

**Grace United Church
Minutes of the Board of Management
Tuesday December 20th, 2022**

Present: Jane Bleecker, Bruce Coulter, Neil Douglas, Kevin Fitzpatrick, George Flavell, Anne Hare, Neil Lebeau, Susan Sweet Lebeau, Rev. Andrew Macpherson, Lochlyn Newton, Paula Pound, Celia Hunter (on Zoom), Larry Breakenridge and Rev. Darren Liepold.

Regrets: none

Opening and Prayer: George Flavell, Chairman, welcomed all then called the meeting to order.

Jane Bleecker opened with prayer.

Adoption of the Minutes:

MOTION: # 1 20/ 12/ 22: by Anne Hare/Neil Lebeau; that we accept the minutes of the November 15, 2022, Board of Management minutes as printed. CARRIED.

Adoption of the Agenda:

MOTION: # 2 20/ 12/ 22: by Neil Douglas/Jane Bleecker; that the Agenda for December 20, 2022, be accepted as printed. CARRIED

Corresponding Members:

Celia Hunter (on zoom), Larry Breakenridge and Rev. Darren Liepold, (acting Executive Minister of Regional Council, and minister for Congregational Pastoral Relations), are attending tonight's meeting.

MOTION: # 3 20/12/22: by Bruce Coulter/Paula Pound; that we accept Celia Hunter (via Zoom), Larry Breakenridge and Rev. Darren Liepold as corresponding members for tonight's meeting. CARRIED.

Rev. Darren Liepold is attending this meeting in his capacity as Regional Minister of Pastoral Relations. He spoke to us regarding our M&P Committee. All United Churches must have a functioning Ministry and Personnel Committee. The Ministry and Personnel Committee of Grace United Church resigned en masse at the November meeting. It is pertinent that we have a functioning Ministry and Personnel Committee in place. There needs to be a minimum of 3 and up to 7 members on the Committee.

He also stated that if there is dissention in/outside of the congregation, it may be necessary to hire a mediator who is trained in power struggles and conflict resolutions. We could contact Rev. Darren and he can recommend an individual.

Presently, Larry Breakenridge has volunteered to head up a Ministry and Personnel Committee and has another member, who has agreed to serve.

MOTION: # 4 20/12/22: by Bruce Coulter/Lochlyn Newton; that we accept Larry Breakenridge as the chairman of our Ministry and Personnel Committee. CARRIED

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Larry will attend a training session in the new year.

Following this motion and vote, Rev. Darren Liepold stated that no vote could take place until a committee of at least 3 people were in place and ready to start.

Correspondence:

1. The United Church of Canada letter of thanks for our gift of \$200.00, in response to their appeal to help people who are facing extreme drought, food insecurity and conflict.
2. Letter from the Outreach Committees of Northminster United Church, Greenwood United Church, and Westdale United Church, who are seeking partners in pursuing a sponsorship program for a Syrian refugee family currently in Turkey.
3. A letter from the Hearts 4 Joy organization in Peterborough, introducing themselves, and offering to come and speak to members, and seeking support.

FINANCES:

Susan began her financial report clarifying a statement she made at the last meeting. During the discussion on the purchase of the amp, Susan stated that funds would come from the Clearing account. This account is a general ledger account in which previously designated funds were kept. These funds are from a grant that was received in December 2020, and designated for Worship Sound and Music equipment. There was still a balance left from that grant and needed to be spent as designated, which the amplifier qualifies for.

November Income:	\$20,095.52
November Expenses:	<u>\$25,144.95</u>
	(\$ 5,049.43)
Year to Date Income:	\$204,538.59
Year to Date Expenses:	<u>\$224,139.12</u>
	(\$ 19,600.53)
Memorial Fund:	\$24,837.14

MOTION: # 5 20/12/22: by Susan Sweet Lebeau/Bruce Coulter; that the Treasurer's report be accepted as printed and distributed. CARRIED

Susan reports that our finances are in a rough spot. The cash flow projection for December may require us to use the balance of our Line of Credit, which would mean starting January 2023, with no room for available cash flow. After speaking with Rev. Andrew and the Board Chairman, (George Flavell), Susan contacted the bank to see what could be done. Currently, we have been given a temporary increase to our Line of Credit, which expires on January 19, 2023. The bank is working on seeing if they can increase our line of Credit permanently, but it may not be possible due to the ratios they must operate within.

