

St. Andrew's Council Meeting
190 Parsons Avenue, North Bay ON
Wednesday December 14th, 2022 at 6:00 p.m.

Welcome and Opening (6:50 p.m.)	We gathered at the home of Donna Landry and Lorie Fairburn and began the evening with food and fellowship. After everyone was seated, Doug McCausland welcomed Council members and opened the meeting.
Attendance	Elizabeth Brownlee, Kim Delarosbel, Lorie Fairburn, Marg Fleming, Karen Gooch (Secretary), Garth Goodhew, Bill Ingwersen, Pat Kirton-Bailey, Donna Landry, Doug McCausland (Chair), Kathie Smith (Pastoral Charge Supervisor), Derek Stott, Howard Wurster (13)
Regrets	Kimberly Robinson -Nelles
Agenda	A formal agenda was not prepared ahead of this meeting so Doug McCausland invited those who had emergent business to bring it forward for consideration.
Minutes of Previous Meeting	Deferred
Correspondence	<p>Appendix I</p> <p>A letter was received from Kim Delarosbel informing Council members that a donation to Loaves & Fishes was made in their name.</p>
New Business	<p>Outreach The Outreach Committee has recommended that St. Andrew's provide space for a potluck dinner for a group of Ukrainians who are new to North Bay and their supporters. Derek Stott presented the following motion to offer Council endorsement of the event.</p> <p>Motion 094/22</p> <p>Derek Stott/ Lorie Fairburn moved that:</p> <p>WHEREAS Lori Burns, co-founder of the North Bay <i>Vests for Ukraine</i> project, is holding a potluck-style dinner gathering (hereinafter referred to as the <i>Ukrainian Potluck Supper</i>) for Ukrainians resettling in North Bay and their supporters on December 30, 2022, and</p> <p>WHEREAS Lori Burns has approached St. Andrew's United Church as a possible venue for the <i>Ukrainian Potluck Supper</i>, and</p> <p>WHEREAS one of the stated objectives of the St. Andrew's <i>Outreach-Mission and Service Committee</i> is "to build coalitions with community groups addressing social needs and justice issues in the community" and</p> <p>WHEREAS Stuart Bailey, a member of the St. Andrew's congregation and Chair of the <i>Outreach-Mission and Service Committee</i>, has agreed to be present at the <i>Ukrainian Potluck Supper</i> and to act as agent for St. Andrew's United Church,</p> <p>BE IT RESOLVED THAT the <i>Ukrainian Potluck Supper</i> be deemed a <i>bona fide</i> event under the umbrella of the <i>Outreach-Mission and Service Committee</i> of St. Andrew's United Church for the express purpose of extending existing church insurance coverage to the <i>Ukrainian Potluck Supper</i>.</p> <p style="text-align: right;">Carried</p>

M&P Committee **Appendix II**

Donna Landry offered the following from the M&P Committee report (Appendix II)

- In keeping with the tradition at St. Andrew's, the M&P Committee recommended a monetary Christmas gift for our staff. The following motion was presented and approved. Donna offered thanks to all our staff members.

Motion 095/22

Donna Landry/ Elizabeth Brownlee moved that St. Andrew's offer a monetary Christmas gift to our staff in the following amounts:

Ralph Johnston	\$100
Janet Ross	\$50
Lorie Fairburn	\$25
Kelly Jackson	\$25
Andrea Church	\$25

Carried

Lorie Fairburn abstained from this vote.

- Donna acknowledged that our Music Director Ralph Johnston has been instrumental in putting together our Sunday worship during the time that we have been without Ministry Personnel. After consulting Rob Smith from the Regional Council, the M&P Committee recommended that Ralph be given a 3.4% raise for 2023 and that his travel allowance be raised by the same amount. This is the recommended wage raise increase from the United Church of Canada. Rather than waiting for the budget approval at the AGM, the Committee is recommending the increase be implemented on January 1st, 2023.

Motion 096/22

Donna Landry/ Derek Stott moved that St. Andrew's raise the salary and the travel allowance for the Music Director Ralph Johnston by 3.4% for 2023.

Carried

Motion 097/22

Donna Landry/ Garth Goodhew moved that the raise for the Music Director Ralph Johnston take effect and be implemented on January 1st, 2023 and that this be presented for information at the AGM.

Carried

Signing Officers Our advisor at the bank has strongly suggested that we consider having the same signing officers for all of our accounts. The Memorial Committee account has their own signing officers (and this has been the case for many years). Current business practice dictates that we should only have Council members as signing officers in order to help ensure that we are fully accountable to the congregation in all of our financial dealings. Currently, none of the Memorial signers are members of Council. The following motion was put forward that would ensure Council will only allow access to this money on the recommendation of the Memorial Committee. Council members had mixed feelings about making this change and ultimately the motion did not pass. (3 Yes, 6 No, 2 abstentions) Because of the split in the vote, it was decided that we should have further discussion after consultation with the Memorial Committee Treasurer, Joan Wurster.

