

Leadership Meeting **November 19, 2024**

The meeting was called to order in Fellowship Hall at 7:00 pm
Attendance was: Reverend Lori Campbell, Betty Seminowitz, Robert McFarlane (co-chair)
Laurie Aitken (co-chair), Norm Eygenraam, Neil Aitken (secretary), Dan MacArthur, Rick
Sinnamon, Daphne Rappard, and Diane Johnson via zoom.
Regrets came from Gerry Wilkinson and Al Leach.

Reverend Lori opened the meeting with prayer.

Around the table discussions were sad this month due to the passings of a sibling, a favourite horse, a member of our church (Francis Ross), and of three local young members of the community who had all passed the previous weekend.

Rick Sinnamon moved, second by Norm Eygenraam, to accept the previous minutes as sent out via email. Carried.

Discussions arising from the minutes were:

A clock needed in Fellowship Hall
Decorating the hall for Christmas

Green Team- Lori spoke to Brianna at the United Church head office and we are allowed to give receipts for donations specifically earmarked for the Green Team. Also, there is no term on unused funds.

Trunk or Treat: 280 Halloween kids came to our parking lot.
Pentecostal Church also followed suit this year as well as the BIA downtown.
Praise was shown to Michelle Matheson for the inspiration of this event many years ago and it has grown to an amazing community event.
No issues arose regarding the worries of St. Mary's parking lot.

Pertaining to the upcoming 100 years of United Church, we need to get our painting submitted.

Committee Reports:

Financial report was submitted by Al Leach and attached to the agenda. Committee budgets need to be sent to Juliann by December 4 to get into nexts years planning.

Trustees reported once again about the dilemma with the Bank Of Montreal. Our Mount Forest location is trying hard but the new overseer of our investments is now in Woodstock and everything ground to a halt for six months.

M&S report was mainly about Raw Carrot, our outreach to the community. In January they are reorganizing and expanding. We are now a variation on a "Franchise." It will be called Mount Forest and surrounding Townships. \$600 annual fee. A three year term renewed annually.

10% of gross sales goes to the parent Paris company.

Lynn Felker is our person in charge.

There is a one on one with six participants and six volunteers.

A great impact on the trainees and the volunteers.

Minimum wage went up this year so that impacts the costs.

Suggestions that we have a Raw Carrot Fellowship sometime in the new year.

WOW had a very busy zoom weekend of meetings. The usual two or three days was squished into a seven hour on line meeting. Norm Eygenraam worked hard to get his report ready for this meeting with only a short window of time.

There are Congressional Legacy applications that Norm encouraged us to apply for. They are looking for new and interesting things to be suggested. Up to \$10,000.

The whole report, as well as the rest of the reports and agenda, will be attached to the end of these minutes for you perusal.

Worship Committee just had a meeting. The poinsettia tree will be installed behind the Praise Band this Christmas as more choirs will be singing in the loft this year and not enough room for the tree this year. The WellingtonNorth Community Cantata will be at Mount Forest United December 22 at 2:30 pm.

Requests that the bulletin contain more of the announcements and that the layreader only highlight the most necessary, and leave more time for the service of worship.

December 24 late service will have communion.

On December 29 we will give Lois and Derek a well deserved rest. Bruce Chapman and Donna McFarlane will host a "History of Church Carols."

Reverend Lori gave a Minister Report. We are still picking a date for Reverend Lori's covenanting service.

UCW 100 is looking for 'clusters' between June to September. They are requesting we cluster with the churches they arrange, however they are unaware of the churches we typically align ourselves with and we may choose to cluster with a different church. Lori had suggestions that we invite our church neighbours more often and this would be an ideal way of incorporating this idea. Maybe Valentine's Day.

Another suggestion she received was to get the community dinners going again.

Reverend Lori encouraged the committees to get their nominations organized along with the names and rosters. Also their rolls and goals.

M&P is meeting soon.

