



MEETING MINUTES

Meeting Type:	FAUC Governing Council		
Meeting Topic:	See Below		
Date:	Tuesday, June 25, 2019; The Gallery		
Attendees:	Jennifer Arp, Douglas duCharme, Steve Dunk, Amanda Hancox, Allan Hux, Jim Pollock, Mary Ellen Richardson (recorder), John Ryerson, Don Smith, Marlene St. Jean		
Regrets:	Vicki Stuart		
		Time:	6:00 – 8:45 pm

AGENDA ITEMS	DETAILS
1. ES Moment Marlene	Marlene led the group in a discussion of how God and spirituality can be found in nature.
2. Approval of Minutes	<u>MOTION: Approval of 4 June, 2019 Minutes</u> (See Appendix 1) First: Jennifer Arp Second: Amanda Hancox Approved: Unanimous Abstained: None
3. Opening comments & checking in to meeting Jim	Jim reminded us of the Prayer of St Francis of Assisi to set the tone for the meeting, and our approach. In particular, he referenced the lines: <i>Where there is hatred let me sow love. Where there is injury, pardon. Where there is doubt, faith. Where there is despair, hope. Where there is darkness, light. And where there is sadness, joy. O divine master grant that I may not so much seek to be consoled as to console; to be understood as to understand;</i>
4. M&P roles Jennifer	Jennifer provided an overview of M&P in the UCC context (consultative and supportive; building and healthy relationships; supervisory role), as well as a summary of what M&P is focusing on at FAUC She noted that M&P is the only mandatory committee of the governing body of a congregation or pastoral charge. <u>M& P in the UCC context:</u> <u>Consultative and Supportive Role:</u> M&P Should be available for consultation and support for matters involving the pastoral charge staff. M&P is responsible to communicate to GC about working conditions, salary and compensation, and to connect with regional council to ensure that we are following the most up-to-date policies and procedures. <u>Healthy Relationships Role:</u> The M& P role includes: overseeing the relationship of the pastoral charge staff to each other and the congregation, both between employees and between employees and the congregation;

conflict resolution and dealing with confidential matters.

Supervisory Role: The M& P role includes: Reviewing working conditions and compensation, and presenting issues to GC. Ensuring adherence to employment regulations, health and safety standards and that education opportunities are taken advantage of.

M&P Current Focus at FAUC:

- Healthy relationships: Working to build trust with staff members and setting norms for healthy relationships between staff and M&P.
- Creating the “Code of Conduct or Behavioural Covenant” as guide to respectful discourse and actions
- Reviewing a long list of policies and staff handbook that are out-of-date.
- Finalizing the performance review process for 2019-20, including a goal-setting process.

Jennifer addressed questions:

- **Goal setting**
 - Goal-setting is important and Jennifer feels that staff should be part of the process, working with their M&P reps to set their work (and personal) goals, and adjust them as it is felt necessary.
 - Goal-setting is a collaborative process.
 - Jennifer suggested that staff need to approve the document.
- Given that Jennifer has become Vice Chair of GC, a **new Chair of M&P** must be found.
 - Given that M&P is the only mandated committee of the church, they have to sit at the GC table.
 - It would be nice to have someone in place in September; otherwise the transition work will suffer.
 - It would be ideal to have an HR professional, with good policy expertise.

5. Orientation to Adaptive challenges, leadership and Learning
Douglas

Douglas provided a review of the concepts of adaptive challenges, leadership and learning, and then GC identified adaptive challenges which FAUC currently faces. One of these challenges will be used during the July 24th GC meeting so that the GC members can build their adaptive problem-solving skills, utilize new tools and approaches, and begin to better understand necessary leadership approaches in challenging times. The exercise will help us to problem-solve by identifying, for each challenge:

- What we know
- What we need to know—what new insights do we need to gain?
- What patterns we see when we look “from the balcony” rather than “from the dance floor”
- What questions we need to ask
- What Tools and techniques might we apply to break open the wicked challenges
- What could be fixed with a technical tool, and what might require a more complex technique
- What conflict is present in this challenge?
- What technical fixes have we tried and have they worked? Is there a sense of crisis? Do people want “order” to be restored?
- What losses might we experience if this challenge is addressed?
- How do we get on the balcony (be at the GC table) whilst still being at the dance floor (still one with the congregation)

The GC members then discussed what adaptive challenges are currently being faced by FAUC, or are pending. These included:

- Definition of ‘church’ and church community at Fairlawn
 - Engaging congregation in this consideration
- Missing demographics in our congregation:
 - Spirit Space : lack of parents (ages 30-45 years) of the young people, and thus a lack of children
 - 20-35 year olds, without children
 - 18-25 year olds
- Communication challenge: how we talk about ourselves
 - Outside of the church: branding and image
 - Inside the church, different tracts of involvement and awareness:
 - Need for clarity in challenges facing Fairlawn

Douglas then provided an overview of Adaptive Leadership Skills, and referenced in particular the work of Ronald Heifetz and Marty Linsky in their book “Leadership on the line, staying alive during the dangers of leading”

There was a discussion of: What are the practices that we can develop to inquire, break down the challenge, think critically and constructively.

