



FAIRLAWN
Connect with what matters in life.

MEETING AGENDA

Meeting Type:	FAUC Governing Council
Meeting Topic:	See Below
Date:	Tuesday, September 24, 2019; Fellowship Room
Attendees:	Jennifer Arp, Steve Dunk, Amanda Hancox, Allan Hux, Mary Ellen Richardson (recorder), John Ryerson, Don Smith, Marlene St. Jean, Vicki Stuart, Douglas duCharme
Regrets:	Jim Pollock, Kathy Magladry
Time:	6:00 – 8:45 pm

AGENDA ITEMS	DETAILS – APPENDICES/REPORTS AVAILABLE ON REQUEST
1. Introduction and Welcome 6:00 – 6:10 p.m. Jennifer	The meeting commenced with remarks from Jennifer, welcoming GC back to our “New Year”, a refresh, a new beginning – ready to pick up where we left off in June. Discussion included: <ul style="list-style-type: none">• GC has gained a good foundation of learning over the summer regarding adaptive change and new forms of leadership.• Now, as we move towards receiving the research findings, we need to prepare ourselves as a GC, and support the congregation, to discern our deepest values and purpose. This will assist us as we collectively work to integrate the research findings with our existing capacity and desires.• We want to continue to better understand our role as a leadership group and help to lead from a stronger, more assured place.• We will be doing some exploration of these practices at our GC meetings and then we want to identify how we can move these conversations and opportunities for learning out into the congregation.
2. Approval of Agenda	<u>MOTION:</u> Approval of Agenda First: Amanda Hancox Second: Mary Ellen Richardson Approved: Unanimous Abstained: None

<p>3. Consent Agenda 6:10 p.m.</p>	<p><u>MOTION:</u> GC Approves the September 24th consent agenda items following, except for the property council report.</p> <p>First: John Ryerson Second: Vicki Stuart Approved: Unanimous Abstained: None</p> <p>3.2 Approval of June 25, 2019 Minutes</p> <p>3.3 Ministry, Council and ED Updates (Received in advance, taken as read, Discussion of specific items as raised by GC members)</p> <p>3.3.1 Embrace Action (Appendix)</p> <p>3.3.2 Experience Belonging (Appendix)</p> <p>3.3.3 Explore Spirituality</p> <ul style="list-style-type: none"> • <u>Appendix 3.3.3.1: Explore Spirituality Council Report for Executive Council – September 24, 2019</u> <p>3.3.4 *Property Council</p> <ul style="list-style-type: none"> • <u>Appendix 3.3.4.1: Property Council Report for Executive Council – September 24, 2019</u> <p>3.3.5 Finance Council</p> <ul style="list-style-type: none"> • <u>Appendix 3.3.5.1: Finance report</u> • <u>Appendix 3.3.5.2: August Year to date summary operating statement</u> <p>3.3.6 Executive Director Update (Appendix)</p> <ul style="list-style-type: none"> • <u>Appendix 3.3.6.1: ED Narrative report</u> <p><u>*MOTION:</u> Approval to incur incremental expense to address fire dampers.</p> <p>First: Vicki Stuart Second: Steve Dunk Approved: Unanimous Abstained: None</p>
<p>4. ES Exploration, “Leadership and Leaning on a Threshold” – Douglas Intro All to participate .</p>	<p><i>Introduction for this ES Exploration:</i> Progress in transition is hard to measure as it is often not “concrete” as defined by a task-oriented society. At Fairlawn, we are in a ‘liminal season,’ where we are leaving some things behind and crossing into something new, but we are not quite across the threshold yet. Many of us have experienced this in our own lives—after endings of important relationships, after retirement, experiencing empty nest syndrome, etc. These are important times – we often rush through</p>

them. However, moving through this ‘in-between’ place can be transformative. For us, this is where we can find the meaningful leadership work that can be done at Fairlawn. We can look forward expectantly to the door opening before us, instead of the door, which is closing behind us.

Douglas shared that the Transition Team had done some reflection and identified that they “felt” vague, relative to the question of “how are we doing”. They acknowledged that it is hard to measure. It is a transition process and it is hard to gauge progress. It is an important piece of work that takes time – there is a lot of “grappling” going on within the process. There is a great deal of meaningful leadership work that can be done in these in-between places, but it is different from the kind of leadership tasks that we are familiar with.

