



FAIRLAWN

Connect with what matters in life.

2021 ANNUAL REPORT

A DAWN OF NEW POSSIBILITIES

WE HUMANS ARE STORYTELLERS. We don't just tell one story – each of us tells many stories at various times in life. And we learn from our stories over time.

Sharing stories helps us to make meaning of our experiences. It also builds connection. A faith community like Fairlawn receives faith stories from across the centuries, stories of wisdom and hope that can support our living today. We also develop our own warehouse of stories from years of shared life experience. Sharing stories can cause us to surrender personally held perspectives and create new understanding together. We are transformed.

This Annual Report brings a compilation of some of the stories of 2021 from our Fairlawn community. There is an abundance of hopeful and inspiring stories of deep relationships, spiritual vitality and active ministry.

The stories we tell one another speak of the struggle to deal with challenging times and the many positive steps we have taken to learn from, and develop, our ministries. We share how we have grown as we come to terms with our pandemic realities, and as we link what we do to both a greater purpose and to our connection to others.

Stories like these have great potential for healing. They remind us of our shared reality of love, grief, relationship, giftedness. And they have great potential to teach us how to be better at serving the communities we care about. They showcase many gifted people, people who are paying attention, who are awake to God's abundance. As such, they can give us all energy and hope for a dawn of new possibilities.

Our individual and collective stories renew us and we rejoice in their telling. Of new beginnings, of broadened and enlightened understanding.

We hope you may see your story reflected in some of those you read about here. And there will be opportunities for you to share your stories with us as we work in the coming year to embrace the possibilities of this coming new dawn.

— Rev. Douglas duCharme and Mary Ellen Richardson, Chair,
Governing Council

**"If you had never been to the world
and never known what a day was,
you couldn't possibly imagine how
the darkness breaks, how the mystery and
colour of a new day arrive...
When you attend to the way the dawn comes,
you learn how light can coax the dark.
The first fingers of light appear on the horizon,
and ever so deftly and gradually,
they pull the mantle of darkness away from the world.
Quietly before you is the mystery of a new dawn,
a new day."**

— John O'Donohue, *Anam Cara*
A Book of Celtic Wisdom



GOVERNING COUNCIL

Nurturing community

Fairlawn's Governing Council (GC) had three main 2021 operating goals:

1. Attending to the spiritual nurture and pastoral needs of the congregation during the COVID crisis

Our overarching goal has been to bring comfort to, and foster relationships and connections within, our community.

- Special thanks to the Re-entry Task Group chaired by Rosemary Pryde (See *Letting the light in ... safely*, page 3) who spent hours monitoring health guidelines and developing procedures for returning to the sanctuary;
- Pastoral support, including delivery of food, poinsettias, phone calls and safe visits, expressing the love of a caring community and offering comfort and hope;
- Jean Ward continued to support our worship ministry, including online small-group gatherings.

2. Sustainably continuing as a congregation that shares purpose and resources for a broader ministry

- GC undertook facilitated consultations to discern how to lead in a changing social and financial context, and shared outcomes with all church committees;
- Douglas's term of ministry with us was extended until June 2023, allowing us to continue important transition tasks before calling a new minister.

3. Managing church resources to address community needs, providing tangible hope to people in need

- Firmly grounded in sound financial stewardship, guided through myriad federal subsidies and investment market gyrations;
- Maintained the church in safe working order;
- Arranged donations in kind to Roehampton, Red Door Shelter, Walk-in Support guests, and prepared a video to support St Luke's awareness-raising campaign about their work with the homeless;
- Resurrected our efforts in the areas of Affirm, equity and inclusion.

Many thanks to the GC team and those who support them. Your presence is a constant reminder that we are not alone, and that our work together is important.

— Chair, Mary Ellen Richardson



RE-ENTRY TASK GROUP

Letting the light in ... safely

Our second year as a task group included some signs of hope, as we put together procedures for returning to the sanctuary, including a policy for a vaccine mandate. Our group of seven, supported by more than 40 volunteers to assist with vaccine checking, contact tracing and distance seating, welcomed more than 160 people back to in-person worship during the fall of 2021.

When we made the difficult decision to close in-person worship again before Christmas, we were grateful for the support you gave us and for your trust in us. Our overall objective is to create an indoor environment that is as safe as possible, while taking advantage of all opportunities for in-person worship. We will continue to watch for more signs of hope.

