

Executive:

Chair	Regan Pfaff-MacDonald ✓
Vice-Chair	Al Shaw ✓
Past Chair	Kirk Wilson ✓
Secretary	Diana Duke ✓
Treasurer	Wayne Pease
Ministry	Pat Morrison ✓
	Kenji Marui ✓

Committee Representatives:

AOTS	Al Grimwood ✓
Christian Development	Shirley Willis
Communications	Christopher Cooke
Congregational Care & Growth	Bob Newman ✓
Finance	Paul Cooper ✓
Region Rep	x
Outreach	Paul Cooper ✓
Ministry & Personnel	Laura Black ✓
Planning	Jim Wicks ✓
Property	Marion Staples ✓
Proclamation and Special Events	x
Trustees	Pete Melanson ✓
Worship	Val Adamson ✓

✓ = present

The Meeting was held via Zoom with 12 participants, as per adjournment and began at 7:01 pm. There was a quorum. Kenji is double-booked for Wednesday evening and will join as soon as possible.

1. Devotion

WORSHIP – Val Adamson shared a reading about Hope! Reset our outlook with faith and trust in God.

2. Approval of Agenda

MOTION to approve the agenda as distributed.

Pete Melanson / Marion Staples. Carried

3. Approval of Minutes

MOTION to approve the Council meeting minutes from MARCH 3-2021, with REVISION that the Finance Committee motion was CARRIED.

Val Adamson / Al Shaw. Carried

4. Business Arising from the Minutes

None

5. Correspondence

Email from Victoria Miceli, Community Legal Assistance Sarnia (CLAS) re: free legal education

“... CLAS have recently received funding from the Department of Justice Canada that has allowed our legal clinic to offer free education and outreach sessions to schools, community organizations, and businesses in Lambton County on sexual harassment in the workplace. This education can cover a breadth of issues, including how to identify sexual harassment in the workplace, how sexual harassment is one part of the spectrum of gender-based violence ...

We are reaching out to churches across Sarnia-Lambton to offer this education and outreach completely free of charge. We would be happy to tailor this to the precise needs of your congregation, from content to length. We can even offer multiple sessions to allow for the highest amount of attendance, or create different presentations depending on who you would like to attend (i.e., a presentation for your youth members, a presentation for those who volunteer, etc.)...”

Council empowers M&P committee to review this information and determine if they want to proceed further.

6. New Business

None

7. Pastoral Report and Teaching

PAT MORRISON

I've been working with Adam Kilner and Crystal Fach to create an event that we are calling *Gender, Sexuality and Faith*. The purpose of the three-day event is to afford people of faith and faith organizations an opportunity to define themselves with respect to gender and sexuality. Each day will have a different focus and target audience: Day one is faith leaders, day two is youth in the church, and day three is education. Keynote speakers and discussion panelists will share personal stories of growing up or working with LGBTQ+. The event is gaining lots of interest far beyond Lambton, and Grace United Church and The United Church of Canada are taking a significant leadership role. More information will be rolling out shortly to advertise this event that will take place June 8-10, 2021

Starting April 19, I will be taking 4 weeks of study leave and seven weeks of unused holidays. During my study leave I will be taking a 12-week course at the University of Alberta on Indigenous Studies, reading a variety of books on recent sociological shifts, current research on the effects of COVID on congregational flourishing, and also completing sanctuary upgrades and training operators.

Next week Kenji will be away so I will be filling in for worship.

KENJI MARUI

To mark my 6 months with Grace, I'll be taking next week off for the (rescheduled) school Spring Break holidays. Initial plans were to conduct campus visits at McMaster and Waterloo with our daughter, but with the latest stay-at-home directives we might paint a bedroom instead.

Worship continues on-line and Good Friday worship (real-time Zoom call with video edited and uploaded to YouTube after) with Cook's and Mt Brydges United Churches proceeded smoothly. Bible Study has 6-10 people attending weekly with positive feedback from those who attend. I continue to call parishioners, to introduce myself and check in with them, noting that one further thing the pandemic has deprived me is the group/communal interactions of people – my experience has been with them on a one-to-one basis, in a social vacuum of sorts. I'm looking forward to another new beginning when large group gatherings reconvene!

Ongoing work includes my Fresh Start cohort (halfway through the program) and Racial Justice training for the Antler River Watershed Regional Council (one more session after tonight). I have been liaising with PFLAG more intentionally and am part of the planning team for Regional Council meeting this June and part of the worship team for General Council 44 next summer.

8. Key Ministry Committee Reports

Worship

Audio Visual Equipment Update: All installations of the equipment have been completed and the narthex has been emptied of the equipment. Many thanks to Pat and his team of volunteers for the reworking of the sound booth, installation of new mounting hardware for the projector, and replacement of the wireless system.

