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| **East End United Regional Ministry Council Meeting Minutes** |
| **October 19, 2022 – 7:00pm – via zoom** |

INVITEES:

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| Council Executive |  | Committee Chairs |  |
| Chair (non-voting): | X Ron McKay | Community: | Vacant |
| Past Chair: | X Carol Bennett | Faith: | Vacant |
| Secretary: | X Cathy Forrest | Finance & Property: | Norman Tanaka REGRETS – rep by Ann McIlwraith |
| Treasurer: | X Ann McIlwraith | Congregational Life: | X Anne Sanagan |
| Trustees: | X Karen Somerville |  |  |
| Co-Chair, M&P: | X Kathryn MacGregor | Guest(s): | Laura Johnson Victor Chan |
| Co-Chair, M&P (non-voting): | X Pam Cameron | Observer(s): | Edythe Shand  Susan Bower |
| Community/Region Liaison: | X Chris Bennett |  |  |
| Minister (non-voting): | X Rev. Daniel Benson |  |  |
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|  | Call to Order, Land Acknowledgement | Ron McKay |
| 2. | Opening Prayer and Guided reflection | Rev. Daniel |
| 3. | Approval of Minutes – September 14, 2022. Moved by Cathy Forrest, seconded by Carol Bennett, carried. | Cathy Forrest |
| 4. | Approval of the Agenda moved by Carol Bennett, seconded by Ann Sanagan, carried. |  |
| 5. | In Camera presentation from M&P: Re East End United Regional Ministry Hiring GuidelinesMotion that council endorse this guideline, with thanks to Lori Lyons for her considerable input. Moved by Kathryn McGregor, seconded by Ann McIlwraith, carried | Pamela Cameron |
| 6. | Minister’s Report:Creation Season was well received. Feedback re joint service with NUUC was that Kim Wheatley was a great speaker but there were audio problems. This is being worked on. Reverb in Eastminster sanctuary also means presenters have to speak slowly and enunciate.Loose collection at joint service totalled $140, split 50-50 between NUUC and EEURM.On Sunday Oct 9 kids’ activities were scheduled but no kids came. We will continue to schedule kids programming at servicesWorship Schedule: Last Sunday Dan talked about Oberammergau. Fraser will preach Oct 23. Oct 30 service will highlight Out of the Cold. Nov 6 will highlight Food Bank and Erica will speak. Nov 13 will be dialogue with seminary students.Key issue facing EEU is leadership continuity. Committee membership has been dwindling, 2 of our committees are currently without chairs and committees generally feel overwhelmed by their workload. We’re not alone: many churches are dealing with this and the pandemic has accelerated these challenges. EEU is leaning heavily on a small handful of people, who are at risk of burnout.Over the next few months, we must concentrate on how we build leadership capacity and how we invite/encourage people to take on leadership. Let’s reflect if our current model of committees is sustainable.Discussion: what are some possible alternative models to the committee system of the last 25 years? Is there an organizational structure more sustainable in light of our current human and financial resources? | Rev. Daniel |
| 7. | Update and next steps, re: ‘Living Faith Story’.This draft LFS has been prepared with contributions from various EEURM members. It is a document the UC requires as part of the work to call a new minister to our congregation. After some polishing, the draft will go up on Realm to start conversation with congregation. Document is intended to be transparent about issues we are wrestling with including our disagreements and discussions. Once it’s on Realm we will create occasions for the congregation to come together and discuss, then document will come back to a congregational meeting to approve before the end of the year, so we can get on with calling a new minister. | Chris Bennett Laura Johnson |
|  | Motion: Transition Team recommends to Council the extension of our current Interim Intentional Ministry contract to June 30th, 2023, subject to approval by Shining Waters. Moved by Chris Bennett, seconded by Kathryn MacGregor, approved.Transition team agrees there is unfinished business in our transition. M&P will work out arrangement of extension with Dan if he’s open to that. Shining Waters will have to approve but we don’t foresee that will be a problem. Our call for new permanent minister should be on the Church Hub by the spring. Then if Dan stays till the end of June, we can have a relatively smooth transition to a called minister in September. | Chris Bennett |
| 8. | Moment for RecognitionCouncil wishes to formally acknowledge the contributions of our congregants and volunteers. Our sincere thanks to:  * Edythe Shand for coordinating the maintenance and beautifying of our gardens and the volunteers who assisted:  Marie Campbell, Kathryn MacGregor, Marian Stinson, Elinor Reading & Rita More. * Pat Roy for stepping up and taking a lead role in our children's ministry (and doing refreshments last Sunday) * Sue McNay & Enrico De Dominicis for representing EEU on the Danforth Multifaith Community group and their role in pulling together the wonderful Multi-Faith Picnic at Withrow Park last Sunday, which was a great success. * Members of the Music Director search committee:  Susan Bower, Edythe Shand, Catherine Saxberg, Rev. Debra and Rev. Dan. * William Anum for drumming and Marie Campbell for flute music Sunday mornings * Chris Bennett for the work he’s doing – both on and outside of Sundays – to ensure the sound system in the Eastminster sanctuary is effectively enhancing both our in-person and online worship experience. * Aija Marshall for helping out with the tech last Sunday. * Judith Ramsay, Fred Angus and Marilyn Wilcoxen for their dedication and service to the Trustees. * Pam Cameron for stepping in to take the lead for Tending our Souls from Rev. Debra.  