— Rosemary Pryde



FAIRLAWN'S CHURCH CONNECTIONS

Hands across 'the Waters' and beyond

Although the pandemic has kept us physically apart, we have become much closer to our sister churches, the North Toronto Cluster of 10 UC churches, as well as with other churches in the Shining Waters Region and across Canada.

We are not alone in our efforts to understand the impact of closing and re-opening facilities, of accessing federal grants, and supporting anti-poverty actions such as the Roehampton Hotel for the homeless and the inter-faith St. Luke's UC *Out of the Cold* food program.

More and more, we learn of opportunities to share programs with communities of faith, aiding us all in coping with the challenges of life's journey.

— John Ryerson





Rev. Douglas duCharme preaching COVIDly

EXPLORE SPIRITUALITY

Engaging our hearts, minds and spirit

We started 2021 with nine months of online worship under our belts and, while it still means extra hours of planning and implementation, we are becoming ever more adept and creative in our offerings. Online worship has offered us versatility, enabling us to incorporate interviews, special videos, and musical feats such as Lief Mosbaugh singing, playing oboe, English horn and viola all in the same piece! Services, scripture readings, music offerings and Wednesday prayers were delivered from living rooms, gardens, roof tops, by the sea and by the lake.

We've enjoyed the inclusion online has offered, key services being Christmas Eve Candlelight (274 viewers), Pride (302), Mother's Day (323) and Easter Sunday (367). We welcomed viewers from around the corner, across the country and around the world. As well, our seniors benefited from the service being broadcast in their residences.

Thanksgiving (appropriately) saw our return to the sanctuary – a coming home for many, October 10 through till December 12. With a sanctuary capacity limit of 75 congregants, staff and musicians, we averaged 40 attendees per week, peaking one week at 59.

Thank you to the Re-entry Task Group, John Kimmel, John Cowan and the many volunteers who made it possible for us to enjoy in-person worship safely.

Music is a vital part of life at Fairlawn and we are so grateful to Eleanor Daley for providing an exceptional music experience throughout the year, whether online or in-person (or both!). A highlight was December's Special



Eleanor Daley conducting at the December 5, 2021 Special Music Service

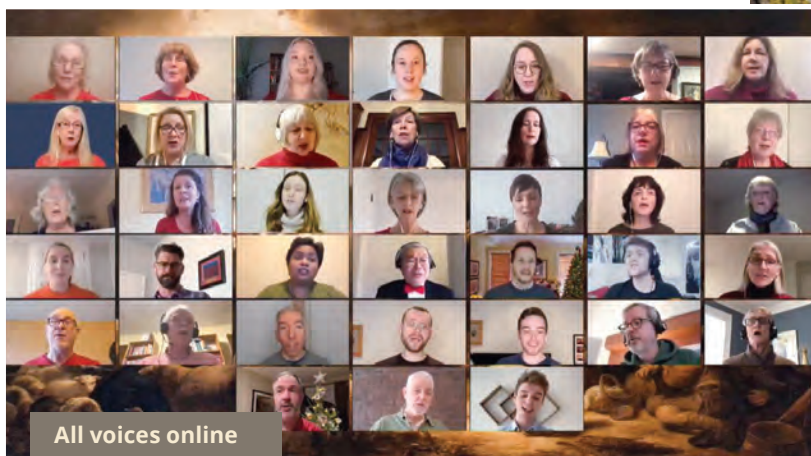
Music service with four of our soloists and a harpist. After so long, it was magical to hear their voices soar in the sanctuary again.

Special study offerings led by Jean or Douglas challenged our thinking, opened our hearts, stimulated discussion and brought us together in online community. In Children's Programs, Spirit Space was offered online in January but as we had no participants, the program was discontinued.

We encourage and support lay leaders to make contributions to our spiritual life, whether by designing special services, leading adult education and small-group ministry or developing community engagement projects. We are grateful to those who shared their gifts and enriched our lives in 2021.

Some examples of their work include:

- Social Justice Sunday
- Truth & Reconciliation Sunday
- Pride Service
- Special Prayer Vigil in memory of Indigenous children
- Remembrance Day
- Women's Spirituality Groups
- Christian Meditation
- Unsung Heroes – a neighbourhood project celebrating those who make a difference in our lives.



All voices online



Our neighbourhood celebrating unsung heroes



A light to the world

A heartfelt thank you to our ministers for their spiritual guidance, and to staff, musicians, volunteers and our Explore Spirituality Council for their care and creativity. A special thank you to Elaine Perkins and Ron Gorveatt for their skill and generosity in working on our online services.

