



**Minutes  
Parkminster United Church  
Church Council**

**Tuesday, January 18, 2022 - 6:30 pm  
via Zoom Video Conferencing**

*God is calling us to be an evolving community of faith inspired to embrace our future as we:*

- *Deepen our commitment to each other*
- *Nurture our spiritual vitality and growth*
- *Live a life of loving influence in the world*

Council Members		
Rev. Heather Power	Richard Jackson – Secretary & C-19 WG	Wendy Ridgway – Community
Rev. Joe Gaspar	Kathy Shortt – Past Chair & C-19 WG	Sheila Rule – Connections
Jennifer Allan – Chair & C-19 WG	Karen Schertzberg – M&P Chair & C-19 WG	Sandi McMullen – Development
Deb Siertsema – Vice-Chair	Sue MacQueen – Trustees	Gregg King – Treasurer
Guest		
Liz Forde		

**1. Welcome - Jennifer**

Jennifer welcomed Wendy Ridgway reporting on Community affairs, who is replacing Doris Jakobsh, now on sabbatical. Also welcomed was Liz Forde who is to resume our anti-racism conversations.

**2. Opening Prayer & Lighting of Candle - Reverend Joe**

**3. Reflection – Richard**

**4. Approval of Agenda - Jennifer**

**Motion: THAT the Agenda be approved.**

Moved by Gregg King; seconded by Sheila Rule; **passed.**

**5. Approval of Minutes – Jennifer**

**Motion: THAT the Minutes be approved.**

Moved by Sandi McMullen; seconded by Karen Schertzberg; **passed.**

**6. Anti-Racism Reflections - Liz**

Liz Forde picked Day 32 of the United Church's 40 Days of Engagement on Anti-Racism (Words to Combat Systemic Racism), which is attached as Appendix 1.

**7. Financial Reports – Gregg**

The year-end report for 2021 was presented (see Appendix 2). It indicated that we received significant donations in December, however our deficit for the year was \$48,000 (approx.) but with a transfer from our endowment and the \$45,000 Government of Canada subsidy, we had a surplus of \$1,862.

**Motion: THAT Financial Reports for 2021 are approved.**

Moved by Gregg King; seconded by Sue MacQueen; **passed.**



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**8. Business Arising from the Minutes**

1. COVID-19 Working Group report - Jennifer

See the COVID-19 Working Group Report in Appendix 3.

Motion: **THAT Council accept the COVID-19 Working Group report.** Moved by Deb Siertsema; seconded by Kathy Shortt; **passed**.

2. Format of Feb 27/22 Annual Meeting

Jennifer outlined for discussions three options (see Appendix 4) for the format of the Annual Congregational Meeting to be held on Sunday, February 27 at approximately 11am.

- o Option 1 – In-person only
- o Option 2 – Remote only – via Zoom
- o Option 3 – Hybrid – via Zoom and in person

Kathy Shortt noted that Option 2 is actually accessible to those who don't have internet as they can use the phone option.

Motion: **THAT the Annual Meeting be virtual (Option 2).** Moved by Sue MacQueen; seconded by Kathy Shortt; **passed**.

**9. Liaison Reports**

1. Development – Sandi presented the Worship & Music calendar for this month:

January 9 - Baptism of Jesus - Heather preaching - Joe away - study leave

January 16 - Joe preaching

January 23 - M&S video - Heather preaching

January 30 - Joe preaching - Heather away - study leave

February 6 - Black History Month begins - Joe preaching - Heather away - vacation

2. Community – Wendy provided the following reports

- o Outreach has submitted their report for the AGM.
- o Outreach and Inclusive Ministries continue to discuss ways to diversify our community outreach.
- o Inclusive Ministries discussed a number of ideas for the celebration of Black History Month and have shared with Joe & Heather for consideration.
- o Inclusive Ministries report for the AGM will highlight actions that demonstrate to the congregation what being anti-racist looks like. This would help those who are sometimes not certain of what can be done to make a difference.

3. Connections – Sheila presented the statement of thanks to the Retiring and New Members (Appendix 5) and the new draft Leadership List for 2022.

