

St. Andrew's Council Meeting
 Lois E. Carey Parlour
 Wednesday October 19th, 2022 at 7:00 p.m.

Welcome and Opening (7:00 p.m.)	Doug McCausland welcomed everyone and opened the meeting.
Attendance	Elizabeth Brownlee, Lorie Fairburn, Marg Fleming, Karen Gooch (Secretary), Bill Ingwersen, Pat Kirton-Bailey, Donna Landry, Doug McCausland (Chair), Kathie Smith (Pastoral Charge Supervisor), Derek Stott, Howard Wurster (11)
Regrets	Garth Goodhew, Kim Delarosbel
Guest	Reid Milne
Touchstones	Bill Ingwersen read our Touchstones aloud and then offered a reading of Philippians 4:4-9 which encourages us to place our trust in God by sharing our concerns through prayer.
Agenda	Motion 080/22 Pat Kirton-Bailey/ Elizabeth Brownlee moved that the agenda be accepted with the addition of a review of our Must-do list from our April 2022 Council meeting. <div style="text-align: right;">Carried</div>
Minutes of Previous Meeting	Motion 081/22 Karen Gooch/ Lorie Fairburn moved that the minutes from September 21 st , 2022 be accepted as circulated. <div style="text-align: right;">Carried</div>
Corresponding Member	Reid Milne was made a corresponding member of Council to be able to participate in discussion during this meeting. Motion 082/22 Karen Gooch/ Pat Kirton-Bailey moved that Reid Milne be made a corresponding member of Council for this meeting. <div style="text-align: right;">Carried</div>
Correspondence	We received an email from our Office Administrator, Janet Ross concerning how to respond to community groups requesting donations in support of their cause. Given that we have our own financial concerns and that our funding comes from our members who donate to St. Andrew's in order to support the work of St. Andrew's, it was decided that we will not donate to any community organization. We may offer support in the form of promotion for events that may have widespread appeal to our members. Motion 083/22 Pat Kirton-Bailey/ Elizabeth Brownlee moved that St. Andrew's will not provide donations to outside community groups. <div style="text-align: right;">Carried</div>
Business Arising	
Loaves & Fishes Coordinator	On September 29 th , 2022 Council approved the motion below, by email poll, to hire Lorie Fairburn as the Coordinator of Loaves & Fishes under the terms laid out in the job description (as approved on August 22 nd , 2022 by email poll (Motion 067/22)).

The starting date is October 4th, 2022 and the pay will be \$15.90 per hour. Donna Landry, Chair of the M&P Committee did not vote on this motion and was not involved in the interview process due to a conflict of interest.

Motion 084/22

Elizabeth Brownlee/ Pat Kirton-Bailey moved that on the recommendation of Stuart Bailey, Chair of the Outreach Committee and Lucien Masson, representing the Ministry & Personnel Committee, St. Andrew's hire Lorie Fairburn as the Loaves & Fishes Coordinator, starting October 4th, 2022 at the rate of \$15.90 per hour. **Carried**

Lorie has subsequently started the job and is settling in well.

Pastoral Care We discussed our need for someone to provide pastoral care to our members until we are able to hire a minister. Tracy Davis has agreed to cover any weddings or funerals. Kathie Smith offered to contact the Regional Council to find out what our options are in this regard.

New Business

Financial Report Pat Kirton-Bailey (Treasurer) and Lorie Fairburn (Financial Liaison) offered the following report.

General Fund Statement

- Pat informed Council that a statement for September 30th, 2022 will be circulated to Council members as soon as it is completed.

Finance Committee

- After outstanding items, including \$20,000 designated for the pandemic loan repayment, 11,794 owing to M&S and \$40,845 designated for Loaves & Fishes the balance available in the General Fund bank account is approximately \$17,185 as of this meeting.
- An application is being prepared for the HST rebate of \$31,532.22 that is owing to us.
- At the last meeting, we agreed to make a \$20,000 payment towards the CEBA pandemic loan. Lorie will ensure that this is paid once she confirms some details with the bank.
- \$1,035 has been donated to Loaves & Fishes in the past few weeks.

Stewardship

- The Thanksgiving appeal mailout brought in \$5,080 to the General Fund. A Christmas appeal will be sent later in November.
- A stewardship campaign is planned in the spring of 2023.

Fundraising

- Turkey soup mix will be sold again this year and Christmas cookies will be sold through pre-orders.

Motion 085/22

Pat Kirton-Bailey/ Elizabeth Brownlee moved that the financial report be accepted.

Carried

Liaison Reports Administration – The following administrative items were discussed:

- Derek Stott informed Council that there have been a few people who have unsubscribed from our weekly email newsletter.

- About \$5,500 in rental income has been received in the past few weeks as groups and the movie companies are returning following the pandemic lockdowns.
- Derek Stott agreed to be the Interim Administration Liaison until someone can be found to take on this role permanently.

Facility – Howard Wurster informed us about items related to the facility:

- Howard has a meeting scheduled with Bill Holmes who has agreed to take over the monthly monitoring of our alarm systems.
- There are still some issues with the lighting in the Loaves & Fishes room following the basement flood and work is being done to find the source of the problem.
- Plans are being made to professionally evaluate the security needs in the alcove at the front of the building using the money from the *Ontario Grant to Support Anti-Hate Security Measures for Faith-Based and Cultural Organizations*

Spiritual Life – Elizabeth Brownlee reported the following:

- The card ministry is ongoing. About 35 Thanksgiving cards were delivered to our shut-ins and plans are underway to send out Christmas greetings.
- Several events are being planned with some of the other local United Churches. We have discussed holding a joint Maundy Thursday dinner with Omond Memorial and a joint worship service will take place on the fifth Sunday in January (January 29th). It is hoped that this will continue for the 4 other fifth Sundays in 2023.

Motion 086/22

Lorie Fairburn/ Elizabeth Brownlee moved that St. Andrew's will participate in the joint services being planned for the 5th Sunday Project during 2023 and that we will agree to abide by any COVID-19 protocols the host church may have in place.

Carried

- Plans for a congregational potluck dinner this fall have been put on hold due to rising COVID-19 cases in the community.

Living Mission – Derek Stott offered the following:

- Stuart Bailey and the Outreach Committee have been planning an eco-fair for May 6th -7th 2023. Stuart also reported all the produce has now been harvested from the garden.
- A Rainbow Pot Luck will take place on Saturday November 19th.
- The pride flag has gone missing and a new one is on order through the Regional Council Office. Donna Landry agreed to find a suitable replacement flag standard.
- We have received \$7,500 from the *Ontario Grant to Support Anti-Hate Security Measures for Faith-Based and Cultural Organizations*. This money must be spent by March 31st and will be used to evaluate and update the security around the alcove at the front of the church.

M&P Committee Donna Landry offered a brief report from the M&P Committee.

- Stuart Bailey and Lu Masson handled the interview and contract signing with Lorie Fairburn as she takes on the role of Loaves & Fishes Coordinator. (See Business Arising for the details of the hiring motion.)
- The members of the M&P Committee will attend a webinar about contracts and performance reviews on October 26th. The webinar will be offered by the Canadian Shield Regional Council.

- There was a question regarding the raise in minimum pay (\$15.50 per hour) that came into effect October 1st, 2022. Donna will look into this as we had previously agreed to keep our hourly employees at the same percentage above minimum wage if there was an increase.

CSRC AGM Report Karen Gooch and Kathie Smith attended the Canadian Shield Regional Council AGM that was held recently in Sudbury and provided the following report.