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An increase in our Line of Credit is not a solution. It is simply an opportunity that may help us move through the first few months of the new year.

She is very worried that we may not be able to pay the wages for the end of January if this increase does not get approved, and/or more givings are not received, to get us through this tight spot.

It is agreed that we notify the congregation immediately. Rev. Andrew will make an announcement at the Seniors Communion and Tea event on December 21, 2022, and again at the Christmas Eve service. Kevin Fitzpatrick, Rev. Andrew, and Susan Lebeau will assist in wording a letter that will be emailed to those members with email addresses.

Grace church was in a similar position in 2012. We will have Sheila Montero check for the wording in a letter that went out at that time. In 2012, certain members of the congregation were asked if they would be willing to loan money or front-load their givings to help the congregation get ahead. We may need to look into these options again.

MOTION: # 6 20/12/22: by Bruce Coulter/ Neil Lebeau; that Grace Church pay the final installment of \$4,000.00, to the Mission and Service fund of the United Church, from our New Initiative account. CARRIED

It is suggested that the Chair of the Board contact Rev. Nancy Wilson, of Keene United Church, to sit in on an emergency meeting of the Grace Board of Management, in Rev. Andrew's absence, the first week of January, to make necessary financial decisions. It is also noted that Grace United Church is needing 2 Regional Council representatives.

Group communications:

- Health Cabinet- Anne Hare reports that the Health Cabinet is concerned about the mental health of the congregation and have planned a Pot-Luck dinner and games night for Saturday January 14, 2023. With the hope of boosting morale.
Sunday morning Blood Pressure clinics will likely begin again in January.
Sunday, February 12, 2023, will be a Lunch and Learn event with Rev. Andrew speaking on his trip to Damascus.
- Project H.O.P.E will host the Seniors Communion and afternoon Tea, Wednesday December 21, with a visit from a special guest.
The Christmas Gifts for 10 seniors in St. Joseph's at Fleming and 10 seniors at Rubidge Hall Retirement Home was well received. All gifts were returned on time to be delivered.
We are looking into starting up Movie Nights again in 2023 in the church sanctuary.
With a free-will offering.

Property:

Lochlyn Newton reports that he has checked the Automatic External Defibrillator (AED) and noticed that a couple of items are outdated. He will turn these findings to the Health Cabinet.

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There is still a number of Tony Mason's guitars and items in the upstairs office.
The Trustees will do an Inventory update and will check with Tony regarding his belongings.
(for determining Grace equipment liability insurance.)
Property is still investigating new church key options.

Worship Team:

Paula Pound reports that the team met via "zoom" December 15, 2022. See attached report. They are preparing a survey to go to the congregation about people's preference to services, (Contemporary vs Traditional music, or a combination) and other service related procedures.

Audio Visual Report:

Neil Lebeau reports that the amplifier has been purchased.
The free OBS livestream software has been downloaded, but hasn't yet been used as the audio visual team are still working on learning the software for successful use.

Christian Education:

A report from Celia Hunter, who has graciously offered to take the lead on what is traditionally known as Sunday School and coordinate a broader Christian Education ministry at Grace.

She has suggested updating the term Christian Education to Faith Exploration, as "it might draw the circle wider."

See attached report.

Organist Review: Since we are without an M&P Committee, Paula Pound, as chair of the Worship Team was asked by John Sigerson, our probationary Organist, if the Worship Team would make a recommendation to the board about his status.

Paula shared choir members concerns and praise and it seems that John will need encouragement and support to learn the workings in a United Church choir position.

MOTION: # 7 20/12/22: by Neil Douglas/Lochlyn Newton; that we hire John Sigerson as Grace United Church's organist at his current pay rate, beginning January 1, 2023. CARRIED (2 abstained)

- (i) Volunteer Job Fair has not been planned, as we are still seeking volunteers for Sunday Morning duties that need to be filled. Sign up sheets are at the back of the sanctuary.
- (ii) Bright HP is a Human Relations support team that Paul Gray had approached to help the M&P committee understand policies and employee rights and boundaries in the workplace. On further investigation the United Church Head Office does not approve of hiring outside help for church when they offer support teams on request.

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- (iii) Two Monetary Requests from Syrian Refugee Committee and the Hearts 4 Joy from correspondence, we feel need to be denied at this time due to our financial position.

Kevin Fitzpatrick submitted his attached report on Youth, Young Families, and Community Outreach, see attached. There has been minimal response and participation in planned events, even with constant communication with interested families.

Rev. Andrew Macpherson reminded us that he will be on study leave December 28 -January 31 2023, in Damascus, and will share his adventures with us at the Sunday February 12,2023, Lunch and Learn following the church service.

NEXT MEETING: TUESDAY JANUARY 17, 2023, at 7 PM.

Lochlyn Newton to open and close the January meeting.

With no further business, George Flavell reminded us to be thinking of Succession planning (New Chairperson and Board members for 2023, to be elected at the Annual Meeting), and then adjourned the meeting.

Jane Bleecker closed in prayer.

George Flavell,
Chairman

Anne Hare,
Recording Secretary

GRACE UNITED CHURCH BOARD MEETING

Tuesday, December 20, 2022 Agenda

- Opening & Prayer - **Jane Bleecker**
- Roll Call – - George
- Andrew's time
- Adoption of November 15 Minutes
- Adoption of Agenda
- Corresponding Members – ^{Larry Breckinridge} Sheila Montero, Rev. Darren Liepold, Celia Hunter
- Darren
- Sheila
- **FINANCES - Susan**

-
- Correspondence – distributed by e-mail,
- M & P + Regional counsel report –
- Group Communication –
- Property – Lochlyn
- Worship Team – -Paula
- Audio/visual – Neil L
- *Christian education --*

1. Organist review -
2. Anne – volunteer job fair
3. Bright HR – George
4. 2 requests of Grace – George
- 5.
6. Kevin
7. *Reverend Andrew Macpherson*
- 8.
- 9.
10. Succession planning –

Open and close prayers January –

Adjourn with prayer. **Jane Bleecker**

November 21, 2022

George Flavell, Chair of the Board
c/o Grace United Church
581 Howden St.
Peterborough, K9J 4B4

Dear Mr. Flavell,

Three United Church congregations in Peterborough, Greenwood, Northminster and Westdale, are partnering to pursue a sponsorship for the family of Muhanned El Yusuf, Syrian refugees currently living in Turkey.

Muhanned's family - father, mother and four siblings - are residents of Peterborough, having arrived as government sponsored refugees about 5 years ago. The family are deeply concerned for the safety of Muhanned, his wife Sirin and their son Berra as the situation for Syrian refugees in Turkey becomes more precarious.

With the help of UCC General Council refugee staff a sponsorship application is being prepared. A support team has been assembled to welcome the family when they arrive. Based on government guidelines, a budget of \$35,000 is anticipated. As this is a substantial cost, we are inviting your congregation to participate in this effort through a financial pledge.

The sponsorship application will be included in the 2023 UCC quota. If accepted it faces a lengthy processing time so the earliest possible arrival of the family is somewhere around late 2025 or early 2026. Pledges would be due at that time.

We would be happy to attend a meeting with your congregation to discuss this further. Any questions you may have may be addressed to Lynn Jondreville (jondreville@yahoo.ca)

In faith,

Lynn Jondreville
Outreach Committee
Greenwood U.C.

Bruce Newmaster
Outreach Committee
Northminster U. C.

Janice Davis
Outreach Committee
Westdale U.C.

Grace United Church
Board of Directors
581 Howden Street,
Peterborough, Ontario



Tuesday, November 22nd, 2022

Dear Grace United Church,

We are HEARTS 4 JOY a Not-For-Profit organization in Peterborough. This organization was created during Covid and developed with the objectives of creating an enriched, innovative and supportive environment for individuals with Intellectual Exceptionalities over the age of 21. We are currently working with 8 young adults with Down Syndrome and will be expanding our membership to include 6 – 8 more individuals with various Intellectual Exceptionalities.

Our Vision is to support and enrich the lives of individuals with Developmental Exceptionalities by promoting their abilities through work-related experiences and skill building. Our young Hearts 4 Joy adults create unique, hand painted and usable items which promote a sense of purpose. This is a new endeavour in the City of Peterborough, using an innovative approach to training, creating transferrable skills and providing meaningful work experiences which is now recognised and well received within the community.

