



**First-St. Andrew's United Church  
COUNCIL MEETING  
October 20, 2020  
4:00 pm  
Proudfoot Hall**

**Present:** Linda Badke, Steve Elson, Kerry Hill, George Jolink, Doug Jones, Laurel Kenney, Erich Knapp, Heather Locking-Cusolito, The Rev. Dr. David McKane, Bruce Moor, Merran Neville, Jo Ann Silcox, Heather Vouvalidis, Katherine Wonfor

**Guest:** Mary Ann Hodge, Climate Action London

**Regrets:** Jackie Williams

The regular meeting of Council was called to order at 4:00 pm by Steve Elson, Chair. A quorum was present.

**1.0 Invocation:** The Rev. Dr. David McKane opened the meeting with prayer.

### **2.0 Review and Approval of Agenda**

The following additions were requested to the Agenda:

- 5A Terry Head Memorial Fund
- 8 Capital Requisition: Music
- 10E Report from Property
- 10F Report from Mission and Outreach

**MOTION:** That the Council Meeting Agenda of Tuesday, October 20, 2020 be approved with the above additions.

**MOVED:** By Bruce Moor, seconded by Jo Ann Silcox. **MOTION CARRIED.**

### **3.0 Climate Action London Grant Proposal – Mary Ann Hodge**

Mary Ann Hodge made a presentation to Council on behalf of Climate Action London.

Climate Action London is applying for two grants through the federal government's Climate Action Fund. The grants are for one year projects that would be completed by March 2022.

Grant Application One:

- Many people want to support climate action but don't know what they can do to make a difference.
- The goal of the project is to engage Londoners through community engagement initiatives connecting people with existing climate-friendly actions.
- The grant would be used to hire Neighbourhood Climate Coaches/Coordinators. Their job will be to work with various communities in London to engage people in climate action. Communities targeted would include neighbourhood associations, schools, and faith communities.
- A Digital Manager would be hired to populate a digital platform for tracking climate progress and provide assistance with event planning and social media posts.

- The grant would also fund promotional give-aways (i.e. native plants, food kits for vegan meals, LED light bulbs).

Grant Application Two:

- The second grant application would fund a program to engage the community in climate action through the arts.
- An example would be the creation of murals that encourage people to take action on climate change.

The grant applications require a non-profit lead applicant with a charitable registration number. Climate Action London has requested that FSA be the lead applicant.

- Climate Action London is a group originating at FSA.
- The projects present an opportunity for outreach in the London community.
- An administrative fee would be paid to FSA. For example, an 8% administrative fee on a \$485,000 grant is \$38,800.

The grant applications have the support of the City of London and community partners including the London Environmental Network, ReForest London and ReImagine Co. The City of London has offered \$25,000 of in-kind contributions to the projects.

The grant deadline is October 21, 2020. Due to this tight timeline, a meeting of Council Executive was held on October 17<sup>th</sup> and FSA sponsorship of the grant proposals was approved.

Steve Elson thanked Mary Ann Hodge for leading this outreach program.

#### **4.0 Approval of Minutes**

MOTION: That the Council Meeting Minutes of September 15, 2020 be approved.

MOVED: By George Jolink, seconded by Merran Neville. MOTION CARRIED.

#### **5.0 Correspondence**

##### **5A Terry Head**

Beryl and Noam Chernick, through the Jewish National Fund, have planted a tree in Israel in memory of Terry Head. Steve Elson has spoken with Beryl and sent a note of thanks on behalf of FSA.

Correspondence was received from Anne Cummings. The Ontario Guild of English Handbell Ringers has established the Terry Head Memorial Fund. Terry was very involved in the Guild and the fund will provide opportunities for handbell musicians to further their knowledge. Council agreed that notice of the fund and a link to donate be publicized in the weekly e-blast and Sunday bulletin.

##### **5B City of London – Downtown Loop**

Correspondence from the City of London was circulated to Council. The City is preparing to construct Phase 1 of the Downtown Loop (rapid transit). Phased construction is scheduled from 2021 to 2023. Public engagement opportunities are available from October 28 to November 11.

##### **5C Camp Kee-Mo-Kee**

Doug Jones shared a thank you letter from Camp Kee-Mo-Kee. The second installment of \$25,000 on FSA's 3-year pledge has been received by the Camp.

## 6.0 Staff Report – David McKane

- Staff meetings are held on the 1<sup>st</sup> and 3<sup>rd</sup> Tuesdays of the month.
- David McKane expressed his appreciation to the staff for their exceptional work during this time of transition.

## 7.0 New Business

### 7A Search for New Ministers

The following documents were circulated to Council:

- Position Description: Minister of Worship and Congregational Life
- Position Description: Visitation Minister
- Intentional Interim Ministry: Resource for Governing Body of Community of Faith
- United Fresh Start program information

Steve Elson reported that the Community of Faith documents were approved by the Antler River Watershed Regional Council at its October 7, 2020 meeting. A liaison person from the Regional Council will be assigned to work with FSA.

The Community of Faith documents have been posted to the United Church of Canada's ChurchHub (ChurchHub.ca) where they can be viewed by ministry personnel. The position descriptions will be posted to ChurchHub when approved.

The position description for the Visitation Minister was reviewed. Bruce Moor informed Council that the position description focuses on pastoral care to members of the congregation who are unable to attend church services and events. The position also serves as the staff resource for the Membership and Nurture Committee. The long-term future of the position will depend on budget considerations. Metropolitan United Church will not be filling the position of Visitation Minister in the near term so there is no possibility for a shared position at this time.