4. Motion: **THAT the Liaison Reports be approved.** Moved by Karen Schertzberg; seconded by Deb Siertsema; **passed**.

**10. Any Other Business**

11. Next meeting: Feb 15 at 6:30 pm

12. Closing Prayer - Reverend Heather

13. Appendices

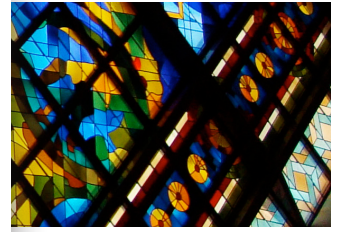


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1. Words to Combat Systemic Racism
2. 2021 Financial Report
3. COVID-19 Working Group Report
4. Options for the Annual Meeting
5. Retiring and New Members



# 40 DAYS OF ENGAGEMENT on Anti-Racism



DAY 32

## Words to Combat Systemic Racism



### Learning

Samuel V. Dansokho

A Latin expression describing the power of comedy and humour says that “laughing corrects customs” (*castigat ridendo mores*). A laugh or a smile can accomplish a great deal on our shared journey towards an anti-racist United Church. While the fight against racism is a marathon requiring endurance and a positive attitude, it does not always have to be arduous and depressing. “Words to combat systemic racism” can be punctuated with outbursts of laughter.

You may be familiar with *Jeopardy*, a game show in which the answer is provided and contestants have to come up with the question. Well, here’s a game in which you are given a phrase (that I actually heard with my own ears) and have to guess the original context as closely as possible (the leader has the answer on the back of the card). You can also suggest an appropriate response or ask a question to get people thinking. Ready to start?

**Version 1:** If several people are playing, the person with the closest answer gets to suggest an appropriate response. Obviously, you can all discuss and debate basic truths that may not be obvious right away!

**Version 2:** You can discuss one phrase each day with young people or group them together to create subthemes (e.g., 1, 3 and 11; 2, 4 and 5; 6, 10 and 11, or 7, 8 and 9).

1. “Your people have natural rhythm.”
2. “They don’t attend the fundraising meals we organize for people to socialize.”
3. “What lovely clothes! Are they your pyjamas?”
4. “They really know how to play the system.”
5. “You’re not like them.”
6. “I met so-and-so the other day. You must know them.”
7. “You call that food?”

8. “Wow! Their children are clean, well-dressed, and educated.”
9. “I’ve got a monkey on my back.”
10. “We saw some beautiful animals over there.”
11. “When it comes to race, I’m colour blind.”
12. “You’re lucky to be here and not back there. Living in Canada is a real blessing, wouldn’t you say?”

### Original Context

1. People often say this to me when I clap my hands to upbeat music or, with a look of horror, as they decline an invitation to join me on the dance floor! No, it’s not true that Black people have natural rhythm—at least no more than some of the “frozen chosen” I have invited to dance. I would much rather hear a “Yes, thank you! AND I invite you to join me for the next waltz!”

2. Well-intentioned women in the congregation organized a paid meal to raise funds and, they hoped, build relations with families recently arrived from Africa. Is it a tradition where you live to “sell” or “buy” food at community meals? How much might that cost a family with several children? What is meant by good table manners? Who serves a menu of salads, sandwiches, and cold plates?
3. This is almost always the first reaction you hear when you meet someone. Although less common, another response is a witty comment meant to add a touch of humour. Can’t you think of something else to say rather than commenting on unusual clothing? Would *you* wear your pyjamas in public (other than perhaps on Zoom, and even then...)? Do you really believe that everyone should wear jeans and a T-shirt?
4. This is an annoyed or mocking comment made behind the back of someone who receives social assistance. Who is the social assistance system or Christian charity intended to benefit? Is it meant to give a clear conscience to those providing the assistance or to inflate their ego? Does someone who is forced to hold out their hand not have dignity and self-esteem? How can we demonstrate true solidarity rather than condescension? Are you aware of the financial costs faced by immigrants just in administrative fees?
5. This is what I was told during a conversation about others when I asked, “But how do you see me?” The statement is false and hurtful, even (especially!) when meant as a compliment. Am I supposed to feel ashamed of being like my people? Am I a better person by being more assimilated, which is to say by accepting cultural, social, and even spiritual alienation?
6. This often comes up when people from here tell people like me about encounters they have had during meetings or trips. Africa is not a single country, but rather an immense continent. People can get a sense of that from the Internet. But beyond trying to understand the geopolitical structure of Africa, what are the unspoken meanings behind this reaction?
7. This spontaneous reaction of many, usually reflecting disgust, is often regretted by the speaker as soon as the words are out of their mouth. The thin veneer of politeness has been broken to reveal prejudices normally hidden behind illusions that are commonplace in liberal society. If *that* isn’t food, say what you think it is and, at the same time, what you think of the people who eat it...especially if it’s true that we are what we eat!
8. Meant as a compliment, this is the reaction of some good people following Sunday worship over a snack or outside in the parking lot. What were you actually expecting, if this seems unusual to you to the point of making a comment? What are you REALLY saying: that poor or immigrant families are presumably dirty, undisciplined, and uneducated?
9. This was the “innocent and amusing” caption written under the photo of a local child sitting on the shoulder of a young person taken during his recent visit to Liberia. When I responded with indignant anger, the young man became deeply embarrassed, and so someone thought they should explain that it was “only” a question of language, since the expression generally has no racist connotation. So what?
10. During an awareness-raising meeting about the high social cost imposed on African populations by the immoral debt inflicted on their countries, one woman I had just met, by way of introduction, said, “Oh, you’re from Africa? I have visited Kenya and South Africa. What beautiful animals you have there!” She had just been on a fully paid safari organized by a travel agency. She was taken from her hotel to a luxurious hotel-style campsite, given park tours aboard an air conditioned bus, entertained in the evenings by folklore performances and, fifteen days later, brought back to the airport. The only expense she incurred was the purchase of “authentic” souvenirs in the duty-free shop.