Motion 098/22

Lorie Fairburn/ Marg Fleming moved that signing officers for the Memorial Committee account should be the same as for all other bank accounts and that the Council will only act on the recommendation of the Memorial Committee when spending any of the money from this account.

Not Carried

- Loaves and Fishes Lorie Fairburn offered the following update regarding Loaves & Fishes.
- Loaves & Fishes has received a donation from Assante Wealth Management, the firm that handles our investments.
 - The food bank will open on the Thursday between Christmas and New Years. Lorie invited members of Council to consider volunteering that day to show support for our volunteers and to allow them to take time off if they wish.
 - Ours may be the only food bank in North Bay that does not require clients to provide personnel information to access food. Lorie and the volunteers feel this is very important to not discourage anyone who is in need to come.
 - There have been some safety concerns with one of our clients but so far, the volunteers have been able to manage to situation. Generally, most clients are very appreciative.
 - The increase in food prices has been noticeable, but we are still able to keep up with demand by shopping the sales and making use of the food rescue program. The food bank operates on a point system. Clients normally get to choose items worth 8 points plus items from the food rescue. They will be able to use 5 extra points over Christmas.
 - Lorie asked Council members to consider hiring a summer student to help with Loaves & Fishes. She will be investigating some funding programs to help pay for this.

Other Business

- Insurance Update Garth Goodhew offered a brief update regarding our property insurance. He has had trouble obtaining information, but has learned that we can expect an estimated 20% increase at renewal time next year.

- Search Committee Concern was expressed for the Worship Team and the Search Committee members during this very stressful time while we continue our search for Ministry Personnel. We recognize that we are not unique and that all of the North Bay United Churches are struggling to some degree. Emmanuel was approached about the possibility of some kind of shared ministry agreement, but they are not interested in pursuing this at this time. We must make an effort at the regular January Council meeting to consider the Search Committee request for a recommendation about changing the search criteria. This will require that the 2022 year-end financial statement be available in order to help determine how much we can afford to pay. If the statement cannot be ready for the meeting, we committed to hold a special Council meeting rather than wait to hold this important discussion at the February meeting.

- Fundraising Several recent fundraising initiatives were highlighted.
- Judith and Bill Ingwersen sold 64 calendars with Judith's artwork. The profit from the sales will be donated to St. Andrew's.
 - Six bakers made 150 dozen cookies for sale and raised \$1,200.
 - It is estimated that we received \$3,000 - \$4,000 as a result of the advent appeal letter that was sent in the mail in late November.
 - A donation of \$3,000 was received to be applied to the repayment of the CEBA pandemic loan.

January Meeting The following items were put forward to be considered for the agenda of the January 18th, 2023 meeting:

- The timing and format of the AGM
- Further discussion about signing officers
- Search Committee request regarding the review of the search criteria.

Thanks • Kathie Smith was thanked for her work with our Council as our Pastoral Charge Supervisor. She was gifted one of the calendars produced by the Ingwersens.
• Kim Delarosbel offered thanks to the Council for quickly agreeing to replace the stolen pride flag recognizing that there are still some hard feelings around displaying the flag.

Adjournment The meeting adjourned at 8:15 p.m.

Next Council Meeting Wednesday January 18th, 2023 at 7:00 p.m.

Lois E. Carey Parlour

Chairperson, Doug McCausland

Secretary, Karen Gooch

Appendix I



Greetings,

I would like to acknowledge that this donation to the Loaves and Fishes Food Bank is being made in the names of our Church Council; as noted below:

- Elizabeth Brownlee
- Lorie Fairburn
- Marg Fleming
- Karen Gooch
- Bill Ingwersen
- Pat Kirton-Bailey
- Donna Landry
- Doug McCausland
- Derek Stott
- Howard Wurster
- Kim Robinson-Nelles
- Garth Goodhew

&

- Kathie Smith (Pastoral Charge Supervisor)

Kindest Regards, &

Blessings of the season

Kim

Kim Delarosbel

Appendix II

Report from the Ministry & Personnel Committee

December 14, 2022

St. Andrew's Official Board

Committee: Donna Sinclair, Lu Masson & Donna Landry (chair)

1. **Christmas gifts to staff:**

In speaking with Elizabeth Brownlee and Derek Stott it has apparently been the tradition to give our staff a monetary Christmas gift.

I would like to make a motion that we write cheques for our staff. I am suggesting, Ralph Johnston \$100, Janet Ross \$50, Lorie Fairburn \$25, Kelly Jackson. \$25 and Andrea Church \$25. Elizabeth Brownlee will second the motion.

2. **Increase of salary for Music Director**

All the hourly wage staff got a raise the first of November with the increase in the Ontario minimum wage.

I would like to make a motion to give Ralph Johnston, a 3.4% raise as recommended by the United Church of Canada. I would also like to raise his travel allowance by the same percentage. This would be put into effect January 1, 2023. Derek Stott will second this motion.

The second part of this motion is that we put it into place on January 1st, 2023 and present it as information at the Annual Meeting.