Working on one of our “adaptive challenges” will give us an opportunity to learn how to do this. Marlene and Douglas invited GC members to learning sessions, based on a discussion guide from the Heifetz/Linsky leadership book at noon on each of Tuesday *July 30th, August 13th, 20th and 27th.*

We will practise these skills and habits, developing leadership skills by working on a practical, adaptive problem on July 24th

6. Council Updates

ES Update

Communion

The new ‘health’ station was implemented for the communion service this past Sunday. This is for those who may not feel comfortable with the intinction communion method due to health concerns.

Up-coming services

- July 7th, 14th, and 21st services will be taken by Rob Metcalf while Douglas is on holiday; thank you, Rob!

North Toronto Cluster

ES Council is exploring ways to engage with the North Toronto Cluster churches. Currently we are looking at joining them for a series of Youth programming (outside of Sunday worship) over the 2019-20 year. The activities will be organized in conjunction with the GO Project, an area of the UCC that focuses on youth ministry.

Fall planning

The Welcome Back BBQ will take place on Sept 8th and we are working on ideas for the Remembrance Sunday service.

Advent

Special Music will be Dec 1st

Advent by Candlelight is Monday, Dec 2nd. Douglas is working with Carolyn Clark on rewriting the ‘script’ for the evening.

EA Update

Social Justice

Fairlawn’s SJ team will be partnering with the Bedford Park Residents Organization to host a Federal Candidates’ meeting at the church in the fall. The BPRO currently consists of 450 members and is housed within our riding. They are excited to help, and we are delighted to have their help!

EA Funds

Two of our recipients are merging – CRC and Fred Victor. We will hear more when CRC is part of our service on Sept 15. Meanwhile, this merger will not affect our givings to the organization.

Refugee Sponsorship

The Advisory Group has decided to attempt an LGBT case. We relied for our decision upon the enthusiasm and offers of support we received from the congregation through the survey and at the DFD. We felt it would be inappropriate to stop or stall our sponsorships when this ministry has meant so much to the congregation and raised the church’s profile in the community.

We are mindful of the difficult housing situation in Toronto and decided to limit our efforts to one person, or at most a couple.

Our first choice for this next case is to work with Rainbow Railroad, who vets the cases and the sponsor

	<p>groups. They then use Metropolitan Community Church as the SAH. They will be matching 5 cases (extensively vetted by RR) with sponsor groups in the next 1-3 months. We hope to be part of that. The case would arrive at the earliest in summer 2020.</p> <p>Property Update</p> <p>The Property Council had its final meeting of the year as a BBQ at the home of the Chair, Vicki Stuart. Property Council took time to reflect on all matters accomplished during the year.</p> <p><u>Major Strategic Issues</u></p> <ul style="list-style-type: none"> • The Chair reported on discussions with a recommended architect and 2 recommended fire stop companies. The Chair also reported on awaiting response from Innovative Fire in respect of proposed solutions to certain deficiencies. A review of the work accomplished to date in respect of the fire code work was done. • Council reviewed the necessity for doing the roof contract on the north east flat roof, and concluded that if it could be ascertained that this roof was not over any of the organ pipes, that the roof repair could be delayed by one year. • The Chair reported on moving forward to meet with a designer to receive assistance on furniture choices for the Fellowship Room. <p><u>Ongoing Maintenance Issues</u></p> <ul style="list-style-type: none"> • Problems had been encountered with the installation of the enhanced WiFi, and Council made a decision on the options presented by the installer. • Tom Gifford is taking the lead with the supplier of the windows to obtain quotes for the necessary repairs.
7. ED updates	<p>Marlene</p> <p>ED Report</p> <p><u>Taking the Call Forward (TTCF)</u></p> <ul style="list-style-type: none"> • We have over 350 survey responses. • Project is on-schedule. • Summer regroup session with Advisory Team and separate meeting with Nayar Consulting on deck. <p><u>M&P/ED Collaboration</u></p> <ul style="list-style-type: none"> • Dinner & Meeting held on June 10th. <p><u>Spirit Space: June-August</u></p> <ul style="list-style-type: none"> • Contracts have been extended through until the end of August. • Key Upcoming Milestones (in collaboration with DdC, supported by MSJ) <ul style="list-style-type: none"> ○ Planning Session #1 on June 23rd 12:00 PM – 2:00 PM (Establish program framework per UCC Liturgy) – Complete. Feedback provided to Spirit Space. Next steps summarized and emailed to Spirit Space team, Douglas and Amanda. ○ Team Planning Session (Spirit Space Staff only): Sunday June 30th. ○ Pre-Planning Session Meeting: Sunday July 14th (MSJ & Spirit Space Team) ○ Final Planning Session: July 28th (Spirit Space Team, MSJ and Douglas)
8. Financial Statements	<p>Steve Dunk</p> <p>Appendix 2</p>
9. In-camera session	<p><i>Not required.</i></p>