11. This shameless peremptory declaration is made as an ice-breaker by some people, in good conscience bordering on self-deception. I generally respond by saying that I have no desire to be invisible and, furthermore, wish no invisibility upon anyone. What is the intended purpose of this very special type of blindness? Is it to provide an illusory protection against the moral duty to be anti-racist?

12. Every time the media mention a human or natural catastrophe in Africa, someone always brings up this message in a spirit of commiseration and unsettling certainty. What is our responsibility for what happens over there? What is our duty to others? How can someone rejoice at being saved from the misery of others? Does COVID-19 not prove that we are all at risk when others are exposed?



## Faith Reflection

*Kathy Yango*

When preparing Titus for ministry on the island of Crete, the apostle Paul used another's words to describe the people of that place. Paul said, "It was one of them, their very own prophet, who said, 'Cretans are always liars, vicious brutes, lazy gluttons.' That testimony is true." ([Titus 1:12-13](#))

Some excuse Paul for using this quote, saying that Paul himself was not universally applying these characterizations to every person in Crete, but only making Titus aware of the evil proclivities that existed within the culture where he ministered. What do you think?

- How might you respond when a member of your faith community is perpetuating stereotypes? What are some different ways of responding individually, pastorally, prayerfully, or in the context of community?
- What stereotypes do you tend to hold towards others? What factors might have influenced your attitudes? What can you do to prevent a perpetuation of these stereotypes in your own interactions with others?





## Children's Activity

Kathy Yango

Tell this brief, but true, story about Samantha and discuss the questions that follow.

*Samantha is in Grade 2. Chelsey, who is White, has been in the same class with Samantha since Kindergarten. One day, Samantha came in from recess in tears. She reported to her teacher that she heard Chelsey say to some other girls on the playground that "Samantha doesn't have any friends because she's Black."*

- What do you think about this story?
- Do you think what Chelsey said could be true? How do you think Samantha might feel?
- Do you think it is right to exclude others because they are different?
- What would you say to Chelsey?
- What would you say to Samantha?
- Do you know anybody in your school who is left out because of their skin colour or appearance? How could you be a friend to them?



## Advocacy

Kathy Yango

Post a quote about stereotypes on the social media platforms you use. Go further by sharing why you are posting it.

Here are some examples:

- "Stereotypes lose their power when the world is found to be more complex than the stereotype would suggest. When we learn that individuals do not fit the group stereotype, then it begins to fall apart." (Ed Koch)
- "I think putting labels on people is just an easy way of marketing something you don't understand." (Adam Jones)
- "People forget that stereotypes aren't bad because they are always untrue. Stereotypes are bad because they are not always true. If we allow ourselves to judge another based on a stereotype, we have allowed a gross generalization to replace our own thinking." (George Takei)



**Samuel Vauvert Dansokho** is a United Church minister who was born in Sénégal. He is a member of the Executive of La Table for Ministries in French, a member of the executive of the Conseil régional Nakonhaka Regional Council, and also a member of the Executive of General Council. Samuel has a passion for studying scripture, building community, music, and cooking.