Worship Services during Lockdown: For the Easter season, Kenji collaborated with Beth Parsons to hold a joint Good Friday service with her 2 charges. This collaboration is supported and encouraged by the United Church administration during the pandemic to manage resources and continue to support each other when possible. The committee thanks Pat, Kenji, Glenn and Beth for their ongoing commitment to creating on-line services and Zoom experiences that offers everyone an opportunity to interact with other members of the congregation.

Christian Development

No report

Congregational Care & Growth

Easter flowers were delivered to shut-ins and those in bereavement on Tuesday, March 30. Several thank you notes have been received.

The CCGC portion of the Constitution has been reviewed. There are still a few issues to deal with.

The wedding of Simone McGarvey and Brady Seward on September 3 was approved.

MOTION to approve the wedding of Simone McGarvey and Brady Seward, which will be officiated by Adam Kilner, as Kenji is away.

Bob Newman / Kirk Wilson. Carried

Outreach

- 85 clients served at March Inn of the Good Shepherd meal
- Thanks to all who donated food for the Inn at the drive-through event on March 7th. It will be repeated on April 4th.
- March 7th virtual soup luncheon benefiting RayJon raised \$1595.
- Looking to schedule another soup lunch before the summer.

Proclamation and Special Events

No report

9. Governance and Support Committee Reports:**Planning****Project Proposals****LED Lighting Upgrade Proposal**

- Proposed upgrade of all interior fixtures and/or bulbs to LED (Sanctuary already done)
- Total cost per quotes \$9,325 (\$1,485 if Gym only)
- Payback in reduced energy cost in 3.7 yrs
- Eliminates Gym lighting deficiencies (9 of 48 tubes dead)
- Doing now (sign by June 30, done in 2021) will get IESO (Hydro) savings \$3894 plus completion during low church activity
- Sarnia Evangelical Church similar scope in 2018 with favourable feedback
- Planning scored the project and arrived at a score of 12 of a total 25 or classed as "Be cautious" by this scoring system
- Planning feels that the current scoring process not truly intended for an "economic return" type of project such as this
- Planning plans to work with Finance to establish a basic process to evaluate these types of return items in the future
- **Question for Council** is whether or not to approve proceeding at this time for a return-type project based on the economic case and timing cited above.

Sanctuary Soffit Repair and Chapel Roof Replacement

- A large section of the soffit in the high peak of the south window of the Sanctuary has broken free and requires replacement to ensure no water damage and fix the obvious aesthetic
- The west side of the Chapel shingled roof has obvious signs of end-of life and several shingles are missing and requires attention soon to ensure no building damage
- Quotes have been obtained for both repairs and Planning was approached
- Following discussion with Paul Cooper of Finance, Jim Wicks advised Marion Staples to approach Finance to determine how the repairs would be funded

- It is the opinion of Planning that a mandatory building repair such as these two examples, are not intended to flow through the Planning screening and relative project comparison
- **Question for Council** is whether or not Council agrees that these types of proposals should be brought to Council following agreement from Finance how the project will be funded, and the timing of the expenditure and that Planning has no role in that decision

Council would like to see a consolidated list of outstanding capital projects, complete with project scoring, in order to fully understand the scope of all projects to gain approval of appropriate projects.

MOTION that \$50,000 be designated into the Capital Improvement Fund from the Legacy Fund for capital improvement but not to be increased until the long-term plans for the Legacy Fund has been decided and approved.

Jim Wicks / Kirk Wilson. Carried

MOTION that Council approve the Soffit and Chapel Roof Repair project and be funded from Capital Improvement Fund.

Marion Staples / Val Adamson. Carried

Constitution Update

- Last Council meeting members asked to review Grace’s constitution as related to your Committee suggesting providing feedback by April.
- Request that Committees also review Constitution Appendices that are associated with your Committee.
- Planning will review each to update wording changes due to Region structure change etc.

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Fresh Start Modules

- Planning reviewed the candidates from the Region-sponsored “Fresh Start” modules in support of a congregation in transition
- First one chosen was the **“Family Systems Theory”** scheduled for May 4, 2021, 7:00 to 9:00 p.m. via Zoom conference with registration deadline of April 27
- Anyone from the congregation is invited to attend

- Invitation and registration link information will be included in the next three Sunday church service announcement sent out by Lori

Visioning

- Planning Team had initial discussions on a Visioning effort for Grace
- First steps include reviewing the major visioning efforts of 2008 which included major Council and congregational involvement and review the HALO project report for insights
- Al Shaw was a part of this effort and will brief Planning regarding the 2008 effort at next Planning meeting.

Legacy Fund

- Planning requested to consider plans for the use of the Legacy Fund (nominally \$370k)
- Discussions will start in the future, but **Planning would welcome any ideas from Council or the Congregation** regarding ideas or thoughts on how to best use this generous gift

Finance

- CEBA application submitted. Awaiting response from CRA/RBC. CEBA program extended to June 30, 2021.
- Working with Property to fund unexpected soffit and roof repairs.
- Finance committee learning intricacies of on-line systems (Church Hub, new RBC business account, CRA 'My Business Account').
- Q1 operating budget results being reviewed. Will issue summary for Council comments/guidance followed by summary in weekly hi-lites for congregation communication.