As churches in society, we are living on a threshold between relationship of church and society that we once knew, but is no more, and a new relationship that remains uncertain for now. Increasingly, there is also a threshold between the organizational and the spiritual life of the church. There is a desire to reconnect.

One of the first things that leaders can do is to work towards deepening our discernment of what is happening and what is needed. This is something that we have to practice *before* we turn our attention to the congregation and the community as a whole. GC needs to develop skills in our capacity to do some discernment.

This begins not in the “what of church” but in the “why of church”.

To ask “what’s in it for me” is to turn our tagline ‘connect to what matters in life’ on ourselves, to identify what matters about Fairlawn. The building blocks of discernment focus on the why and not the what of church.

As we strive to clarify our church purpose, we need to determine what is essential and what we can let go of to focus on what our faith is calling us to do, as a community. This will be critical in helping us to discern how we will be *Taking the Call Forward*. Understanding ourselves and our neighbours, will help us in this discernment process.

We are engaged in a discussion that allows us to build some leadership muscle. Meaning, that even though we may not know exactly where we are going, we can help move ourselves and others through this transition.

4.2.1 Turning to your neighbour, take some time to discuss these questions:

- *Why do you come to church? Why do you come to Fairlawn? What keeps you coming to Fairlawn? What’s in it for you? What are you looking for?*
- *How would you like Fairlawn to live our faith in the world?*
- *How would you like to use your experience, as being a part of Fairlawn, to live your faith in meaningful and worthwhile ways in the world?*

	<p>Appendix 4.2.1: Article: “How to Lead When You Don’t Know Where You’re Going”</p> <p><i>4.2.2 In plenary:</i></p> <ul style="list-style-type: none"> • <i>How can we, as leaders and members as Governing Council, individually, and as a whole, help to wrestle with the answers to these questions. And, perhaps get the answers to these questions from the rest of the congregation. How will we open an ongoing dialogue with the congregation around these questions?</i> <p>Discerning who we are as a church, better understanding our neighbours, and understanding what God is calling us to do next, will help to equip Fairlawn in making decisions once we receive the community research results. We are finding our way through the threshold, bit by bit, together.</p> <p><i>Concluding Remarks:</i> In this exercise, Governing Council identified some of the characteristics that we would like to adopt as leaders, individually and collectively, which would include being approachable, trustworthy, and open.</p> <p>We will have more conversations about how we can engage with the larger congregation, broadly.</p>
<p>5. FAUC Policy Discussion Mary Ellen</p>	<p>Overview: Fairlawn’s Policies and Procedures resource.</p> <ul style="list-style-type: none"> • As we strive to adhere to our Duty of Care, and as we are looking to increase community engagement at Fairlawn, we need to adhere to operational guidelines. While we currently have some of these policies and corresponding procedures in place, we do need to create a more robust resource. • Discussion of next steps <ul style="list-style-type: none"> ○ Identify who will lead ○ Identify those things that need to be reviewed ○ Set a timetable for review with the GC ○ Identify which ones need input from council leads prior to coming to the GC. <p>Action Item: (Mary Ellen) to approach a member of the congregation to see whether he is interested in taking this leadership role on behalf of the GC.</p> <ul style="list-style-type: none"> • Appendix 5.1: Table of Contents: Policy Binder
<p>6. Financial Statements Steve Dunk</p>	<p>Discussion of implementation of Stewardship and Finance Council per Fairlawn Avenue's Constitution (2015), which includes a Finance and Stewardship Council, as a part of our approved structure.</p> <ul style="list-style-type: none"> • Appendix 6.1: Fairlawn Avenue United Church – Constitution 2015 <p><i>Discussion:</i> A discussion of the importance of the stewardship role took place.</p>