MOTION: To accept the position description of Visitation Minister as circulated to Council.  
MOVED: By Bruce Moor, seconded by Kerry Hill. MOTION CARRIED.

Council discussed the Search Committee for the Visitation Minister. It was suggested that the Committee include representatives from Ministry and Personnel, Membership and Nurture, and one of the groups that support pastoral care (Visiting Team, Caring Callers, Care for the Caregiver). It was questioned if representation on the Search Committee is required from the Antler River Watershed Region since this is a part-time position. Bruce Moor will contact Diane Blanchard, Pastoral Relations, ARW.

Council discussed the position of Minister of Worship and Congregational Life. Three recruitment options were presented:

- a. Call a permanent full-time Minister of Worship and Congregational Life;
- b. Appoint an Intentional Interim Minister, usually for a two-year term;
- c. Call a permanent full-time Minister of Worship and Congregation Life and take part in the United Fresh Start program.

Council considered the options of Intentional Interim Minister and the United Fresh Start program.

- An Intentional Interim Ministry would provide FSA the opportunity to take time out to seek spiritual and organizational renewal, to rediscover our identity and to revitalize our mission. The goal for the two-year ministry would be resolution of issues and to achieve congregational consensus on the future.
- United Fresh Start is an educational program. A trained facilitator appointed by the Region works with a faith community group, including lay leaders and the newly called minister.

Working through modules, the ministry personnel and lay leaders gain a mutual understanding of leadership expectations, role clarity, and the use of power and authority. The goal of United Fresh Start is to grow healthy pastoral relationships.

MOTION: That First-St. Andrew's United Church request the appointment of an Intentional Interim Minister.

MOVED: By Kerry Hill, seconded by Linda Badke.

DISCUSSION:

- Intentional Interim Ministry is usually for a 2-year term. This delays starting a relationship with a permanent minister.
- Intentional Interim Ministers have received training in leading congregations through transitions and crises.
- The Regional Council would appoint an Intentional Interim Minister. The pool of Intentional Interim Ministers is small.
- The United Fresh Start program assists the minister and the congregation in establishing a strong relationship.
- United Fresh Start is a new program offered by the United Church. A trained facilitator would be appointed by the ARW Regional Council.

MOTION DEFEATED.

MOTION: That First-St. Andrew's United Church call a full-time Minister of Worship and Congregational Life and make a commitment to undertake the United Fresh Start process.

MOVED: By Bruce Moor, seconded by Heather Locking-Cusolito.

DISCUSSION: During the search process, candidates should be informed that FSA is undertaking the United Fresh Start program.

MOTION CARRIED.

The position description for the Minister of Worship and Congregational Life will be reviewed at the November Council meeting. Please forward any input to Bruce Moor.

## **8.0 Capital Requisition**

MOTION: That an expenditure of \$1,000 be made from the Clark Wilson Fund.

MOVED: By Merran Neville, seconded by Kerry Hill.

DISCUSSION: The expenditure is at the request of the Music Committee and is to assist Ministry and Personnel in covering the moving expenses of the Director of Music.

MOTION CARRIED.

## **9.0 Reports and Topics for Discussion by Council**

### **9A Annual Meeting 2021**

The 2021 Annual Meeting of the Congregation will be held the last Sunday in January.

Steve Elson asked for volunteers to assist with the recruitment of a Chair-Elect of Council.

### **9B 2021 Budget Submissions**

Committee Chairs were asked to submit their 2021 budgets to Finance by November 30<sup>th</sup>.

## **10.0 Reports and Topics for the Information of Council**

### **10A Faith Development – Jo Ann Silcox**

Report accepted as circulated.

**10B Music** – Merran Neville  
Report accepted as circulated.

**10C Finance** – Kerry Hill

The FSA Income Statement at September 2020 was circulated.

FSA is applying for the Canada Emergency Wage Subsidy (CEWS) for employers who have seen a drop in revenue due to COVID-19.

FSA has completed the application for a \$40,000 loan through the Canada Emergency Business Account (CEBA). Under the terms of the loan \$10,000 is forgivable.

**10D Membership and Nurture** -- Heather Locking-Cusolito

Don Jones has volunteered to be Chair of the Archives Committee.

The Affirm Committee requires new leadership and members.

**10E Property** – George Jolink  
Report accepted as circulated.

There has been an increase in the number of people sheltering overnight in the covered south entrance. Evidence of drug consumption has been seen. The Property Committee has discussed ways to make the entrance more secure. The Committee is considering moving the green wood doors to the outside arch, similar to the east and west entrances. Glass doors would be installed where the green doors currently are. Permission would be required from the City of London Heritage Committee for this change to the exterior of the building.

The Property Committee had considered installing wrought iron gates to the south entrance, but feedback from the congregation was that this change would not appear welcoming.

**10F Mission and Outreach** – Linda Badke

The congregation will be asked to support the ELUCO Christmas Share program by donating to ELUCO by cheque or on-line. Tax receipts will be issued. Nancy Howard will use the donations to purchase shopping cards at FSA. Christmas Share supports members of the Marconi Community.

**11.0 Adjournment**

The Rev. Dr. David McKane closed the meeting with a benediction.

The October 20, 2020 Meeting of Council was adjourned at 6:00 pm.

---

Steve Elson, Chair

---

Katherine Wonfor, Secretary