

**SILOAM UNITED CHURCH**  
**Minutes of Council Meeting**  
**Tuesday, September 19, 2017**

**Present:**

**Council:** Catherine Glover (Outreach and Social Justice), Randy Donkervoort, Stuart Cunningham (Spiritual Life and Worship), Pauline Newton (Secretary), Margaret Smith (Rose Birrell), Steve Britton (Presbytery), Dick Huffman (Treasurer), Sharon Ashton, (Presbytery), Allyn Todd (Trustees), Jim Sweitzer (Congregational Resources), Mike Ashton (Communications) Lynn McClary, Heather Elliott

**Staff:** Rev. Isaac Mundy, Rev. Sheila Macgregor

**Regrets:** Ric Graham (Chair), John Burns (Property), Anita Elworthy (Congregational Life),

Catherine called the meeting to order at 10:30 a.m. and Sheila led us in an opening prayer.

**Note:** The extension of voting privileges for non-committee leaders needs to be approved at the next congregational meeting.

**Correspondence:** It is with regret that we have received letters from two of our clergy with regard to a change in pastoral relations. Rev. Janet Fradette has advised us that she will be retiring effective January 1, 2018. Rev. Isaac Mundy has advised that he has accepted a call to Trenton United Church effective January 2, 2018. We would like to offer our profound thanks for the wonderful leadership that both Isaac and Janet have provided in their respective pastoral roles.

Isaac's request that his final date of employment be recorded as January 1, 2018 with his final three weeks of employment (Dec. 11, 2017 to Jan. 1, 2018) be taken as unpaid leave received council approval by consensus.

Sheila presented a budget for the Boomerfest Conference to be held at Siloam October 18 – 20, 2018 along with three grant applications to assist with the cost of the event. The total projected cost for the event is \$36,250 with a projected attendance of 150.

**MOTION:** Siloam United Church agrees to host and support the Boomerfest Event depending on appropriate funding. Siloam United Church will be applying for three grants to help fund the Boomerfest Event, namely: Westminster College Foundation; Seeds of Hope – The United Church of Canada Foundation; and Middlesex Presbytery New Mission and Ministry Undertakings.

Moved by Stu, seconded by Steve. Carried.

**Minutes**

**MOTION:** To approve the minutes of the June 27, 2017 council meeting as presented. Moved by Dick, seconded by Lynn. Carried.

**MOTION:** To approve the minutes of the July 16, 2017 council meeting as presented. Moved by Lynn, seconded by Allyn. Carried.

A request from Sheila that she be excused from attending the October 22<sup>nd</sup> Intergenerational Service due to a conflict was approved by consensus.

It was agreed that for future meetings, committee chairs submit a brief report to all council members at least 48 hours prior to the council meeting and that action items be submitted to the chair to be included on the agenda.

Stu made the point that our Governance Model needs to be updated. Sheila responded indicating that this would be part of the visioning process which we plan to undertake early next year.

Sheila reported on the Stewardship Focused Sundays on November 12, 19 and 26. She is looking for people to share 2 minute testimonials at each of these services. Pauline, Catherine, Allyn and Lynn have volunteered. She will approach a couple of other people in the congregation as well. A letter will be distributed to the congregation on November 12<sup>th</sup> which will include a generosity card asking people how generous they plan to be in 2018. These cards will be dedicated on November 26.

Sharon reported that ELUCO has booked March 3, 2018 for a Voices of Broadway concert with a rehearsal to be held on the preceding Wednesday evening.

Isaac reported that the current director of the Soul Group Choir is not prepared to continue leading this group for the revised remuneration of \$100.00 per month. She is looking to be remunerated at the status quo \$687.50 per month with an assistant being paid \$30 per week.

Jim suggested that we need some clarity on what the proceeds of the Arva sale can be used for with regard to youth programs. He also indicated that there was considerable disparity in the hourly rate being paid to the Soul Group choir leader compared to what we are paying David Parisi who is doing an outstanding job as Finance Coordinator. Stu asked if we could get a breakdown of what we have been paying other staff from the New Ministries Fund. The breakdown is as follows:

Soul Group Director: \$680/month, 18 hours per week or \$38 per hour  
Soul Groove Assistant: \$30/week, 4 hours per month or \$25 per hour  
Program Assistant: \$16/hour, 17 hours per week  
Band Members: \$50 per Sunday (once a month), 3 hours per month or \$16 per hour  
Bank Leader: \$100 per Sunday (once a month) 6 hours per month or \$16.00 per hour

Proposal for interim youth leadership starting in December:

That we hire Jen Prince as Student Supply for 20 hours a week to take on leadership in the interim until a needs assessment can be completed. In addition to Jen that we consider hiring three of our summer student employees on a part-time basis to assist Jen.

### **Decision 1 – Salary Discrepancy**

It was agreed that we offer the Director of the Soul Group Choir a salary of \$20 per hour for 18 hours per month or \$360 per month for 8 months and that we offer the assistant \$16 per week for 8 months. Isaac will present this offer and if she declines, we will look for a new director. We will leave it to Isaac's discretion to approach Maggie Calderone, one of our summer students, to provide an interim youth music program.

### **Decision 2 – Interim Youth Leadership**

That we approve in principal the hiring of Jen Prince as a half time Student Supply to be remunerated as defined by the United Church of Canada (\$23, 799/year plus benefits) and that we consider hiring the three summer students for 10 hours per week at a rate of \$16 per hour.

Moved by Stu, Seconded by Sharon. Carried.

Isaac to come back to the next council meeting with details.

**MOTION:** To initiate the process of creating a new ministry position and to contact conference to determine the process.

Moved by Sharon, seconded by Steve. Carried.

Pauline to contact conference as to the process.

**Trustees:**

Allyn provided an update on finances being held by the trustees. The Arva sale closes on October 27<sup>th</sup>. The intent is to try to preserve the capital and use the interest. The trustees will be meeting with a couple of financial advisors to discuss investments offering the lowest risk with maximum return. Once a financial strategy has been developed, it will be brought to the congregational meeting for approval. The \$15,000 loan from the trustees to the general fund will be repaid by year end. Jim asked if the money in the scholarship fund could be used to pay music students and Allyn confirmed that it could.

**Financial Update**

Jim provided us with a profit and loss budget performance report as well as a detailed commentary on our financial position which is attached to the minutes. In short our revenue is not keeping pace with our expenses and we currently have a year to date deficit of \$48,106. How do we get to a balanced budget by year end? Jim is asking us to bring our ideas to the October council meeting.

Jim also touched on how we count our offering and make bank deposits but no discussion was pursued at this meeting due to time restraints.

Dick mentioned that \$400 was given to Peggy Rivard by Mrs. Preston to purchase beds for a refugee family that arrived from Afghanistan this summer and was wondering if we could provide a tax receipt. The finance team is working on doing this.

Jim also mentioned that our hydro bill has been going down in the past couple of months as a result of David and Mike turning down the air conditioning when the building is not in use and turning off lights..

Steve Britton passed out a sample letter prepared by Presbytery and addressed to the Prime Minister with regard to the Bread Not Stones Project to End Child Poverty.

Isaac led us in a closing prayer.

The meeting was adjourned.

**Next Meeting Date: October 17, 2017 at 11:00 a.m.**

