



FAIRLAWN

Connect with what matters in life

2019 ANNUAL REPORT

FINDING THE PATH — SHARING THE JOURNEY

WE HAVE ALL HEARD THE EXPRESSION “life is what happens to us while we’re making other plans”. It feels particularly relevant at Fairlawn now, and it’s cause for celebration. It requires a special kind of balance to encourage transformative experiences within a stable structure.

Faith communities like Fairlawn are, at their best, not just about maintaining the status quo. Life isn’t like that. Our lives are full of growth, deepening relationships, change, and learning. We are not alone—the Fairlawn community is with us on life’s journeys.

We have been remarkably resilient, providing opportunities for involvement, growth, and learning, while consolidating and re-building our organizational life.

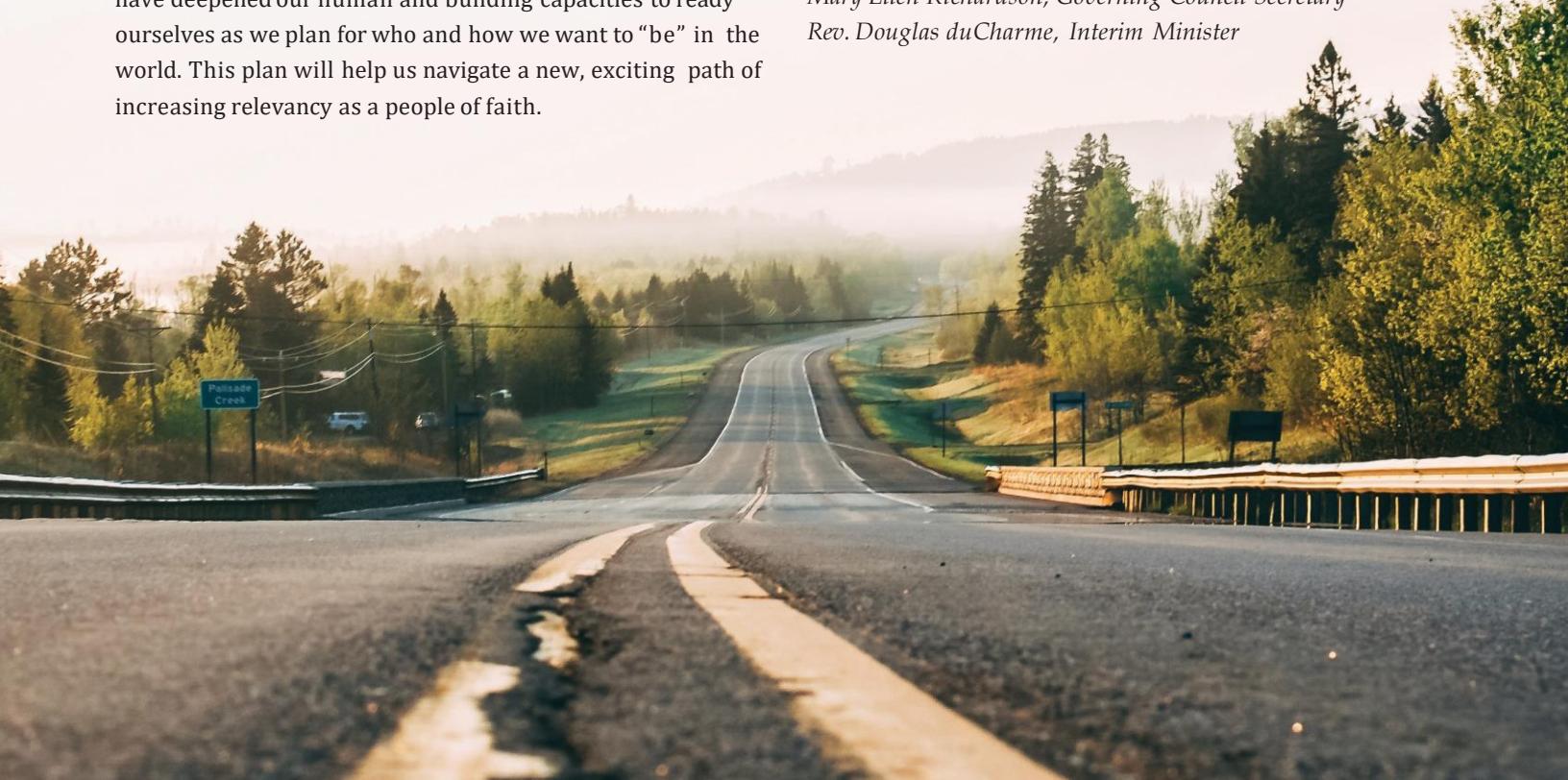
Thanks to our dedicated and energetic staff and volunteers, we continue to provide pastoral, spiritual, and financial support at Fairlawn and in our wider community. The new staff is helping us make the most of the volunteer time, energy, and creativity that gives Fairlawn life. We are grateful for all the ways that Marlene St. Jean, our Executive Director, has built this new staff team. Simultaneously, we have deepened our human and building capacities to ready ourselves as we plan for who and how we want to “be” in the world. This plan will help us navigate a new, exciting path of increasing relevancy as a people of faith.

