

**MINUTES OF THE OFFICIAL BOARD  
OF SYDENHAM-HERITAGE UNITED CHURCH  
On Thursday, October 12, 2022**

Present: Sharon Davidson, Norma Janzen, BJ Leighton, Terry Matheson, Larry Pickard, Jacquie Scatcherd, Rev. Paul Shepherd, Verna Timpener, Lorne White, Yvonne Wright

Regrets: Maureen Hall-Gilmore

Absent: Andrew Advincula

Terry shared a copy of The Expositor Weekend Magazine from October 8, 1960. Sydenham's Turkey Dinner was featured in the article. 1,200 meals were served and the dinner was the largest church turkey dinner in Canada. This will be placed in an upcoming Snippets and Newsletter.

Sharon called the meeting to order. Maureen is on vacation this week.

**Land Acknowledgement** offered by Sharon

**Devotion** "Love Has No Boundaries" offered by Larry

**Congregational Health**

- We need to message to the congregation to stay home if they are feeling unwell
- Regardless of the type of illness – cold, flu, or covid we care for each other by not exposing each other to germs
- This is particularly important because so few people are masking in the building

**Motion to accept the agenda moved by Yvonne Wright and seconded by Terry Matheson. Carried.**

**Motion to accept the minutes of September 14, 2022 moved by Norma Janzen and seconded by Lorne White. Carried.**

**Business Arising from the Minutes**

1) Linda Brown's Retirement

- Linda finishes November 30<sup>th</sup>
- M&P believe the position needs to be filled
- The position is currently 22 hours a week, although we know Linda puts in many more hours
- We can consider a cleaning service or hiring an individual – pros and cons to each solution
- Linda does many tasks that won't likely be carried on by new person – opening door for rental groups and maintenance workers, managing the storage of the newspapers, ect. – there will be readjusting necessary for the congregation
- Board supports the filling of this position
- **Action** – M&P requested to investigate the cost of a cleaning service that works with churches
- Provide a cost comparison between a cleaning service and hiring an individual
- Update the cleaning Job Description with input from Linda to ensure it is current
- Start date for new cleaner, January 1, 2023
- Between December 1, 2022 and hire date engage a cleaning service to meet building cleaning needs

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**Celebrations for Staff**

1. Linda's retirement will be celebrated Sunday, December 4<sup>th</sup> after church with a potluck luncheon and a cake  
The congregation will be notified by Larry from the pulpit on October 16<sup>th</sup> and a notice will be placed in the October 20<sup>th</sup> Snippets and the Bulletin
2. Bill MacKinnon's Covid delayed thank you and farewell will be held Sunday, January 15, 2023 with a Bar-B-Q, salads and cake following worship  
Larry and Yvonne will confirm that the date works with Bill. Notice will then be placed in Snippets and Bulletin

**Kindred Works Presentation**

- Presentation was disappointing
- This group looks at sustainability by developing affordable housing
- The bottom line is this group does not believe that our building and property would lend itself to enough housing to be sustainable and profitable while ensuring some geared to income housing
- Their suggestion was to demolish Calder Hall, which would permit 12 units to be built with parking, allowing four units to be low rentals. This would require approximately 10 million dollars to be contributed by the congregation – the foundation of Calder Hall would not permit building on top of the building
- There is a sense that we should explore other options
- A committee has been struck to consider opportunities, options to make the building sustainable and accessible, and bring the options back to the congregation for input and decision making

**Ministerial Report**

- Rita Mustard has requested to become a member of SHUC
- Paul has met with her and recommends she become a member

**Motion that Rita Mustard become a member of Sydenham-Heritage United Church moved by Verna Timpener and seconded by Terry Matheson. Carried.**

- Concern that the wheelchair lift became non functional during the funeral on Friday resulting in four guests being unable to leave Calder Hall
- Underscores the need to address the accessibility issue in the building
- It was stated that Property believed the lift wasn't used properly resulting in the malfunction
- It was stated regardless of the cause, the lift malfunctioned and the building had no accessibility at that moment
- Christmas Sunday service – conversation with Worship Committee – challenge between having the service in the sanctuary and a breakfast for those in need as per past practice and Paul's wish to not have the service instead to go caroling at Victoria Park to be with the homeless – no decision at this time

**Correspondence**

SHUC received a Certificate of Thanksgiving from Mission and Service UCC recognizing donations of \$16,265 in 2021