Hearts 4 Joy continues to grow through our social media presence. We are involved in attending numerous community events that showcase the works of our young adults. Over this past year, we have partnered with 3 community businesses and look forward to connecting to the Peterborough Arts Community, the DBIA and other potential sponsors. Hearts 4 Joy recently secured a downtown location at the Charlotte Mews where our Hearts 4 Joy participants can work, store and sell their giftware.

In the last year, since inception, we have seen the importance of offering opportunities to our participants for continuous work-related learning and skill building. Now we would like to approach generous supporters like you to help us support our goal of developing our project and maintaining our new space. Together we can assist individuals with enhancing their independence through this specialized skills development project.

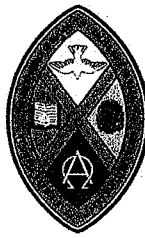
If you would like more information, please contact Hearts 4 Joy at the email address below. We are also available to come and speak to your members regarding the Hearts 4 Joy organization.

Thank you for considering our request.

Norma Christensen, Director
Irene Pyle, Director
Debbie Quinlan, Director

hearts4joyptb@gmail.com

171 Rink Street, Suite 180, Peterborough, Ontario, K9J 2J6



Grace United Church
581 Howden St
Peterborough ON K9J 4B4

Dear Friends,

"Which of these, do you think, was a neighbour...?"

He said, "The one who showed him mercy." Jesus said to him, "Go and do likewise."

(Luke 10:36-37, The Parable of the Good Samaritan)

Thank you for your thoughtful gift of \$200.00 in response to the United Church's appeal to help people who are facing extreme drought, food insecurity, malnutrition, and conflict. Thanks to your support, we are able to live out our call to love and to serve those in need.

This humanitarian crisis has left immediate and long-term issues that require a response. United Church partners, including Action by Churches Together (ACT) Alliance and the Organization of African Instituted Churches, will continue to respond to rapidly changing circumstances. They are also working to build a sustained global response to the chronic underlying causes of conflict, climate change and the resulting displacement of people.

Our partners are assessing the best, most effective ways to provide aid, food, and support both now and in the future. Your generosity will help them reach the people – including children – who need our help the most.

On behalf of those who are unable to thank you personally, please accept our deepest gratitude.

Blessings,

A handwritten signature in cursive script, reading "S Charters".

Sarah Charters
Acting Director of Philanthropy

The United Church of Canada's Charitable Registration Number is 10810-2435-RR0003.

FINANCIAL REPORT Monthly - Q4 2022

	Q1	Q2	Q3	Oct-22	Nov-22	Dec-22	Q4
VISION							
Vision - Near							
Project H.O.P.E.	691.94	426.03	736.72	133.00	158.46		291.46
Vision - Far							
Mission & Service			4,000.00		4,000.00		4,000.00
GPIF Honduras (Build)				10,000.00			10,000.00
TOTAL VISION	691.94	426.03	4,736.72	10,133.00	4,158.46	0.00	14,291.46
OPERATIONAL COSTS							
Salaries & Benefits	31,646.01	33,740.81	48,955.39	16,273.18	16,154.92		32,428.10
National Assignment	2,800.50	2,800.50	2,800.50		2,800.50		2,800.50
Insurance	923.94	3,062.11	3,062.13	1,020.71	1,020.71		2,041.42
Property	2,820.05	7,551.39	2,575.48	815.78	30.86		846.64
Utilities	3,956.45	2,453.93	1,386.68	1,014.74	288.26		1,303.00
COVID-19							
ADMINISTRATIVE COSTS							
Office Costs	1,006.80	141.51	301.93	36.29	65.47		101.76
Communications	782.19	420.48	420.48	0.24	140.16		140.40
Advertising			121.00				
Banking Charges	608.79	606.92	675.36	247.72	317.64		565.36
MINISTRY COSTS							
Worship & Pulpit	1,741.30	1,045.54	1,280.50	781.04			781.04
Ministry	130.65	100.00	172.67	802.53	167.97		970.50
Education (Youth & Adult)	82.84	458.24	503.91	(239.74)			(239.74)
MISCELLANEOUS COSTS							
Decorating		26.84	48.93				
Transitional	722.48			318.76			318.76
TOTAL OTHER EXPENSES	47,222.00	52,408.27	62,304.96	21,071.25	20,986.49	0.00	42,057.74
FULL TOTAL EXPENSES	47,913.94	52,834.30	67,041.68	31,204.25	25,144.95	0.00	56,349.20
INCOME							
Offerings	46,292.45	59,463.40	56,556.43	17,069.06	19,791.00		36,860.06
Rentals	440.00	685.00	1,910.60	520.00	100.00		620.00
Hospitality Group		140.00	335.00		(20.48)		(20.48)
Fundraisers	230.00	160.00	90.00		150.00		150.00
Recovery & Rebates							
COVID-19 Gov't Assistance							
Miscellaneous							
Other	75.00	(28.87)	505.00		75.00		75.00
TOTAL INCOME	47,037.45	60,419.53	59,397.03	17,589.06	20,095.52	0.00	37,684.58
TOTAL INCOME	47,037.45	60,419.53	59,397.03	17,589.06	20,095.52	0.00	37,684.58
MINUS TOTAL EXPENSES	47,913.94	52,834.30	67,041.68	31,204.25	25,144.95	0.00	56,349.20
SURPLUS / DEFICIT	(876.49)	7,585.23	(7,644.65)	(13,615.19)	(5,049.43)	0.00	(18,664.62)