Among the values we seek to reflect in our spiritual life at Fairlawn is the desire to be participatory, relevant and reverent. Looking forward, while none of us know what 2022 has in store, we can say that whether online or in-person, inside or in the wild, Explore Spirituality will aim to engage the whole person, drawing upon our senses, our hearts, minds and spirit.

— Chair, Amanda Hancox



Prayer Shawl knitters

EXPERIENCE BELONGING SUPPORT AND SOCIAL MINISTRIES

God's spirit shining forth

The care provided by our Support Ministries serves to remind members of the Fairlawn community they are valued and connected by love. The work of these groups – God's spirit shining forth – makes a profound difference in the lives of many.

- The Pastoral Visitation Team helped our minister Rev. Douglas duCharme provide pastoral care by connecting regularly with 20 seniors living on their own or in care facilities and by keeping him informed of the needs of other congregants. A workshop on Compassionate Listening was offered to team members in November;
- Throughout COVID-19, the Telephone Ministry team fostered caring connections within our church community, with 33 callers reaching out to over 200 families to offer encouragement and support;
- A webinar and online resources were offered to begin addressing mental health issues exacerbated by the pandemic;



- Breast Cancer Friends and the Widowers' Group offered support for Fairlawners and community members;
- Care packages were sent to 21 post-secondary students in December to remind them they're an integral part of the Fairlawn family;



- Prayer shawl knitters distributed 57 shawls, cozy symbols of love, and enjoyed monthly get-togethers on Zoom;
 - Seven families submitted tributes of their loved ones to *Fairlawn Remembers*, our electronic book of remembrance;
 - In lieu of the annual Visitation Tea, 20 of our most senior members received a gift of tulips after Easter.
- In addition to these organized groups, many people spontaneously expressed their love and concern for those dealing with health issues through cards, phone calls, emails and gifts of food. Fairlawners live their faith by caring for others.

Fairlawn's Social Ministries provided numerous opportunities for people to maintain connection. Although they couldn't experience belonging in person, these groups carried on in a Zoom world: Basketball (plus a golf game and cottage BBQ), *Broadview* Discussion, Craft and Chat, Men's Discussion and Tuesday Lunch Crowd.

Trivia Night returned in February for an online evening of semi-competitive fun. Sunday Coffee Chat offered people an opportunity to connect, share stories and discuss issues of the day.

As we move with optimism toward a time when COVID-19 variants no longer dominate our thoughts, Experience Belonging will continue to nurture personal relationships, as the teams have done throughout the pandemic. The



possibilities for new ways of fostering those relationships so crucial to our well-being are endless:

- a soup-making get-together focussing on a seniors-healthy diet to prepare and freeze meals that could be offered to those dealing with a health issue;
- a games night whose sole purpose is to lighten our spirits and have fun with others;
- an afternoon tea with opportunities to connect and share stories in person.

If you would like to be involved in one of these events, have your own creative idea to share, or wish to join one of the existing Support or Social Ministries, please contact eb@fairlawnavenueunited.ca.

— Jan Schlee

Pride service



The Roehampton Basket Drive, another initiative with the Cluster, provided baskets of household basics for homeless shelter residents moving into permanent housing, and we will continue to support the drive in 2022.

We also wrote letters to the federal government to advocate for a Guaranteed Livable Income (GLI) and participated in a virtual vigil in

April to support the movement. In the summer, Fairlawn members participated in a lawn sign campaign to advocate for GLI.

EMBRACE ACTION

A light of reflection and giving

Showing our support through allyship

In 2021, we re-vitalized our commitment as an Affirming Church and took steps toward becoming effective allies for BIPOC and 2SLGBTQIA+ communities. In June, we ran our first *Gender and Sexuality 101, a Pride Primer*, a session where Fairlawn and community participants learned about gender expression and sexuality through fun, interactive activities. The session was so successful, it will run again in 2022, along with a family-friendly session featuring drag performers Fay and Fluffy.

Our journey towards greater equity, equality and inclusion continued as we ran the *Change from Within – Conversations about Equity, Equality and Inclusion* series for a third time. More sessions are scheduled in 2022. The North Toronto Cluster's Anti-Racism Group also ran an event with Alok Mukherjee, former chair of the Toronto Police Services Board, focused on racism issues and the Toronto Police.