Also, thanks to Rev. Debra for having introduced this online group.  It went a long way to enhancing the spiritual nourishment that some needed through the pandemic. * Karen Somerville for her part in coordinating the Kairos Blanket exercise with our Danforth Multifaith Commons partners last month. * Ann McIlwraith for coordinating the change in signing officers with the bank – not an easy task.  Thanks to Ann as well for keeping those of us who want it in coffee every month! * The NIB for their work in hiring the Program Director for Nourish:  Lori Lyons, Heather Barnes, Norm Tanaka, Robin Wardlaw. * Lori Baine for her We Won’t Grieve Alone offering and her ongoing leadership for that ministry. * Jennifer Palin for her workshops during Creation Season | Carol Bennett |
| 9. | Requests for storage and recommendations from the BOB: BOB Storage Discussion PaperThe BOB is proposing a property cleanup. They want to identify the groups that need storage and coordinate with each group to decide which of their stored items are to be kept and how much space that will require. Ann will send Victor the UC document specifying what records must be kept and for how long (financial records, minutes, baptismal, marriage records etc.). Some of the documentation we have stored now can be sent to UC archives. Karen and/or Judith can evaluate trustee records; Susan Bower will liaise with the BOB re music program storage requirements. Liturgical and hospitality/kitchen supplies at both campuses need to be gone through to establish storage needs as well. | Victor Chan  Chair of BOB |
| 10. | Financial UpdatesSigning officers have changed: now are Karen Somerville, Norman Tanaka, Ann McIlwraith and ??Ann is temporarily overseeing payroll to make sure payments get done, especially around statutory holidays.Pino and Mario will still be doing the brunt of the work until someone from M&P is set up to do this.$13,000 has been contributed to Mission and ServiceLooking at how to improve tracking of spending for OOTC & NourishThis year our audit was completed late so we had to submit charitable tax return late. This year we’ll need to submit financials by mid-Feb. Paula will have backups to ensure timely audit completion.Please scan and send any outstanding expenses before Mon Nov 2nd. Expenses later in the year must be sent in by Dec 27.We plan to present 2023 budget to council Jan 2023. Norman steps down after this year so it’s his last year to work on the budget. After December, Finance Committee will be just 3 people (Elaine Dalziel, Andy Cassidy and Ann McIlwraith)Need to start planning succession for Ann in Treasurer role. | Ann McIlwraith |
| 11. | Rental Policy:Discussion re dealing with The Meeting House’s request to rent the Eastminster sanctuary for a Christmas Eve type service on Dec. 23. Since TMH is a more conservative church and not aligned with all of EEURM’s values, there was some concern expressed that their service would be identified with EEURM and that might blur our identity in the community. On the other hand, some were open to the rental, noting that TMH have generously donated to our food programs and there might be people whose spiritual needs would be met by TMH’s kind of Christmas Eve service.Council agreed that Chris, Ron and Dan would meet and decide together specifically re renting to TMH for Christmas Eve service. The larger philosophical debate/decision will have to come at a later date. | Ron McKay  Rev Dan |
| 12. | 5 Minute UpdatesAnne Sanagan re Congregational Life: Committee may change location of post-worship refreshments at Eastminster to encourage more people to partake. Lori has created 2 stewardship handouts. Planning cookie walk fundraising activity Sun Dec 4 following service. Next meeting will finalize plans for Dec 11 post-service potluck. No info on Stewardship campaign.Karen Somerville re Trustees: New Trustees are Victor (secretary) and Norman (treasurer). Both are liaisons on the BOB. Trustees are meeting re insurance issues. Important to keep church capital costs down over the next year as stock market has dropped. Sustainability for the next year is an issue.Karen Somerville Re Community Committee: Youth program at Eastminster campus Sundays is well-attended; it’s a collaboration with Bethany Baptist and City of Toronto. Let’s encourage youth from our own congregation to attend. Another speaker series being planned through Danforth Multifaith Commons; one talk will focus on food security.Kathryn McGregor re M&P: working on forms for staff performance appraisals. Joan Wood has resigned from M&P so looking for potential members. |  |
| 13. | Next meeting(s) 3rd Wed of Nov - Wed 16th Nov. |  |
| 14. | Blessing/Sending Forth | Rev. Daniel |
| 15. | Adjournment |  |