YTD FINANCIAL REPORT as at November 30, 2022

	Budget - 21	Actual - 21	Budget - 22	Nov-22	% of BGT
VISION					
Vision - Near					
Project H.O.P.E.	25,900.00	8,120.19	7,000.00	2,146.15	31%
Vision - Far					
Mission & Service	18,000.00	18,000.00	12,000.00	8,000.00	67%
GPIF Honduras (Build)	10,000.00	8,000.00	10,000.00	10,000.00	100%
TOTAL VISION	53,900.00	34,120.19	29,000.00	20,146.15	69%
OPERATIONAL COSTS					
Salaries & Benefits	235,000.00	216,942.58	187,220.00	146,770.31	78%
National Assignment	8,744.00	8,744.00	11,202.00	11,202.00	100%
Insurance	9,000.00	7,724.11	10,000.00	9,089.60	91%
Property	12,000.00	10,126.93	11,600.00	13,793.56	119%
Utilities	11,000.00	8,184.48	9,000.00	9,100.06	101%
COVID-19		9,394.08			
ADMINISTRATIVE COSTS					
Office & Admin	8,000.00	5,559.90	4,000.00	1,552.00	39%
New Copier	3,000.00				
Communications	8,000.00	6,909.10	2,300.00	1,763.55	77%
Advertising	1,000.00	509.41	1,000.00	121.00	12%
Banking Charges	4,000.00	3,418.53	4,000.00	2,456.43	61%
MINISTRY COSTS					
Worship & Pulpit	8,000.00	10,337.25	6,150.00	4,848.38	79%
Ministry	8,000.00	3,942.21	2,200.00	1,373.82	62%
Education (Youth & Adult)	5,000.00	1,249.16	1,500.00	805.25	54%
MISCELLANEOUS COSTS					
Decorating	300.00	17.10	300.00	75.77	25%
Transitional / Regional		1,275.00		1,041.24	
TOTAL OTHER EXPENSES	321,044.00	294,333.84	250,472.00	203,992.97	
FULL TOTAL EXPENSES	374,944.00	328,454.03	279,472.00	224,139.12	80%

	2021 FULL	2021 YTD	2022
INCOME			
Offerings	244,579.08	210,558.31	199,172.34
Rentals	597.66	597.66	3,655.60
Hospitality Group			454.52
Fundraisers	4,185.00		630.00
Recovery & Rebates			
COVID-19 Gov't Assistance	41,186.76	37,792.54	
Miscellaneous			
Other	7,093.85	6,691.30	626.13
TOTAL INCOME	297,642.35	255,639.81	204,538.59
TOTAL INCOME	297,642.35	255,639.81	204,538.59
MINUS TOTAL EXPENSES	304,192.33	257,244.01	224,139.12
SURPLUS / DEFICIT	(6,549.98)	(1,604.20)	(19,600.53)

Notes:

Outstanding Mission Funds to September

Project H.O.P.E.	4,271
Mission & Service	3,000
Grace Partnership in Faith	(833)

Project H.O.P.E Grant Balance 2,799.77
 Operating LOC: \$29,500 (Available \$10,500)

29,750 - now.

ANNUAL MEMORIAL FUND to November 30, 2022

	BEGINNING BALANCE	YTD INCOME	YTD EXPENSE	CURRENT BALANCE
MEMORIAL FUND				
In Memory Funds	10,376.09	6,111.30	965.72	15,521.67
New Initiatives Fund	7,560.47			7,560.47
Agape Café - Innovation Grant	1,755.00			1,755.00
Funds Held for Future Funeral	1,000.00	(1,000.00)		0.00
MEMORIAL FUND TOTALS	20,691.56	5,111.30	965.72	24,837.14

Notes:

Held in Trust (Tiny Homes) - \$4,535.48

HDMI Cables & Splitter	400.16
Welcome BBQ	565.56

WORSHIP

annewayne644@gmail.com

From: Paula Pound <paula.pound2244@hotmail.com>
Sent: 20-Dec-22 3:55 AM
To: Andrew Macpherson; Anne Hare; bleeckerjane@gmail.com; Bruce Coulter; Neil Douglas; 'Kevin Fitzpatrick'; Flavell George; Lochlyn Newton; Neil Lebeau; Susan Lebeau; Paula Pound
Subject: Worship Team
Attachments: Grace United Worship Team Description FINAL to submit to Board.docx

The worship team met by ZOOM, due to inclement weather on December 15 from 730 to 930

What was suppose to be a short meeting became a huge discussion of traditional and contemporary music ,fresh starts vs tradition , questions about where the church is going what the congregation would like .The end result being we are going to a congregational survey in the new year .

Rev. Andrew is away in January .Sue LeBeau will be doing a sermon series for three weeks and Kevin will be doing one week .

Christmas Eve service was discussed . no service Christmas morning but service on Jan 1,2023

Please find attached a document for board approval (purpose and membership)

Sorry for the lateness of this report

Paula Pound

chair Worship Team

December 18, 2022

To the Board of Management, Grace United Church,

In keeping with the expectations for ministry reporting, I submit the following:

Beginning on the first Sunday of Advent, November 27, 2022, I committed to taking the lead on what is traditionally known as Sunday School, as part of my offer to coordinate a broader Christian education ministry here at Grace. I don't believe I have had any response to that offer, but I have continued to give it my attention.

I suggested that updating the term Christian Education to Faith Exploration might "draw the circle wider". I identified three current initiatives: the Monday evening Book Study/Club, the Tuesday noon Lunch Bunch, and the monthly Theology on Tap as valuable and thriving ventures into Faith Exploration. There is Christian education happening at Grace United. I see the potential for other projects in 2023, and hope the Board will consider them in the new year.

For children, ages 3-11, I have been providing a program each Sunday morning for Faith Travellers. Faith Travellers explore and discover together. The activities have been Advent-based, and have included active games, conversation, stories and related crafts, and even a little song and dance. The children, despite the wide age range, appear to be engaged and connected with the subject matter.

Attendance has ranged from zero on November 27 to six on December 18.

I will point out that on one Sunday, the two children in attendance were 21 months and three years old. That Sunday I did Nursery duty rather than any faith travelling. I urge the Board to make accommodation for Nursery-aged children. It isn't possible to go faith travelling with a baby or toddler on board. Luckily, that particular week, the only other child was young enough to play in the nursery alongside the toddler.

When I proposed this venture, I think I asked to have a moment in Children's Time to promote Faith Travellers so that the congregation and those on-line would know a bit about what is planned each week. This has not happened to date, perhaps because I haven't pushed it, but rather waited for an invitation or an opening. I ask that this practice begin in January. It would give me an opportunity to talk about what's planned for Faith Travellers each week. I am happy to share the Children's Time with ministry personnel or lead it, if that would be helpful. I would like the congregation and any potential Faith Travellers to know that there is energy and direction happening downstairs on our Faith Launchpad.

I completed and submitted my application for a Police Record Check (Volunteer Screening Process, Vulnerable Sector) but understand that it can take some weeks for it to be issued. I will submit it for your inspection and provide a copy for office files when I receive it.

To date, I have not incurred any expenses. There are a considerable number of resources for crafts and games in the Faith Station. However, I suggest that in the process of budget planning, there be some funds allocated for Faith Travellers' supplies, and in a broader context, for Faith Exploration. It is my hope to explore new horizons for faith exploration in 2023, with the permission and encouragement of the Board and ministry personnel. It is also important to keep in mind that Kevin, as the minister for Youth and Young Families, will be moving on in late spring, and a youth program will be an additional focus for Faith Exploration.

I wish you all the hope, peace, joy and love that this season celebrates,

Celia

From: Paula Pound <paula.pound2244@hotmail.com>
Sent: 20-Dec-22 6:38 AM
To: Susan Lebeau; Neil Lebeau; Lochlyn Newton; Neil Douglas; Flavell George; bleeckerjane@gmail.com; Bruce Coulter; Andrew Macpherson; Anne Hare; 'Kevin Fitzpatrick'
Subject: * Music Director Organist

Dear Board members

As chair of the worship team, John Sigerson has been asking me about his three-month probation and if the worship team was going to make a recommendation . I thought this was a M&P issue .We no longer have a M&P committee so it falls to the Board to discuss . I emailed Neil Douglas and he told me that even if M&P were handling it, they would like input from Bev and the choir . I thought the Board should also have this input so I have gathered anonymous responses from Bev and the choir which I am attempting to correlate for you .

On Dec 21,2021 the job descriptions for Choir Director (Bev) and Music Director (organist) were passed by the Board .Perhaps the titles are misleading but they state very clearly that the" Choir director selects and leads all anthems for worship 2 based on the comfort, familiarity, desire and parameters of the musicians available " and "the repertoire of music available is at the discretion of the Choir Director as they will be the one who determines what that might look like across a period of weeks/months .The Music director may provide input and suggestions as appropriate .The Choir director is to work with the music director for regular week to week communication

The Music Director will offer joy and familiarity of traditional and contemporary musical selections including hymns, introit, postlude and other musical pieces .By creating an inspirational and spirit filled environment, through this ministry of music, people will feel welcome and encouraged to express their faith in public worship while sharing the positive message of Christ to our world

-select hymns and any other congregational music ..reflect the theme as selected by the preacher

-lead weekly hymns, provide prelude and postlude

-Accompany choir during rehearsal and on Sunday morning

STUDY ,LEARN AND PREPARE ALL MUSIC PRIOR TO PRACTICES AND SERVICES

some of the responses I received were very positive

John "is always early for practice as well as Sunday mornings .I am sure he feels frustrated when the choir dribbles in, is not ready to go and he has made an effort to arrive in good time .Thats no small feat with the challenge of no vehicle ...He has a positive attitude towards the choir when working on sticky bits .he offers great warm up suggestions, he has a strong ear and can remember what parts need work

"John is an excellent organist.He also practices our anthem well with us on Sunday morning...I find his prelude a good way to prepare for worship and postludes a prayerful way to end service .

another person writes and many echo this concern

My greatest concern is that John is consistently unprepared to support Bev and the choir as an accompanist.I know he has the training and ability to fulfil the requirements of the position but his lack of attention to the position for which he was hired is of great concern

I know it is not the choirs place but many have suggested a good talking to and an extension of his probation to see if there is improvement .no one doubts he is able just if he practices .All of the music seems to be new to him and so I understand if he is practicing one piece then Bev changes the anthem to one he has not practiced (but according to job description she is allowed to do that) .

I send this now and perhaps discuss other letters tonight (.I have not included Bev's response as long and handwritten)
see you tonight
Paula

Youth, Young Families, and Community Outreach Report – December 2022

In my efforts to continue to plan activities for Youth and Young Families, part of the planning for these activities are the challenges of participation. There has been minimal response, or participation to events planned, even with constant communication to those young families, as per the list provided of young families being active at Grace. A few of those families have now requested their names removed from communication by Grace. I am now focusing my efforts and look towards intergenerational events to connect with the wider community at Grace as per Community Outreach.

With the departure of Paul Gray from leading Sunday School activities, and I give appreciation for Paul, Elizabeth, and Laura for all their efforts over the past year. There was a concern that with the departure of the efforts of the Gray family, this was going to cause a void and loss of an important Ministry at Grace United Church.

And prayers were answered with Celia Hunter taking the role and presenting a name change to our Sunday School efforts, giving us an exciting new moniker of Faith Travelers, looking to create excitement and a fresh expression of biblical teachings for our children.

Celia also brings a commitment to Christian Education with a new vision of Faith Exploration encompassing all activities under this banner, Youth, Young Families, Community Outreach, Lunch Bunch, Book Study/Club, Theology on Tap, these are all important components of Faith Exploration. I look forward to working closely with Celia into the new year until the end of my Supervised Ministry Education in June 2023.

I encourage the congregation and the Board of Management to embrace Celia's efforts and nurture and support Celia's commitment to Faith Exploration efforts, as one of the priorities to the future of Grace United Church. As I expressed in the past, one person cannot do this alone, I ask that Celia have the support and efforts of others to help her in her work.

December events had to be postponed or cancelled due to family concerns of my own, with my mother's failing health. I look forward to some youth and intergenerational events for January and planning with the Faith Exploration group to further assist discipleship and education in the months ahead.

I thank the Board of Management for the opportunities provided to me to learn and work as Youth, Young Families and Community Outreach Minister at Grace United Church.

Kevin Fitzpatrick

From: Paul Gray <gray.pauldonald@gmail.com>
Sent: 24-Nov-22 6:33 AM
To: George Flavell; AaAnne Hare; Andrew Macpherson; Kevin Fitzpatrick; Neil Douglas; NEIL LEBEAU; Lochlyn Newton; Paula Pound; Bruce Coulter; SUSAN SWEET LEBEAU
Cc: Sharon Maskell
Subject: Salary recommendations for 2023

Dealer Board members:

The M & P committee has reviewed the need for salary adjustments for 2023 and recommends the traditional policy of providing a salary increase across the Board in line with the inflation rate for the previous year. This does not cover Ministerial staff which have minimum rates set by head office. With regards to the Ministers we are proposing that the minimum increase stipulated by head office be implemented.

In Ontario, the CPI index has increased 6.3% over the last year. If the Board cannot support this large increase, the M & P committee recommends that any reductions in this rate be decided upon in review of all of our spending, not just salaries alone.

In terms of housekeeping, at the Board's February 2022 meeting we, with the custodian's support, agreed to reduce her hours per week from 20 to 14 until the church fully reopened. Given that the church does feel fully open and that the increased costs of winter cleaning have arrived, we should consider reinstating the 20 hour work week for the custodian. Currently the custodian is working more than 14 hours per week.

Sincerely
Paul Gray
chair of M & P committee

From: Kevin Fitzpatrick <youngfamilies@graceunited.ca>
Sent: 20-Nov-22 1:46 PM
To: neil.lebeau1@gmail.com; Wayne and Anne Hare; Andrew Macpherson; Bruce Coulter; Neil Douglas; George Flavell; Susan Lebeau; Paul Gray; Jane Bleeker; Lochlyn Newton
Cc: Worship Team-Grace united; Andrew Macpherson
Subject: Children's Ministry at Grace

Hello Folks;

I have included the Grace Board of Management and Worship Committee which I know there is some duplication in those being addressed here, but knowing the importance of this I include both.

If you haven't already heard, Paul Gray has stepped down from all responsibilities at Grace United, as he and his family consider their future going forward.

There will not be an offering of Children's ministry in the form of Sunday School from November 27, 2022 going forward.

I ask you as the Board of Management and Worship Committee for wisdom going forward as to how you would like to proceed with this ministry.

When I accepted my appointment and accepted my Covenant with Grace United, there was a Children's Ministry Director to support Sunday School initiatives, and I was committed to supporting these initiatives as much as possible, where my allotment of time allowed me to do so.

I am fulfilling the hours as my contract states and my Supervised Ministry Education will allow, so I offer you this for discernment as to the future of Children's ministry and Sunday School at Grace United.

I am prepared to offer Youth and Young Families events, but this does not fulfill the need of Sunday School.

I am still prepared to work with and support a Sunday School initiative but cannot take on any more hours or responsibilities, and so I leave this with you to consider, as to which direction you see Sunday School moving forward, as there are still young families looking for this ministry during Sunday worship.

Prayers and Blessings

--
Kevin Fitzpatrick