



MEETING MINUTES

Meeting Type:	FAUC Governing Council		
Meeting Topic:	See Below		
Date:	Tuesday, June 4, 2019 [rescheduled for our ‘May 2019’ meeting]; Fellowship Room		
Attendees:	Jennifer Arp, Douglas duCharme, Steve Dunk, Amanda Hancox, Jim Pollock, Mary Ellen Richardson (recorder), Don Smith, Marlene St. Jean, Vicki Stuart		
Regrets:	Allan Hux, John Ryerson		
Guest(s):	Rosemary Pryde (on behalf of Transition Coordinating Team)		
	Time:	6:00 – 8:45 pm	

AGENDA ITEMS	DETAILS
1. ES Moment Amanda	Amanda spoke about communication, change and transition. Some of us, who are resistant to change, do the things we do because we have always done them. Mending Wall by Robert Frost was read. <i>Appendix ES Moment (below)</i>
2. Approval of Minutes	<u>MOTION: Approval of April 2019 Minutes</u> First: Amanda Hancox Second: Jennifer Arp Approved: Unanimous Abstained: None
3. Opening comments Jim.	Jim recognized and expressed his thanks and congratulations to Jennifer Arp as the incoming Vice Chair of Governing Council. Jim spoke of the need to acknowledge our desired Code of Conduct or Behavioural Covenant that we are developing and want to engrain in all of our interactions. Feeling that the key tenets of this Code could be found in the Prayer of St Francis of Assisi, the prayer was both read and distributed. <i>Prayer of Saint Francis</i> <i>Lord make me an instrument of your peace,</i> <i>Where there is hatred let me sow love.</i> <i>Where there is injury, pardon.</i> <i>Where there is doubt, faith.</i> <i>Where there is despair, hope.</i> <i>Where there is darkness, light.</i> <i>And where there is sadness, joy.</i> <i>O divine master grant that I may</i> <i>not so much seek to be consoled as to console;</i> <i>to be understood as to understand;</i> <i>To be loved as to love</i> <i>For it is in giving that we receive-</i> <i>and it's in pardoning that we are pardoned.</i> <i>And it's in dying that we are born to eternal life.</i>

Amen.

4. Governing Council and Adaptive Learning Douglas

This conversation was grounded in Douglas’s invitation to GC to become a “committee of the whole”, a collaborative circle, to take some time for reflection—away from the relentless daily and operational challenges we face---to ponder and to creatively consider some adaptive learning opportunities.

Background:

The big complex existential question we are grappling with at Fairlawn about our relevance and role is not unlike challenges that we -and many others - face in our daily lives. We-as individuals, in business, and as part of institutions- face challenges that are difficult to address. And for many of these challenges, the tools techniques and solutions of the past are insufficient and are not sustainably working to address underlying issues.

Churches, as institutions, face these pressures-- and are supported by people who are facing these challenges. Moreover, we are working within an increasingly secular-and even hostile-world, where people question the Church’s role and relevance.

Our world is full of organizational change models, buzz words and stacks of self-help gadgets and nostrums. This can leave a lot of us very jaded, and may result in us going with “the familiar default approach” to problem solving, hoping to “make the most of it”. Eventually, however, we may realize that we really “cannot solve our problems with the same thinking we used when we created them”, *nor can we apply our traditional church construct models and tools to solve the perceived problems.*

Technical and Adaptive Problem Solving:

Douglas then introduced the concept of traditional (or technical) and adaptive problems. Traditional, well defined, technical problems remain, and for these there are known solutions that can be implemented using current know-how and expertise.

Conversely, adaptive problems/challenges can only be addressed by changes in people’s thought processes and assumptions to mobilize new insights, skills and approaches, to develop a tolerance for change and loss, and an ability to adapt and thrive. We cannot find success in today’s climate using technical approaches and tools to fix wickedly complex adaptive problems.

Adaptive Problem Solving at Fairlawn: The Promise

An adaptive approach involves re-fashioning our identity and finding ways to thrive within new constraints.

At Fairlawn, we need and want to work together on some organizational changes to shape our capacity for adaptive leadership skills. Adaptive learning, like all educative adult learning, is experiential, and requires openness, and self-awareness as we approach the complex challenges that we all care about. Adaptive learning is soulful work that requires focus and time.

This is a good time for the GC to learn more about and deepen our skills at adaptive problem solving as we are bringing on new members and new roles, and this will be a good orientation for Fairlawn’s leadership as we move into the future using this new and constructive approach. We are also transforming our governance.

This does require setting aside some time to learn together. We can ramp this up at the June 25th meeting, then meet in July and August as learning together meetings.

Discussion:

GC members acknowledged the worthiness of taking the time to learn and to address issues in a different way. It was felt that once learnt and practised, it would also benefit our committee work, and other roles in the church and beyond. It was felt that this is a safe place for us to learn how this new leadership model might work, and how we work with each other to tackle tough, thorny issues. We need to learn how to listen and work through these things---to modify our focus of considerations so that we can target our discussions and make a change of a substantive kind.