In this report, you will see familiar signs of Fairlawn’s vital engagement with ministry and community, plus new initiatives such as The Big Table’s sharing of food, community, and climate crisis responses. You will see all the ways in which worship and music continue to enliven our spirits. You will see the remarkable work of the Transition Team, including developing Fairlawn’s *Guiding Principles* to embody our values in the way we aspire to lift each other’s spirit. We have also deepened our relationships with other United Churches in the North Toronto Cluster.

Fairlawn’s investment in community research will provide greater insights into our community context and show us where to focus our efforts and resources in new approaches to ministry.

We are confident that, as we continue to plan and begin to discern and navigate a new path, we will continue to walk our known path together. The year ahead is filled with possibility and promise, and God is with us, sharing in that journey!

*Mary Ellen Richardson, Governing Council Secretary
Rev. Douglas duCharme, Interim Minister*





TRANSITION TEAM

Team Member: Rosemary Pryde

GOVERNING COUNCIL

Governing Council Secretary: Mary Ellen Richardson
Interim Minister: Rev. Douglas duCharme

Fairlawn's Governing Council oversees the presence and work of Fairlawn Avenue United Church. The Council continued to guide the congregation's activities and ensure its effective operation in 2019 while also:

- developing its understanding of how to lead in the current changing religious-social context; and
- considering how to best position the congregation and its leadership for its emerging opportunities.

Council demonstrated its solid leadership and prudent approach to the future by:

- investing in both its human and property capital by building its lay leadership and staff teams to full strength and continuing to ensure the congregation's sound financial and property management;
- studying Ronald A. Heifetz and Marty Linsky's *Leadership on the Line* to develop adaptive learning skills so that it can consider challenges in more creative ways and help Fairlawn build the bridge to its future;
- temporarily adopting the Ministry and Personnel Committee's function while it was being refreshed; and
- deciding to adopt a co-chair model after Jim Pollock and Jennifer Arp each held the Chair's position during the year.

Governing Council set up the Transition Team (TT) after receiving the Toronto Southeast Presbytery's report about Fairlawn in February 2018. Council provided the TT with a series of goals that reflected the presbytery report's recommendations. The TT began its work in April 2018 by developing a job description for, and hiring, Fairlawn's interim minister, the Rev. Douglas duCharme, and it has worked with Council's goals since then.

While the TT will end its term as of Fairlawn's 2020 annual general meeting, the transitional work will continue into 2020 as the congregation continues to assess its opportunities and capabilities.

Some of the TT's key accomplishments for 2019 were:

- implementing leadership development learning for Governing Council members to build a stronger lay leadership model;
- developing potential strategies to enhance communication within Fairlawn, which will be forwarded to Governing Council for its review;
- conducting a comprehensive healing and reconciliation project with those for whom the 2016 and 2017 upheaval was particularly stressful;
- developing Fairlawn's *Guiding Principles* in collaboration with congregants. These express the congregation's values as a church community and are intended to guide how Fairlawn's congregants wish to 'be' in the world – with each other, staff, and the world around them; and
- working to renew the congregation's ministry and personnel functions to more closely align with the United Church of Canada's policy and Fairlawn's staff structure.



TAKING THE CALL FORWARD

Executive Director: Marlene St. Jean

Fairlawn received a generous grant from The Presbyteries of Toronto Conference Corporation in 2018 to further its Taking the Call Forward (TTCF) initiative. Fairlawn had previously identified this initiative as its way to develop its Explore Spirituality, Embrace Action, and Experience Belonging ministries to help congregants and community members “(c)onnect with what matters in life”.