**Kathy Yango** is currently a teacher with the Toronto District School Board. Previously, she worked in international development in the Philippines, focusing on team-building curriculum and education programs in marginalized communities.



## Appendix 2

### Local Fund - Statement of Revenues and Expenses

For The Year Ended December 31, 2021, and Budget for 2022

(in \$)

	<u>2021 Actual</u>	<u>2021 Budget</u>	<u>Better (Worse)</u>	<u>2020 Actual</u>	<u>2022 Budget</u>
<b>Income</b>					
Offerings	282,612	337,233	(54,621)	268,657	307,000
Events/Fundraising	287	700	(413)	1,110	40,000
Rental Income	6,798	15,000	(8,202)	14,400	10,000
Other Revenue	3,906	1,400	2,506	1,190	1,800
Total	293,603	354,333	(60,730)	285,257	358,800
Event Expenses	0	0	0	100	0
<b>Net Operating Revenue</b>	<u>293,603</u>	<u>354,333</u>	<u>(60,730)</u>	<u>285,157</u>	<u>358,800</u>
<b>Expenses</b>					
Salaries & Benefits	281,762	291,979	10,217	281,814	292,000
Ministry	9,738	15,150	5,412	10,770	15,000
UCC Assessment	12,600	12,624	24	12,625	12,700
Facilities	22,823	22,300	(523)	17,463	25,000
Office/Other	14,973	15,180	207	8,990	17,000
Total	341,896	357,233	15,337	331,662	361,700
<b>Net Operating Surplus (Deficit)</b>	<u>(48,293)</u>	<u>(2,900)</u>	<u>(45,393)</u>	<u>(46,505)</u>	<u>(2,900)</u>
Endow Transfer	4,930	2,900	2,030	2,900	2,900
Govt Subsidy	45,225	-	45,225	90,994	-
<b>Surplus (Deficit)</b>	<u>1,862</u>	<u>-</u>	<u>1,862</u>	<u>47,389</u>	<u>-</u>

#### Independent Review

As required by Section 4.4 of the United Church Manual, I have inspected the statement of Revenues and Expenses and the Statement of Financial Position of the Local Fund of Parkminster United Church, as of and for the year ended December 31, 2021. These financial statements have been prepared by the treasurer and approved by the Finance Committee.

While I have not confirmed the accuracy of the general offerings or other revenue, I have inspected the recorded transactions and compared them to appropriate bank records. I have tested the payroll, and other disbursements for validity and accuracy.

During the year, as a result of changes caused by the Covid-19 pandemic, certain internal controls were not enforced.

However, I have concluded that these financial statements are a reasonable reflection of the financial position of the Parkminster United Church Local Fund as at, and for the year ended December 31, 2021.

January 16, 2022

John O. Dippell CPA, CA



## Local Fund - Statement of Financial Position

As at December 31, 2021 and 2020 (in \$)

	2021	2020
<b>Assets</b>		
Cash and short-term investments	384,450	445,100
Prepaid Expenses	2,225	-
Accounts receivable	7,119	10,601
Total	<b>393,793</b>	<b>455,701</b>
<b>Liabilities</b>		
Accounts payable and accruals	1,601	1,055
Due to Parkminster Refugee Fadi Fund	8,494	9,950
Due to Parkminster Refugee Siham Fund	-	35,303
Due to Parkminster Refugee Support G5 Fund	4,787	3,896
Due to Parkminster Refugee RSC Contingency Fund	1,649	5,092
Due to SAH <sup>1</sup> Group – Mhd Talal Arab Refugee Fund	34,922	34,616
Due to SAH Group – Dabab Refugee Fund	3,743	36,922
Due to SAH Group – Mhd Alshaar Refugee Fund	36,100	35,784
Due to SAH Group – Mhd Adawi Refugee Fund	33,457	33,164
Due to Christian Education Fund	7,049	6,545
Due to Benevolent Fund	4,754	6,941
Due to Inclusive Fund	61	-
Due to Capital Fund	67,016	63,866
Due to Outreach Fund	32,140	27,798
Due to Bocce Ball League	21,707	23,308
Due to IPad Grant	4,818	-
Due to Local Fund (Foundation grants for subsequent years)	13,316	15,144
Total	<b>275,615</b>	<b>339,384</b>
<b>Reserves</b>		
Accumulated reserves - beginning of the year	116,316	68,927
Net surplus (deficit) for the year	1,862	47,389
Accumulated reserves - end of the year	<b>118,178</b>	<b>116,316</b>
Total Liabilities and Reserves	<b>393,793</b>	<b>455,701</b>

