



FAIRLAWN
Connect with what matters in life.

MEETING MINUTES

Meeting Type:	FAUC Governing Council		
Meeting Topic:	See Below	Recording Secretary: Mary Ellen Richardson (MER)	
Date:	Tuesday, June 26, 2018		
Attendees:	Jennifer Arp, Douglas duCharme, Steve Dunk, Esther Ewing, Jim Pollock, Daniel Reed, Mary Ellen Richardson, Kathy Salisbury, Vicki Stuart, Allan Hux (AH), Jennifer Arp (JA) Guests: Don Smith		
Regrets:	Bill Dines, John Ryerson, Marlene St. Jean,	Time:	6:00 – 9:00 pm

AGENDA ITEMS	DETAILS
	WELCOME, DON! Meeting was called to order at 6:22 p.m.
1. ES Moment (Allan) 6:00 – 6:10 pm	Shared a poem written in response to the Toronto van attack by Anne Michaels (poet laureate of Toronto). See Appendix I, grew out of a great tragedy (van attack in Toronto). Something to hold onto, reflect on, and helps us to go forward to give love and compassion to others and to receive love. One concept shared was that despite the dark that can come down on us, in day and night, also in life and in spirit, love is the counter to that darkness and depression.
2. Approval of Minutes 6:10 pm	<u>MOTION: Approval of May 30 Minutes</u> First: Esther Ewing Second: Steve Dunk Approved: Unanimous Abstained: None GC noted that the minutes thus far have provided appropriate detail.
3. Don Smith joins GC 6:10 pm	<u>MOTION: To approve Don Smith of the Transition Team joining GC meetings on regular basis to update members on TT work</u> First: Allan Hux Second: Esther Ewing Approved: Unanimous Abstained: none

4. Transition
Team update
(Don Smith)
6:10 – 6:20 pm

Report in advance of meeting. (Appendix A)

- The TT has been learning from Douglas duCharme about congregational dynamic (life span theory, size theory). Have spent a good deal of time talking about size theory and the difficulties of transition and moving across boundaries, with many congregations ‘floating’ along in the “stressed/stretched cell”, on the border. Many things can affect where a congregation lands.
- Part of the TT work is to determine ‘who FAUC is’ to determine the next steps. This is new learning for many people on the team.
- It was noted that the theories of organizational behavior and dynamics are familiar to many, and yet many do not bring their professional minds to church, so don’t think about ‘that here’.
- Considering life cycle, all congregations go through life cycle---and the average church in North America has a life span of roughly 90 years----(e.g. Bedford Park). For congregations at the beginning of life, they are rich in relationships, weak in program and administration/programming. As ramp up, relationships less strong, but administration has to become stronger---the cycle is not unlike a bell curve--- vision leads management up the first side, and then management leads vision down the other side.--ultimately, the church can decline until left only with administration.
- Noted that it is possible to generate a new life cycle at different points in the curve, and the earlier it is done, the easier it is (new visioning). When peaking, people don’t want to do it, but when get over the edge, people are tired and cranky....the last gasp is to amalgamate and hope it brings an injection of vision/people/money. Some congregations can begin a new loop.
- Noted the stressors of being a stretched cell, in a transitional state, are compounded depending on where you are on the life cycle curve.
- This is where the transition team can do wonderful work by fitting the theory to the reality of the FAUC situation. It is helpful to understand what happened, and also where to invest going forward-- and what to watch out for.
 - This does take time.
 - The processing of this learning takes time, and it takes different time for different people.
 - Still drilling down into developing this and understanding the meaning and the impact.
 - Church sizes have value laden implications (e.g. big and growing churches are “good”). How has this played out at FAUC with the Fairlawn Call and the pressure??
 - Overlapping church size theory with values with measurement/metrics and the different feelings that this engenders---and then translating this all through to FAUC—will take time.
 - Very rich and layered, but doesn’t generate solutions quickly or predictably.
 - It will be difficult to operationalize, unless GC understands and buys into it, and then starts to lead by example.
 - ES will have an opportunity to equip and strengthen our soul as we become church in a new way.
 - Have some educators on the team who are very taken as to how to communicate and engage with thought processes and learning, and how to generate interest.

	<ul style="list-style-type: none"> • Can't send out by email, but rather develop a strong intentional communication plan. • The retreat that GC/TT will have will help this along. • Douglas is helping to develop profiles of FAUC congregants (see Appendix D) • Douglas is also going to do a session with the staff so that the staff understand what is being talked about. • The GC expressed a continued interest in benefitting from the learning that the TT is gaining, and continuing to grow together. (see retreat discussion below)
<p>5. Working Together with R.E.S.P.E.C.T. (Don, Douglas)</p> <p>6:20 – 6:30 pm</p>	<ul style="list-style-type: none"> • <i>No Surprises Document</i> Document sent in advance of meeting (Appendix B) • “No Surprises” is the way that we propose to work together. <ul style="list-style-type: none"> ○ Sharing learning. ○ Intentional communication back is highlighted as important. <ul style="list-style-type: none"> ▪ Not having “behind the door” conversation. Dealing with things as they evolve. ▪ This is where the shared learning is so important. ▪ Approach is very collaborative. ▪ When talk informally, be aware that TT/GC have “representational” hat on---don't imagine that can simply speak, but be conscious of this, and report back on conversations that contain important insights. ▪ Informal conversations can happen, but it is important that it doesn't move into triangulation. ▪ Aspire to highlight GC leadership rather than managerial role”. Attention to the culture as to how see the role and how act as a council. ▪ Each of the GC, dealing with constituent part can then try to determine how they ‘fit within the greater whole’. • The GC felt that the No Surprises document made good sense. Feel that the GC and TT will work in tandem as the process evolves. <p><u>MOTION: To approve the No Surprises; Working Together document/ principles</u> First: Jennifer Arp Second: Kathy Salisbury Approved: All Abstained: None</p> <ul style="list-style-type: none"> • R.E.S.P.E.C.T. document (Douglas leading discussion) <p>Document sent in advance of meeting (Appendix C) Discussion:</p> <ul style="list-style-type: none"> • The difference between Holy Manners and this ‘way of being’ is about being a committee of discernment and decision-making. • It is simple and common sense enough and yet, do need to be reminded of these principles. • The suggestion is that anybody who thinks this might be helpful think back and consider whether we are behaving in this way---a self-applied check list. • It was noted that this should be shared with committee members and an idea that to solidify the learning, ask each committee member to “pick a

	<p>letter and talk about what that looks like it---how might we operationalize these 'values'".</p> <p>It was felt that these principles could be helpful to permeate the whole work of the church.</p> <p>Action Item: Douglas will take this to the trustees.</p> <p><u>MOTION: To concur with the principles in the UCC Respectful Communications Guidelines and for each GC to share this document with committees and council at their next meetings.</u></p> <p>First: Jennifer Arp Second: Esther Ewing Approved: Unanimous Abstained: None</p>
<p>6. Reflections on healing (Douglas) 7:00 – 7:45 pm</p>	<p>Seeking reflections on this topic from all members of Council.</p> <ul style="list-style-type: none"> • Douglas has seen the 'rawness' in many people, and seen how this has had an impact at all kinds of levels. • Some weren't here, but picked up the reverberations and thank you for coming on council anyway. • Some who were at the table, are inclined to just move on----but others are saying hang on---don't want to dwell on it, but can learn from the experience and where find some healing and what we need. • Need to do some work so it doesn't happen again, and need to be aware if "stuff" is still reverberating in the air and around the table. • What does healing look like for Governing Council members? <ul style="list-style-type: none"> ○ Many felt that key values and relationship principles had been ignored, misused or abused. It was felt that healing is "all about" relationships, and a desire to be able to heal some key relationships in the congregation. ○ While all want healing to happen, and 'to put this behind us', also want to understand what happened, to re-establish some relationships, and to ensure that FAUC is on a better/different path going forward. ○ Some key concepts discussed: <ul style="list-style-type: none"> ▪ Trust: Questioning of motivations was very hurtful and harmed relationships. ▪ Hurt on many sides: GC felt that all parties held blame, but that nothing was intentional....needed to maintain confidentiality and the "working assumption" that actions did not have malicious intent. ▪ It would be helpful to have an openness and honesty in communication so that we can speak from our heart and share...essential if we are to come together and do what we should do. ▪ Confusion: Some feel very confused; want to know what was going on. . • Transition is a difficult time for ministers and for congregants. <ul style="list-style-type: none"> ○ This whole thing has taken away from these stages of grief. ○ There are people who are grieving the loss of the minister. ○ "my friend the pastor"....difficulty in withdrawing