During 2019, Fairlawn established its TTCF Advisory Team and selected its consultant, Nayar Consulting. The grant allowed Nayar to conduct community and congregant research, as well as extensive research within our surrounding community to provide Fairlawn with a more robust understanding of the communities it is trying to reach. The research aim was to identify the top two or three unmet needs among lesser engaged congregants and community members and recommend ways to facilitate more opportunities for meaningful engagement.

Nayar completed the community and congregant research at the end of 2019 and now is working with the Advisory Team to create a comprehensive report. It will be one of a few resources that Fairlawn will use to help it chart its future path.



EXPLORE SPIRITUALITY

Chair: Amanda Hancox

This year was filled with creativity, integration, and special moments as the Explore Spirituality Ministry learned and tried new ways to enhance Fairlawn's worship and congregational life.

- **Art in the service:** The congregation's artistic gifts enhance Explore Spirituality. Including different art forms provides new ways for people to explore and engage their spirituality. This was particularly noteworthy during the Remembrance Day service, which included readings, poetry, dance, and a special candle lighting litany.
During 2019:
 - Chris Leonard shared the gift of dance during the Palm Sunday, Maundy Thursday, Remembrance Day, and two afternoon Christmas Eve services;
 - Special Music Sundays were held on April 7 and December 1;
 - Fairlawn included meaningful secular prose and poetry in its services;
 - many new families attended the 1:00 p.m. service of Christmas Story and Carols for Young Children. More than 550 attended the 4:00 p.m. Family Service with the Junior and Intermediate Choirs, and 25 people participated in the pageant. The 10:00 p.m. Communion Service allowed participants to experience the mystical part of Christmas with candle-lighting, readings, and the Senior Choir's glorious music.
- **Integration:** Explore Spirituality often works with the Embrace Action and Experience Belonging ministries. Collaborations included the Mother's Day interactive listening service, Affirm service during Gay Pride Week,



and The Big Table. These efforts helped to deepen connections in Fairlawn's community.

- **The Big Table:** Fairlawn launched its successful evening of dinner, discussion, and multi-age activities in October with a climate focus.
- **Six Degrees:** Fairlawn's new 2018 program to wed social justice action and discussion for young adults did not attract the anticipated attendance, so was discontinued in the fall of 2019.
- **Spirit Space for Kids!** This programme is a safe and affirming space where everyone is someone with something to offer. It has 55 registered participants and an average attendance of four.
 - Staff held a planning retreat with the teachers to improve lesson execution and began to use the Seasons of the Spirit curriculum in October.
 - Volunteers helped source engaging reading material for toddlers.
 - Children participated in the community barbecue in September and made cards for the Red Door Family Shelter for Thanksgiving.
 - Staff created a new brochure, which has been available since the Christmas services.
- **Adult Education:** Fairlawn:
 - held Caring for Seniors, a pilot project to support caregivers; and
 - collaborated with the United Church of Canada's North Toronto Cluster of ten local congregations for its adult education in 2019.



EMBRACE ACTION

Chair: Kathleen Magladry

The Chair of Fairlawn's Embrace Action Ministry changed from Kathy Salisbury to Kathleen Magladry in April. Its groups' work remained strong and consistent with dozens of volunteers involved.

- **Boarding Homes:** Volunteers continued to visit twice a month to share baking, sing, and visit. The volunteers held a barbecue and Christmas party.
- **Camp Scugog:** Fairlawn sits on the Camp Scugog board and, this year, raised more than \$19,000 to send children to camp. Fairlawn rented a bus with Lawrence Park Community Church and assisted Scugog staff at the camp clean-up day.
- **Embrace Action Fund:** In December, the fund distributed a total of \$53,000 to external agencies, including Blythwood Out of the Cold, the Christian Resource Centre (CRC), Fred Victor, Red Door Family Shelter, Regent Park's ArtHeart, Street Health, and Transform Café.
- **Worship speakers:** This year, Fairlawn welcomed speakers from Red Door, the CRC, Fred Victor, and Out of the Cold.
- **Red Door:** The congregation, Advent by Candlelight participants, and Brownies held another successful toy and baby goods drive for the family shelter.
- **Food Bank:** Fairlawn continues to donate money and food to Lansing Food Bank.
- **Reconciliation:** Fairlawn held Orange Shirt Day to remember Indian residential school survivors. Two



Fairlawn youth participated in the third of five Gibimish-kaadimin canoe trips for Indigenous and non-Indigenous youth, funded by Fairlawn and two other United Churches.

- **Refugees:** Fairlawn has sponsored 11 Syrian refugees over five years. The refugee advisory group held a:
 - Month 13 celebration in late March to mark the end of Fairlawn's one-year support for the Hussaini family, which has moved to Mississauga; and
 - Dialogue for Direction in May, where 45 congregants agreed Fairlawn should continue refugee support. The group has partnered with Rainbow Railroad to sponsor an LGBT case. Team 4 was formed, but the refugee is not expected before late 2020.
- **Social Justice:** In January, Fairlawn held a Sunday service on deep listening. In September, a small group joined the climate march at Queen's Park. Fairlawn also held a federal candidates' meeting with the Bedford Park Residents' Association in September.
- **Walk-in Support:** More volunteers now welcome up to 100 guests with breakfast. In 2019, the programme developed a new model with two volunteers assisting with the "listening ministry" and distributing PC gift cards and tokens. Rob Metcalf held a crisis intervention workshop for volunteers in November. The ministry distributed scarves and hats in December.



EXPERIENCE BELONGING

Chair: Allan Hux

The Experience Belonging Ministry provided support and social connection for congregation and community members, offering them a sense of belonging at Fairlawn.

- **Support Ministries:**

- **Affirm:** Kamahli Powell of Rainbow Railroad spoke at the Affirm Service on June 9. Kit Muir performed a liturgical dance to honour Kit's father, who died.
- **Breast Cancer Support Group:** Formed in 2012, it continued to meet monthly (with two social events) to support women from the community and congregation.
- **Congregational Connector:** Maintained contact with congregants dealing with various life issues, which ensured that they felt supported and the minister knew when additional pastoral care was needed.
- **Memorial Service Receptions:** Volunteers hosted four receptions.
- **Helping Hands:** It had fewer requests for meals, shopping, and rides to medical appointments this year.
- **Need a Ride, Give a Ride:** 13 drivers provided 29 rides.
- **Pastoral Visitation:** Supported 18 people.
 - **Communion services:** Provided Easter, Thanksgiving, and Christmas communion services in Canterbury Place and The Teddington retirement residences.
 - **Seniors' Representative:** Provided phone contact with congregants.
 - **Visitation Tea:** 22 volunteers drove and supported the June tea and communion service for 20 seniors.
- **Post Secondary Care Packages:** Sent 16 packages to students during December exams.

- **Prayer Shawl Ministry:** 27 knitters provided 31 shawls for those needing support or celebrating a joyous occasion. The ministry has provided 386 shawls since it began in 2012.

- **Social Ministries:**

- **Advent by Candlelight:** 130 women enjoyed dessert and a reflective service on December 2.
- **Basketball:** Up to 12 people played in the gym Monday evenings. The group enjoyed social events, ushered at services, and assisted with Fairlawn's community barbecues.
- **Book Sale:** 125 volunteers participated in the 58th annual sale, raising \$14,782 for Fairlawn.
- **Broadview Discussion Group:** 5 to 8 people met 10 times to discuss articles.
- **Fairlawn Knitters:** 26 knitters and one weaver gathered monthly to create, visit, and enjoy tea.
- **Noah Social Group:** 35 people enjoyed potluck dinners and socialized in five congregants' homes on October 25.
- **Quilters:** Four quilters met weekly from September to May. They completed, and sold, three quilts, dedicating the proceeds to Fairlawn.
- **Thriving in Retirement:** About 12 participants from the 2018 workshops attended a June barbecue to reconnect and discuss future activities.
- **Tuesday Lunch Crowd:** 12 to 60 people brought their lunch and met 10 times to enjoy a range of speakers, including former Premier Kathleen Wynne. Sixty attended the catered Christmas luncheon on December 10.



BOARD OF TRUSTEES

Chair: Bill Dines

Fairlawn's Board of Trustees holds the congregation's property at 28 Fairlawn Avenue in trust for The United Church of Canada and also oversees the congregation's investments. The board manages a strong, stable portfolio of more than \$2 million, much of which was endowed to Fairlawn by current and former congregants. The strength of the resources in the endowment funds means that Fairlawn has the ability to fund its current operations and the flexibility to pursue future opportunities that may arise from its community and congregant research, and support the new strategic direction that may emerge for the congregation's future work.

PROPERTY COUNCIL

Chair: Vicki Stuart

The **Property Council** is a dedicated team, which completed significant work this year. It saved Fairlawn's resources by completing much of the work itself. These are its key accomplishments.

- **Sanctuary Doors:** Completed the two-year project to replace the front doors with beautiful custom-made ones that fit the arches and showcase Fairlawn's logo.
- **Street Sign:** Refurbished the existing sign with green paint on the frame and a new LED sign.
- **Sanctuary Lighting:** Upgraded the chandeliers and transept lighting with suitable LED lights, reducing energy costs by more than 80%. Cleaned light fixtures and repaired and painted the ceiling.
- **Fire Code Upgrades:** Continued the two-year project to bring the building up to code.
- **Pre-school room:** Repaired the floors and plumbing.
- **Community partners:** Supported staff to increase connection with many of the community partners with which Fairlawn shares the building. Fairlawn hosted parties for Addus and Fairlawn Pre-school, and shared its community barbecue with Capstone Presbyterian Church.

The doors and sign upgrades were made possible by a gift from Sal Brancaccio.

FAIRLAWN'S CHURCH CONNECTIONS

Representative: John Ryerson

John Ryerson represents Fairlawn in these United Church of Canada organizations.

- **Shining Waters Regional Council:** In May, The United Church of Canada (UCC) completed its structural reorganization. This region, which previously included Toronto Conference's Toronto Southeast Presbytery, is one of 16 in Canada. It oversees UCC ministries between Georgian Bay and Lake Ontario.
- **North Toronto Cluster (NTC):** Fairlawn is one of 10 congregations that support one another in this geographic area. Fairlawn helped to launch the cluster before the region encouraged ministries to network. In late 2019, NTC representatives met at Transform Café, a Glebe Road United Church ministry on Yonge Street. NTC's churches also shared adult education and participated in the GO youth project.

FINANCE AND STEWARDSHIP COUNCIL

Chair: Steve Dunk

Fairlawn had a positive financial year in 2019. It surpassed its operating budget. The operating deficit for the year was \$93,986 versus the budgeted deficit of \$197,498.

Thank you to all of the Fairlawners who continue to support this ministry. These are the highlights:

	2019 BUDGET	2019 ACTUAL
Congregation Offerings	\$447,080	\$495,096
Rental Revenue	111,806	118,593
Other Income	17,900	19,171
Total Revenue	576,786	632,860
Total Expenses	774,284	726,846
OPERATING DEFICIT	(\$197,498)	(\$93,986)

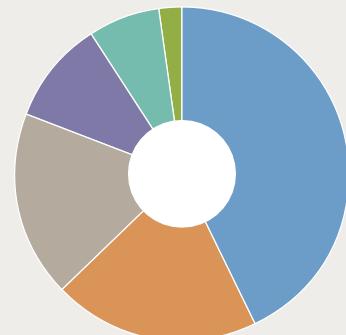
Fairlawn received several unexpected donations that increased congregation offerings. A special thank you to those donors. Rental income was an important source of revenue, thanks to the efforts of all of those who serve our partners. The book sale team, led by Jan Schlee, provided an amazing \$14,782 in revenue. Thanks, also, to Allan Hux for his efforts raising money from the sale of gift cards.

Fairlawn also had very positive results from the activities that the Trustees oversee:

Interest and dividends (net of expenses)	\$ 66,529
Realized gains & change in investment value	234,348
Donations received by Trustees	205,000
TOTAL	\$505,877

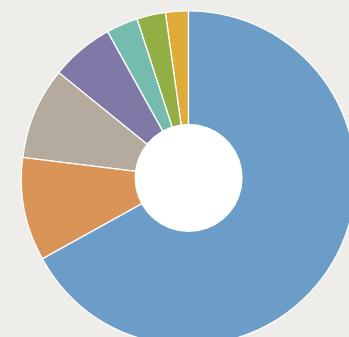
The combined Operating and Trustee results for 2019 are included in the financial statements, which are in the separate appendices with the 2020 operating budget.

The following is a breakdown of our operating and investment revenues and expenses by category.



2019 Revenue: \$1,159,654

- Congregation Givings to Operating: 43%
- Realized Gains & Investment Value Change: 20%
- Donations to Trustees: 18%
- Rentals: 10%
- Interest & Dividends: 7%
- Other: 2%



2019 Expenses: \$766,396

- Salaries & Benefits: 67%
- Administration: 10%
- Property: 9%
- Worship: 6%
- Capital Assets: 3%
- Other: 3%
- Investment Fees: 2%