Dan MacArthur updated us on the Use of Building. The leaves have all been raked and taken away. Eaves troughs cleaned where possible. Asking for a place to provide the winter clothing distribution.

Property was also reported by Dan. We purchased a new snow blower from Turf Line. We are well prepared for winter. Boiler is working fine. Some of the outdoor light fixtures have been replaced with bright LED. Bruce Chapman has been approached to repair the cross on the front of the Fellowship Hall alter and Dan will attach new wheels.

Pastoral Care has a meeting soon.

Diane Johnson spoke for Woodland and they have no updates.

Moved by Betty Seminowitz, Second by Norm Eygenraam, that the committee reports be accepted, carried.

Upcoming Dates:

December 13, 7:30.	Mount Forest United Church Choir Christmas Cantata.
December 14, 2:00.	England Funeral Home Remembrance.
December 17, 7:00.	Leadership meeting in Fellowship Hall
December 21, 7:00.	Blue Christmas in the sanctuary.

December 22, 2:30. Community Choir Cantata, Derek Moore director.
December 23, 7:30. Community Choir at St John's in Arthur

Praise was shown to the people organizing and preparing fellowship after church, and that it has become a part of Sunday worship.

Reverend Lori ended the meeting in prayer.

Rick Sinnamon moved the meeting be adjourned.

Please report any errors or omissions as my new iPad doesn't have all the bugs ironed out yet.



Here is the agenda and reports from this meeting:

Leadership Team Meeting Agenda:

November 19, 2024

7:00pm

Fellowship Hall

Zoom Link: [https://us06web.zoom.us/j/85753337432?](https://us06web.zoom.us/j/85753337432?pwd=aRYLwhbLHxo1nt4FX3JukLnYhaYiCq.1)

[pwd=aRYLwhbLHxo1nt4FX3JukLnYhaYiCq.1](https://us06web.zoom.us/j/85753337432?pwd=aRYLwhbLHxo1nt4FX3JukLnYhaYiCq.1)

Present:

Regrets:

Opening Prayer:

Welcome:

General Check-in:

Motion to accept the previous minutes

(October minutes will be attached at the end of the agenda)

Moved:

Seconded:

- ***Business arising from the minutes of the previous meeting:***

Committee Reports:

Finance:

Financial Report to Leadership Team Meeting- November, 2024
Financial Report to Leadership Team Meeting- Nov. 19, 2024

➤ October Financial statements have been received.

- General Operating Fund balance to end of October is approx. \$72,330.
- Total income (operating & non-operating) is now approx. at 108% of YTD (year to date) target or approx. \$10,000 ahead of YTD (discounting Green Team donations) largely due in part to a \$25k bequest received this year.
- Operating income (receiptable and non-receiptable) is approx. at 86% of the YEP (year end projection) and ahead of 2023 YTD revenue by approx. \$6,200.
- Total Operating Expenses are only at approx. 59% of the YEP and at only 72% of YTD projection.
- Excess Income/Expenses is at approx. \$25,630, (i.e. Total revenue – Total expenses to date or \$198,400-\$172,770). Budgeted projection at end of 10 months was for a deficit of -\$39,927 and the Church budget is currently at +\$25,630.
- A year end deficit of \$48,500 was the original approved budget projection, however with the current revenue & expenditure picture; it is estimated for a year end breakeven budget or possibly slightly in the black.
- Preliminary indicators are, that after 10 months, the Church is in a positive financial position.

