



What do we propose are the implications for The Fairlawn Call?

The following proposes some slight changes in The Fairlawn Call to better reflect the input we have received from the congregation.

These proposed changes are for your review and for discussion.

The Fairlawn Call was always considered to be a living document, in the sense that if we found we needed to alter or evolve our Call in some ways, then we should feel free to do that. The Fairlawn Call is our Plan for ministry and the experience and learning we as a congregation have had should inform that Plan. That is why it is important for us to capture your comments, as we have done this summer, to see if the Plan, our Fairlawn Call, needs revising.

What we have found, in our assessment, is that The Fairlawn Call is still very viable. You told us that the Call continues to resonate with you, and we concur that it is still very much aligned with Fairlawn's interests and initiatives.

Given input from the congregation from various sources (the Survey, the ministerial attributes, conversations we have had with congregants and lay leaders, and deliberations at Governing Council), we propose that a few alterations need to be made to the Call.

We would like to propose those changes for your review, get further feedback from you, and then revise the Fairlawn Call at Governing Council during October.

Fairlawn's Mission:

Help people *Connect with what matters in life* by developing our ministries of *Explore Spirituality, Experience Belonging* and *Embrace Action*

[Core belief: We are not alone. We are connected to God and each other by love]

We have spoken of our three purposes being *Explore Spirituality, Experience Belonging* and *Embrace Action*. We propose calling *Connect with what matters in life* Fairlawn's Mission:

- It is the word the United Church uses, so let's us use it too
- Instead of calling ES, EB and EA our three purposes, we call them our three ministries (ministry areas) that enable us to live out our Mission. *It is the three ministries by which we achieve our Mission.*

Fairlawn's Vision:

God is calling us to be a Welcoming and Vibrant Church for our Community

Key changes:

- Call it our Vision instead of Desired Future (vision is commonly understood and is not seen, we feel, as being necessarily 'corporate')
- Drop the word 'growing' from our Vision statement
 - Not that we don't hope to see the church grow, but your input suggests the preference should be on becoming more vibrant and place less emphasis on growth
 - 'why are we focused on growth?'
 - The reality is that we are not growing currently, facing as we are the demographic/cultural tsunami
 - Focus on vibrancy first, then addressing issue of growth in possibly some years down the road
 - We have said in the past year that vibrancy must come before growth, and there is much we can still do to encourage more vibrancy
- Add 'for our community'
 - This emphasizes the importance of community in our ministries, not only our own congregational church community but the broader community towards which a number of our initiatives and programs are focused.
 - Reflects idea that we desire to intentionally become more integrated with our community in the next five years
- Financial perspective:
 - Our goal is to make sure that we manage our finances so that we preserve the Trust Fund balances of \$2 million (as promised in The Fairlawn Call of October 2014)
 - We will strive to add as many new givers in any year as we lose
 - We will strive to break even over a five-year period
 - ***We do these things so we can fund our Mission Ministries***

Focus 2014-17

When set up, our chosen Ministry Area was our Explore Spirituality (ES) due to strong leadership there (Christopher looking at ways to develop 10:30 worship service and look for other ways to Explore Spirituality; Rosemary Pryde focused on developing adult-ed progrms; Sheryl Johnson was focused on Spirit Space).

Supported by focused investments, 2015-17:

- i) Adult-ed \$2-3k
- ii) Second Service/ AWES \$5-15k
- iii) Spirit Space: full-time teachers \$10k

Plus:

Investments in Infrastructure to support the growth of all 3 Ministries (Purposes):

- i) CEM \$30-40k
- ii) SCM \$30k
- iii) Communications Materials: \$15-20k
- iv) Data Base \$6-10k

Focus, 2018+

As proposed at 3-Purpose Council meeting:

1. Searching for a new Senior Minister (as CW retiring Jan 31/18)
2. Helping our Embrace Action Ministry hit their goals (as they have some ambitious ones that also tie in well with the New Engagement Strategy)
3. Help develop and implement a New Engagement Strategy (more event-based)
4. Help the new DCO and her new Staff structure succeed so that it can best support our Ministries

And to help to do this, we will review all our spending, but particularly our TFC investments and adjust our Investment spending as needed. We will report back to the congregation on our findings here either Oct 29 at the Congregation Meeting or at a later Dialogue for Direction (DFD) to be held ideally Nov 19 or 26 before or after church service.

Note: the three ministry areas (purposes) as well as the various support committees (Communications, Stewardship, Property) will be looking critically at their specific budgets and costs this fall to determine the best and most efficient way going forward.