<sup>1</sup> SAH stands for Sponsorship Agreement Holder. These are refugee sponsorships through the United Church of Canada which are externally funded, but for which Parkminster has banking and oversight responsibilities. The Due to Bocce Ball League is govt grant money to fund equipment, etc. for a community bocce league at Parkminster. The Due to IPad Grant is govt grant money to purchase iPads for individuals in need of such devices, and to provide associated provide technical support.

## Capital Fund - Statement of Revenues and Expenses

For the years ending December 31, 2021 and 2020 (in \$)

	2021	2020
Income		
Offerings	23,258	21,334
Expenses	20,108	5,707
Net Surplus	3,150	15,627

## Capital Fund - Statement of Financial Position

As at December 31, 2021 and 2020 (in \$)

	2021	2020
Assets		
Due from Local Fund	67,016	63,866
Reserves		
Accumulated reserves - beginning of year	63,866	48,239
Net surplus (deficit) for the year	3,150	15,627
Accumulated reserves - end of year	67,016	63,866

## Benevolent Fund – Due to Benevolent Fund

As at December 31, 2021 and 2020 (in \$)

	2021	2020
Opening Balance, January 1	6,941	9,693
Offerings	2,671	580
Total	9,610	10,273
Transfers to Benevolent Bank Account for use by Ministers	2,600	2,500
Disbursements directly from the fund	2,256	832
Closing Balance, December 31	4,754	6,941

## Benevolent Bank Account

As at December 31, 2021 and 2020 (in \$)

	2021	2020
Opening Balance, January 1	593	724
Transfers to the Account from the Benevolent Fund	2,600	2,500
Total	3,193	3,224
Monies disbursed by Ministers for Benevolent Purposes	2,265	2,631
Closing Balance, December 31	928	593

## Christian Education Fund – Statement of Revenue and Expenses

For the years ending December 31, 2021 and 2020 (in \$)

	2021	2020
<b>Income</b>		
Offerings and fundraising revenue	504	509
Total	504	509
<b>Expenses</b>		
Expenses	0	0
Total	0	0
<b>Net Surplus (Deficit)</b>	<b>504</b>	<b>509</b>

## Christian Education Fund - Statement of Financial Position

As at December 31, 2021 and 2020 (in \$)

	2021	2020
<b>Assets</b>		
Due from Local Fund	7,049	6,545
<b>Reserves</b>		
Accumulated reserves - beginning of year	6,545	6,036
Net surplus (loss) for the year	504	509
Accumulated reserves - end of the year	<b>7,049</b>	<b>6,545</b>

## Refugee Funds - Statement of Revenues and Expenses

For the years ending December 31, 2021 and 2020 (in \$)

	2021	2020
<b>REFUGEE FUND SIHAM</b>		
Balance in the Fund at the start of the year	35,303	30,466
Donations	11,991	6,971
Movement of funds from Refugee Fund Fadi	-	2,593
	47,294	40,030
Expenses	47,294	4,727
Balance in the Fund	0	35,303
<b>SAH-MHD TALAL ARAB REFUGEE FUND</b>		
Balance in the Fund at the start of the year	34,616	34,207
Donations	-	-
Interest Income	306	409
	34,922	34,616
Expenses	-	-
Balance in the Fund	34,922	34,616
<b>SAH – DABAB REFUGEE FUND</b>		
Balance in the Fund at the start of the year	36,922	36,486
Donations	-	-
Interest Income	263	436
	37,185	36,922
Expenses	33,442	-
Balance in the Fund	3,743	36,922
<b>SAH – MHD ALSHAAR REFUGEE FUND</b>		
Balance in the Fund at the start of the year	35,783	35,361
Donations	-	-
Interest Income	317	423
	36,100	35,783
Expenses	-	-
Balance in the Fund	36,100	35,783
<b>SAH – MHD AL ADAWI REFUGEE FUND</b>		
Balance in the Fund at the start of the year	33,164	36,364
Donations	-	-
Interest Income	293	400
	33,457	36,764
Expenses	0	3,600
Balance in the Fund	33,457	33,164