- Due to the fact that this is the first in-person meeting since the start of the pandemic, it was intended as a time for Regional Council members to reconnect. As a result, there was very little business to attend to – the main item being the budget for next year. There was also an opportunity to join online for those not willing or able to travel, although there were some technical challenges with the hybrid format.
- There were a number of workshops and presentations. Karen and Kathie took part in a session that gave members of lay-lead Communities of Faith a chance to exchange ideas. Melody Duncanson-Hales offered a presentation about the life cycle of a congregation. There is a normal ebb and flow and being at a low point can offer opportunities for rebirth. Jennifer Henry, the Senior Program Development and Strategy Lead for The United Church of Canada and the Interim Senior Manager of the Communications Unit, gave a thought-provoking presentation called *Deep, Bold, Daring: Exploring Our Call as a Denomination*.
- While attending the AGM, Kathie Smith learned of a significant donation that was made to the United Church from someone not affiliated with our denomination. The donor wanted to offer recognition of the work the United Church has done throughout the country.

Other Business

Must-do List **Appendix I**

We reviewed the list of Must-do items from our April 19th Council meeting (Appendix I). Work has begun on some of the items on the list, including starting the process of updating our church contact list to help us reconnect with our members and adherents. A challenge was issued for Council members to greet people in the congregation at Sunday worship who may be unfamiliar to them, following the example set by our former Council Secretary, Lois Carey. It was agreed that reviewing items from the Must-do list should be a standing item on the agenda for future Council meetings.

New Camera A new camera was purchased to provide more flexibility when recording our weekly services. The camera was paid for with money donated by the choir from the choir fund.

Door Security on Sundays There have been several instances when people have arrived late for worship on Sunday and found the doors locked. The doors are locked about 10 minutes after the start of the service for security. The ushers and/or greeters are reminded to be more intentional about monitoring the Algonquin door after it has been locked.

Round Table Doug McCausland invited everyone to offer positive feedback about any church related activities. Several offered the opinion that there was some good sharing of

ideas at this meeting. Someone shared about how humbling it was to spend time at the local low-barrier shelter recently. Prayers were requested for Bruce Fleming.

Adjournment

Kathie Smith offered a closing prayer and the meeting adjourned at 9:15 p.m.

Next Council Meeting

Wednesday November 16th, 2022 at 7:00 p.m.

Lois E. Carey Parlour

Chairperson, Doug McCausland

Secretary, Karen Gooch

Appendix I

Must Do

- Better communication
- Learn to give people space (safe)
- Check in on our shut-ins
- Appoint St. Andrew's rep to the city-wide United Church committee to discuss the future of the United Church in North Bay
- Start discussions with other United Churches
- Connect with the missing members of the church
- Bring back our diversity
- Bring back kids
- Increase our congregation
- Share our faith
- Get the finances in order
- Establish admin system
- Reach out to members not back at church
- Fundraising – brick campaign
- Increase the 'engagement' and thereby increasing the number of people who call St. Andrew's 'my church'
- Belfry fundraising
- Reach out to more people to be part of worship – schedule of ushers and readers
- In-person social events and fundraisers
- Rebuild an atmosphere of safety and trust
- Become a community
- Raise money
- Discuss joining with another congregation

Should Do

- Have an outdoor gathering with music, food and friends
- Connect with talk, humour and laughter for all ages
- Reach out to as many people as possible – old members as well as those attending on Sunday
- Promote stewardship – time, talent and treasure offerings
- Stabilize our finances
- Re-instate some community gatherings
- Plan more church community events
- Finance stability
- Bring back kids
- Do bible study, spiritual/religious education
- Be transparent

Nice to Do

- Develop some new traditions to reflect our 'rebirth'
- Bring a friend to a church service or event (new or old or someone who has not come in a while)
- Apologize to those 2SLGBTQT who feel unsafe
- More family-oriented functions (Messy Church)
- Sponsor a refugee family
- Cooperate with other North Bay United Churches
- Joint church conversation
- Parties, games, tea and coffee with lots of food
- Make a joyful noise
- Finish the year in the black