Supporting our homeless neighbours through the second year of COVID

We continued to contribute to St. Luke's *Out of the Cold* Program, an effort begun by St. Luke's United Church to provide warm meals and harm reduction services in the downtown core. We created several video interviews promoting the program, to raise awareness at Fairlawn; these videos will continue to be used by St. Luke's and churches in the North Toronto Cluster to raise awareness and encourage donations.

Other Embrace Action Work

- **Embrace Action Fund:** Through the EA Fund, we contributed over \$65,000 to our community partners, including Fred Victor, L'Arche, Red Door Family Shelter, Street Health, St. Luke's *Out of the Cold*, and Anishnawbe Health Toronto;
- **Boarding Homes and Lansing Food Bank:** The Boarding Homes team sent gift cards to the residents again this year. The Lansing Food Bank sadly closed its doors permanently in the Fall;
- **Refugees:** Fairlawn teams continue to work with Rainbow Railroad to bring a single man safely from Africa to Canada, and separately with a Syrian family of six; both cases' arrival times are yet to be determined;
- **Walk-in Support:** The team continued to send letters and gift cards to the Walk-in Support participants each month;
- **Camp Scugog:** The Camp Scugog Craft Shack raised more than \$18,000, supporting home activities for Scugog campers, LITs and moms during COVID-19, and camp experience for LITs in the summer;
- **Gibimishkaadmin:** The trip was paused again due to COVID; however Fairlawn contributed to support fun activities hosted for the Indigenous and non-Indigenous youth;
- **Red Door Gift Drive:** Fairlawn contributed \$1,350 in gift cards and a car's worth of toys to the shelter in December.

— Laura Schlee

Fairlawn Members – 2021 In Memoriam

Margaret King	March 20, 2021
Bev Carruthers	March 31, 2021
Grace Sutcliffe	May 29, 2021
Eileen Prettyman	June 15, 2021
Richard Atkinson	August 8, 2021
Salvatore Brancaccio	August 11, 2021
Carol Birtch	November 22, 2021
Gordon Wood	December 11, 2021
David Wong	December 11, 2021

Communications

As the pandemic ebbed and flowed during the year, Fairlawn continued to find ways to help folks keep in touch. That often meant more than information about events and services. In winter 2021, *Heads Up!* was launched, revealing more about the people of Fairlawn than could ever be gleaned from an in-person coffee hour after worship. We produced nine issues between March and June. *Greetings!* continued weekly, but, with the summer departure of Noelle Boughton (our contract communications pro), we needed to rely more on volunteers to maintain the pace.

The church's website received a set of new clothes – a refresh that has given us a more streamlined and modern site featuring a helpful, interactive calendar.

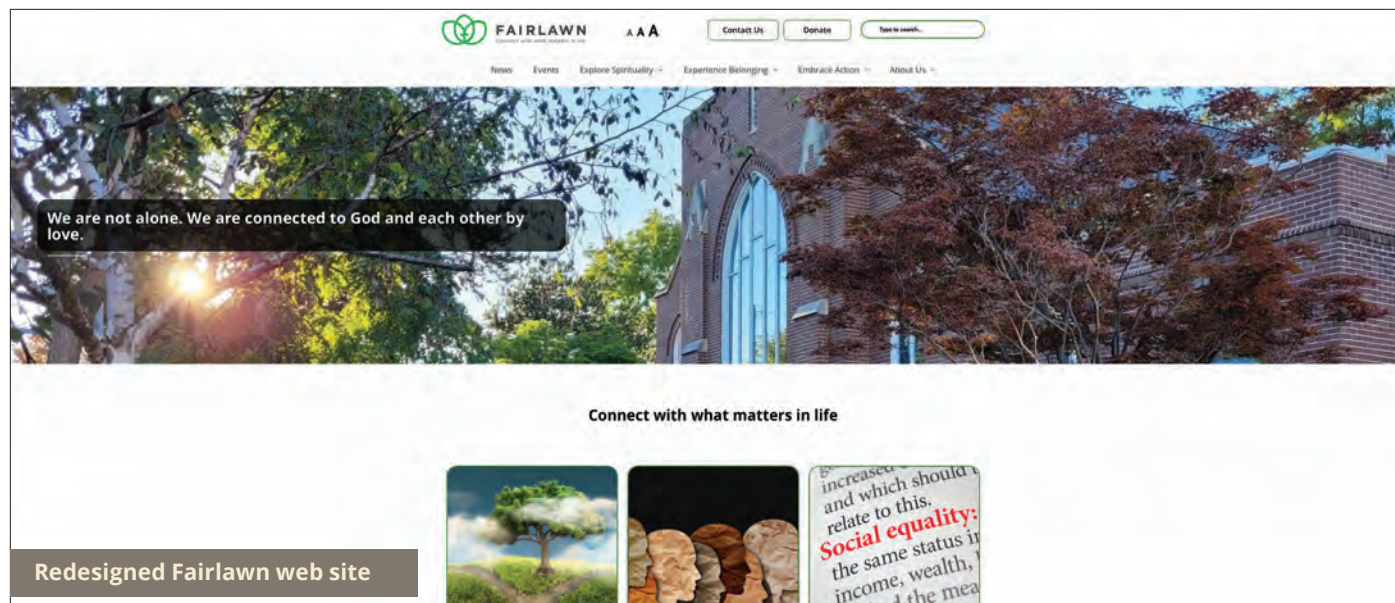


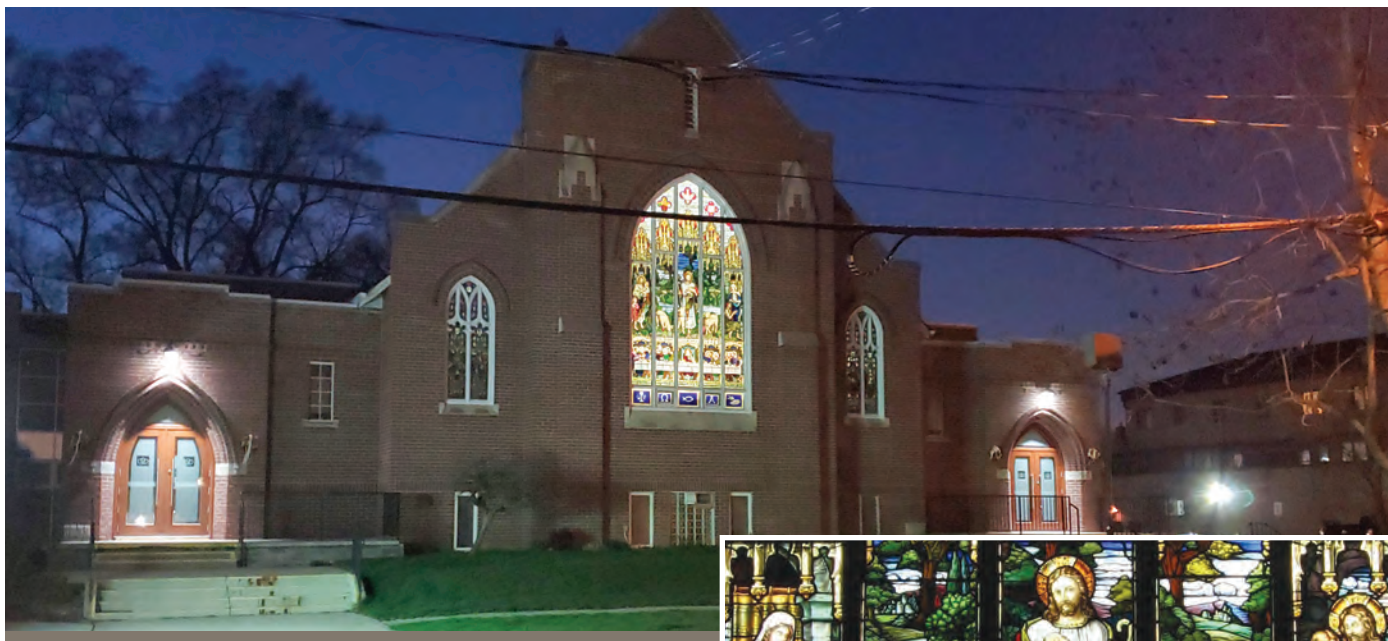
Fairlawn's Facebook page continued and was rejoined by a beefed-up Instagram feed.

Looking ahead, watch for a new, visually vibrant version of *Greetings!* and a stronger fusion of our many communication and publicity channels – all anchored by the new website.

I thank all the Fairlawners with communications savvy who participated in the special Think Tank. And through all the changes we have seen, we have been significantly helped by Office Administrator Joanne Christie who has become our guru for the growing number of software platforms that have helped us remain together when we couldn't be together.