## Refugee Funds - Statement of Revenues and Expenses

For the years ending December 31, 2021 and 2020 (in \$)

	2021	2020
<b>REFUGEE FUND - FADI</b>		
Balance in the Fund at the start of the year	9,950	-
Donations	0	13,085
Move funds to Refugee Fund Siham	0	-2,593
Move funds to Refugee Fund RSC Contingency	0	-392
	9,950	10,100
Expenses	1,456	150
Balance in the Fund	<b>8,494</b>	<b>9,950</b>
 <b>REFUGEE FUND – RSC CONTINGENCY</b>		
Balance in the Fund at the start of the year	5,092	-
Donations	2,257	4,700
Transfer funds from Refugee Fund	783	392
	8,132	5,092
Expenses	6,483	-
Balance in the Fund	<b>1,649</b>	<b>5,092</b>
 <b>REFUGEE FUND – SUPPORT G5</b> <b>Formerly MISCELLANEOUS REFUGEE SUPPORT</b>		
Balance in the Fund at the start of the year	3,896	1,225
Donations	29,105	15,000
	33,001	16,225
Expenses	28,215	12,329
Balance in the Fund	<b>4,786</b>	<b>3,896</b>

The Refugee Support G5 fund is associated with the SAH Funds. It is externally funded and being used to provide support for sponsored refugee families awaiting emigration.

The Refugee RSC Contingency Fund is for use by the Parkminster Resettlement Committee as needed with respect to the two Parkminster refugee sponsorships. For Siham and family, and for Fadi.

## Other Funds Included on Local Fund Balance Sheet

### Due to Bocce League

	<u>2021</u>
Balance in the Fund at the start of the year	23,308
Expenses	<u>2,192</u>
Balance in the Fund	<u>21,707</u>

### Due to IPad Fund

	<u>2021</u>
Grant Received in 2021	24,662
Expenses	<u>19,844</u>
Balance in the Fund	<u>4,818</u>

### Due to Inclusive Fund

	<u>2021</u>
Donations	1,015
Expenses	<u>954</u>
Balance in the Fund December 31, 2021	<u>61</u>

# Appendix 3

## COVID-19 Working Group Update Report for Council – January 18, 2022

### WORSHIP SERVICES

**Motion:** THAT we remain broadcasting from the Sanctuary with no congregants present until the next COVID-19 WG meeting on February 2, 2022 (implying a review at the next COVID WG meeting). Moved by Barb Leask; seconded by Franceen Wagner; **passed**. This motion was also approved by Church Council on January 6, 2022. Moved by Sue MacQueen and seconded by Deb Siertsema.

**Motion:** THAT the Bell and Voices United Choirs will no longer rehearse in the Sanctuary, although soloists or duets may rehearse there. Moved by Barb Leask; seconded by Franceen Wagner; **passed**. This motion was also approved by Church Council on January 6, 2022. Moved by Sue MacQueen and seconded by Deb Siertsema.

### VACCINE REQUIREMENTS FOR CHILDREN UNDER 12

A survey of websites was undertaken regarding the measures that community organizations are adopting with respect to vaccines for those under 12 years of age. The information says there is no single policy in effect yet. It was agreed to re-visit this issue at our next WG meeting, while continuing to monitor websites to determine if appropriate organizations have converged on a single policy.

### RENTERS AND CHURCH GROUP SAFETY PLANS

Determined that church use would be suspended until the February WG meeting.

- Paying tenants (KW Karate & ALIUD Alternative) have both suspended operations until early February.
- ArtShine and Mindful Makers are day camps and are therefor suspended under government regulations.
- Guides & Pathfinder troops have decided to meet outdoors but may use the toilet facilities.
- Beavers, Cubs, Scouts & Venturers troops have decided to meet outdoors but may use the toilet facilities.
- Gay Men's Social Network is a social group, constrained by the gathering limit of 5 people. We recommend the group be suspended.
- ACKWA cooking circle has not yet provided a safety plan. We recommend they not use the church until revisited in February.
- Down Syndrome Society cooking class has not yet provided a safety plan. We recommend they not use the church until revisited in February.

### WEDDING REQUEST

**Motion:** THAT the Shortt/Oldfield family be permitted to use the Sanctuary on January 8, 2022 for the wedding of their daughter, understanding that capacity limits for religious ceremonies will be observed. Moved by Karen Schertzberg; seconded by Carolyn Machan. Passed.

