

## Agenda /Minutes

FAUC Governing Council

Recording Secretary: John Ryerson

Date: Nov 22/22 4:00 pm on Zoom

Attendees: Rev. Douglas duCharme, Steve Dunk, Amanda Hancox, John Ryerson, , Katherine Dalziel, Vicki Stuart, Allan Hux, Mary Ellen Richardson (Chair) Tom Salisbury

Regrets:

ZOOM Details:

1. **Welcome**
2. **Opening prayer/reflection** – Douglas duCharme
  
3. **Guiding principles review by Amanda Hancox**
  
4. **Approval of minutes** Sept 17, 2022 Special Meeting  
Moved by Vicki Stuart  
Seconded by Allan Hux
  
5. **Business brought forward**  
A)Fairlawn Forward - discussion on last congregational meeting  
Congregational meeting “ask me anything session” in October , the a lunch Q and A to open up communication channels. What did we hear?  
  
B)Next steps

TUCC support and community partner work

C)TUCC contract extension proposal

FF meeting Monday to take stock , to see it through , to receive a proposal from TUCC

See us through our change process and put into practice is often rare, we need to explore with TUCC to receive a proposal from them. between now and summer with the outcome to be keeping our vision alive and manage the responses.

Do a mail vote when the proposal is received.

D)Community Partner Options Contract Report

The team is looking at extending Jennifer Hinds contract in support of the Fairlawn Forward process.

By mail vote when proposal received

## **6. Budget planning update and stewardship campaign**

**Budget approval in January = GC budget meeting**

**No information on stewardship yet**

**To the end of Oct \$56,000 down**

**A variety of reasons**

**13000 behind plan with the current positive expense variance**

**Request for quotes for an audit sent out**

**Tap and pay options to be investigated**

**Tom Salisbury left the meeting**

## **7. HR&R Report by Katherine Dalziel**

see report sent in advance

4 staff , 3 different methodologies , divergence will become a problem in future so another approach will be needed

Policy

Pay market not performance - range

No commission

We don't pay performance bonuses

Outside grids look at CPI, some different formulas though with a wide gap in inflation calculation

Step increases apply to the administrator, same inflation for Ministers from UC

Contract employees not included in this report.

UC is doing a comprehensive review for July 1, 2023

How to meet custodial needs is very fluid, at this time.

**Motion to approve recommendations to the Treasurer for 2023 staff compensation**

**Moved by Vicki Stuart**

**Seconded by Steve Dunk**

**Approved**

**8. Reports sent in advance – questions?**

Trustees -

Pastoral care

Embrace Action

Explore Spirituality

Property looking at plumbing options for the sanctuary which would tap into trustee funds if viable

Communications

Cluster

**10. Other business**

Small expenditures approval and contingency

Chaplaincy request for \$500 tabled

Audrey John to speak to Derek

Celebrations

11. **Future meeting dates**

Hybrid meetings can now be set up in the library

Jan 17 Special budget meeting

Mar 14

June 13

Oct 10

Dec 12

12. **Guiding principles review of meeting - Amanda**

13. **Adjournment Moved by John Ryerson**