

Christ First Council Minutes
Wednesday October 23, 2019 at 1900h
Merigold Room

Present: Al Hubbard (representing Communications), Carol Hennigar, Carol Wilson, Clarke Grice, Claude Lewis, Doug Robinson, Ed Mock, Ginny Robinson, John Fargey, John Nicholson, Karin Stangenberg, Kay Cranston, Marg Shaver, Pat Skinner, Shawn Bausch, Steve Shaver, Susan Nicholson

Regrets: MaryEllen Hern, Nancy Hori, Teresa Madeira

Ministry Staff: Rev. Dr. Morar Murray-Hayes, Mark Chown

Reports attached this month: Communications, Community Outreach, Congregation Support, Finance, Property, Property Planning Ministry, Recruitment, Welcoming & Fellowship, Financial Statements & Treasurer's Report, Senior Minister, Spiritual Development & Pastoral Care Leader

Call to Order

Steve Shaver called the Council Meeting of **October 23, 2019** to order.

A quorum (17) of Council members were present.

Opening Devotional Mark Chown

Opening Remarks Steve Shaver

Steve turned the floor over for the following personal news:

- Susan and John Nicholson's house will close at the end of November
- Ed Mock and his wife will be moving to Hamilton in the near future

Steve noted that this would be Mark Chown's last meeting with Council. He extended thanks to Mark for all his valuable leadership over the past 6 ½ years, and in particular during the 4 month gap in senior minister coverage during the summer of 2018.

Review & Approval of September 18, 2019 Council Meeting Minutes

The minutes were revised to reflect Mike Giguere's presence at the meeting.

- MOTION to Council by Ginny Robinson that the council minutes of September 18, 2019 be approved. SECONDED by Karin Stangenberg. Motion CARRIED.

Staffing Update – Ministry & Personnel

John Nicholson provided an update on Ministry & Personnel's thinking about how to proceed in the short term, in light of Mark Chown's impending departure. Rev. Morar's appointment will end in June 2021, at which time it is expected that a new senior minister will be called to Christ First. In the meantime, M&P recommends an interim staffing arrangement to cover the work Mark has been doing while we prepare for the call process.

- Priority focus is pastoral care and youth/music programming
- John circulated a draft job description for a pastoral visitor (approximately 8 hours/week). Rev. Scott Beckett (former First United member, recently ordained) has been identified as a candidate and expressed interest in this role. Favourable comments about his attributes related to pastoral care were offered by Steve Shaver, Carol Hennigar, Pat Skinner and Kay Cranston.
- A job description and full-time equivalent (FTE) determination for a music/youth leader is in progress; the main elements have been outlined in Mark Chown's final report. Victoria Keane (current Christ First and former Christ Church member), has been identified as a candidate and expressed her interest in and availability for this position. Marg Shaver and others on Council expressed their view that Victoria possesses the skills and experience needed to fulfill this role.
- M&P would like to fill these roles in November on a trial basis, with actual hours being defined over time as hours are submitted and assessed, to give flexibility to the arrangement. These two roles are not expected to add up to Mark's FTE, as pulpit supply will also need to come from the current budget allocation. However, John Nicholson reassured Council that the overall spending on leadership staffing will not be reduced as a result.
- Steve has recently updated Diane Blanchard at Regional Council through discussion and a brief report regarding Christ First's current situation and short term plans. His report has been well received and Regional Council is supportive of these plans.
- MOTION to Council by John Nicholson to authorize Ministry & Personnel to proceed to staff the work components of the Children, Youth, Family and Pastoral Care Leader role, formerly held by Mark Chown, with contracts for a Pastoral Visitor (Scott Beckett - candidate) and Youth Music Program Leader (Victoria Keane - candidate) as described, and generally within the existing available budget planned for the remainder of the year. Contracts beginning in November through a planned trial period ending in June 2020. SECONDED by Ed Mock. Motion CARRIED.

Reports from Ministerial Team

Rev. Dr. Morar Murray-Hayes – Supply Minister

Rev. Morar highlighted her progress report, prepared in conjunction with Steve Shaver's meeting with Diane Blanchard at Regional Council. This report represents a "state of the union" and roadmap to becoming ready for call to a new minister, i.e., steps that will lead to our Living Faith Story. Additional comments:

- Christ First was recently invited to the UCC hub
- Overwhelmingly positive feedback has been received following the performances of "I'm Still Here" on October 20th at Clarkson and Port Credit Campuses. The morning service was well attended by members of the community. This is a key "branding" moment for Christ First.
- Met with staff at Toronto UC Council with Mike Giguere; report from TUCC to follow. This meeting was helpful. They are excited about our situation and have funds available to help churches make best use of their properties.
- Everyone is encouraged to attend the EDGE potluck on October 29th.

Mark Chown - Spiritual Development & Pastoral Care

Mark has been focused on wrapping up activities and defining upcoming needs, as outlined in his report. Victoria Keane and Teresa Madeira have been providing a great deal of leadership for programs.

Committee Reports

Discussions Arising from Committee Reports

No issues or discussions arose from the committee reports submitted by Communications, Community Outreach, Congregation Support, Finance, Property, Property Planning Ministry, Recruitment, Welcoming & Fellowship.