<p>5. GC, Leadership and Priority Tasks Part Two Rosemary Pryde</p>	<p>Presentation, <i>Transition at Fairlawn -- Update</i>: Discussion: All Transition Team felt that it would be important to have a congregational communication before the summer, now scheduled for June 16. Rosemary presented a version of the presentation to be used on June 16th, for feedback and discussion. It is envisioned that there will be a discussion on June 16th at the end of the presentation to ask participants: “what would you like to see for Fairlawn---their hopes for why we are even bothering with this---”. In addition, everyone who is interested will be invited to be part of small committee task groups where they will be encouraged to give input.</p>
<p>6. Council Updates .</p>	<p>ES Update</p> <ul style="list-style-type: none"> • A job description is being prepared for the replacement of Spirit Space staff person, Rachel Peacock, who has returned to Saskatchewan. • Douglas and Marlene are working on a job description for the new full-time staff person who will be tasked with Lay Ministry support as well as Children and Youth leadership. • Intinction feedback: A few members of the congregation have expressed health concerns regarding our new intinction method of communion. To address this concern an additional communion station will be added - a small table pre-set to the west of the sanctuary with cups (grape juice only) and bread with tongs. <p>EA Update</p> <ul style="list-style-type: none"> • EA Funding Partners: We continue to organize our EA funding partners to speak at FAUC to raise profile, give feedback on how FAUC congregant funds are used, and ask for support/volunteers. We are inviting CRC on Sept 15, Out of the Cold on Oct 27 and Red Door in late Nov. We are working with the ES group and Douglas to coordinate and integrate messaging. We will meet again in the Fall. • Walk-In Support: Hal McKinstry and Doug Knights have joined Rob Metcalf in meeting with our guests individually for gift cards and prayer. • Refugees A debrief evening was held April 24 to allow core team members from all previous sponsorships to share reflections on the experience, whether positive or negative. This seemed to be helpful for the participants. A Dialogue for Direction was held May 6 for the congregation with 45 participating enthusiastically. Everyone who completed a survey, either that evening or later, said we should undertake new refugee programs, with 55% favouring the direct sponsorship model as before and 45% favouring partnership. • The Indigenous Justice and Reconciliation team: We are excited to have two Fairlawn youth attending this summer’s canoe trip: Reid Doherty and Alex Berndorff. We are looking to grow our small team (Philip Blackford, Derek Wishart, Kathryn Cullen, Denise and Erika Boone, who is looking to pass along the leadership of this group over the next 6 months). • Camp Scugog: This year’s campaign was very successful, raising over \$15K from donations plus the card and bake sales. <p>Property Update</p> <ul style="list-style-type: none"> • Fire Report: Members of Property Council, together with the Chair of Governing Council met with the representative of Innovative Fire on April 25, 2019 to review the fire report. The presentation by the representative was extensive and provided the members of Property Council the opportunity to ask detailed questions following their study of the report. A number of specifics were addressed and in particular, potential solutions to various action items • At Governing Council meeting, Jim praised Vicki and the Property Council for their due diligence in addressing Property issues. <p><u>MOTION: Approval of Financial Support for Coaching/Accompaniment in Transition Process at Fairlawn Avenue in the budgeted dollar amount not to exceed \$3500 for the period up to June 30, 2020.</u></p> <p>First: Vicki Stuart Second: Steve Dunk Approved: Unanimous Abstained: None</p> <ul style="list-style-type: none"> • Children and Youth Ministry update: <ul style="list-style-type: none"> ○ Changing the name for “<i>Spirit Space</i>” to “<i>Spirit Space for Kids!</i>” for greater clarity.

	<ul style="list-style-type: none"> ○ Will ask our three primary Ministries to intentionally include a children and youth component in their program development.
7. ED updates Marlene	<p>ED Report</p> <p>Taking the Call Forward (TTCF):</p> <ul style="list-style-type: none"> • We have over 300 survey responses. Completely unexpected and impressive! Many thanks to our community partner, Panda Mandarin, who leveraged their social media accounts in the neighbourhood to disseminate the survey link. • Of note, we were able to compile 100 completed surveys as people were leaving the Book Sale. • Project is on-schedule.
8. M&P's role Jennifer	<i>Deferred until next meeting</i>
9. Nominating Advisory Committee Douglas, Jim	<p>Update on thinking (approach, timing):</p> <ul style="list-style-type: none"> • In the constitution, there is a reference to a lay leadership capability council. We are really talking about re-invigorating what is there and figuring out what we need it to be. We can build on this. • There are ongoing discussions on this matter.
10. Financial Statements Steve Dunk	<p><i>Admin Fund (see below)</i></p> <p><i>Operating Statements year to date, April 2019 (see below)</i></p>
11. In-camera session	<i>Not required</i>
Items for next GC meeting	<ul style="list-style-type: none"> • Jennifer Arp: Information on M&P • Update from Transition Coordinating Team (Douglas, Jennifer, Rosemary) • Volunteer Fair debrief: construct, communications, encouraging discussion, sign up results, stewardship connection (financial and volunteer resources) and timing (once in fall? Twice annually?)
Items for future meetings	<p><u>June:</u></p> <ul style="list-style-type: none"> • Policy for allocating percentage of donations to local: Steve to look at financial amounts and he and Kathy to discuss; Steve to report back to GC on proposed approach.
NEXT MONTH'S ES MOMENT	<ul style="list-style-type: none"> • <i>Volunteer for June 25 meeting: Marlene St Jean</i>
11. Adjournment 8:45 pm	Jim
Upcoming Meetings:	<p>Fellowship Room</p> <p>GC: Tuesday, June 25, 2019, 6:00 – 8:45 p.m.</p> <p><i>*Meetings held on the <u>fourth</u> Tuesday of every month.</i></p>

Appendix ES Moment:

Mending Wall

BY ROBERT FROST

Something there is that doesn't love a wall,
That sends the frozen-ground-swell under it,
And spills the upper boulders in the sun;
And makes gaps even two can pass abreast.
The work of hunters is another thing:
I have come after them and made repair
Where they have left not one stone on a stone,
But they would have the rabbit out of hiding,
To please the yelping dogs. The gaps I mean,
No one has seen them made or heard them made,
But at spring mending-time we find them there.
I let my neighbour know beyond the hill;
And on a day we meet to walk the line
And set the wall between us once again.
We keep the wall between us as we go.
To each the boulders that have fallen to each.
And some are loaves and some so nearly balls
We have to use a spell to make them balance:
"Stay where you are until our backs are turned!"
We wear our fingers rough with handling them.
Oh, just another kind of out-door game,
One on a side. It comes to little more:
There where it is we do not need the wall:
He is all pine and I am apple orchard.
My apple trees will never get across
And eat the cones under his pines, I tell him.
He only says, "Good fences make good neighbours."
Spring is the mischief in me, and I wonder
If I could put a notion in his head:
"Why do they make good neighbours? Isn't it
Where there are cows? But here there are no cows.
Before I built a wall I'd ask to know
What I was walling in or walling out,
And to whom I was like to give offence.
Something there is that doesn't love a wall,
That wants it down." I could say "Elves" to him,
But it's not elves exactly, and I'd rather
He said it for himself. I see him there
Bringing a stone grasped firmly by the top
In each hand, like an old-stone savage armed.
He moves in darkness as it seems to me,
Not of woods only and the shade of trees.
He will not go behind his father's saying,
And he likes having thought of it so well
He says again, "Good fences make good neighbours."

Trustee Admin Update

**Interim Report
Legacy and Ministerial Support Funds
Three months ended March 31, 2019**

In Detail

	Legacy Fund	Ministerial Support Fund	Total	
Balance December 31, 2018	958,456	1,000,000	1,958,456	
Bequest:	-		-	
	-		-	
Investments:				
Dividends and Interest	11,569	12,067	23,636	
Realized gains (losses)	-		-	
Change in market value	151,975		151,975	175,61
Receipts:				
Charles Henry Robertson Estate Fund			-	
W.D. McIntosh Estate Fund			-	
Investment management fees paid	(2,307)	(2,407)	(4,714)	(4,714)
Capital Expenditures:			-	
			-	
			-	
			-	
			-	
			-	
			-	
			-	
			-	
			-	
Transfer out to cover church operating deficit	<u>(60,847)</u>	<u>(9,660)</u>	<u>(70,507)</u>	<u>(70,507)</u>

Balance March 31, 2019

1,058,846

1,000,000

2,058,846

Operating Statements YTD April 30, 2019

Fairlawn Avenue United Church - YTD Results to April 30, 2019

Summary Version

<u>Operating Revenue</u>	Actual YTD April 30/19	Budget YTD April 30/19	YTD 30-Apr- 18
Total Offerings	137,046	141,750	121,894
Total Rentals	41,083	37,103	38,529
Other Income	15,317	16,000	15,872
TOTAL REVENUE	193,446	194,853	176,295
EXPERIENCE BELONGING			
TOTAL Pastoral Support/LMT	21	100	-
Engagement and Events	737	596	140
TOTAL EXPERIENCING BELONGING	758	696	140
EXPLORE SPIRITUALITY			
Total Worship Council	2,273	3,332	2,129
Total Music Council	14,789	16,433	12,663
Total Faith Development Council	414	1,360	1,755
TOTAL EXPLORE SPIRITUALITY	17,476	21,125	16,547
Total Administration	24,770	27,198	26,407
Total Executive Council	203	750	680
Communications Council			
Total	5,542	7,150	4,484
Total Stewardship Council	275	364	1,080
Total Ministry & Personnel	172,097	182,051	145,127
Total Property Council	27,776	29,019	32,370
Total Other Expenses	230,663	246,532	210,148
Total Expenses	248,897	268,353	226,835

Net operating income (loss)	(55,451)	(73,500)	(50,540)
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