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**Strategic Planning**

- Each month a topic will be focus of conversation
- Engagement – getting more people involved, more people to step up
- Tia McGrath was successful and we should consider more musical activities, not huge effort like meals with good return
- Tia is booked again for September 30, 2023
- No update on the Senior Day Care – will ask Aileen to follow up with the group for update on intention
- No youth no children in the church, no Sunday School, nothing to engage them
- No children's time in service which was always a tradition even when no children in the sanctuary
- Paul says he is not offering a children's time as his belief is youth don't want stories, they don't want to be lectured to
- It was again restated there should be a children's time without that time in the worship there is no message they are welcome
- Lily will be approached to see if she is interested in providing a Sunday School experience if needed
- Bring your grandchild to church idea brought forward – we have a wealth of lessons and craft materials to utilize – will be discussed in greater detail

**Committee Reports**

**Stewardship**

- Fraud Seminar had 31 people in attendance
- The links will be available in Snippets
- Tia McGraff concert yielded \$780 profit with approximately 90 attendees
- Men's Ministry sandwich making continues with 7 volunteers each week

**Spiritual**

- Many thanks to Ruth Pickard for the Thanksgiving decorations and for agreeing to coordinate the Christmas decorating
- Bell Lane Ministry – no updates
- An approach was received from Don Chilton, the Chair at St. Andrew's United Church; he spoke of the positive experience with joint services over the summer and that their wish is to continue joint services over the fall, winter and spring
- Discussion
- **Decision** – the board shares the view that the summer services were a positive experience. However, we are just beginning to welcome people back to worship and have just begun some regular activities; our response will be we are open to sharing worship on occasion throughout the fall, winter and spring but not open to an ongoing partnership
- Pastoral Care continue to do wonderful work
- Request from IT Team that people not touch the microphones. They are set to pick up voices without being adjusted, and when touched creates feedback. A small sign will be placed on the lay leader pulpit reminding people

**Youth**

- No report

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**Horseshoe Falls**

- Fall Regional Meeting this weekend

**Treasurer's**

- Deficit is currently \$67,550
- Question about the amount the 59 donors would need to give annually to not have a deficit
- \$4,000 would need to be given by each donor to meet the current \$240,000 annual expenses
- Question – any response to the letter sent to the congregation in the late summer?
- Norma indicated a handful of ‘makeup donations’ for the past year have been received
- Paul shared he has received positive feedback about the letter

**M&P**

- Trevor has requested a raise, he and BJ agreed to bring this request forward to the board for review
- The process of making Trevor an employee as per direction of The United Church of Canada has resulted in an additional cost of \$6,000 annually for the church to cover such items as CPP, Unemployment, UCC Pension, and core health benefits
- This has also resulted in a decrease of Trevor's take home salary when his share of CPP, Unemployment and LTD are deducted
- This will be reviewed with Trevor by BJ to ensure he understands the change in his take home pay
- Discussion about the cost of living increase for our paid staff for 2023
- Ministerial increase is 3.4% as set by UCC
- Non ministerial staff Cost of Living increases are not set by UCC in same manner, however, the rate from the 26% of churches who have reported to date is between 3% and 3.9% for 2023
- Discussion
- Action

**Motion that we provide 3% Cost of Living increase to our non ministerial staff effective January 1, 2023 moved by BJ Leighton and seconded by Yvonne Wright carried by a vote of 5 in favour and 2 against. Carried.**

- Board members were reminded that Cost of Living increases are not tied to performance. If there is any dissatisfaction with the performance of any paid employee this is to be put in writing, signed and forwarded to the M&P Committee
- There was concern expressed that we should not be increasing any salaries while in a deficit position
- It was expressed we can't afford to provide increases
- It was discussed that the cost of living increase would be \$750 for each paid employee which would be \$1,500 for 2023
- Concern again put forward that monthly salaries are already \$14,000 and we are now adding 3% to this monthly expense

**Communication**

- Those with Facebook accounts are encouraged to ‘like’ the Turkey Dinner event posted on Facebook, and share it. This is the only way to move the message forward on the Facebook platform
- Next newsletter December 1st

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**Trustees**

- Investments are currently approximately \$535,000 due to volatile market
- Norma has not requested the approved \$20,000

**Property**

- The building is now on the City's Historical Record
- No action is required from the church unless a decision is made to demolish the building

**Next Meeting:** November 9th, 2022

**Devotion:** Sharon

**Closing Prayer** offered by Paul

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Sharon Davidson, Co-Chairperson

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Maureen Hall-Gilmore, Co-Chairperson

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Jacquie Scatcherd, Secretary