➤ COMMITTEE EXPENDITURE PICTURE at end of 10 months or 83% of the budget year:

- M&P is currently at 61% of the projected budget.
- Worship Service- on target. (62% spent to date)
- Choral – on target (70% spent to date)
- Pastoral Care –minimal expenditures to date. (3% of projected budget spent)
- CE – minimal expenditures to date. (13% of projected budget spent)
- M&S – minimal expenditures to date. (10.0% of projected budget spent)
- Benevolent- no expenditures to date. (0.0% spent)
- M&F – slightly below budgeted target. (23.0% of projected budget spent)
- Media – overspent by \$63. (110.0% spent to date)
- Church Property - below YTD target by approx. \$9,800 (51% spent).
- Church House- below YTD target by approx. \$2,200 or (54% spent).
- Grounds – currently below YTD target by approx. \$1,000 or (51.5% spent) This could change depending on snowfall in the early winter months in 2024.
- Admin – exceeds YTD target by approx. \$615 due to internet & office supplies costs or (99.0% spent).
- WOW –exceeds YTD target by approx. \$1,200 as assessment cost has increased and the previous “supervising minister costs”. (88.0% spent to date)
- Fundraising – on target (68% spent to date)

➤ 2025 BUDGET

The Finance Chair and Treasurer have met to start the process of preparing the projected 2025 Budget.

Committees will be provided with actual budget expenditure history for the passed 3 years as well as

2024 projection and revised projection figures to assist with their individual budget projections/preparations.

Respectfully submitted:

Al Leach, Finance & Stewardship Committee Chair

Mission and Service

Raw Carrot soup:

Laurie and Bob met with Chrisina Ng from Raw Carrot headquarters in Paris, On

Raw carrot has expanded to 5 sites in Ontario

Paris

Mount Forest

Inerkip

Scarborough

Kitchener

And soon to be in Winnipeg

We met to go over the new agreement that will take place as of Jan 1, 2025. It will start with a 3 year term and be renewable on an annual basis after that.

\$ 600 license fee

10% Royalty fees on gross sale each quarter

Laurie and Bob will sign on behalf of the Church

Minimum wage has recently increased to 17.20 per hour and this will have a slight increase to operating costs.

Laurie and bob will meet with Lynne Felker (Manager) to go over the new agreement and do

some advance planning for 2025.

Respectfully submitted by Bob McFarlane

WOW Thanks to Norm for preparing this so quickly, as the meeting was just this weekend.

Theme: We are one – widening the circle

Saturday Nov. 16, 2024, zoom meeting hosted by Hanover United Church

Chair : Rev. Jennifer Irving, W.O.W. president

7 hours of zoom with 129 participants was intense

The meeting started with opening procedural motions, which are important to maintain structure. The outline was given on how all points of business are to be discussed and resolved.

Land acknowledgment is more than racism to First Nations

Leadership introduction had a focus on B.R.A.V.E. with its commitment to community safety.

Personally, I think this would be a good protocol to implement for MFUC leadership team and meetings

We strive, in this time of co-learning, to be brave by

B – bring accountable for the impact of both our words and our silence

R – reflecting on and naming our own biases

A – actively listening

V – vocalizing questions that arise from our learning

E – encountering new ideas with curiosity and wonder

Part of our commitment of working together includes:

A. Continuing to remove barriers to participation in the life and work of W.O.W.

B. Continuing to remove barriers to participation in society.

C. Committing to be open to the Spirit.

D. Resisting oppression.

E. Welcoming and celebrating people of any sexual orientation and gender identity.

Opening Worship started with the song “We are one” and closed with the song “Draw the circle wide”. The meditation was on 1 Corinthians 12

During her words of welcome, Jennifer made a special point about including the first-timers. For a moment I thought I was going to have to jump in to introduce Lori as she encountered technical difficulties.

Breakout rooms to get acquainted: What are you doing to celebrate the 100 years of United Church in Canada and what is it that you love about the United Church?

The Brussels area collaboration ministry is putting together 100 voice choir,

Our steps have been noticed and were mentioned when we were talking about diversity

What is going on with our puzzle piece?

There is a new initiative for Regional Reps to WOW as a way of staying connected and getting to know each other. There is a monthly zoom meeting hosted by John Neff. The next one is on Nov. 28 at 7p.m.

Mount Forest is entitled to 3 reps and even though I am pleased to keep serving in this role, technically it is a 3 year position.