	<p style="text-align: center;">from the relationship</p> <ul style="list-style-type: none"> • What does healing look like for the congregation? <ul style="list-style-type: none"> ○ Identify which things can work, and which cannot. <ul style="list-style-type: none"> ▪ Greater understanding about life cycle and transition—that targets may not be “hard targets”, but aspirational....and not getting there, doesn` t mean failure. ○ Identify what failures in governance occurred. What were structural errors? ○ Depersonalize the problems. Try to help people understand “what happened”. ○ Try to move from management to governance (leadership) ○ Acknowledge that we weren` t able to do the usual closure ○ Communication in September about where we are at, and that conscious that some people are grieving. ○ Douglas` presence is helping people to move forward. He represents a turning point, a moving forward, a constructive path. <p>Action item: Continue to “unpack” what we think the congregation needs, so that healing can start. .</p>
<p>7. Leadership and Management at GC (Douglas, Jim) 7:45 – 8:00 pm</p>	<ul style="list-style-type: none"> • A discussion was held as to the appropriate roles for GC; including what kinds of things should be brought forward to GC; what authority should be delegated to staff, etc. • Douglas noted that FAUC has a “good size” GC, that members know why they are here, not a super top-heavy committee structure. However, his observation is that the governance style could be improved. He reviewed differences between a policy board and an operational board. <ul style="list-style-type: none"> ○ He noted that good corporate church governance should be based on the following: “the one and only purpose of this body is to see to it that the congregation fulfill its mission and avoids doing things that are counterproductive to fulfilling their mission.” In this, he noted that this requires that the congregation <u>needs to be really clear what their mission is so that GC is a mission-driven body.</u> • Action Item: the GC will continue to work on governance and refining how GC is conducted. • Action Item: In future, each committee chair will provide a brief synopsis, as a written memo, to be included as an information package with each GC agenda. This material will be “taken as read”, and only to be discussed as needed. Further, the agenda will be a ‘consent basis” one, with reports being taken as accepted, unless there is something that people want to hear more about. Motion will be included and discussed, as necessary, at the GC meeting.
<p>8. Visioning Session and Retreat (All) 8:00 – 8:15 pm</p>	<p>Discussion: All</p> <ul style="list-style-type: none"> • Focus on Retreat (nature and timing) • Vicky has a facility at King & Bay for a one-day (9-3) retreat. • The TT will be engaging the congregation in determining where they are at. • Findings from this engagement could form part of the TT report at the retreat. • Action item: Transition Team will take the lead on developing an agenda for the retreat. Will share how they see the focus & facilitation for the day. • Action item: Allan and Kathy will help to plan the retreat. <p><u>Proposal:</u> GC sets aside time in regular GC meeting for visioning. (Not discussed at length)</p>

9. Property Update (VS) 8:15 – 8:30 pm	<p>See report of the Property Committee (Appendix E)</p> <ul style="list-style-type: none"> • <i>Welcoming Project:</i> (signage, door, etc.). The work will be well done and it will be done by sometime in the Fall. The contracting/manufacturing process is taking longer than anticipated, however it is being worked on assiduously by committee members. • <i>Safety issues:</i> as growing, and new tenants, having new issues and have to be aware of more safety/security issues. • Also having issues on the west side of the property with illegal activities. • <i>Future planning: one year property council achievements, not including tenancy (see electronic report).</i> <ul style="list-style-type: none"> ○ It was noted and agreed that furniture should be chosen with an appreciation of accessibility. ○ Looking at long-term capital requirements, and repair requirements, including roof, which is expected to represent about \$80K of expenditure. ○
10. Budgetary Items	<p>Steve with Douglas, Jim (Not addressed)</p> <ul style="list-style-type: none"> • Approval of certain small budgetary matters (M&P budget line for staff support/ celebration; computers purchase; transition team budget) •
11. Other Updates 8:30 pm	<ul style="list-style-type: none"> • EA (Kathy S) Not addressed • EB (Allan) Not addressed • ES(Esther) Not addressed
12. Adjournment/ Grace (Douglas) 8:30 pm	On to dinner
Items for next GC meeting	<ul style="list-style-type: none"> • none stated
NEXT MONTH'S ES MOMENT	<ul style="list-style-type: none"> • <i>Volunteer for September meeting? TBD</i>
Upcoming Meetings:	<p>Fellowship Room GC: Tuesday, September 25, 2018 6:15 – 9:00 GC: Tuesday, October 30, 2018 6:15 – 9:00</p> <p><i>*Meetings held on the last Tuesday of every month.</i></p>

Appendix I:

Anne Michaels is the poet laureate of Toronto.

What words can be spoken in response to such horror? No words. Shocked silence. And yet it is exactly at these times poetry is reached for and is most needed – perhaps not even for what it says, but for how it listens. Some poems are born of silence, others from speechlessness. This is a poem that was born of speechlessness.

in darkness, love cries out

all night it grows, the wall of flowers, prayers, solace, spontaneous, immediate, a thousand names, ten thousand, a ribbon of whiteboard with its prayers a blockade against the dark glowing under the moon and stars, the moon and stars that remain in the sky when day comes

Invisible, they do not disappear offering their proof the lost will not be lost

We hold them close

We will form a circle of millions around them our dead, our wounded, our witnesses, our families we will not surrender how we love we will not surrender those we love

We will not surrender them to the dark

We will starve the dark, give it nothing

We are love's lamentation, love's consolation, our love reaches every corner of the city we know hope is not a luxury

What we give cannot be taken from us

Feel how you are needed

Let love answer

Appendix A:

Fairlawn Avenue United Church
Transition Team Report to
Governing Council ~ 26 June 2018

In the words of the United Church's Transition Team Handbook (2010), "*It is important that members of the Governing Council understand and are fully involved in the interim work as it progresses; their support and participation help the congregation trust what is happening.*"

In that spirit of a consultative and collaborative approach to our work, the Transition Team is undertaking to provide Governing Council with a written report on our activities prior to each Governing Council meeting. Where that report is for information only, we will nevertheless invite questions and clarifications through our representative who is sitting in on Governing Council meetings – Don Smith.

When our report includes recommendations, we will ensure that the information required for decision-making is provided well in advance to the Chair, as is the case with this report that comes with three recommendations.

The Transition Team has already met five times. As well, most of us were able to participate in a meeting with the Presbytery representative, Rev. Abigail Johnston. Abigail will join a number of our meetings over the months to come, and will also meet one-on-one with Douglas to reflect together on the work he is doing.

Our meetings have been characterized with a good deal of learning, as well as integrating the specific context of Fairlawn Avenue's experience with broader concepts of congregational dynamics and systems. The Team brings a variety of backgrounds and perspectives to these discussions, which makes the processing of our learning extremely rich and insightful.

1. No Surprises!

Following the discussion at the May meeting of Governing Council about how to ensure an open and constructive working relationship between us, the Transition Team took the initiative to draft a document that could guide us in our work together. The result, ***No Surprises! Ensuring a Collaborative Relationship between the Transition Team and Governing Council at Fairlawn Avenue United***, was shared with Jim Pollock for comment, and has now been circulated to Governing Council members for discussion and approval. It is not meant as a once and for all, etched in stone, sort of document, but something that can evolve as our working relationship deepens.

2. Respectful Communications Guidelines

The Transition Team is seeking to model, by our own values, the respectful and constructive approach to building relationships and working together that the Presbytery Visitation Team recommended be worked on by the congregation as a whole. While many of us have been made aware of the "Holy Manners" resource for the practice and promotion of healthy relationships in general, another tool that is specifically designed for meetings seemed to be worth sharing with Governing Council for consideration.

Therefore, we circulated the Respectful Communications Guidelines, which builds on the acronym RESPECT. It was developed originally by Eric Law and the Kaleidoscope Institute in the US, but has been widely adopted in situations where attention to communication styles, assumptions and inclusiveness is found to be an important skill to enhance.

If the Governing Council finds these Guidelines constructive, we would recommend that they be adopted, and periodically reviewed to evaluate to what extent they are helping to build respectful communications in Governing Council's deliberations and decision-making.

3. Budget Request

When the 2018 Budget was drafted and approved, the Transition Team was not yet in place. Normally, as the Interim Ministry Handbook recommends, the Transition Team will need access to a small budget to help it carry out its responsibilities. An amount of \$2,000 per year seems like a reasonable planning figure. Given that our work began part way through this year, we are asking to be given a line in the 2018 budget of \$1,300 and for 2019 of \$2,000.

Finally, while our vision for the relationship with Governing Council is reflected in the No Surprises document, we hope you will view this also as an invitation to a dialogue and will share with us what you hope to provide to this relationship, as well as how you think the work of this Transition period will impact on your leadership role.

21 June 2018

The members of the Transition Team are: Morrey Ewing, Paul Mills, Rosemary Pryde, Mark Richardson, Don Smith, Patti Vipond, and Rev. Douglas duCharme.

Appendix B

No surprises!

Ensuring a Collaborative Relationship between the Transition Team and Governing Council at Fairlawn Avenue United
June 2018

It is important that members of the Governing Council understand and are fully involved in the interim work as it progresses; their support and participation help the congregation trust what is happening.

To accomplish this, the Transition Team can involve the Governing Council in its self-study practices so that its members are comfortable with and knowledgeable about the transition work. The Governing Council could then collaborate in taking issues to the congregation, and help ensure that the initiatives of the transition take hold in the life of the congregation. Above all, there must be no surprises for this key body in congregational life!

United Church of Canada, *Transition Team Handbook* (2010)

To facilitate and encourage an open, collaborative working relationship between the Transition Team and Governing Council, that respects the distinct role and responsibilities of each, this note provides an outline for how we will translate the principles in the *Transition Team Handbook* into practice at Fairlawn Avenue United Church.

What follows is aimed at ensuring: 1. That we fulfill our shared commitment to formal and informal leadership for the congregation; 2. Regular communication that reflects a shared understanding of each group (Transition Team and Governing Council) and not just individual perspectives; 3. Representation at one another's tables, and; 4. Clear and responsible decision-making. The intention is that this clarity will help both groups to do their best in meeting their responsibility on behalf of the congregation. It is a priority that we work together to ensure that we avoid misunderstandings or crossed wires by means of these shared understandings.

As we move forward together we agree that we can and should add to these as additional ways of working collaboratively and effectively emerge with the benefit of experience.

Relationships

- **Informal** – We will encourage interaction and exchange among members of the Transition Team and Governing Council, one on one, while ensuring that this is done in ways that reflect the shared understanding and discussions of each and not simply individual opinion. It will also be helpful, when these conversations generate insights or perspectives that shed useful light on our work, that one-on-one conversations are shared with others on the team/council so all can benefit.

- **Formal** – We will maintain regular representation from the Transition Team at meetings of Governing Council (with voice but not vote). Don Smith has agreed to fulfill that role beginning at the June 2018 meeting. The Transition Minister is also a member of Governing Council.

- **Leadership Coordination** - Regular (bi-weekly) meetings of the Governing Council Chair, Jim Pollock, and the Transition Minister, Rev. Douglas duCharme, have been in place from the first days of Douglas' appointment, and continue. Douglas also frequently sits in on the weekly meetings between the Governing Council Chair and the Director of Church Operations, Marlene St. Jean. These meetings provide a regular opportunity to update staff and congregational leadership, to track progress on significant pieces of work, and to ensure clear communications.

Communication

- The Transition Team will provide monthly written reports prior to each Governing Council meeting, whether they are simply information updates, or information leading to recommendations and action.

- The Transition Team's communication with Governing Council will endeavour to highlight and encourage the Governing Council's leadership role rather than its managerial role.

- The Governing Council will keep the Transition Team apprised of any upcoming actions/decisions that would affect the work of the Transition Team.
- When the Transition Team wishes to communicate directly with the congregation this will be done in close coordination and consultation with the Governing Council.

Shared Learning

- The Transition Team will take the initiative to organize opportunities for the Governing Council and Transition Team to join together for learning and discussion, for example related to consideration of governance models for the congregation. It has been suggested that a joint Retreat early on in the life of the Transition Team's work would be an opportunity to build relationships between the two groups, which would enhance cooperation and trust.

Decision-Making

- All decision-making related to the Transition Team's work on the Recommendations from the Presbytery Visitation Team, and any additional work in relation to that, will be undertaken by the Governing Council, or the Governing Council and the congregation, based on recommendations made by the Transition Team.

- Any recommendations arising from the work of the Transition Team for consideration by the Governing Council will be prepared for in advance with suitable background and context to ensure that discernment and decision-making is made in an informed manner. If it is a decision that requires the congregation to act, the Transition Team will work with the Governing Council to ensure that the congregation is thoroughly prepared and equipped to make the decision.

Approved, June 26, 2018

Appendix C

*Fairlawn Avenue. United Church Governing Council
Respectful Communication Guidelines*

Communication is one of the most important elements in building effective, inclusive community. People of different backgrounds bring with them different communication styles. Sometimes these differences can cause conflict or misunderstanding among people —often in an unconscious way. In the case of Council we have a responsibility in our leadership and decision-making to model the kind of community that *N. United Church* seeks to be, as a reflection of our Mission, and our Values.

Guidelines for communication serve as a way of reminding ourselves about how to interact respectfully. These Guidelines represent a commitment to communicate with one another in ways that uphold the well-being of the congregation and community.

On occasion, a couple of times per year perhaps, Council members should take time to read these guidelines aloud together, and to take a few moments to reflect on the ways that Council has worked to follow the Guidelines, and ways they may have been overlooked at times, that Council members can learn from.

R = take **Responsibility** for what you say and feel without blaming others.

E = use **Empathetic** listening.

S = be **Sensitive** to differences in communication styles.

P = **Ponder** what you hear and feel before you speak.

E = **Examine** your own assumptions and perceptions.

C = keep **Confidentiality**.

T = **Trust** ambiguity because we are *not* here to debate who is right or wrong.

*Approved by Fairlawn Avenue United Church Council
June 26, 2018*

Appendix D

Meet Lonnie!

At the Tuesday Lunch Crowd gathering in June, twenty of us worked on an identity exercise that involved imagining Fairlawn Avenue United Church as a person, and individual, with a variety of characteristics, preferences, lifestyle choices, and tastes that reflect how we know Fairlawn Avenue. So, imagine Fairlawn Avenue as a person you might meet on the street... Because, this is “Lonnie”!

Lonnie is a little cagey about her age, but admits to being 65-ish (people say she looks 50!), an upper middle-class woman with a good post-secondary education. She is a sharp dresser, though her style tends to the conservative, tailored range of clothes, with some tasteful jewelry and, more often than not accessorized with a matching purse. Her hair is grey, but with a bit of tint, or highlights added.

Lonnie comes from a white European background and worked as a professional for many years – she is now easing towards retirement. She was married but is now single (she’s discreet about whether that is due to being widowed, or divorce), and appreciates an active social life, particularly activities in the arts and music that reflect her cultured background. Her children are grown up and moved away and now have children of their own. She enjoys seeing them when she visits or when they come to Toronto, and she has learned to keep up with the grandkids by occasional conversations using Skype, or Facetime.

She is a very active volunteer, is socially aware and keeps up with current events, and works with groups seeking to bring about changes to make society, and the world, a better place for more people.

Lonnie has had a recent health scare that has led her to make some lifestyle changes – she is trying to eat better now, and to get more exercise, and has just joined a tai chi group in the neighbourhood which she is enjoying. However, sometimes she is aware of feeling a bit lonely, and while active she realizes that her energy is not what it once was.

While the knee replacement surgery she had a few years ago slowed her down for a time, she now enjoys getting away on trips most years, in summer and winter, exploring new places or simply appreciating some leisure time in the sun.

Lonnie continues to live in the detached family home – “for now,” as she says. When at home she often has the radio tuned to either 96.3 New Classics or 91.1 Jazz-FM to listen to her favourite music – though for news and current affairs she sticks with CBC 99.1. Her television, when she has time to watch it, is often tuned to PBS or TVO for documentaries, old movies, along with Murdoch Mysteries on CBC. The TV is also useful for keeping up with her Blue Jays.

She has pretty good basic computer skills and checks e-mail several times a day, Googles topics that come up in conversation, or on the news quite frequently, and has a Facebook account, but doesn’t post much because all the privacy scares have made her nervous about what might be known about her out there. She has a file of digital photos on her computer, but she also carries pictures of her grandchildren in her wallet, and a picture of the family when she was a young Mom and the kids were still little. She does have a mobile phone, but she uses it almost entirely to phone people, and doesn’t have a data package activated. She maintains a land line at home.

For breakfast most mornings Lonnie sits down to yogurt, fruit (including a banana for the potassium), and a couple spoons of granola. She prefers a good cup of coffee in the morning, but tends to drink tea (with milk) later in the day.

Lonnie has a car that she drives on occasion, but with the traffic headaches and difficulty finding parking she takes the TTC whenever possible, and has begun getting out before her stop to make sure she walks more.

With her active life, and still going into the office a few days a week, when Lonnie has an evening free she is likely to just stay home to enjoy a quiet evening, or maybe invite a “friend” over for dinner and the evening. However, there are some favourite restaurants that she likes to go to on special occasions.

Recently something funny happened – Lonnie won \$1,000 in a lottery through the office. After giving it some thought, she carefully researched a couple of charities and gave a donation to one of them that seemed to be doing some very good work, and put the rest into her TFSA – she somehow couldn’t justify splurging on a shopping trip... though she did think that a weekend in Stratford to see a couple of plays was something she would like to do soon, before she got much older.

Get to know Lonnie – she can be a lot of fun!



Note: We ended the Tuesday Lunch Crowd gathering with some reflection on a community regaining a sense of their true identity, through a story known as “*The Rabbi’s Gift*” - it can be found here: <http://www.community4me.com/rabbisgift.html>

- So, our question as Fairlawn Avenue United Church becomes, what are the new directions that we can imagine that Lonnie might be open to around her church? What approach would work to help her become excited about new things? What are some things that, while she might not be enthusiastic about them, does she imagine are probably good to start doing around the church?

Notes by Rev. Douglas duCharme

Appendix E

One Year Property Council Achievements not relating to tenancies

1. Commenced roof project, achieved on budget, studying causes of issues.
2. Reinstating art gallery and proceeding to revision of same.
3. Improving WIFI and phone service internally.
4. Sourcing an environmentally correct lawn service and entering into maintenance covenant.
5. Developed a program of improving downstairs kitchen appliances.
6. Obtaining fire design services and assistance to freshen interior.
7. Instituted a walkie-talkie system for tenants.
8. Joined Faith and the Common Good and will be undertaking a free environmental audit.
9. Increased responsiveness to complaints, suggestions, requests.
10. Maintained mandate to provide clean and functional spaces despite numerous pressures, e.g. weather, flood, thefts.