Items for next GC meeting	<ul style="list-style-type: none"> • Volunteer Fair debrief: construct, communications, encouraging discussion, sign up results, stewardship connection (\$ and person power) and timing (once in fall? Twice annually?) • Some discussion on this item, including: <ul style="list-style-type: none"> ○ It was noted that there is a plan to do something in the Fall. Nothing specific has been identified and no one has been tasked with organization. ○ The last Fair was “document heavy”, and staff requested that it be timed so as not conflict with the Annual Report. ○ It was suggested that future fairs should “Keep the food outside of the room until people have a chance to walk around a bit”
Items for future meetings	
NEXT MONTH'S ES MOMENT	Jim
11. Adjournment	Jim
Upcoming Meetings:	Adaptive Learning session: 24 July, Jim’s house (80 Fairlawn Avenue), 7:00 p.m.; a further one to be conducted in August GC Meeting: Tuesday, September 24, The Gallery, 6:00 – 8:45 p.m. GC Meeting: Tuesday, October 22, The Gallery, 6:00 – 8:45 p.m. <i>*Meetings held on the <u>fourth</u> Tuesday of every month.</i>

Appendix 1:



FAIRLAWN
Connect with what matters in life.

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>

*And it's in dying that we are born to eternal life.
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. ○ 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>June:</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 Pollock: Jim offered his thanks, on behalf of GC, to Marlene for the work that she does to support the church and the GC.
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.

GCMinutes25June2019

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

Ministerial Support

Total

	Fund	Fund		
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>	(70,507)
Balance March 31, 2019	<u>1,058,846</u>	<u>1,000,000</u>	<u>2,058,846</u>	

Operating Statements YTD April 30, 2019

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

<u>Operating Revenue</u>	<u>Actual YTD</u> <u>April 30/19</u>	<u>Budget</u> <u>YTD</u> <u>April</u> <u>30/19</u>	<u>YTD</u> <u>30-Apr-</u> <u>18</u>
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)

Appendix 2: Finance Report

Fairlawn Avenue United Church - YTD Results to May 31, 2019

Summary Version

<u>Operating Revenue</u>	Actual YTD May 31/19	Budget YTD May 31/19
Total Offerings	164,551	177,250
Total Rentals	51,653	46,441
Other Income	15,460	16,125
TOTAL REVENUE	231,664	239,816
<u>EXPERIENCE BELONGING</u>		
TOTAL Pastoral Support/LMT	21	425
Engagement and Events	514	682
TOTAL EXPERIENCING BELONGING	535	1,107
<u>EXPLORE SPIRITUALITY</u>		
Total Worship Council	2,513	3,924
Total Music Council	18,627	20,449
Total Faith Development Council	1,100	2,200
TOTAL EXPLORE SPIRITUALITY	22,240	26,573
Total Administration	33,395	36,036
Total Executive Council	775	812
Communications Council Total	5,412	8,937
Total Stewardship Council	275	455
Total Ministry & Personnel	211,043	226,453
Total Property Council	34,546	36,372
Total Other Expenses	285,446	309,065

Total Expenses	308,221	336,745
Net operating income (loss)	(76,557)	(96,929)

Commentary:

Above is a summary of the financial results to May 31, 2019. The bottom line is we have a loss YTD of \$76,557 versus a planned loss of \$96,929. (Last year's loss YTD was \$80,074.) So the good news is we are \$20,372 ahead of budget.

Total revenue is down \$8K relative to budget but up \$12K from last year. The shortfall is all at the offerings line where we had an aggressive budget. However, offerings are up from last year by \$8K. Expenses are under budget by \$20K. Expenses are under budget in every category with the largest being M&P which is under by \$15K, because we have unfilled positions relative to what was budgeted.

It was noted that Steve will try to craft a message to the congregation about the YTD financial situation, including a thank you for donations.

Steve Dunk