Recruitment – John Fargey

- Pat Skinner will be joining Ministry & Personnel; an additional member will be needed to replace Victoria Keane if she accepts the staff position
- Ian MacDonald, Steve Shaver and Clarke Grice have met to review all facets of the treasurer's role with a view to creating multiple, smaller roles. Ian is drafting a plan for role allocation.

Property – Doug Robinson

- Signage matters:
 - Christ Church sign needs to be removed from the Clarkson campus; Doug will look into this
 - Skin on electronic sign needs to be changed to Christ First – matter is with Communications
 - Christ Church signs at each end of Mazo Crescent need to be changed to Christ First
- Doug noted the total rental amount mentioned in his report should read \$175,000
- Al Hubbard has recently renegotiated the photocopier lease for the Port Credit campus for savings of approximately \$3,500 annually. He is looking into additional savings opportunities for internet.

Finance – Clarke Grice

Clarke reviewed Mission & Service (M & S) calculation strategies historically followed by our two founding churches. The reasons (outlined in his report) to recommend continuing with a unified budget approach are that it guarantees a large percentage of identifiable givings will go to M & S while providing flexibility to congregants who want to give more to M & S. In essence, we are incorporating the best features of both founding churches. The following points were raised during discussion on Clarke's motion:

- There is lack of acknowledgement regarding where M & S donations are used; profile needs to be raised. This point was also emphasized at the recent Stewardship Buzz session; resources can be provided to help publicize M & S projects. Rev. Morar indicated there are plans for Minute for Mission messages to occur monthly.

- Focus of Stewardship Buzz was on how to foster generosity from an awareness of need and where the money goes; it was suggested that this may lead to more intentional giving than a percentage-based donation coming from a unified budget
- The 3 churches with unified budgets (from Halton Presbytery 2017 data) are among the top 10 donors to M & S. It appears that a unified budget may result in more money going to M & S, which would ultimately be a positive outcome.
- Question raised regarding where ownership of M & S publicity lies in our committee structure. Ginny Robinson reported that Community Outreach receives updates from M & S that are more related to Service and therefore not relevant to their committee. This issue should be addressed during the visioning session.
- donation envelopes should clarify the M & S calculation approach used in the 2020 budget for the sake of those whose former church followed a different approach
- By the end of the discussion, there was consensus that a unified budget would be advisable, and the following suggestions were put forth for the Stewardship Committee's consideration:
 - include an explanation of the unified budget (allocates 87% of identified givings to operating, 13% to M & S)
 - include an option on the pledge card to make an additional contribution to M & S over and above the percentage allocated automatically from the pledge amount.
- MOTION to Council by Clarke Grice that Christ First continues the unified budget approach for calculating M & S contributions going forward: SECONDED by John Fargey. Motion CARRIED.

Regional Council – Carol Hennigar

- Carol recently attended a very good conference, which provided resources regarding being a church in the neighbourhood; this is an annual event.
- Next RC gathering is November 9th in Font Hill
- Carol would like to see extra representation on RC from Christ First

Property Planning Ministry – Mike Giguere

Mike summarized the two tracks mentioned in his report as follows:

- Track 1 - managing rental as a ministry instead of "landlord work"
- Track 2 - seizing the opportunity to be proactive with respect to using our properties for the better good in the community.

Questions were raised about budget and recruitment issues. A draft report on PPM's activity will define their vision, mission, policy & procedures, along with the skill sets required to manage/oversee these programs. Budget for PPM is minimal at this point. Steve Shaver complimented those who were involved in the Community Round Table earlier in the day.

Financial Report – Susan Nicholson

- Susan reviewed the financial statements setting out the position of Christ First as of September 30, 2019.

- MOTION to Council by Susan Nicholson that the financial statements of Christ First as of September 30, 2019 which have been reviewed and approved by the Finance Committee be accepted: SECONDED by Marg Shaver. Motion CARRIED.

Stewardship Campaign

- Stewardship Buzz on October 22 emphasized need to publicize M & S
- There is a new trend towards designated M & S funds arising from personal connection
- John Fargey reported that there will be a narrative presentation of budget related to 6 ministries included in stewardship materials

Congregational Visioning Session

- November 3, following combined 10:00 service
- As of this meeting there had been 65 RSVPs

Fall Council Retreat

- November 23, 9 a.m. – 1 p.m., (working lunch)

Business Arising from previous minutes

- Hard copies of proposed wording for “reduced-scent” announcements and signage were distributed and discussed.
- MOTION to Council by Ed Mock to approve the following wording for signage and messages designating both Christ First campuses as “Reduced Scent Buildings” This designation is to be posted prominently at all building entrances and to be published periodically using our other communication tools (email, order of service, Happenings, website, etc.):

Christ First is committed to ensuring the enjoyment of everyone using our facilities. In consideration of those who may have allergies and chemical sensitivities, our Council has indicated its desire for our campuses to be “reduced scent” buildings.

For the well-being of those who suffer health problems, please try to avoid scented products when you can. Thank you for helping make Christ First a welcoming community.

SECONDED by Shawn Bausch. Motion CARRIED.

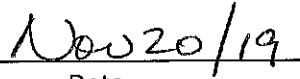
Closing Prayer Rev. Morar

Adjournment Susan Nicholson


Next Council Meeting November 20, 2019



Council Chair



Date



Council Secretary