— Gary Schlee





PROPERTY COUNCIL

A Good Shepherd for all to see

The need for ongoing security of our premises during the pandemic dictated the continuing operations of the Property Council and our maintenance staff throughout the year. Here are a few of the matters that took our attention.

Several projects were undertaken this year in an effort to enhance the church's presence in the community. We backlit the beautiful Good Shepherd stained glass window in the narthex so it can be enjoyed by all as they pass by in the evening. We made repairs to, and painted, the front steps and landings which had deteriorated noticeably.

We also:

- Participated in the mounting and flood lighting of the outdoor Christmas display;
- Continued our program of lawn maintenance, fertilization, over-seeding and weed control;
- Removed the dead tree; and
- Installed new parking lot signage.

Looking to the future when our congregation returns to in-person services, they will see that:

- We have removed the front two rows of pews in the sanctuary;
- Installed some chairs in lieu of pews, as this seems to be the preferred way of the future; and



- Repaired the areas of water damage to walls and ceilings.

The Property Council remains aware of its duty of care towards our congregation, staff and visitors, and ensures that the church environment is safe and healthy. When our people return we will have:

- Adopted a new Health and Safety Policy, adopted new practices and changed responsibilities, all to comply with changes to the legislation;
- Added more and replaced other emergency exit signs;
- Had our church inspected by our Insurers; and
- Continued our retrofit program (to be completed in 2022) to bring our building into compliance with the Fire Code.

If there is a silver lining to be found in this pandemic, it is that the Property Council has had the time to prepare the church for a new start and we look forward to serving you in the future.

— Chair, Vicki Stuart



Human Resources & Relationships (HR&R) Committee

The HR&R Committee supports staff — both ministerial and lay — and strives to nurture a safe and positive work environment. The Committee is also a liaison between staff and the congregation and, in this role, seeks to demonstrate the FAUC Guiding Principles.

We thank Robin Harkness for his leadership of this re-constituted committee and Janet Reid for her contributions. Thank you, also, to staff for another year of pandemic-related adaptation: Rev. Douglas duCharme (his contract extended to June 2023), Rev. Jean Ward, Eleanor Daley, Joanne Christie, Kevin Resaul, Sandra Verge and Heather de la Rua. In 2021 Noelle Boughton and Whitton Daley left for other responsibilities and Marlene St. Jean remained on leave.

2021 accomplishments included management support for all staff and the introduction of a performance review framework. We look forward to a return to in-person connections and the spontaneous collaborations that such situations foster.

— *Chair, Katherine Dalziel*

Board of Trustees

Fairlawn's Board of Trustees oversees congregational assets including an investment portfolio worth more than \$3 million. Both the building and our investments are gifts that have been given to us to enable us to bring our ministry to life, both now and in the future ... gifts that have made it possible for us to do things like launching online worship.

Having steady investment income gives us flexibility and confidence as we start new ministries and move our community research to action. We are grateful for all gifts received which in 2021 totaled more than \$100,000. The Board asks you to consider the possibility of including your congregation as part of your estate plan.

— *Derek Wishart*

FINANCE & STEWARDSHIP COUNCIL

Fairlawn had a positive financial year in 2021. The operating surplus for the year was \$37,777. When consolidated with the Trustees accounts and changes to the restricted funds, the surplus for 2021 was \$381,983 driven to a great extent by unrealized gains on the investments. Thank you to all of the Fairlawners who continue to support our ministry. The Operating highlights are as follows:

	2021 BUDGET	2021 ACTUAL
Congregation Offerings	\$467,500	\$540,177
Rental Revenue	9,000	0
Other Income	2,500	2,454
Total Revenue	479,000	542,631
Total Expenses	664,638	504,854
OPERATING DEFICIT	(\$185,638)	\$37,777

We were blessed with special donations and bequests, including approximately \$130,000 included in the Operating results and \$101,020 in the Trustee results. A special thank you to those donors. The rental income and Book Sale revenue were zero in 2021. Contributions to the various restricted funds continued to be strong at \$114,246. The three largest funds were Embrace Action (\$61,669), Camp Scugog (\$18,564) and the Eleanor Daley Special Music Fund (\$12,472).

We received \$99,186 from the federal government wage subsidy program in the year. The program was intended to encourage employers to retain staff during the pandemic. This is reflected as a reduction in the salary expense and had a significant positive impact on our financial results.

