<u>2020</u>
Balance - Beginning of Year	0	0
Plus: Receipts	18,117	14,160
Less: Forwarded to United Church M & S	18,117	6,497
BALANCE - END OF YEAR	0	7,663 *

*There was an oversight in remitting the last quarter of the Mission & Service Fund. It will be forwarded and the amount will be added to the congregation's 2021 contribution.

Prepared by Samantha Gravel

Appendix II

**ST. ANDREW'S UNITED CHURCH
 OUR PRAYER OF COMMITMENT FOR 2021
OPERATING BUDGET – GENERAL FUND**

	2019 Actual	2020 Budget	2020 Actual	2021 Budget
REVENUE				
Offerings	207,072	210,000	157,527	175,000
Other Income	39,901	40,000	28,634	32,000
TOTAL REVENUE	246,973	250,000	186,161	207,000
EXPENSES				
Salaries	107,391	99,234	90,063	80,000
Benefits and Pensions	22,267	20,000	17,929	10,000
Telephone	540	540	540	1,200
Car Allowance	2,607	2,700	1,717	2,000
Continuing Education	736	1,801	0	1,450
Cleaning Contract	15,626	22,544	5,042	10,200
Treasurer	0	0	1,900	4,200
Honoraria	0	0	1,863	2,500
TOTAL PERSONNEL	149,167	146,819	119,054	111,550
Fuel	15,296	16,000	13,154	16,000
Utilities	5,919	7,500	5,044	7,500
Repairs	12,633	12,500	13,287	13,500
Insurance	12,644	12,000	12,936	16,000
Maintenance Contracts	4,062	4,200	3,246	4,200
Supplies	2,176	3,000	1,799	3,000
Union Cemetery	200	200	0	200
TOTAL PROPERTY	52,930	55,400	49,466	60,400
Office, Postage	5,896	4,800	4,793	5,000
Regional Council Assessment	8,279	8,279	8,279	10,000
Office Equipment	2,682	2,800	2,965	3,100
Computer Upgrades	0	0	0	600
Telephone/Internet	2,393	2,400	2,389	2,400
TOTAL ADMINISTRATION	19,250	18,279	18,426	21,100
Advertising	1,112	1,800	1,394	200
Worship Expenses	1,352	1,700	1,038	1,700
TOTAL WORSHIP	2,464	3,500	2,432	1,900
TRANSITION TEAM	0	0	0	500
CHRISTIAN DEVELOPMENT	3,701	3,500	1,726	2,900
BROADVIEW	1,840	2,000	0	4,000
FINANCE	1,710	2,500	1,534	1,800
OUTREACH	0	200	0	200
PASTORAL CARE	177	200	0	200
CONGREGATIONAL LIFE	182	300	119	300
INCLUSIVITY	100	600	115	750
ALLOCATION FOR CAPITAL	3,600	3,600	3,600	3,600
CONTINGENCY FUNDS	554	500	0	500
TOTAL EXPENSES	235,675	237,398	186,161	209,700

Prepared by Samantha Gravel

Transition Goals

March 8th 2021

Why Goals?

While Transition Ministry in general names five development tasks that will help a congregation move toward a future healthy pastoral relationship, it is also recognized that each context for ministry, and each community of faith has unique attributes and challenges. Transition goals are an expression of specific tasks that demonstrate the congregation has engaged in intentional work and is able to reflect on the degree to which the goal has been accomplished. The five developmental tasks of transitional ministry are:

1. Coming to Terms with History It is important for congregations to know their history so that they can appreciate their heritage and at the same time be aware of the issues and concerns that need to be resolved in order to move freely into the future.

2. Discovering a New Identity Identity is the task of understanding "who we are now in our present context and what it is we understand God is calling us to be." It is the task of developing the vision to which a congregation is being called.

3. Allowing Needed Leadership Change In most congregations over a period of time the leadership begins to take on much of the style and values of the previous minister(s). When that minister(s) leaves, there is often a time when persons who have been in leadership rethink their commitment and determine whether or not they want to continue in leadership positions. Other persons often find the interim time an opportunity to take leadership roles. This is an opportune time to empower those who are out of power and to welcome leadership gifts from all parts of the congregation.

4. Renewing Denominational Ties

Congregations often are not aware of the support and resources they receive from their denomination. That relationship is normally more visible while the structures of the church beyond the congregation are engaged in working with the congregation in moving through the interim period and seeking to find the right rector to call. The transition time helps raise the awareness of a congregation to its denominational heritage, ministries and resources.

5. Committing to New Directions in Ministry When a congregation has developed a shared vision of its future and has sought to call a minister for to help lead it in moving into that future, there will probably be a new commitment both to that new leader and to that new future.

Draft of Transition Goals for St. Andrew's (Draft 2 March 2021)

Goal 1 – to build ways of nurturing and strengthening a healthy community

- To provide means through which the congregation can experience a culture of healthy community, where there is openness, honesty, trust and an ability to communicate clearly and well.

To attend to the **nurturing of community** even in a pandemic context by:

1. Creating online opportunities for people to connect
2. supporting pastoral care connection through phone, Zoom, cards
3. offering the opportunity for individuals to participate in a St. Andrew's Virtual Bubble through which people take responsibility for keeping in touch with one another.

In the near term this is about allowing spaces where people can breathe and feel connected. This will help to lower anxiety in the system.

Goal 2 – to put in place administrative processes that are transparent and accessible, including collection and assessment of financial viability

- To ensure there is **administrative process in place for the oversight of the congregation and its financial life.**
 1. Plan for Belfry debt retirement
 2. Assess financial patterns and sustainability
 3. Ensure administrative processes are known and documented
 4. Plan for longer term stewardship

Goal 3 – to nurture an understanding and practice of Governance that is healthy and engages and supports leaders in serving the ministry of the congregation

- To **review the present Governance**
 1. Ensuring there is documentation that sets forth the roles and responsibilities of committees, teams and the Council with particular attention to framework of autonomy in decision making for committees
 2. to embed opportunities for orientation for lay leaders, particularly those new to their role
 3. to support a culture where leadership is honoured as a spiritual gift and discipline and leaders work together that is respectful and collaborative
 4. to assess the appropriateness of the size of the Council, the number of committees, and demands for other positions of lay leadership
 5. Develop an understanding of policy in decision making

Goal 4 – to articulate the core identity of the congregation and its purpose and mission as a faith community of faith

- To enable the community of faith to articulate **its identity and mission** through:
 1. Technological gathering post Easter (Zoom) – 3 main questions: What is most important to you, that keeps you connected to the congregation? Please finish this sentence, The best of who we are as St. Andrew's Church is reflected when we...; What does St. Andrew's need to learn to do better or in a new way? Have some technology training available, build expectation.
 2. If we get to the point of being able to have small group gatherings post Easter, to plan for "coffee clutch" opportunities (6 – 10 people) to talk about their experience and dreams for St. Andrew's
 3. to utilize the Annual Meeting (whether by Zoom or in person / or hybrid) agenda to include conversation about transition.

Goal 5 – to develop a communication strategy that engages the whole congregation in the vision and work of the community

- To model **regular and clear communication** about the life of the congregation through:
 1. Use of weekly newsletter
 2. Mailing to those with no email
 3. Facebook posts about the congregation
 4. Council minutes online – linking this with newsletter
 5. Reporting in worship both online and in-person
 6. Instagram
 7. Directory?
- To have an overall strategy for which forms of communication are the best tools in which circumstances
- To collective information from congregants about their preference for communication mediums.

Appendix IV

Breakout Room discussion

Present: Kay H., Theresa J., Beth W., Natalie W.

Q: What's your greatest hope for the future of St. Andrew's?

I hope that it continues to be a welcoming place for everyone; and I hope to get married there; I also believe our inclusivity goes beyond the rainbow potlucks—extends to all—and we need to continue to do that

I believe adversity propels us forward; would like to see the church focus on its commitment to seeking justice in different ways:

- 1) downtown people are important—we have become the go-to church
- 2) respect in creation—would love for the church to be involved in loving creation/eco-justice/providing justice for creation

Affirming is what drew me to this church and it is where I met my partner (potlucks); social justice is important to me (I'm a social worker) and Loaves and Fishes is important for what it offers our community—like that we work with/support/accept people who struggle with their mental health

I have also been involved in M&S and believe we have a responsibility to creation to take care of the world

I am so happy we are affirming, but like it to be a broad umbrella—St. Andrew's has always been a mission-oriented congregation, helping neighbours, community and the world—we have lots of potential to explore that

I believe that greater buy in to our mission would solve some of our other problems (ie., finding something to collectively bring us together, like churches that sponsor an LGBT refugee). We need a more active mission for all of our congregation

Break Out Group Notes

Group: Peter Haddow, Mary Marrs, John Wallace, Lilian Roberts

- More outreach into the downtown community,
- Ability to really come together and define our shared mission
- Move beyond a feeling of decline, though we are not the only church feeling that way
- Communicate a place where people can find comfort and inner peace
- Building alliances with other service providers
- Hope that St. Andrew's can recover from this time and that people will come back to church
- Looking forward to the pandemic being over and people being able to come together and work together.
- Not have to worry about money, being able to know we are financially stable
- Willingness and openness to do things totally different
- To be freed from being attached the building, and willing to explore broader United Church partnerships –we could be a more effective presence if the churches came together
- Greater diversity of ages in the congregation, need to have a mix of ages and the energy of children
- Building that is less expensive to repair and maintain
- Renewed energy, it is shocking to see the number of vacancies on Council and in the committees
- Ways of seeing the administrative tasks of the church as more inviting and exciting
- Phrases that capture our hope for the future: new beginnings, inclusive and outreach, intentional and public

From Karen Brophey's Group

- need change, feel like years of formal worship in the "same way".
- Very excited about this great opportunity to "change things up"
- looking for a sense of newness and freshness
- highlighted as important a) inclusivity, b) community outreach, c) music ministry
- long term goals
- find ways to attract younger people to St. Andrew's
- rebuild a vibrant Sunday School
- try some new worship approaches ie. Services outside
- focus on thinking "outside the box"

From Sheila O'Brien's Group

These are my notes about where we want St. Andrew's to go. One person felt we needed to get back to our normal so that we can be a community again. A big priority for her is finding a minister.

I would like to see us get back to being involved in social action and that we need to be open to change whatever that may be. COVID has been hard on us and we need to get back our social time.

I felt that we needed to keep in mind going forward the things that us unique such as our emphasis on inclusivity and our outreach to the wider community.

The other thing we agreed on is that we need to grow our congregation and that may require us to think outside the box.

It is felt that one of our strengths is our music ministry and felt that for people looking for a church, the music can be a big draw.

From Derek Stott's Group (4 people)

"What is your Greatest Hope for St. Andrew's?":

- I hope that once we are all back, that the sense of community will still be there – that we are still a group.
- I hope that, in a post-COVID world, that St. Andrew's will have a congregation whose members will step up and volunteer for the various leadership positions that need to be filled.
- I hope that we will be able to re-connect through resumption of activities like "Coffee and Conversation".

I hope that St. Andrew's uses this COVID break to re-invent itself and move in a new direction.

Feedback from breakout group #3:

Building good relationships and going forward as a community. Keeping the best of the old and going forward to the new...

Get reconnected! Rebuilding the church but also rebuilding the church community! Maybe have Zoom coffee once a week... this could be a possible spin-off from the Friday Drop Ins!

Make St. Andrew's activities more visible outside the church. We are doing great stuff and North Bay needs to know about it! When folks know what wonderful work we are doing, they will want to be a part of it!

My hope is that once COVID is over we can get back together with renewed energy and a renewed sense of purpose.