

**St. Andrew's United Church Congregational Meeting**

Held by *Zoom*, North Bay, ON  
 Sunday January 16<sup>th</sup>, 2022 at 11:30 a.m.

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- Welcome (11:40 a.m.)** Pat Kirton-Bailey welcomed everyone and called the meeting to order. Lillian Roberts offered an opening prayer.
- Attendance** There were 41 members and adherents from St. Andrew's attending this Congregational *Zoom* meeting.
- Chair/ Secretary** A motion was brought forth to appoint Pat Kirton-Bailey as Chair and Karen Gooch as the Secretary for this meeting.  
**Motion 001/22**  
 Derek Stott/ Beth Ward moved that Patricia Kirton-Bailey, Chair of Council be appointed chair of this meeting, and Karen Gooch, Secretary of Council be appointed secretary of this meeting. **Carried**
- Voting Privileges** **Motion 002/22**  
 Elizabeth Brownlee/ Natalie moved that the full members of St. Andrew's United Church extend voting privileges for all matters of business to all adherents participating in this meeting in accordance with Manual Section B.3.7.2. **Carried**
- Agenda** The agenda was circulated online and by email before this meeting. The 3 items on the agenda were:  
 • Election of Living Faith Story-Profiles Committee  
 • Governance Review  
 • Re-imagining Space & Ministry Options  
 The meeting began with an update about the basement flooding which occurred as a result of a water pipe breaking in the early hours of January 9<sup>th</sup>.
- Flooding Update** Garth Goodhew, one of our Trustees, offered an update about the flooding.  
 • Our insurance broker from Kennedy acted very quickly and a restoration company was on site within hours of the discovery of water in the basement. Garth and the Property Committee Chair Reid Milne met with an insurance adjuster shortly after that. A preliminary estimate of \$500,000 to repair the damage was provided. The increase in our premium this year turns out to have been a good investment as the repairs should be fully covered. Our insurance deductible is \$5,000.  
 • The major areas of damage occurred in the boiler room and the gym. The lower hallway outside the gym, the church school room and the washrooms will all need to be repaired. The other end of the hallway and the Club Room remained undamaged by the water.  
 • The gym floor will need to be replaced and the old floor has already been removed. As yet, we have been unable to consult with the installers of our current two boiler system so it is unknown if the boilers can be repaired. If new boilers are needed, a more energy efficient system with up to five small boilers would likely be installed.  
 • The building is currently being heated by a number of small electric heaters to avoid further damage, but the temperature is well below normal. The timeline for the repairs is unknown, although it will not be before the end of January. The

restoration team have requested that people avoid entering the church as it considered a construction zone.

- Lillian Roberts and our Office Administrator, Janet Ross have been working from home this week and are monitoring for phone and email messages and checking the regular mail. They may be able to return to the church next week for a few hours a day if the building is warm enough. Our custodians are performing some work as conditions allow. The building is being monitored regularly by the restoration company.
- Loaves & Fishes has been able to operate by taking supplies through the Club Room (which was undamaged) to the narthex for distribution.

## New Business

- Profile Committee We will require 5-7 people from the congregation to form a Profile Committee that will begin the work of hiring a new minister. This committee will update our *Living Faith Story* and complete the required financial viability review before developing a recommendation regarding future staffing. Once a staffing model is approved by the congregation, a search committee will be setup.
- Stuart Bailey and Beth Ward have already agreed to be members of the committee. The floor was opened for further nominations, but there were no other people who came forward.
  - Those present at this meeting were invited to give serious consideration to taking on this role. Alternatively, perhaps think about approaching someone from the congregation not at this meeting who may be interested. Anyone who is interested, should reach out to the Nominations Committee. (The email addresses of the Nominations Committee members will be made available.)
  - It was agreed by consensus that the Council will continue the search for Profile Committee members and approve their appointment.
  - Lillian Roberts reminded people that this is important work and it is time limited. The development of our *Living Faith Story* involves updating the story that came out of the work of the Visioning Committee in 2019.

## Governance Review **Appendix I**

Goal 3 of the Transition Team is to nurture an understanding and practice of governance that is healthy and engages and supports leaders in serving the ministry of the congregation. As part of this work, the Transition Team would like people think about restructuring our Church Council.

- Many churches are moving to smaller councils where the work is more about strategic planning rather than operational work. In this type of model, committees operate more independently within their budget. Each committee would have a liaison on council and these liaisons would be responsible for working with several related committees. There would be no need for committee chairs to also attend Council meetings.
- A slide was presented outlining several possible models to consider. (Appendix I) Any change to our governance model would require congregational approval and it is hoped that proposal could be brought to the upcoming Annual Meeting in March. Any change may also require approval from the Canadian Shield Regional Council if our proposal falls outside several recommended models.

- One of the hoped-for outcomes of restructuring would be more involvement of congregation members in church governance. The Nominations Committee is considering using Council Co-chairs to lessen the work load. In the past year the Worship and Christian Development Committees joined together and this has resulted in more people working together.
- There were concerns expressed about the connection between the Council and committees if they are not directly represented. One solution could be that committees would be required to provide full written reports to Council on a regular basis.
- The members-at-large and the committee liaisons would have voting powers, but there was a concern expressed that on a smaller council, voting would be top-heavy with members of the Executive having too much power.
- Having a Council that is more tuned to strategic planning could be very important as we look at what the future of St. Andrew's and of the United Church in North Bay. Also, having a new Council structure may help us overcome some of the concerns about the negative atmosphere that has been part of the current Council for a long time now.
- Being on Council should not be considered an onerous task and members of the congregation should be encouraged to be involved and take some ownership of what happens at the church.

Re-imagining Space  
& Ministry

**Appendix II**

Beth Ward presented a slide (Appendix II) which outlined with several options about how we could use our building. These ideas are intended to get people considering possibilities as we think about moving forward.

- In the extreme, we could sell the building and find (or build) a new space to offer worship and our own outreach programs.
- We could stay with our current model and continue using the building as a church that rents out space. This would require a concerted effort to attract and manage more long-term or short-term renters.
- The chart in Appendix II, lays out several other possibilities. Some of these would likely require that we set up dual boards – one for the church and another to manage some kind of community-based project. This would involve an agreement to provide permanent space for non-church activity.
- Options for community use include a social justice space, a creative hub or community center in partnership with another organization. We could also approach another congregation to share the space and the expenses. They could be from the United Church or any other denomination. Finally, the space could be set up for some kind of market use (i.e. a daycare or indoor farmer's market).
- Many people are feeling weary these days, but if there are people with passion and interest willing to spearhead the implementation of some of these ideas this could be a way of revitalizing our congregation.
- Pros include accessible building, location, several space options and free within walking distance. Cons include age of the building and lack of on-site parking.
- This is not only our struggle. Figures suggest that there is one United church closing every week. The CBC program *Tapestry* explored this issue in a recent episode (air date December 12, 2021) and it can be found on the CBC webpage [How religious practice continues to transform through the pandemic | CBC Radio](#)

- There was some positive feedback. It was felt that arts and social justice are important issues we can expand on. This could be way to invite the larger community to share in our concerns. Perhaps we could be in partnership with another not-for-profit organization to open a community center with programming for lower income people. Beth invited everyone to think about possibilities and how they might become involved. Contact someone from the Transition Team if you have an interest in this.  
Transition Team members: Lillian Roberts, Beth Ward, Karen Gooch and Cathy Coleman

**Other Business**

None

**Adjournment**

Lillian Roberts offered a closing prayer and the meeting adjourned at 12:45 p.m.

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**Next Executive Meeting**

Tuesday, February 8<sup>th</sup>, 2022 at 6:30 p.m.

*Zoom*

**Next Council Meetings**

Tuesday, January 18<sup>th</sup>, 2022 at 6:30 p.m.

*Zoom*

Tuesday, February 15<sup>th</sup>, 2022 at 6:30 p.m.

*Zoom*

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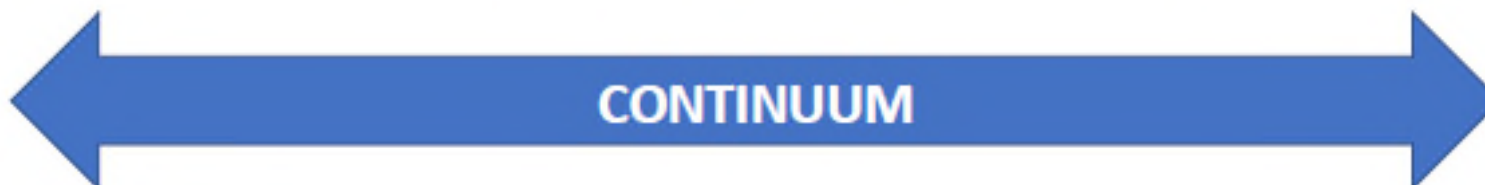
Chairperson, Pat Kirton-Bailey

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Secretary, Karen Gooch

Appendix I

| CURRENT STRUCTURE   | SOMEWHERE INBETWEEN   | SMALLER STRUCTURE   |
|---|---|---|
| <p>Council</p> <ul style="list-style-type: none"> <li>• Executive                             <ul style="list-style-type: none"> <li>○ Chair</li> <li>○ Vice chair (empty)</li> <li>○ Treasurer (empty)</li> <li>○ Past chair</li> <li>○ Secretary</li> <li>○ Minister</li> </ul> </li> <li>• 15 committees chairs                             <ul style="list-style-type: none"> <li>Accessibility</li> <li>Administration/ Building Use</li> <li>Christian Development Vacant</li> <li>Worship</li> <li>Congregational Life/ Fun(d)raising</li> <li>Finance Vacant</li> <li>Inclusivity Vacant</li> <li>Memorial Vacant</li> <li>Ministry &amp; Personnel</li> <li>Mission &amp; Service Vacant</li> <li>Outreach</li> <li>Pastoral Care</li> <li>Property</li> <li>Stewardship Rotating</li> <li>Planned Gifts Rotating</li> </ul> </li> </ul> | <p>Council</p> <ul style="list-style-type: none"> <li>• Executive                             <ul style="list-style-type: none"> <li>○ Chair / co-chairs</li> <li>○ Vice-chair</li> <li>○ Treasurer</li> <li>○ Past chair</li> <li>○ Secretary</li> <li>○ Minister</li> </ul> </li> <li>• 4-6 team chairs</li> <li>• Trustee</li> <li>• 2 members at large</li> <li>• 2 members Regional Council</li> </ul> | <p>Council (Strategic planning)</p> <ul style="list-style-type: none"> <li>• Executive                             <ul style="list-style-type: none"> <li>○ Chair / co-chairs</li> <li>○ Treasurer</li> <li>○ Vice-chair</li> <li>○ Past chair</li> <li>○ Secretary</li> <li>○ Minister</li> </ul> </li> <li>• 3 team chairs (Admin / Building / Services &amp; Programs)</li> <li>• M&amp;P chair</li> </ul> <p><i>Administration</i> would include the following existing committees (Administration; Fun(d)raising; Finance; Memorial; M&amp;P; Planned Gifts).</p> <p><i>Building</i> would include the following existing committees (Accessibility; Building Use Property).</p> <p><i>Services &amp; Programs</i> would include the following existing committees (Christian Development; Worship; Inclusivity; Congregational Life; M&amp;S; Outreach; Pastoral Care; Stewardship)</p> |



Appendix II

**Possible Options – RE-IMAGING SPACE**

<https://www.cbc.ca/radio/tapestry/how-religious-practice-continues-to-transform-through-the-pandemic-1.6281077/why-canada-s-27-000-faith-buildings-are-crucial-for-communities-1.6281233>

|  |   |
|--|---|
| <p><b>Social Justice Space</b></p> <ul style="list-style-type: none"> <li>• Space for community partners to launch / run programs</li> <li>• Partner OutLoud / ACNBA / DNSSAB</li> <li>• Food security hubs (food bank - cooking classes / vertical grow-op for community)</li> <li>• Housing / Shelter             <ul style="list-style-type: none"> <li>• Create designated spaces in the church for church programs versus shelter space</li> </ul> </li> </ul>  | <p><b>Shared Faith Space</b></p> <ul style="list-style-type: none"> <li>• Approach other congregations to share space / costs with another congregation / faith</li> </ul>  |
| <p><b>Creative Community Hub / Community Centre</b></p> <ul style="list-style-type: none"> <li>• Arts Community Collective</li> <li>• Classes (crafts, general interest, recreation, exercise, children &amp; youth, seniors)</li> <li>• Groups (music, art, meditation, AA / NA, Men's / Women's)</li> <li>• Membership fees / rental fees / municipal funding / grants</li> </ul> <p><a href="https://kingsbridgecentre.ca/about-us/">https://kingsbridgecentre.ca/about-us/</a></p> <p>Trinity St. Pauls' – Toronto</p> | <p><b>Market Space / Sell</b></p> <ul style="list-style-type: none"> <li>• Farmer's market in doors (Oct – May)</li> <li>• Daycare</li> <li>• Film industry rental</li> <li>• Other</li> </ul> <p><a href="https://skaterham.com/">https://skaterham.com/</a></p> <p>Re-attempt sale of building and join with another congregation</p> |

**NOTES:**

Some of these options may mean a different composition of Council / Board

Some may require a MOU

Some will require rental agreements / liability assessments

PROS: Accessible / location / space options / free parking - short walking distance / provide programming for low income families

CONS: Aging building / limited immediate parking