This was passed by the COVID-19 WG and did not go to Council for approval as it fell within the WG's authority (within government regulations).

**Motion:** THAT Council accept the COVID-19 Working Group report.



# *Appendix 4*

## **Format of Annual Congregational Meeting on February 27, 2022 at 11:00 am**

### **Option 1 – In-person only as we did prior to 2021**

- Chair and Secretary plus 3 volunteers (someone to count quorum and a couple of mic runners)
  - Pros – Very simple to run
  - Cons – Not accessible to all congregants; may not be allowed
- 

### **Option 2 – Remote only – via Zoom as we did in 2021**

- Chair and Secretary plus 4 volunteers (2 Scrutineers, 1 Tech Host, 1 Participant Support Person)
  - Use Flip the Script Voting (taking the NO vote first; if 10 or more NO votes, then move to a YES vote)
  - Count votes from each member/adherent represented in a Zoom window
  - Rehearsal required
  - Pros – Have done it before and it works
  - Cons – Not accessible to those without internet
- 

### **Option 3 – Hybrid – via Zoom and in person as we will likely do in future**

- Chair and Secretary plus about 6 volunteers (2 Zoom Scrutineers, 1 in-person Scrutineer, 1 Tech Host, 1 Participant Support Person, 1 AV person)
- Use Flip the Script Voting (taking the NO vote first; if 10 or more NO votes, then move to a YES vote)
- Count votes from each member/adherent represented in a Zoom window plus those present in-person
- In-person speakers use Speaker Stations
- Rehearsal required
- Pros – Accessible to everyone; sets us up for the future
- Cons – Have never done it before; a bit scary; more coordination

## *Appendix 5*

**TO BE READ BY JENNIFER ALLAN, CHAIR OF COUNCIL (with the names listed on a slide or slides, if possible)**

### **Honouring Retiring Committee Chairs and Council and Committee Members**

Jennifer Allan – Communications  
Linda Bird, Worship and Music  
Bert Blackburn – Chair, Property Committee but remaining on Property  
Marilyn Hill – A/V Resource Team  
Richard Jackson – Council Secretary and Covid 19 Working Group  
Doris Jacobsh, Council Community Liaison  
Gregg King – Treasurer, Finance Committee  
Barb Leask-Wynne – Staff Liaison  
Don Linkletter – Resettlement  
Carolyn Machan Rudolph – Worship & Music and Covid 19 Working Group  
Lee McWebb – Worship and Music  
Bruce Mutton, Chair, Stewardship but remaining on Stewardship  
Marion Mutton, Pastoral Care  
Karen Schertzberg – Chair, Ministry and Personnel and Covid 19 Working Group  
Kathy Shortt – Resettlement  
Andrea Spracklin – Outreach  
Allen Switzer – Inclusive  
Colleen Usaty – A/V Resource Team  
Dana Usaty – A/V Resource Team  
Kathleen Vanderlinden – Worship and Music  
Debora Van NijNatten - Resettlement

**TO BE READ BY MARY REYNOLDS, CHAIR OF NOMINATING (with the names listed on a slide or slides, if possible)**

### **Thanking New Volunteers and Those Moving To A New Role**

Gary Bruce – Council Secretary  
Cedric Charette - Finance  
Lauren Dale – Communications  
Marjorie Eveleigh – Worship and Music

Jeanne Foster – moving from Stewardship to Ministry and Personnel  
Ray Gormley – Chair, Property Committee  
Gail Harper – Worship and Music  
Lani Kerbl – Worship and Music  
Rob MacQueen – Chair, Ministry & Personnel  
Bethany McMullen – Communications  
Laura Mutton – Inclusive  
Wendy Ridgway – Pastoral Care and Council Community Liaison  
Kathy Shortt – Staff Advocate  
Bill Spall – Chair, Stewardship  
Heather Watts – Treasurer

We also want to thank the many others who, during this year of the pandemic, continued to play valuable roles—the technology team who spent long hours enabling Zoom and hybrid services; the Covid 19 Working Group; those looking after the children and youth programs; refugee re-settlement volunteers; house group leaders; the many in our music groups; those maintaining the gardens and grounds; the KW Emergency Shelter (Mary's Place), A Better Tent City, and Landback 1492; and others whose committees carried on their regular work.