	<p>Over time, the goal is to reinvigorate the Stewardship side, knowing that we will be identifying new goals and a new vision.</p> <p>We may need specific expertise in fundraising beyond where we have been. It may be funding from arts councils, grants, or community partners, who might be applying for monies from outside funding agencies. Working with them, a strong Finance function will support the evaluation of funding options that are available.</p>
<p>7. Ministry & Personnel Committee</p>	<p>Marlene St. Jean left the meeting for the discussion about M&P.</p> <p>With the need for Jennifer Arp to step into the Governing Council Chair position early, attention needed to be given to the function of the Ministry and Personnel Committee, of which she has remained Chair. Efforts to secure a new Chair for M&P have not been successful. Several members of M&P have recently stepped down, or have indicated an intention to step down. There is concerted work now being done to systematically gather a Policies and Procedures handbook for Fairlawn Avenue, being overseen by Governing Council, which includes a large number of federal and provincial employment standards policies that are now in place. Also, there is strong interest among churches in the North Toronto Cluster to collaborate on aspects of M&P work that we all tend to be duplicating at this time. Finally, the integration of the Executive Director's role and capabilities for day-to-day staff coordination and oversight alongside the previous role for M&P in fulfilling those functions has not yet been worked through to permit M&P to refocus their responsibilities.</p> <p>Following discussion, it was proposed that we have an unusual option available in the short- term due to the fact that a Transition Minister is not accountable to M&P but to the Transition Team and the Regional Council. Therefore, it is possible for Governing Council itself to take on the role and responsibilities of M&P (since all M&P decisions are in fact made by Governing Council on recommendation from M&P) as there is no conflict of interest for Douglas. This remedy was developed in consultation with input from the Regional Council Personnel Minister who indicated that it is entirely in order in this context.</p> <p><u>MOTION:</u></p> <ul style="list-style-type: none"> • To enable work on restructuring the Ministry and Personnel function within Fairlawn Avenue United to proceed, as a temporary measure, the Governing Council will assume the role of the Ministry and Personnel Committee, until the Annual Meeting scheduled in March 2020. An Interim Report on progress with this restructuring of M&P work will be provided at the December 2019 meeting of Governing Council. <p><u>APPROVED</u></p> <p>First: Steve Dunk Second: Vicki Stuart Approved: Unanimous Abstained: None</p>

<p>8. Other Business</p>	<p>Douglas: Upcoming Confirmation and Baptisms</p> <p><u>8.1 MOTION:</u> Approval of Candidates (Membership and Ministry Motions)</p> <ul style="list-style-type: none"> On recommendation of Rev. Douglas duCharme that the baptism of Gavin Murphy, son of Heather Murphy and Ryan Murphy take place on Sunday October 20th during the service of worship. <p>First: Steve Dunk Second: Allan Hux Approved: Unanimous Abstained: None</p> <p><u>8.2 MOTION:</u> Approval of Candidates (Membership and Ministry Motions)</p> <ul style="list-style-type: none"> On recommendation of Rev. Douglas duCharme that the Confirmation of Alexandra Blackwell, Lindsay See, and Chris Leonard take place on Sunday, October 20th during the service of worship. <p>First: Amanda Hancox Second: Mary Ellen Richardson Approved: Unanimous Abstained: None</p> <p><u>*8.3 MOTION</u> Approval of Candidates (Membership and Ministry Motions)</p> <ul style="list-style-type: none"> Moved that Governing Council concurs with Rev. Douglas Ducharme’s letter of recommendation to Emmanuel College, Toronto affirming Chris Leonard's sincere intention, and gifts for pursuing the Candidacy Pathway towards deepening Chris' discernment of a call to ministry leadership within the United Church of Canada, and further commits to support and encourage Chris through the steps along this journey. <p>First: Amanda Hancox Second: Allan Hux Approved: Unanimous Abstained: None</p> <ul style="list-style-type: none"> *Appendix 7.4.3: Letter of recommendation affirming Chris Leonard
<p>9. In-camera session</p>	<p><i>Not required.</i></p>
<p>Items for next GC meeting</p>	<ul style="list-style-type: none"> Welcome to Noelle and Whitton ES Exploration: Deepening discernment as a leadership practice.

Items for future meetings	<ul style="list-style-type: none"> • Stakeholder Engagement at FAUC • Communication Plan • Finance and Stewardship Council Discussion
Adjournment	<p><u>MOTION:</u> Adjourn Meeting</p> <p>First: Vicki Stuart Second: Amanda Hancox Approved: Unanimous Abstained: None</p>
Upcoming Meetings:	<p>Fellowship Room: <i>*NOTE DATES of next Meetings</i> GC: Tuesday, October 29, 2019, 6:00 – 8:45 p.m. (New Date) GC: Tuesday, November 26, 2019, 6:00 – 8:45 p.m. GC: Tuesday, December 17, 2019, 6:00 – 8:45 p.m.</p>