Communications

First, Council is reminded that any communications about events/opportunities should be passed along to both Lori and Bev as soon as able, ideally, with a couple weeks' notice. This gives Lori and Bev the opportunity to properly advertise your event through weekly announcements and on Facebook. The last few events run during pandemic could have had significantly better attendance (even just from Grace members) had we been able to advertise properly on your behalf. Thanks for your understanding!

Second, Communications Committee has met a few times since the last Council meeting. Next steps for the committee:

1. The committee is looking at how to further engage our Facebook audience. One option recommended by the Engage Conference is to supplement our existing Facebook Page with a Facebook Group. While the page is open to the public, and focuses on communication our brand and upcoming events, a group would be private to members/adherents, and would be intended to provide a safe space for conversation through the week. This kind of engagement helps bond the community together through the week and increase our feelings of family/connectedness. Bev Walkling and Carrie Brescia have graciously volunteered to experiment with this ministry opportunity.
2. We are engaging with professional designer Becky Allen to develop a Grace United Church logo. The cost is estimated to be ~\$900. Becky will develop a few drafts for our consideration, and then pull together the final design, including different versions for website, social media, letterhead, black & white, etc.
3. Once we have a logo, the committee intends to roll-out new "Connect Cards" both in physical form (in pews and around the building) as well as digitally. Connect Cards simply ask visitors to fill out their name, phone and email in order to express interest in our congregation. Staff will be expected to follow-up on each connect card personally to determine how Grace can support them. Connect Cards are an important part of establishing relationships with church visitors, both on Sunday morning and at other times of the week.
4. Once we have a logo, we will look for a video editor that can begin "packaging" our sermons into a product that can be found in the YouTube search results. This new ministry opportunity will predominantly reach locally (as our sermons are most likely to show up in local search results). At the end of each video, viewers will be encouraged to fill out a digital Connect Card. The full worship videos will continue to be made available, primarily for consumption by members/adherents.
5. Once we have a logo, we will look to update our communications platforms:
 - a) the committee would like to retain our existing sign but update the name/logo portion across the top. Digital signs are quite expensive. For example, it was over \$20K for the city to purchase the new sign

at Canatara Park entrance. Additionally, these digital signs are surprisingly hard to read compared to the existing Grace sign.

- b) the committee will update our Facebook banner.
- c) the committee will refresh our website banner. In fact, the entire website will likely be refreshed later this year as a new version of the underlying software is expected to be released soon.

The committee considered switching to a Voip phone system but has decided to put that on hold for now. We will be submitting recommended revisions to its section of the Constitution to Planning Committee as requested.

Thanks for everyone's support as we use the pandemic to "upgrade" our church communications.
Christopher Cooke

Property

Curtis started back April 1. Thanks to John Scott, Paul Cooper and Curtis for doing security checks. Many thanks to Marion also for providing security and overall attention to the church property.

Trustees

No report

Ministry & Personnel

Curtis started back April 1.

AOTS

Many thanks to Marion Staples and Jim Wicks for all the 'behind the scenes' work being done.

Antler River Watershed Regional Council

There will be an on-line meeting of the Regional Council occurring June 10-12, 2021 with a focus on the Truth and Reconciliation Commission's calls to action related to churches and the United Church's commitment to becoming an anti-racist denomination. One diaconal minister will be commissioned and representatives to General Council 44 (in 2022) will be elected.

The 3-year phase-in grace period that capped increases in assessments at 10% will soon end and full remittance will be expected (4.5% of income minus giving's to external groups, capital campaigns, and one-time gifts). My understanding is that Grace has been giving the full assessment already and this deadline will have no effect on current practice.

10. Meeting closed at 8:50pm

11. Closing Prayer

Kenji led us in closing prayer.

Next regular meeting: MAY 5, 2021 **NOTE: need a volunteer to act as Council Secretary**

2021 Devotion Responsibility:

- JANUARY – Property
- FEBRUARY – Planning
- MARCH – Trustees
- APRIL – Worship
- MAY – CD
- JUNE – Finance
- JULY - na
- AUGUST - na

2021 Sunday Lock-up Responsibility:

- JANUARY – Trustees
- FEBRUARY – Worship
- MARCH – CD
- APRIL – CC&G
- MAY – AOTS
- JUNE – Communications
- JULY – Finance
- AUGUST – Outreach

SEPTEMBER – na
OCTOBER – Outreach
NOVEMBER – M&P
DECEMBER – Communications

SEPTEMBER – M&P
OCTOBER – Property
NOVEMBER – Planning
DECEMBER – Trustees

Regan Pfaff-MacDonald, Council Chair

Diana Fisher, Council Secretary