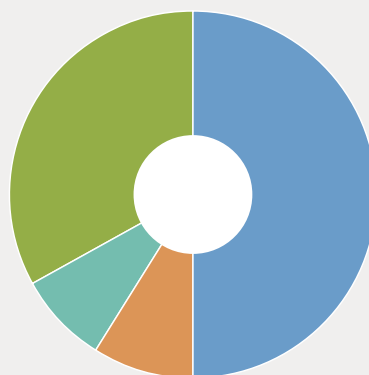
We also had positive results from the activities that the Trustees oversee:

Interest and dividends (net of expenses)	\$68,144
Realized net gains & change in investment value	351,701
Donations received by Trustees	101,020
TOTAL	\$520,865

Major roof repairs were required in 2021. Capital expenditures funded from the Trustee accounts were \$125,427 (2020- \$77,166).

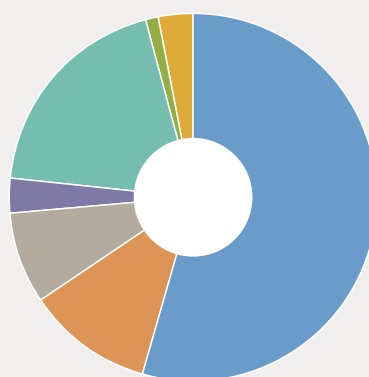
The combined Operating and Trustee results for 2021 are included in the financial statements, which are in the appendices together with the operating budget for 2022.

The following is a breakdown of our Operating and investment revenues and expenses by category:



2021 Revenue: \$1,089,562 (2020 – \$649,354)

- Congregation Offerings to Operating: 50%
- Donations to Trustees: 9%
- Interest & Dividends: 8%
- Other and Net Gain on Investments: 33%



2021 Expenses: \$653,091 (2020 – \$634,086)

- Salaries & Benefits (net of Federal Wage Subsidy): 54%
- Administration: 11%
- Property: 8%
- Worship: 3%
- Capital Assets: 19%
- Other: 1%
- Investment Fees: 4%

Thank you, you shining lights!

Allan Hux
Amanda Hancox
Ambury Stuart
Barb Steep
Barb Warner
Bill Dines
Carissa Urquhart
Carolyn Deeth
Carolyn Hay
Derek Wishart
Don Urquhart
Doug Crozier
Doug Knights
Rev. Douglas duCharme
Elaine Perkins
Eleanor Daley
Eleanor Heinz

Erin McCafferty
Gary Schlee
George Swift
Gordon Pitts
Hal McKinstry
Heather de la Rua
Iliff Peck
Jan Schlee
Janet Reid
Rev. Jean Ward
Jennifer Duchesne
Jennifer Redwood
Jill Klaehn
Jim Pollock
Joanne Christie
John Cowan
John Gotziaman

John Kimmel
John Ryerson
John Wettlaufer
Judy Grout
June Rowe
Katherine Dalziel
Kathleen Magladry
Kathryn Cullen
Kathy Salisbury
Kevin Doe
Kevin Resaul
Laura Schlee
Laurie Kimmel
Liberty Leonard
Lori Hale
Malcolm LaPrairie
Marilyn King
Mark Richardson
Marlene Jones
Mary Ellen Richardson
Maureen Davey

Melinda Kecskes
Morrey Ewing
Noelle Boughton
Patrick Wishart
Patti Smith
Patti Vipond
Philip Blackford
Rob Metcalf
Robert Huibrechtse
Robin Harkness
Ron Gorveatt
Rosemary Pryde
Sandra Verge
Sandy Giles Byrne
Scot Denton
Sheila Corkill
Steve Dunk
Sue Ennis
Tom Gifford
Vicki Stuart
Whitton Daley

**The group of dedicated Fairlawners who visited and
maintained contact with members of the congregation unable
to participate in the church's regular activities**

The choir and guest musicians

**The many volunteers who took part in our services
as creators, readers and videographers**

**All those in the Fairlawn family who made a phone call; participated in the
Re-entry task group work; the group that extended Douglas's term; who attended
a small-ministry session; packed a university student care package; changed the
church sign, maintained the building; joined a coffee chat; and sent financial support**

The outside and inside greeters and those who were vaccine checkers

CONTACTING GOVERNING COUNCIL

If you have questions, or suggestions, for any Governing Council contributors to this report, please find their email addresses at www.fairlawnchurch.ca/council. They'd love to hear from you!



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Fairlawn Avenue United Church

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