CoF Life Cycle changes included acknowledgement of the disbandment of Bluevale United church and the new collaborative agreements for Chesley and Tara, Parkminster and Westminster in Waterloo and Wingham and Knox

The in Memorium portion included some notable names: Rev. Lois Wilson, a former moderator who went on to serve in many more global outreaches of the UC, Rev. Brenda Fawkes was a high profile person in the national church particular in the office of vocation, Rev. Murray Sinclair, Chair of Truth and Reconciliation, Indigenous issues, human rights, and was also a chief justice on the Supreme Court.

Ruth Long and David Black were mentioned, Among many other charges they served in Atwood and Harriston respectively.

After the break we started reviewing and discussing finances and budget. After struggling to get things going with auditors, that portion of the bookkeeping is now on track. Revenue is projected to remain stable for the next couple of years so assessments will not change. There was a projected deficit of around \$50,000, right now it is still positive, next year deficit 40,000 For projecting expenses they are using 4.5% as their rate for inflation, at the recommendation from financial advisors. There are a number of investments that have been deemed as “under utilized” so there will be motions to create funds aimed at expanding ministry. (More below)

Brenna Baker, Stewardship minister, asked the question, “What are you really proud of?”

People usually ask her for quick tips when the reality is that it is a long term process/commitment

She said that the two best first steps are: make the phone call, talk about how to better be Jesus feet and hands. Next step is to actually sign up to get started, connect with others to motivate each other.

Discussions to clarify where and how some of the sale of churches would go

Bridge loan & matching fund, would be short term up to \$50,000 at 4% for 3 years, starting at 6 month.

This is aimed at churches who have the money, just not right now, this would allow them to start on projects sooner than later. This would be a \$500,000 fund. This was Approved

Congregational legacy fund, COF is looking to start something new ministry, max \$10,000 per application. This is to create opportunities of churches to enact ideas they have for new things in ministry. This is a \$200,000 fund. This was approved approved

Proposal for the clergy salary support grant to allow COF go from .25 to .5 , it would be 3 year plan, fund pays 50% of the increase the first year, 30% the second year and 20% the third year. This is a \$200,000 fund. This was also approved.

After lunch, a big part of the agenda was discussing proposals that could be going to General Council 45, which takes place next summer

GC45 #6 (page 30) Vigorous discussion on the concept of having nonmembers (adherents) be part of the governing bodies. This was a motion that was defeated in the spring but then deferred. This time with the rewording from the Congregational Support Commission, it was almost unanimously supported

GC45#7 (page 32) voting by proxy should be allowed under certain circumstances. This motion was presented by Kincardine as the result of going through the affirming process and some members could not vote since, through no fault of their own, could not be present so they could not vote. There was a lot of very convincing statements both ways and I wish I could have voted to sit on the fence. It was defeated. The proposal to send it anyway but with concurrence was also defeated.

GC45#9 (pg.36) Sacramental privileges for retired diaconal ministers. They lose their license to do sacraments when they retire. It was requested to change this so that they can still get this. The intent of this motion was to make things uniform across Canada. This motion was passed

Designated Lay ministers: Ann Harbridge, Sandra Cable, Keith Lockhart were recognized as they have completed the additional requirements to become full ministers and would be fully ordained at the service on Sunday.

Proposal 8: The candidate support network (pg.34) would relate to the H.R. Commission. At present, all candidates are independent with very little connection. This would create a network of support. Motion passed

Jenifer Irving was acknowledged for the way she has been leading so that each person feels heard in spite of significant personal loss

The meeting was closed following courtesies, closing motions and closing worship.

Celebration of ministries happened at 3pm on Sunday

Friday May 2 and 3 will be a hybrid

Worship

Minister Report:

Green team discussions

Advent

M&P

Use of Building

Property

Woodland

UCW

Trustees

Christian Education

Pastoral Care

Media

Motion to accept the Committee Reports as received.

Moved by :

Seconded by:

- **New Business:**

Discussion Points

Date of Next Meeting:

December 17

Closing Prayer:

Adjournment: