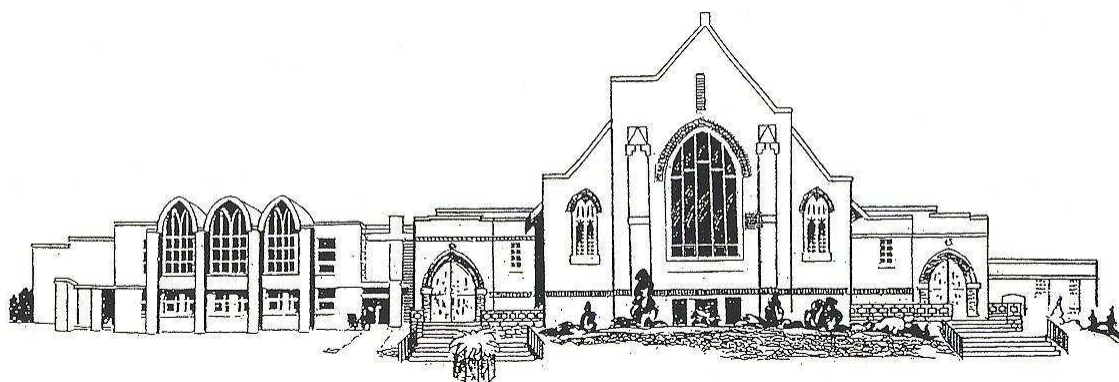


2011 Annual Report



Fairlawn Avenue United Church

28 Fairlawn Avenue, Toronto ON M5M 1S7

Tel 416-481-6848 Fax 416-481-4109

www.fairlawnavenueunited.ca

TABLE OF CONTENTS

Page	1	Mission of Fairlawn Avenue United Church
	2	Fairlawn Avenue Staff
	2	Community Partners and/or Tenants of Fairlawn Avenue
	3	Council Chair's Report
	5	Report of the Minister of Worship, Pastoral Care, and Adult Faith Development
	6	Report of the Minister of Children and Youth
	7	Report of the Church Community Developer
	10	Toronto Southeast Presbytery Representatives' Report
	11	2011 Congregational Transitions
		2011 CONGREGATIONAL MEETINGS
	13	Annual General Meeting Minutes for February 27, 2011
	17	Semi-Annual Meeting Minutes for September 18, 2011
	22	Appendix A – Report of the Governance Review Committee
	29	Appendix B – Healthy Food Supplement Motion
	30	Appendix C – Income Statement at August 31, 2011

COUNCIL AND COMMITTEE REPORTS

31	1.	<u>Faith Development Council</u>
31		Adult Education
31		Children's Education
32		Library
32		Youth
33	2.	<u>Faith in Action Council</u>
33		Affirm Working Group
34		Boarding Homes Ministry
34		Community Support
35		Fairlawn Green Action
37		Families Helping Families
37		Social Justice Team
40		The Fairlawn Neighbourhood Centre
42		Walk-in Support
42	3.	<u>Financial Stewardship Council</u>
44	4.	<u>Ministry & Personnel Committee</u>
46	5.	<u>Pastoral Council</u>
46		<i>Community Life</i>
46		Network
47		Tuesday Lunch Crowd (TLC)
48		Visitation
48		www.fairlawnavenueunited.ca

TABLE OF CONTENTS (Continued)

49	6.	<u>Property Council</u>
52	7.	<u>Volunteer Resources Council</u>
53	8.	<u>Worship Council</u>
53		Bessie Barber Memorial Nursery
54		Music Committee
55	9.	<u>Fairlawn Avenue United Church Women</u>
56		Fairlawn Avenue U.C.W. Financial Statements

COMMUNITY PARTNER REPORTS

57	Amnesty International Group 65, Toronto
58	Basketball Group
59	Christian Meditation Group
59	Fairlawn Guides and Pathfinders, Brownies, and Sparks
60	190 th Fairlawn Scouts
61	Fairlawn Men's Group
62	Fairlawn Pre-School
62	Lectionary Group
63	Metro Mothers Network (MumNet)

BOARD OF TRUSTEES

64	Board of Trustees Report
----	--------------------------

**MISSION
OF
FAIRLAWN AVENUE UNITED CHURCH**

We commit, through God's grace, to maintain, enhance, and extend the work and witness of The United Church of Canada.

We further commit to fulfill this mission as a thriving congregation that serves the needs of our North Toronto community and beyond.

We are inspired by Christ to:

- love, accept, teach, heal and serve others and ourselves,
- nourish the spirit creatively and generously,
- be a dynamic and inclusive community of faith,
- provide tangible hope to people in need,
- live our Christian commitment to social justice, and
- be innovative in our ways of delivering ministry.

The spirit of this vision infuses all aspects of our work, worship and stewardship.

This Mission is implemented by staff, members and adherents of the congregation, in accordance with the Constitution of Fairlawn Avenue United Church.

Fairlawn Avenue Staff

Minister of Worship, Pastoral Care, And Adult Faith Development	Rev. Christopher White
Minister of Children and Youth	Dona Slater
Director of Music	Eleanor Daley
Church Community Developer	Eleanor Edwards
Office and Building Administrator	Marilyn Pirie
Bulletin Editor	Janet Gordon
Sunday School Administrator	Susan Doran
Bookkeeper	Heather de la Rua
Day Custodian	Rodney MacLean
Evening and Weekend Custodians	Hector Garcia, Tenzin Thinlay, and Oliver Kersey

Community Partners and/or *Tenants of Fairlawn Avenue

35 th Guide Company	Christian Meditation Group
35 th Pathfinders	Fairlawn Men's Group
190 th Beaver Colony	Lectionary Group
190 th Cub Pack	* Martha Hicks School of Dance
347 th Sparks Unit	* Metro Mothers Network
348 th Brownie Pack	* The Fairlawn Pre-School
Amnesty International Group 65	* Yae Dalm Presbyterian Church
Basketball Group	

Council Chair's Report

This fall's stewardship campaign talked about the 'rejuvenation' taking place at Fairlawn. It's a word I'd like to commandeer because it nicely captures the changes taking place that have given us a fresher, livelier approach to how we live out our faith.

Here are some ways that the various councils and committees have supported that rejuvenation in the past year:

- Replaced our boilers and installed a more energy-efficient heating/cooling system
- Installed a multimedia system in the Sanctuary to provide a visual dimension to our worship
- Conducted two reviews, one into our governance and one into our relationship with The Fairlawn Neighbourhood Centre
- Developed policies and procedures around duty of care and accessibility
- Funded the creation of an advocacy staff position at Toronto Southeast Presbytery, ably filled by Beth Baskin
- Launched the gift card fundraising initiative, raising over \$1,900 in the first 14 months
- Turned the monthly Greetings into a shorter publication distributed weekly
- Ran a series of Stewardship breakfasts and lunches to help members think about the full role of giving our time, talent and treasures
- Hosted three candidates' meetings for the community in a 12-month period, for the municipal, federal and provincial elections
- Welcomed neighbours to the church for coffee and dessert
- Remembered those from our church who died serving their country in the First World War with Marybeth Duggan's Poppies Grow display on the front lawn
- Collaborated with The FNC on a Family Dance for members of the congregation and the community
- Held our first Bethlehem Market with the Sunday School and various church 'artisans'
- Undertaking a church identity project called How We See Ourselves

This list is only a small part of the total church activity in 2011. By reading the reports on the pages that follow, from the chairs of our councils, committees and teams, you'll get a clearer picture of the Fairlawn rejuvenation.

The church had originally planned to make changes last fall to streamline our governance in ways that will encourage participation by members of the congregation. However, we recognized it was important to let the church identity project team complete its look at how we see ourselves so that our governance can reflect those findings. In the meantime, our board continues to be guided by the seven objectives developed in 2010. They are: (1) Enable and empower members and adherents to grow on their journey with and to God. (2) Seek out opportunities to engage young families in the community. (3) Seek out opportunities to integrate Sunday school and youth into all aspects of church life. (4) Strive to make a difference in our neighbourhood and the

wider community, through all expressions of faith in action. (5) Integrate the new staff model into all that we do. (6) Increase lay participation by providing leadership training and mentorship. (7) Strengthen our financial and human stewardship through givings, fundraising and use of time and talents.

The biggest challenge in my two years as Chair has been the last two objectives listed above. Your board continues to work to close the gap between operating expenses and revenue for the church, but the gap did grow in the second year, largely due to unexpected costs around staff pensions. The good news is that givings have increased with the help of a growing number of people attending Sunday services. These developments bode well for financial stability. Also, earnings on the funds managed by our Trustees easily covered our 2011 deficit. Although we want to break the trend of developing deficit budgets, we also recognize that the church is not in the business of wealth accumulation. Using the interest on our trustee funds to contribute to the work of our church, without dipping into the principle, is the right thing to do.

The bigger challenge in many ways is involving more members in the work of the church. We can't simply acquire more staff to do the work for us. As I write this, we're in need of a new *Community Life* editor, a Tuesday Lunch Crowd coordinator, members for our Christian Education team, a chair for Network and a variety of chairs and members for councils and committees. As a church, we may need to have some difficult discussions about what initiatives and activities we are prepared to maintain without the support of the congregation. If you aren't currently contributing time and energy to the church (and I recognize that many of you are), it's my hope that you'll give it some reflective thought and step forward in 2012.

As I complete my term as Executive Council chair, I'm grateful for the faith the congregation has placed in me during a time of striking change. As was the case in the first year of my term, I've been blessed with the support and energy of a wonderful staff. So, thank you Dona, Eleanor D, Eleanor E, Marilyn, Janet, Susan, Heather, Rodney, Hector, Tenzin and Oliver. And thank you, too, to the hard-working members of Executive Council, including Allan, Chris, Jannie, John, Lorraine, Marlene, Paul and Tom (and ex-officio support from Kristy and Rob). In particular, I'm thankful for the wise counsel, encouragement and vigour of our minister, Christopher. Specific thanks as well to Trish and Derek who take over as Chair and Vice-Chair. Their energy and advice has been invaluable. They both have more Executive Council experience than I do, which means the church is in very good hands for the next four years. Let the rejuvenation continue!

Gary Schlee, Chair of Executive Council.

Report of the Minister of Worship, Pastoral Care, and Adult Faith Development

As I look back on my first full year at Fairlawn I feel that we have already had a very significant journey together. We have experienced the joys and losses that are not only part of the human experience, but are particular to the church and ministry. From baptisms to funerals, from Christmas to Easter, we have shared the rhythm of the Christian year. And what a year it has been! We have so much to celebrate, for Fairlawn is a vital church making a critical contribution to our community and city. From our worship, our children and youth, to our social justice and outreach, the impact of this church is felt far and wide.

Fairlawn has also shown that as a congregation we are committed to moving into the future with our congregational identity project, the installation of our AV system and the reviews of some of our key relationships. In particular, I am extremely pleased with the ongoing renewal of our relationship with The FNC. It is a pleasure to work with Naomi Schafler to find new ways of building not only a partnership that respects the roles of both organizations, but increases our mutual effectiveness in serving our community.

It has also been a gift to work with the other staff members, all of whom work so hard and are committed to the ministry of this church. Whether its Dona and Susan in the Sunday school, Eleanor Daley leading the choir, Eleanor Edwards helping to send our message into the community, Marilyn Pirie keeping the whole organization running smoothly, Janet in the office working on the bulletin or Sunday's AV presentation, or our custodial team - Rodney, Hector, Tenzin and Oliver - Fairlawn hums with the activity of dedicated staff. We are indeed blessed.

I want also to acknowledge all the members of Fairlawn who exercise their ministry through serving the church through its committees. Without them, we could not function. In particular, I want to thank Gary Schlee for his outstanding leadership over the past two years. I have personally valued his wisdom, thoughtfulness, humour and dedication. It has been a privilege to work with him.

The church in Canada is facing unprecedented challenges today. But we are facing them with creativity and determination. We experienced growth on a number of fronts in 2011 and are doing the ground work to ensure that Fairlawn continues to thrive into the future. It is truly a privilege to be your minister.

In Christ's Service,

Rev. Christopher White.

Report of the Minister of Children and Youth

If I had to pick my favourite part of 2011 at Fairlawn, I would be hard pressed to come up with just one thing. Was going to Uganda with Ben and Laura the best part of the year or was it the fun everyone had at the Bethlehem Market? Was it watching the junior youth perform *A Charlie Brown Christmas* in front of a packed church, the Sunday School children singing and signing the Angel song or was it simply laughing until my sides hurt with the senior youth? This past year has been packed with wonderful memories. All of the memories were made richer because they involved wonderful people who worked shoulder to shoulder with me. Melinda Kecskes, Mary-Ellen Richardson, Jan Ogden, Valerie Scovill, Jill Klaehn, Derek Wishart, Susan Doran, Marilyn Pirie, Christopher White and all the amazing Sunday School teachers - thank you for making this year a creatively fun adventure and a year that I will always hold dear.

Common experiences always draw people together in the church and a unified understanding of purpose has historically propelled churches forward. Fairlawn is at an important place in its history. It is home to a number of groups and causes that have drawn us together. It is poised to take huge steps forward. Many groups are increasingly working in harmony with one another. As they work there is a more unified understanding of purpose. This is an exciting shift. All generations are getting on the same page. The youth are increasingly becoming involved with other groups such as social justice, and groups as well as individuals are showing support to the youth and encouraging them as they move along their faith journey. Sunday School children are involved in events that are for the entire church (Bethlehem Market). The result of the interconnectedness is that Fairlawn is richer for these healthy relationships. In biblical language Fairlawn is living out the call to be a family: the family of God.

There is strength in family. As Fairlawn works through the Identity Project/branding exercise, my prayer is that the sense of being part of the family of God will shine through. Families stand together, support one another and work shoulder to shoulder. Families grow and change. Members come and go, but wherever they end up they know they have been and will always be part of the family.

May God always bless this family and may this family always be a blessing to others.

Respectfully submitted by Dona Slater-Blight.

Report of the Church Community Developer

A year ago, a week did not go by without someone asking “What does a Church Community Developer do?” My response would be to quote my job description and on the odd occasion I would entertain the question with, “You’re asking me?! I thought you knew.” This position was new to both me and the congregation and most of my first year at Fairlawn was fitting this position into the daily routine of the church. Today, how would I answer that question? Would I quote my job description? No, instead I will share with you some of the things I’ve done.

- 2 Volunteer Fairs resulting in committees/teams gaining new volunteers
- Breakfast With the Artist coordinator with Ruth LeBar of The FNC. This partnership has resulted in the Fairlawn Art Gallery being fully booked and bringing in revenue
- Successful first Family Dance joint venture with The FNC
- Going from being just a rest spot at Village Day to being an active participant by offering Pet Blessings, a Heritage Tour and an organ demonstration by Eleanor Daley
- Organized the Village Day Heritage Tour
- The various church events being promoted in local newspapers and on-line
- *SNAP North Toronto* newspaper covering the first Breakfast With the Artist event and the 2011 Book Sale
- Fairlawn now accepts donations on-line through **Canada Helps**
- New website look
- Welcome Package which contains the church history, information about our services and volunteer opportunities for individuals and families visiting Fairlawn
- Christopher White’s blog is seen by thousands through the use of Social Network Aggregators
- The Happy Book Club was created
- Met with local merchants and organizations which resulted in our events being advertised on the BIA website, Quiznos sponsoring the food for the Family Dance and Second Cup sponsoring the coffee for Breakfast With the Artist
- Knocked on over 90 doors with Christopher White inviting the neighbours to Tea and Dessert. This was the most dangerous task, not for me, but for Christopher as his fingers were millimeters away from being a dog’s afternoon snack.

Fairlawn Avenue United Church – 2011 Annual Report

- Promoted the Bethlehem Market, was an active member of the planning team and transformed into an Egyptian Princess demanding money for soup at the Inn
- Worked with the Financial Stewardship Council on the Stewardship breakfasts and lunches
- Created ads for *Community Life* and The FNC program brochure
- Organized volunteers for the following: sorting the books in the library, assisting with the BBQ, helping with the Book Sale, planning the mid-week service and manning a children's book table in September
- Speaker at Bedford Park United Church
- Wrote numerous articles for *Community Life* newspaper

All these activities along with a great minister, lay staff, volunteer, staff and partnership with The FNC has resulted in a 10% increase in church attendance.

So what does a Church Community Developer do? She does a variety of things to support the minister, committees, teams and staff that will ensure the growth and vitality of the Fairlawn Avenue United Church congregation.

I am looking forward to planning a Volunteer Appreciation event, creating volunteer resources, training, expanding the Volunteer Fair, working with Christopher White and the different committees and teams on fundraising initiatives and continuing to build on our relationship with the community.

Respectfully submitted by Eleanor E. Edwards.



Breakfast with the Artist event was covered by *SNAP North Toronto* newspaper

Fairlawn Avenue United Church – 2011 Annual Report



Fairlawn Book Sale 2011, covered by *SNAP North Toronto*



Villiage Day / Eleanor Daley Organ Demonstration



First Fairlawn Volunteer Fair, 2011

Toronto Southeast Presbytery Representatives' Report

As of the end of 2011, Fairlawn Avenue United Church has the following representation at Toronto Southeast Presbytery: lay representatives - Tom Clarke and Sue Metcalf; two ministers – Christopher White and Dona Slater; five retired ministers - Rob Metcalf, Ron Nickle, Wehn-In Ng, Mike Skibinski, and Zen Skibinski. Based on our membership, Fairlawn Avenue should appoint two additional lay presbyters.

Tom Clarke continues to Chair the Finance and Property Team and is one of the Toronto Southeast Presbytery representatives on the Toronto Conference Executive.

The Presbytery meets as a whole five times a year on the third Tuesday of January, March, May, September and November. Because many of the decisions on the routine work of the presbytery are handled by commissions who act for presbytery, a significant part of each meeting is devoted to theme presentation and discussion. In January the theme was Justice and Global Issues with a focus on the Democratic Peoples Republic of Korea (DPRK) and a powerful presentation by someone who has traveled there a number of times. The March theme was Ministry Vocations. The May focus was Mission Strategy for the Presbytery and resulted in the adoption of five strategy priorities to direct and guide the work and decisions of Presbytery in the coming years. The five priorities are:

1. Equipping new forms of leadership – training, education, resources
2. Assisting congregations to identify stepping stones for transformation, vs. grand design approach
3. Fostering collaboration between congregations, their surrounding neighbourhoods, and other communities of faith to develop new partnerships
4. Creating new forms of urban ministry, particularly intercultural ministries
5. Providing support for collaborative work between/among congregations for shared ministry

In September, the Presbytery engaged with the Place of Doctrine in preparation for several significant Remits (church speak for a kind of plebiscite among the courts of the church) about the use of various statements of faith in the United Church of Canada. The Fairlawn Executive Council will also have to deal with these in the spring of 2012. In September Presbytery dealt with allocation of outreach support funds and voted on three remits related to Designated Lay Ministers.

Among the more significant changes for congregations in the presbytery was the closure of Centennial – Rouge on June 30, 2011 and the move of the Dentonia Park congregation to share space with Hope United Church at Danforth and Main and the sale of its property on Dawes Road.

Information regarding the ongoing work of the Presbytery can be accessed online at <http://www.torontoconference.ca/torontosoutheast/>.

Respectfully submitted by Tom Clarke and Sue Metcalf.

2011 CONGREGATIONAL TRANSITIONS

BAPTISMS

June 5, 2011	Camden Reese Darcy, daughter of Mark John Darcy and Lisa Marie Darcy
September 11, 2011	Elise Lillian Macdonald, daughter of Daniel Scott Macdonald and Luann Wu Macdonald
October 9, 2011	Miika Broughton Anderson, son of Bayne John Douglas Anderson and Krista Jennifer Broughton
October 9, 2011	Danica Maija Murphy, daughter of Brady William James Murphy and Teri Jessica Broughton
October 23, 2011	Bennett David Noel McLeish, son of Noelle Elizabeth McLeish
December 25, 2011	Erick Baldwin Thorsteinson, son of Lisa Thorsteinson

NEW MEMBERS

BY CONFIRMATION

June 5, 2011	Olivia Julia Reader Bano
June 5, 2011	Monica Elise LaCroix
June 5, 2011	Alex Morris
June 5, 2011	Mark William Stephen Richardson
June 5, 2011	Julia Swift
June 5, 2011	Kiera Lee Tsui Versteeg

BY TRANSFER IN

November 13, 2011	Robin Harkness
November 13, 2011	Wendy Hedderwick White
November 13, 2011	Patti Smith
November 13, 2011	Doris Thorsteinson
November 13, 2011	Lisa Thorsteinson
November 13, 2011	Beth Vardon
November 13, 2011	Elizabeth White

2011 CONGREGATIONAL TRANSITIONS (Continued)

MARRIAGES

February 26, 2011	Zoltan Hering and Gillian Sarah Harling
June 18, 2011	Christopher West Benson and Andrea Stephanie McCaul
August 27, 2011	Brock Malcolm Callander and Christina Lee Richard
October 22, 2011	Bruce Joseph Keen and Ling (April) Wei

IN MEMORIAM Funeral Services / 2011

Items with asterisk () = members of Fairlawn Avenue United Church*

Date of Death

January 20, 2011	Barbara Jean Stabler*
February 12, 2011	Colin Court*
February 28, 2011	Pauline Li Ping-Tse Tsui
March 31, 2011	Goldie Kristina Hollett*
June 18, 2011	Infant Steen
July 18, 2011	Mildred Marie Shanks*
August 28, 2011	John (Jack) David Sparks*
December 24, 2011	Deborah Anne Montross

2011 Congregational Meetings

Annual General Meeting Minutes

Meeting date: February 27, 2011

Meeting location: Assembly Hall, Fairlawn Avenue United Church

Attendees:

Gary Schlee (chair)	Maureen Davey	Jill Klaehn
Derek Wishart (secretary)	Shawn Davey	Meredith MacKeigan
Joan Ackland	Robyn Davies	Carol MacLellan
Gina Atkins	Pat Deacon	Elaine McCarthy
Sharon Barrett Ewing	Brian Death	Norma McMullkin
Jim Benson	Bill Dines	Heather McPherson
Dagmar Berndorf	Terry Doran	Rob Metcalf
Dianne Bird	Kristy Duncan	Sue Metcalf
Ross Bird	Margery Dyer	Lorraine Molloy
Jim Blue	Eleanor Edwards	Wehn-In Ng
Marion Boyce	Morrey Ewing	Ron Nickle
Wilf Boyce	Marjorie Flower	Sharon Nickle
Connie Buck	Bill Foulds	Iloff Peck
Shirley Bush	Doris Geddes	Jane Peck
Bev Carruthers	Judy Gibson	Catharine Picard
Rob Carruthers	John Gotziaman	Rosemary Pryde
Carolyn Clark	Sonya Gotziaman	Jane Rounthwaite
Greig Clark	Denise Graham	Ruth Russell
Nancy Clarke	Eleanor Heinz	Charlotte Ryan
Tom Clarke	Peter Heinz	Milly Saeger
Lois Court	Allan Hux	Kathy Salisbury
Rosalie Cowan	Anne James	Janet Schlee
Shelley Cull	Marlene Jones	Mike Skibinski
Tom Cullen	Patricia Jones	Zen Skibinski
Shirley Chykaluik	Bonita Kersey	Dona Slater
Doug Crozier	John Kimmel	Diana Stephenson

Fairlawn Avenue United Church – 2011 Annual Report

Karen Teasdale

Barb Warner

Patrick Wishart

Don Urquhart

Christopher White

Laura Wong

Patti Vipond

Wendy White

Ruth Mary Wood

1) Call to Order

At about 12:10 pm Gary Schlee, the Chair of Executive Council, called the meeting to order.

2) Opening motions

MOTION: Allan Hux moved, seconded by Barb Warner, to appoint Gary Schlee as meeting chair and Derek Wishart as meeting secretary. The motion was put to a vote and CARRIED.

MOTION: Morrey Ewing moved, seconded by Marion Boyce, that adherents be recognized as corresponding members with full rights of participation in this meeting. The motion was put to a vote and CARRIED.

MOTION: Rosemary Pryde moved, seconded by Judy Gibson, to adopt the agenda. The motion was put to a vote and CARRIED.

3) Approval of Minutes

MOTION: Derek Wishart moved, seconded by Jan Schlee, to approve the minutes of the Semi-Annual Meeting held on June 6, 2010. The motion was put to a vote and CARRIED.

MOTION: Derek Wishart moved, seconded by Morrey Ewing, to approve the minutes of the special congregational meeting held July 18, 2010 to call Christopher White. The motion was put to a vote and CARRIED.

In Memoriam

Marlene Jones led a remembrance of those who died in 2010:

Mary Isobel Whiteside

Mary O'Connell

Audrey May Baird

Gladys McCabe Joyce

Verna May Averill

Marion Kinniburgh Chant

Barbara L. MacDonald

Richard S. Grout

Myrtle Grandy

Thelma Woolfrey

Lloyd A. Treacher

Dr. Raymond D. Pellowe

Nancy Mitchell

Dorothy Bliss Payne

5) **Chair's Remarks**

Gary Schlee reported on:

1. **Where we've been** – He described some of the changes that occurred in 2010, which are described in the annual report.
2. **Where we're going:**
 - The work of our new ministry team members Christopher and Eleanor
 - Innovation in ministry
 - FNC review
 - Governance review
 - Heating system
 - Video in the sanctuary
3. **Social Justice:**
 - Work is proceeding on 40 Oaks to build a new CRC
 - We are paying for Rene Adams to be a CRC community advocate
 - Toronto Southeast Presbytery hiring a Social Justice Worker with funds provided by Fairlawn Avenue United Church.
4. **Money** – Gary provided a brief overview of how we are dealing with our finances.
5. **Community** – Gary thanked the many people who bring Fairlawn to life.

6) **Financial Stewardship Council Report**

1. **2010 Financial Statements** – Rob Metcalf provided an overview of the financial statements.
MOTION: Rob Metcalf moved, seconded by Barb Warner, to approve 2010 Annual Operating Budget.

There was a discussion, especially regarding membership and the contribution of The Fairlawn Neighbourhood Centre.

The motion was put to a vote and CARRIED.
2. **Report of the Treasurer** – Rob Metcalf reported on the sale of the Brookdale manse and that our total trust funds are \$2.9 million.
3. **2011 Operating Budget** – Bill Dines presented the 2011 Operating Budget. There was a discussion of the increase in the communications budget, the amount of the housing allowance, and the need to increase revenue.

MOTION: John Kimmel moved, seconded by Rosemary Pryde, to approve 2011 Operating Budget. The motion was put to a vote and CARRIED.
4. **Spring Stewardship Campaign** – Gary Schlee introduced the planned stewardship campaign.
5. **2011 Capital Expenditure Plan** – Tom Clarke reviewed 2010 capital spending and presented the 2011 capital plan.

7) Heating Project Update

Tom Clarke provided an update on the Heating Project. The tender documents are being prepared. They will be issued in March and the work will begin in June.

8) Volunteer Resources Council Report

Patricia Jones reviewed the report of the Volunteer Resources Council. Most of the about 160 formal positions have been filled.

MOTION: Patricia Jones moved, seconded by Pat Deacon, to adopt the report of the Volunteer Resources Council. The motion was put to a vote and CARRIED.

9) 2010 Annual Report

MOTION: Rosemary Pryde moved, seconded by Marjorie Flower, to adopt the 2010 Annual Report. The motion was put to a vote and CARRIED.

10) Other Business

Tom Cullen provided a brief update on the work of the Green Team. He reported that Fairlawn has received an award from Greening Sacred Spaces and he reminded the congregation of the need for all of us to work to reduce our carbon footprint.

Derek Wishart asked everyone to sign the attendance sheet.

Rob Metcalf reported that the audited financial statements and the report of the auditor are available.

The people who provided the food for lunch and served lunch were thanked.

11) Meeting Adjournment and Benediction

The meeting was adjourned at about 1:35pm.

Christopher White led the closing prayer.

Signatures

Chair: _____ Date: _____
Gary Schlee

Secretary: _____ Date: _____
Derek Wishart

Semi-Annual General Meeting Minutes

Meeting date: September 18, 2011

Meeting location: Assembly Hall, Fairlawn Avenue United Church

Attendees:

Gary Schlee (chair)

Derek Wishart
(secretary)

Christopher White (minister)

Murray Bedford

Dianne Bird

Ross Bird

Wilf Boyce

Connie Buck

Shirley Bush

Bev Carruthers

Rob Carruthers

Nancy Clarke

Tom Clarke

Lois Court

Doug Crozier

Eleanor Edwards

Marjorie Flower

Doris Geddes

Robin Harkness

Eleanor Heinz

Peter Heinz

Allan Hux

Anne James

Marlene Jones

Patricia Jones

David Klaehn

Jill Klaehn

Saphes Lubega

Carol MacLellan

Alice Mbabagi

Norma McMullkin

Heather McPherson

Rob Metcalf

Sue Metcalf

Jannie Mills

Lorraine Molloy

Gwen Oakden

Mark Ogden

Catharine Picard

Rosemary Pryde

Helmut Saeger

Milly Saeger

Janet Schlee

Mike Skibinski

Zen Skibinski

Dona Slater

Patti Smith

Bernice Sparks

Michelle Sparrow

Barbara Steep

Diana Stephenson

Don Urquhart

Beth Vardon

Patti Vipond

Barb Warner

1) Call to Order

At about 12:05 pm Gary Schlee, the Chair of Executive Council, called the meeting to order.

2) Opening Prayer

Christopher White led the congregation in prayer.

3) Nomination of Secretary and Chair

MOTION: Patricia Jones moved, seconded by Barb Warner, to appoint Gary Schlee as meeting chair and Derek Wishart as meeting secretary. The motion was put to a vote and CARRIED.

4) Adoption of Agenda

MOTION: Allan Hux moved, seconded by Marjorie Flower, to adopt the agenda. The motion was put to a vote and CARRIED.

5) Approval of Minutes

MOTION: Derek Wishart moved, seconded by Rosemary Pryde, to approve the minutes of the Annual Meeting held on February 27, 2011 subject to the following corrections:

- Change “Toronto Southeast Presbytery hiring a Social Justice Worker” to “Toronto Southeast Presbytery hiring a Social Justice Worker with funds provided by Fairlawn Avenue United Church”
- Correct spelling of Gary Schlee’s name

The motion was put to a vote and CARRIED.

6) Motion to recognize adherents as voting members

MOTION: Rob Metcalf moved, seconded by Peter Heinz, that adherents be recognized as corresponding members with full rights of participation in this meeting. The motion was put to a vote and CARRIED.

7) Chairs Remarks

Gary Schlee reported on several themes. The main points that he discussed are:

1. Where we’ve been

- Heating project – see report from Tom Clarke below
- Multi-media project – see report from Tom Clarke below
- Governance review – A Governance Review was conducted in the spring. A copy of the report is attached as Appendix A.

Fairlawn Avenue United Church – 2011 Annual Report

- FNC review – A review of the relationship between Fairlawn Avenue United Church and The Fairlawn Neighbourhood Centre is underway.
- Uganda trip – Dona Slater, Laura Schlee, and Ben Blackford went to Uganda to learn about life in Uganda and to see how our contributions to World Vision make a difference there.

2. Where we're going:

- Heating project – see report from Tom Clarke below
- Multi-media project – see report from Tom Clarke below
- Governance review – Work is starting to implement the recommendations of the Governance review, including revising our constitution. Anyone with questions, comments or suggestions can direct them to the team of Derek Wishart, Patricia Jones and Christopher White.
- FNC review
- Accessibility Policy
- Communications
- Social Justice
- Myriad of events

3. Money

The main themes regarding our ongoing commitment to financial stewardship are:

- Our commitment to reducing the budget deficit gap
- Continued efforts to improve givings
- Take an innovative approach to our stewardship campaign
- Conduct fundraising to help pay for the new heating system
- Continue to evaluate our staffing needs

4. Community

- Meet the neighbours – We have invited the people who live in the immediate vicinity of the church to meet us on the evening of September 28th to improve our understanding of each other
- Social Justice
- Fairlawn Neighbourhood Centre
- Congregation

Gary Schlee reminded the congregation of our seven objectives for 2011:

1. Enable and empower members and adherents to grow on their journey with and to God
2. Seek out opportunities to engage young families in the community
3. Seek out opportunities to integrate Sunday school and youth into all aspects of church life
4. Strive to make a difference in our neighbourhood and the wider community, through social justice
5. Integrate the new staff model into all that we do
6. Increase lay participation by providing leadership training and mentorship
7. Strengthen our financial and human stewardship through givings, fundraising and use of time and talents.

8) Social Justice – Healthy Food Supplement Motion

Rosemary Pryde provided context regarding social assistance in Ontario (see Appendix B).

MOTION: Rosemary Pryde moved, seconded by Heather McPherson, that

- i. Whereas the basics of food and shelter are out of reach for most social assistance recipients based on current assistance levels; and
- ii. Whereas inadequate benefit levels can lead to chronic hunger among recipients, creating health consequences with both personal and economic costs to us all; and
- iii. Whereas fifteen years ago social assistance levels for individuals were reduced by 22% and the cost of nutritious eating has continued to increase every year since then; and
- iv. Whereas the existence of widespread food insecurity and chronic illness related to poor nutrition is the result of public policy choices, not the fault of people living on inadequate incomes; and
- v. Whereas it is consistent with the theological principles of The United Church of Canada to do so;

The congregation of Fairlawn Avenue United Church urges the Government of Ontario to immediately introduce and fully fund a \$100 per month Healthy Food Supplement for all adults on social assistance as a first step toward meeting basic needs.

The motion was put to a vote and CARRIED.

A copy of this resolution to be forwarded to:

- Premier of Ontario, Dalton McGuinty; Minister of Finance, Dwight Duncan; Minister of Community and Social Services, Madeleine Meilleur; and Minister of Health and Long-Term Care, Deb Matthews
- The members of Toronto City Council requesting their support and endorsement of the \$100 Healthy Food Supplement
- Toronto Southeast Presbytery, Toronto Conference, and the other relevant Courts of The United Church of Canada urging endorsement of this motion, joining with us in making our voices heard.

9) Financial Report – Year-to-date results

Rob Metcalf provided an overview of the financial statements as of the end of August. Results to date are mixed:

- Offerings are up \$1,704 from last year, but \$4,729 less than budgeted.
- Total Operating Income is down \$9,676 from last year and \$10,048 below budget.
- Total Operating Expenses are up \$15,180 from last year and \$7,036 above budget. The main reason is a one-time pension adjustment for Dona Slater.
- Our Net Income is \$24,856 lower than last year and \$17,084 below budget.

A summary of the income statement as of the end of August is provided in Appendix C.

10) Update on the Multimedia & Heating Projects

Tom Clarke reported that almost all of the Multimedia system has been installed including its most visible components: three projectors, three TV screens and their controls. The system has been used for the past three services and we will use more of the system’s capabilities as we learn how.

Tom Clarke reported that the Heating Project has delivered:

- two new high efficiency boilers
- 14 thermostats
- new radiators in the gym
- heat recovery ventilators
- office temperature control

The remaining work includes the improvements to improve our energy efficiency.

11) Minister’s remarks

Christopher White thanked the congregation for their enthusiasm in all of our many projects.

12) New Business

Jannie Mills encouraged everyone to read “Persistent Poverty”. Anyone who would like a copy, can obtain one by asking a member of the Social Justice team.

13) Closing Prayer and Adjournment

The meeting was adjourned at about 1:05pm.

Christopher White led the closing prayer.

Signatures

Chair: _____
Gary Schlee

Date: _____

Secretary: _____
Derek Wishart

Date: _____

Appendix A – Report of the Governance Review Committee

MEMORANDUM

TO: Executive Council of FAUC
FROM: Constitution Review Committee
DATE: May 10, 2011
SUBJECT: Review of FAUC Constitution

Our Mandate

In February 2011, the Executive Council created an ad hoc committee of Jim Sylph, Patty Denbok and Derek Wishart to review the church's governance to identify:

- a) how is the church's governance working?
- b) how can the church's governance be improved?

The Constitution was written and approved in June 2006 (with amendments in 2008 and 2009) following the merger of Fairlawn Avenue and St. James-Bond. It has served the combined congregations well. However, the Constitution was a blending of two different models into a compromise solution that sought to offend neither congregation.

Our Work

The committee has studied the current FAUC Constitution (the Constitution), read Constitutions of 10 other Churches and not-for-profit organizations and interviewed nine leaders within our own Congregation. We also reviewed current recommended articles on developing church constitutions, especially Dan Hotchkiss (2010) on what church boards can learn from non-profit organizations; and John Carver's (2010) governance model.

We did not review the reports that all Committee Chairs prepared for the Transition Team since we were not aware these existed until recently. We are sure these will provide a rich resource if our recommendation to redraft the Constitution is supported.

Summary of Observations and Conclusions

Our key observations are:

1. The constitution starts with our mission statement, but little attention is paid to its accuracy and relevance and what we are doing to achieve it. It has been suggested that if rewritten the Mission could benefit from greater use of language consistent with the Bible.
2. The constitution and The Manual are not well understood and often ignored.
3. Executive Council and Council, Committee, Board members (CCBs) do not have a clear understanding of their accountabilities and how to execute their roles.
4. Executive Council is often bogged down micromanaging detailed operational issues.
5. The constitution calls for more positions than can be filled.

Fairlawn Avenue United Church – 2011 Annual Report

6. Term limits for CCB membership are specified in the constitution but not followed.
7. The constitution is almost exclusively focused on defining the CCB structure.
8. One Constitution of a non-religious group that we reviewed described the role of the Board (Executive Council) simply as this:
 - a) The affairs of the Association will be managed by not less than eight and not more than thirteen elected Board members.
 - b) The Board has the power to take all practicable steps in the effective discharge of its duty to achieve the mission and objectives of the organization as set out in (insert reference), including to establish or dissolve any committee or other grouping, and to take any action that is in the general interest of the organization and not expressly addressed in this Constitution or Bylaws.

The remainder of report provides additional detail about what we learned and our conclusions.

Best Practices

Dynamic and progressive churches do indeed require particular conditions to optimally function and move forward. Christopher White, in conversation, made several striking points, which we found to be fully compatible not only with the literature reviewed, but also with the perspectives offered in other interviews.

- Lean administration and rich ministry opportunities.
- Small board/council to carry out admin and do higher-level functions, such as strategic planning. Must also reflect the demographics of the church.
- Flowing out from this should be ongoing task/working groups that people can flow in and out of that have start and end dates which are months, but not years. Terms limits are also critical to renew and refresh the church's leadership.
- Our constitution must reflect the world in which we actually live.

Our overall conclusion is that the Constitution is too complicated and contains too much detail in respect of the mandates of each of the eight Councils and one Committee (CCBs) detailed in the Constitution. Specific recommendations arising from our review are set out later in this report.

Detailed mandates for the CCBs specified in the Constitution

The following points capture the essence of comments and observations from the interviewees as well as our own views:

1. The level of detail set out for each CCB constrains the work of some of the CCBs.
2. It is not certain that all Chairs (and certainly not all CCB members) are aware of the specified and detailed responsibilities.
3. Some CCBs have identified that they do not have the resources to address all their specified responsibilities and have openly stated their intention to ignore one or more specified responsibility in their day-to-day activities.
4. All those we spoke with believe that the current three level structure (Executive Council, individual Councils, and working groups that report to individual Councils) is unwieldy and should be changed.

OUR RECOMMENDATIONS

1. A new Constitution should be drafted without defining so many Councils or Committees (other than those required by The United Church of Canada). We urge that a modified Constitution consider following the Streamlined Board model outlined in The Manual. The only required committees for this structure are M&P, Trustees, and the Board (or Executive Council). Any other Committee may be formed by a Pastoral Charge as it determines necessary.
2. The Constitution is a MEANS to an end. The Executive Council (and Congregation) should define the END and then draft a Constitution that will make that happen.

Membership of CCBs and terms of service

The following points capture the essence of comments and observations from the interviewees, as well as our own views:

1. The current constitution requires 80 people to fill all of the positions mandated. Finding volunteers to fill all of these roles is difficult and many of these positions are unfilled.
2. We all operate in a busy world of conflicting demands. The Constitution requires that chairs of CCBs also serve on the Executive Council. This demands a significant amount of extra time in addition to that required to serve on the individual CCB.
3. The Constitution requires that our ministers serve on multiple CCBs.
4. Finding volunteers to serve for periods of defined service is becoming increasingly difficult. It seems to be easier to get volunteers for ad-hoc committees.
5. The Constitution mandates that the chair **or representative** of each CCB shall serve on the Executive Council. There seems to be a number of occasions when Executive Council meets without any representation from key CCBs.
6. It is not clear whether a representative of a CCB (other than the Chair) is regarded as an *ex-officio* member when attending Executive Council meetings. (*Ex-officio* members are allowed to attend, and speak at meetings, but not to move or second a motion nor to vote.)
7. If a representative attends in place of his/her Chair and IS allowed to vote then there is a danger that a representative may be asked to vote on matters before the Executive Council with no prior knowledge of the history or debate around a specific issue.
8. The Constitution specifies that no person serves on the same CCB for more than six consecutive years after 2006. Some see this to be a desirable limitation to ensure that members do not become too entrenched in their portfolios. Others fear that this restriction will prevent a member who is performing a superb job and who wishes to continue in that role from remaining involved in the Church's activities. Since the current Constitution mandates that the terms of service restriction takes effect in 2006 there may be mandatory vacancies at the level of Chair of a number of CCBs in 2012. (Alternatively, the Executive Council can extend the maximum terms of office if circumstances require.)

OUR RECOMMENDATIONS

1. We strongly recommend that a new Constitution is modified to:
 - a. Remove the current requirement for mandatory rotation for general members of any of the Councils specified in sections 3.3 to 3.10 of the Constitution.

Fairlawn Avenue United Church – 2011 Annual Report

- b. Maintain a mandatory maximum term of service for the Chairs of the Councils specified in section 3.3 to 3.10.
- c. Maintain a mandatory maximum term of service for members of the Executive Council.

We see the current maximum term of six years to be reasonable. We understand that this may result in volunteers who are performing an exceptional job having to step down for a period. But it also will require volunteers who are not performing well to step down and be replaced by others who may be able to devote more time and skill to the job. In a congregation that relies on mutual respect and tolerance it is very difficult for the Executive Council to challenge and replace a volunteer who believes they are performing well and who wishes to continue in their role. It also helps to ensure a healthy supply of new ideas and talent.

2. We believe that smaller “permanent” Councils should be supplemented by more nimble working committees that might be created for specific projects or short time periods. We believe that many members of the congregation will commit to support an activity that has a finite purpose and life.
3. We recommend that FAUC develops and implements a training program so that new CCB members understand their responsibilities and accountabilities and the policies and processes of the church.

Role and Operation of Executive Council

The following points capture the essence of comments and observations from the interviewees, as well as our own views:

1. Some believe the Executive Council should become larger and function as a community building leader with all Chairs of all Councils and working groups being considered members of the Executive Council with full attendance and voting rights. Others believe it should be more streamlined. A third alternative is that Executive Council operate primarily as a policy making body. These views must be reconciled. We believe the Executive must fully explore what role it sees the Executive Council should perform. The structure that a Constitution will take will be driven by this decision.
2. The constitution starts with our mission statement, but little attention is paid to its accuracy and relevance and what we are doing to achieve it.
3. Many members of Executive Council do not seem to understand the current constitution nor do they understand The Manual.
4. Many members of Executive Council do not have a clear understanding of their accountabilities and are unclear about how to execute their roles.
5. Executive Council is often bogged down micromanaging detailed operational issues.

OUR RECOMMENDATIONS

1. Amend the constitution to make it clear that the primary role of the Executive Council is to identify the mission of the Church and foster its achievement.
2. Change the composition and/or training of the Executive Committee to ensure that EC members understand their role and accountabilities and how they should be executed.
3. Make the Executive Council a policy body (“ends”) and use a mix of permanent and hoc committees to execute (“means”).

Role of Staff

The United Church is the only organization we know that believes that a church thrives without a leader. Team ministry did not work at FAUC. We believe in fact it can't work and it's unfair both to staff and to the congregation. Ultimately, the buck has to stop with someone and someone must help the staff to shape the overall ministry of a church and implement the board's directions. That doesn't happen without designated leadership.

The current staff structure has some staff reporting to other staff, to a Committee or to Executive Council. This is unwieldy and does not provide for effective and consistent management, mentoring or performance appraisal.

OUR RECOMMENDATION

1. We recommend the Minister should be defined as staff team leader and this should be formalized in a new constitution.

We recognize that acceptance of this recommendation (whether or not it is combined with Constitutional change) will require amendments to employment contracts, terms of reference and FAUC documents and process.

CONCLUSION

Our mandate did not ask us to redraft the Constitution or even answer all of the issues that a redrafting would need to address.

However, the work we have performed confirms our belief that a significant redraft of the Constitution is needed to:

1. Clarify the role and size of the Executive Council.
2. Remove the lengthy list of formal Councils and terms of reference in the current Constitution.
3. Amend the terms of service for volunteers to give preference to short term project oriented activities while maintaining some longer term participation to maintain the "institutional knowledge" within the congregation.
4. Clarify the reporting lines for FAUC staff.

Submitted on behalf of the ad-hoc Committee, Jim Sylph.

Sources of Information Consulted for This Report

Constitutions Reviewed

- Augustine United **Church** – Winnipeg, MN, June 2010
- Churchill Park United **Church** – Winnipeg, MN, February 2006
- Fairlawn Avenue United **Church**: Constitution of Fairlawn Avenue United Church, June 7, 2009
- Gilmore Park United Church: “Governance Policy” Model, February 2009 (All work falls under either “Ends” (the Ministry) or “Means” (i.e., how the work will be accomplished))
- Grace United **Church** – Sarnia, ON, Sept. 19, 2008
- Hillhurst United **Church** – Calgary, AB, Organization Manual 2006
- Metropolitan Community **Church** – Toronto, ON, Values, Beliefs, Vision, Mission, July 2003
- Northlea United **Church** – Toronto, ON, October 2009
- Parkwoods United **Church** – Toronto, ON, January 23, 2011
- Westbank United **Church** – Westbank, BC, January 19, 2006

Printed Works

Carver, John (2010). Policy Governance Model
www.carvergovernance.com

Hotchkiss, Dan (2010). Learning From Nonprofits: How Church Boards Can Benefit From Secular Practices
danhotchkiss.com/blog/wp-content/uploads/2010/02/9508-Defining-Community-Ministry.pdf
(On Carver’s “Governance Policy” model. Everything falls under “Means” or “Ends.”)

Toronto Southeast Presbytery, Toronto Conference of the United Church of Canada, Governance Handbook (2009)

Congregational Organization Handbook, United Church of Canada (2006)

The Manual 2010, United Church of Canada (2010)

Hotchkiss Article Summary

The following is an extract from Learning from Nonprofits: How Church Boards Can Benefit From Secular Practices by Dan Hotchkiss:

Six Core Principles of Good Governance

Under any system of governance, certain core principles should apply:

1. **Don't invite people to participate on a work crew and trap them into a deliberate body, or vice versa.** Democracy is fine, but it defeats itself if every group that gathers reconsiders what has already been voted. Policy bodies should include a variety of members; task groups should include only those who are in favor of the task. Once the direction has been set through proper process, someone should be charged with getting the job done.
2. **When delegating responsibility, clearly state the goals to be achieved and the scope of the authority granted.** This principle applies to staff and volunteers as well as boards. Too often, congregations plug people into generic positions or point them in vague directions, then expect them to come back repeatedly to let the board rehash every decision and vote every dollar. No wonder it is sometimes hard to find volunteers! It is not fair to hold someone accountable for results when the results have not been specified, or to blame someone for violating an unstated rule. Minutes spent clarifying expectations can save hours of hesitation, duplication, and conflict in the long run.
3. **Boards speak as a body, not as individuals.** Carver rightly emphasizes that individual board members have no special authority outside board meetings. Board members often play program leadership roles as well, but need to always remember which hat they are wearing.
4. **Boards speak through written policies.** Like any human gathering, a board meeting is a cauldron of informal, nonverbal, and emotional communication. People come away from meetings with a "sense of the board" on any number of topics. Good boards make it clear that staff and others will not be expected to read the board's mind, but must read actions in the minutes as the final word.
5. **Staff and volunteers need clear direction, clear limits, and maximum flexibility in choosing means.** Whether or not a board decides to adopt Carver's precise system for board policy-making, his idea of the mixing bowls is useful. The concept is similar to Sacred Cows Make Gourmet Burgers author William Easum's "permission-giving" style of congregational life. If the board articulates a clear ministry vision and sets limits, it will feel safe allowing staff to make the smaller choices.
6. **The staff and volunteers should be responsible for managing their own work.** The larger the congregation, the more important it is that the staff be unified and that boards and committees avoid triangulating themselves into staff work. This does not mean that the staff needs to be strongly hierarchical, or that others cannot be included in goal-setting, evaluation, conflict resolution, and decision-making, but these things should be done under the direction of the staff member who will be held responsible for the results.

Appendix B – Healthy Food Supplement Motion

This appendix provides background regarding the Healthy Food Supplement Motion.

In March 2010, Fairlawn Avenue United Church expressed its support for the Ontario Government's Poverty Reduction Strategy and urged the government to ensure that the Social Assistance Review, announced in December 2009, be completed within 18 months (June 2011) and that its recommendations be acted upon in a timely manner.

1. Current rates for those on social assistance as at December 2010:

Single adult:

Receives: \$592.00 per month

Estimated basic expenses [see #2 below]: \$1,044.22 per month [bachelor apt in Toronto]

One adult and one child under 13 years of age:

Receive: \$1,014.00 per month

Estimated basic expenses [see #2 below]: \$1,307.60 per month [one bedroom apt in Toronto]

2. Food and Shelter Costs

CHMC April 2011 Spring Report on Rental Apartments

Average rent in Toronto: bachelor: \$805 per month; one bedroom: \$969 per month
Average rent across Ontario: bachelor: \$737 per month; one bedroom \$850 per month

The Market Basket Measuring Tool, Public Health Unit, City of Toronto

Food costs for a single male, aged 31-50 years, living on his own: \$239.22 per month in 2010.

Food costs for one female adult aged 31-50 years and one child aged 9-13 years: \$338.60 per month in 2010.

Note: The Market Basket Measuring Tool is based on 67 food items collected from 12 stores in the city.

3. Why are children not the focus of this motion?

- The Ontario government introduced the Ontario Child Benefit in July 2008. While the benefits are still not sufficient to afford healthy food, it has been determined by Poverty Free Ontario that adults have been left behind and need our attention.
- Children will be the recipients indirectly of an extra \$100 per month given to their adult caregiver.
- The issue of sufficient benefits for families needs to be addressed in broader terms through the Social Assistance Review. The \$100 Healthy Food Supplement is one important element of this.

Appendix C – Year-to-date Income Statement

FAIRLAWN AVENUE UNITED CHURCH					
Income - August 31, 2011					
	Actual	Budget	Change	2010	Change
Revenue					
Offerings	217,556	222,285	-4,729	216,362	1,704
FNC	12,660	14,400	-1,740	14,593	-1,943
Community Life	1,130	1,800	-670	2,055	-925
Rental Income	41,632	42,048	-416	39,568	2,068
Other Income	1160		1160	8,427	-7,277
Special Events	8,366	12,000	-3,634	11,669	-3,303
Total Operating Income	282,485	292,533	-10,048	292,161	-9,676
Expense					
Administrator	26,491	23,417	2,074	23,290	2,201
Executive Council	811	1,000	-189	1,439	-628
Faith Development	2,309	4,430	-2,121	4,520	-2,211
Pastoral	2,432	7,114	-4,682	2,484	-52
Volunteer Resources	175	200	-25		175
M&P	286,630	276,775	9,855	262,291	24,339
Property	40,526	39,108	-1,418	51,323	-10,802
Worship	26,545	24,940	705	23,387	2,158
Total Operating Expense	383,920	376,884	7,036	368,740	16,180
Net Income	-101,435	-84,351	-17,084	-76,579	-24,856
M&S	42,091	36,972	6,119	41,203	888
Food Bank	1,865	1,950	-85	1,643	222

Council and Committee Reports

1. FAITH DEVELOPMENT COUNCIL

ADULT EDUCATION COMMITTEE

The Adult Education Committee consists of the Chair, Esther Ewing, Zen Skibinski, Brian Death, Margaret Harper, Jan Schlee and Kathryn Cullen. The Committee was supported this last year by Christopher White and Eleanor Edwards.

The events for 2011 included:

- A three-part Lenten series presented by Christopher White based on the book, *Twelve Steps for Living a Compassionate Life* by Karen Armstrong.
- An evening of exploration of social identity presented by Dr. Wenh-In Ng.
- A 1.5 day workshop co-presented by Tom Cullen and David Burman on the first day of November 5th and co-presented by Tom Cullen and Kathy Salisbury for the follow-up session on the evening of November 8th.
- A three-part advent series presented by Christopher White called “A Spiritual Journey to Christmas”.

Respectfully submitted by Esther Ewing, Chair, Adult Education.

CHILDREN’S EDUCATION

This has been a transitional year in Children’s Education. In the coming year all the committee members will be new and there is currently no Chair. Despite all of this coming and going, the Sunday School has had another great year. Weekly attendance has averaged around sixty children between the ages of two to seventeen. The need for teachers and committee members has never been greater as the Sunday School grows.

The biggest event this year was the introduction of the Bethlehem Market. During the weeks running up to the Market on December 18th, the children in the Sunday School worked on artifacts for display at the market and practiced the performing the Angel song. The members of the Youth class built the well (during Youth Group). By the time the day arrived, everyone was ready. Singing and signing is a staple of the Sunday School and it was wonderful to see the children perform *Have you Heard the Angels* for the congregation. The Sunday School teachers were amazing with the children and the Market could not have been pulled off without their help! Teaching the story, helping with crafts and costuming - the children required far more than the usual teaching unit. From Susan, Dona and Christopher - thank you! It couldn’t have been done without you. Special thanks to Derek, Patrick and Jill for their help building stalls and recruiting our artisans. It was so much fun working and creating with you!

This event, together with the rich traditions of the Sunday School picnic in the spring, and the Welcome Back pancake breakfast in September, rounded out a great year.

Respectfully submitted by Dona Slater-Blight, Minister of Children and Youth.

LIBRARY

This has been a great year for the library. We had a children's book sale during one coffee hour in the fall. Many people purchased books at this sale and donated them to the library. Thank you to those people for their generosity.

Another big thank you goes out to Peggy Williams, Patricia Watson, and Marge Kelly who helped weed the collection in the spring. We had many out of date books and these women spent hours going through the collection and eliminating them. Our library looks much better as a result.

The library also started the Happy Book Club. The goal of the book club is to encourage cross generational friendships. Many people with young families cannot participate in coffee hour and miss out on an opportunity to get to know other people in the congregation. The hope was that this book club will give new and younger members an opportunity to make friends at Fairlawn. The book club meets every third Monday of the month from September to June. We try to choose books that are uplifting. New members are always welcome.

Respectfully submitted by Michelle Sparrow, Librarian.

YOUTH

It has been a highlight year for the youth at Fairlawn. The Junior (Friday) group has continued to grow and currently has 10 to 15 youth weekly. The Senior (Thursday) group has 3 to 4 core members and an additional 7 who come to events. Throughout the year there have been a number of events that brought both the junior and senior youth together. Swimming and BBQ, bowling, monthly Frantics, and a very successful 30 hr Famine in support of World Vision all brought kids together for fun and fellowship. Youth church (part of Sunday School) continued to average between 10 to 15 youth every Sunday.

This year the Famine had 49 young people register and 37 spend the night. They set a new record, raising \$10,250. Nearly one quarter of the donated funds came directly from members of Fairlawn Avenue United Church! This qualified our group to be entered into a draw for a trip of a life time to Uganda. We won and three of us headed off to see what the funds from past 30 hr Famines had accomplished. It was a life changing trip and it became clear that what we have done by holding the Famine yearly has saved lives!

The Christmas Eve pageant engaged the junior youth group members who rehearsed every Sunday beginning in November right up until Christmas! They performed *A Charlie Brown Christmas* to a packed church for both Family Services.

The greatest part of the youth activities this year has been to watch the close friendships that have formed. Many of these friendships may last life times. All of them will be remembered for a life time!

Respectfully submitted by Dona Slater-Blight, Minister of Children and Youth.

2. FAITH IN ACTION COUNCIL

“We sing God’s good news lived out – a church with a purpose –instrument of the loving Spirit of Christ.” From A Song of Faith – The United Church of Canada

The Council is comprised of representatives (usually the Chairs) of designated support teams, The Fairlawn Neighbourhood Centre, and one or two ‘members-at-large’. The Faith in Action Council has the overarching responsibility for *“supporting the congregation in living out the Christian faith in the world beyond the church”*. To this end we are asked to *“review and encourage the objectives of our support teams. (And) to coordinate the activities between these support teams, other councils and outside agencies”*.

The Council continues to struggle with how best to carry out these responsibilities within a framework of four meetings a year which have evolved into reporting more than planning and coordinating meetings. Perhaps a new governance structure will provide some guidance.

In the meantime, we owe a great debt of gratitude to each of the support teams and The Fairlawn Neighbourhood Centre that have been faithfully working to fulfill their specific missions and responsibilities: The Green Team; Social Justice Team; Boarding Homes Ministry; Community Support and the Benevolent Fund.

Finally, the Council has responsibility for our congregation’s annual contribution to the Mission and Service Fund of the United Church of Canada. Judy Fleming is the steadfast behind-the-scenes organizer who ensures that there are readers for each scheduled *Minute for Mission*. These Minutes for Mission are the primary way that the congregation learns about the work of M+S in Canada and around the world and is encouraged to make regular donations. During 2011, our contribution totaled \$67,002 compared to \$64,560 for 2010.

My congratulations and sincere THANK YOU to all the members of the Faith in Action Council. You will find there is much to be thankful for in the team reports that follow. And for next year.... more of the same commitment and good work.

Respectfully submitted by Jannie Mills, Chair, Faith in Action Council.

AFFIRM WORKING GROUP

The Affirm Group was formed to review the process of becoming an Affirming Church and to devise a plan for the Fairlawn congregation to enter into the process and eventually make a decision about becoming an Affirming Church. We contacted the National organization, Affirm United, and obtained the information about the Affirm process and informed them of our intention to enter into the process. The group has had one meeting at which we looked at the church’s vision of inclusiveness and devised a staged plan to carry out the Affirming process. A second meeting is planned to look at Stage 1 of our plan. Anyone interested in joining the group is invited to contact Rob Metcalf at 416-932-5298.

BOARDING HOMES MINISTRY

We have had another interesting year visiting our boarding home. Some of our long-term friends have moved away which is difficult to experience. But then new people arrive and we have the enjoyment of getting to know them. During the year, the major festivals - New Year's, Valentines, St. Patrick's Day, Lent, Easter, Pentecost, Canada Day, Thanksgiving, Remembrance Day, Advent, Christmas - have been the themes for our worship together at the home. Our Canada Day Barbecue and our Christmas Party continue to be the highlights of our times together. The funds that we receive from Community Support (Outreach) allow us to provide Christmas presents to all the residents and this year our Christmas Party expenses were covered by the Presbyterian award to our parent Boarding Homes Ministry organization for its innovative ministry. In addition, all our residents and team members were recipients of prayer shawls knitted by members of Presbyterian churches across Canada - warm gifts indeed!

We are always looking for people who are interested in joining the team - call a team member listed below if you want to know more. Call Connie Buck if you can provide baking for our visits, and if you wish to support us financially, we would welcome your contributions through Community Support (Outreach) on your envelopes or through PAR. Thank you for your support over the past year

The Boarding Homes Ministry Team at Fairlawn

Connie Buck - 416-489-0677
Al Fleming - 416-485-5541
Judy Grout - 416-488-3772
Rob & Sue Metcalf - 416-932-5298
Kathy Salisbury - 416-486-8303
Don Urquhart - 416-489-8967

COMMUNITY SUPPORT COMMITTEE

Your Community Support Committee (formerly Outreach), would like to thank you for your support during 2011. We were able to send our Outreach partners \$29,950 this year. Our partners have been selected from the United Way list of the agencies most in need of financial support. We based our selection on the marginalized in the following groups:

- children (0-6 years)
- youth (13 -21 years)
- families
- survivors of domestic violence
- seniors
- immigrants or newcomers
- homeless at the discretion of the committee

We also established that partner agencies for our ministry would be selected from:

- recent research indicating urgent needs in Toronto poverty zones
- new appeals received at the Church
- agencies where members are active, and
- agencies previously supported.

Fairlawn Avenue United Church – 2011 Annual Report

The 25 agencies we supported this year include:

- Albion Neighbourhood Services
- AURA (Anglican United Refugee Alliance)
- Camping Opportunities (United Church camps)
- Camp Scugog
- Central Neighbourhood House
- Christian Resource Centre
- Community Microskills Development
- Delisle Youth
- Eva's Initiative
- Fairlawn Avenue's Boarding Homes Ministry
- Fred Victor Centre
- Jane/Finch Community Senior's Services
- L'Arche Toronto
- Massey Centre
- Woodgreen Red Door Shelter
- Regent Park Knitting Program (Headed by Eleanor Heinz)
- SPRINT
- St. Stephen's Community Centre
- Street Health
- Thorncliffe Neighbourhood Office
- Yonge Street Mission
- Sistering
- The Stop
- Voices from the Street
- Out of the Cold, Metropolitan United Church

Respectfully submitted by your 2011 Committee:

Valerie Briggs, Pam. Ferris, Elaine McCarthy, Mike Skibinski and Patti Vipond.

FAIRLAWN GREEN ACTION

Our Vision: **Fairlawn is a green community that leads by example; is a voice to educate ourselves and others to reduce greenhouse gas emissions at church, at home, in the community and in our workplaces.**

We **“live with respect in creation”** and work to preserve the earth as we know it, and its gifts on which we all depend.

In 2011, Fairlawn Green Action continued working in the Fairlawn community and in the Toronto communities of faith to promote awareness, action, and advocacy on the climate crisis.



“An estimated 350,000 people die each year due to major diseases and health disorders related to climate change...predominantly in Sub-Saharan African & South Asia” reports DARA’s Climate Vulnerability Monitor <http://daraint.org/climate-vulnerability-monitor/climate-vulnerability-monitor-2010/health-impact/>.

We would like to thank our team members, and all those who work with us. We highlight a few of our activities below, with more information on our web page <http://www.fairlawnavenueunited.ca/green/>.

Networking

- Green Awakening Network (GAN): <http://www.tucc.ca/churchdevelopment/green-awakening-network.html>. Tom continues on the Steering Committee and helped plan, organize and deliver the Annual Conference in March, co-hosted with Greening Sacred Spaces (GSS). GAN was selected as a finalist for the 2011 Green Toronto Awards by the City of Toronto in the Community Project category.

Facility Improvements: The “Light Brigade” 2007 efforts continue to reduce greenhouse gas (GHG) emissions indirectly and save \$2500 annually. We applaud the efforts of Property Council guiding the installation of the new heating system, controls and heat recovery ventilators and the GHG reductions they provide. We were happy to forward the remaining \$2000 of the GSS grant received in 2006-7 to the project. Bravo!

Education

- Nov 5 & 8 –With the outstanding support of Esther Ewing and Kathy Salisbury of Adult Education, we held an **“Awakening the Dreamer/Changing the Dream Symposium”** with a follow-up action session. The purpose of the Symposium is to **“bring forth an environmentally sustainable, spiritually fulfilling and socially just human presence on this planet”**. Thanks to all 30 participants and co-facilitators David Burnam, Michele Meehan, and Tom.

Advocacy

-Tom attended the Citizens Climate Lobby (CCL) <http://citizensclimatelobby.ca/> training and is very excited about this focused movement. CCL’s objective is to build political will for a liveable world. CCL volunteers are working to contact every MP and MPP that represents us.

Elections

- In both the federal and provincial elections of 2011, we communicated important information to support environmentally sound policies and voting decisions.

Mardi Tindal

- We were proud to support the messages and appeals by the United Church of Canada Moderator, Mardi Tindal, to make climate change action an important facet of our lives and behaviours.

2012: Branding, Integrated Actions & Renewed Leadership

In 2012, we look forward to our branding project to identify and consolidate who we are as a community and who we want to be. We hope the exercise will broaden and deepen our community’s awareness and actions to create the leadership expressed in our vision, as part of our Faith in Action.

Respectfully submitted by Tom Cullen, Fairlawn Green Action.

FAMILIES HELPING FAMILIES

For the 10th year in a row, the Fairlawn Avenue United Church congregation and community have donated toys, books, craft supplies, cosmetics, gift cards, knitted hats and mitts, grocery gift cards, and money to Toronto families participating in the Boundless Adventures Young Family Program. In 2011, the congregation donated to 45 different families and 74 children. The positive feedback from the program participants and staff was again overwhelming and it is clear that our contributions are needed and appreciated. Unfortunately due to funding issues and staffing changes, the Young Family Program is in it's last year. It ran for 14 years and helped hundreds of families in Toronto gain support, hope, skills and confidence to overcome some to the challenges they endure in their everyday lives. Our dedication to the program through our Families Helping Families program has been an integral part of the Young Family Program and we are proud to have been able to have this partnership.

We look forward to a new and exciting holiday giving project for 2012!

Respectfully submitted by Laura Ziliotto.

SOCIAL JUSTICE TEAM

2011 was a year of change for our social justice team as long-time chair Jannie Mills stepped down after more than seven years. She worked tirelessly on behalf of others and specifically with the development of deeply affordable housing projects at CRC, Monaco Place, Parkdale Green Phoenix and Fred Victor Centre. We send her our gratitude.

Our social justice focus is poverty reduction in Ontario. Inspired by the life and teachings of Jesus and through education and partnerships, we continue to advocate for the reduction [and ultimate eradication] of poverty.

Thousands of families and single people continue to live in appalling states of poverty. Many are still impacted by the combination of changes in the job market and the recent recession. According to the Daily Bread Food Bank, record numbers of the working poor are relying on its help each month. The inadequacy of social assistance rates also has a profound impact on the ability to meet their core housing needs and put food on the table. We addressed this issue through the following activities.

Speaking Up. Speaking Out. – motions, briefs and letters

- The \$100 healthy food supplement

At our semi-annual meeting last September, the congregation passed a motion prepared by the team that urges the provincial government to support a \$100 healthy food supplement for all adults on social assistance as a first step to addressing the true costs of living. Letters were sent to the Premier and Ministers for action and to city Councillors and the Chair of Presbytery for endorsement of this motion. While it does not look positive given the state of the deficit, we continue to press our argument that for a relatively small increase we would reap long term health and societal benefits.

Fairlawn Avenue United Church – 2011 Annual Report

- Ontario Social Assistance Review

Last August, we sent a submission to the Social Assistance Review Commission urging the Commissioners to recommend an increase in social assistance rates; remove the claw back provision so that those who find work can actually get ahead; and urge implementation of the \$100 Healthy Food Supplement.

- The Toronto Community Housing Corporation [TCH] planned sell-off of housing stock

Many currently living in TCH housing do not know if they will have a home next year and the financial arguments put forward by TCH for the sell-off do not seem to make sense. We enlisted the help of housing expert Joy Connelly to work with us on a two-page outline of the issues, TCH arguments, and suggestions for use in a letter-writing campaign to city Councillors.

New Community Initiatives – St. James-Bond UC Trust Funds

- CRC Community Advocate and Southeast Presbytery Social Justice Project

Monies from the St. James-Bond Trust Fund were used this year to expand our community reach. Rene Adams, CRC Community Advocate, was hired to increase community involvement in the neighbourhood surrounding CRC and to provide insight to the Fairlawn congregation about living on social assistance. The Southeast Presbytery project is designed to assist churches that want to begin work on social justice but are unsure where to start. Beth Baskin started work as the social justice rep in May 2011.

- Poverty Free Ontario

Fairlawn was a lead sponsor of this project which encouraged communities across the province to support poverty reduction initiatives. The project established a solid cross-province network of individuals and organizations that can easily mobilize for the next issue and enhanced relationships among organizations, churches, MPPs and local media.

The Larger Community

- Our Community Partners: Liaison with Housing Grantees

This past fall we began a series of liaison visits with those organizations that had received housing grants to determine how we can use their expertise to educate us on issues of poverty and to strengthen the relationship through volunteer opportunities for Fairlawn members.

- Voices for a Just Society

This multi-denominational church group in North Toronto initiated by the social justice team two years ago went from vision to action this year during the provincial election. Armed with a roster of questions on poverty, housing, support for disabled Ontarians and prison reform, teams of three representing different denominations fanned out to visit candidates in North Toronto ridings and seek their views on these important issues.

- Candidate Meetings

We organized candidate meetings for the federal election in April and the provincial election in November. Nearly 150 local voters attended each of the sessions capably moderated by Gary Schlee.

Workshops and Activities

- Social Justice Sunday featured CRC staffers Housing Manager Phil Nazar and Executive Director Debra Dineen.
- Fairlawn Reads: an after-church book meeting to discuss *Lives Still in the Balance* and identify what we as individuals can do to make a difference.
- From your Social Justice Team in the Sunday bulletin – quotes and pearls of wisdom from many sources that have meaning for all of us.
- Our Social Identity, a workshop held in conjunction with Adult Education lead by Wenh-In Ng.
- Stand Up. Speak Out. A workshop held in partnership with Eglinton St. George's United Church featured Poverty Free Ontario's Peter Clutterbuck discussing what could be done to eradicate poverty in this decade and how we could re-think the stereotypes of poverty.
- Strategy Session. More than 30 members of Fairlawn met to offer ideas for future social justice work. Involving more in the congregation, particularly our youth, and celebrating what we have accomplished were two key messages from the evening. While we are still working through the myriad of ideas, we have begun meeting with the youth group to give them an idea of what we are all about and discuss what would interest them about social justice. We identified a few initiatives for them including working with candidates during the election campaigns and helping to get the new units at 40 Oaks ready for the tenants.

Thank You

We were pleased to involve three members of the congregation in two short-term projects this year that focused on developing guidelines for our work. I want to thank Jennifer Duchesne, Patti Smith and Robin Harkness for their time, expertise and talents.

I also want to say a few words about the amazing social justice team. Collectively, they are enthusiastic, creative, passionate and fun; and they all bring individual strengths and talents to our work. My heartfelt thanks go to Shirley Bush, Greig Clark, Kathryn Cullen, Judy Grout, Heather McPherson, Jannie Mills, Marilyn O'Connell, Jan Schlee, Mike Skibinski and Esther Steen - every one of whom worked tirelessly to seek out what needs to be done to make life better for others and then doing something about it. Passionately engaged indeed!

A Final Word

Planting seeds is often what social justice is about. We planted many seeds this year with the help of the congregation and our partners. Team member Mike Skibinski reminded us that *"Just because we plant seeds, we cannot assume that the harvest is automatically our task. It may be the responsibility of others."*

But sometimes, we reap the harvest too. Ten years ago, a committed group of visionaries decided that we should invest in housing for those for whom a safe, warm place to live is out of reach and began the journey to build 40 Oaks. During the last week of December 2011 many members from the Fairlawn congregation helped to make the 87 units at 40 Oaks an inviting home for the new tenants. This is what makes it all worthwhile.

Respectfully submitted on behalf of the Social Justice Team, Rosemary Pryde, Chair.



THE FAIRLAWN NEIGHBOURHOOD CENTRE

Annual Report from The FNC Chair of the Board of Directors January, 2012

It is with great pleasure that I report to Fairlawn Avenue United Church, on behalf of the board of directors, staff, and volunteers of The Fairlawn Neighbourhood Centre. 2011 marks the end of what I see as a two year transition at The FNC. Let me tell you about the factors which have contributed to this transition.

First of all, I can now say with confidence that Naomi Schafler has completed her transition to the helm of The Centre. She now knows all the members, instructors, volunteers, and community partners; she has learned all the key services and programs; and she fully understands the unique issues and concerns of The FNC. Over the past two years, Naomi has used her people skills, creativity, and pragmatic approach to refresh The Centre's programs and business model.

As the second transition item over the past couple of years, the board and senior staff of The FNC have worked very hard to address the financial reporting concerns with Canada Revenue Agency. I am extremely pleased to report that this issue is now behind us, and we can now move forward. I again extend my sincere thanks to Heather de la Rua, Elsie Redekopp, and Naomi for all their hard work in steering us through this challenge.

The third, but not the least significant, transition for The FNC over the past couple of years, is in our relationship with FAUC. We cannot forget that The Centre was originally created as a vision of Fairlawn Heights United Church; an outreach project to celebrate Fairlawn's union with Armour Heights United Church. In fulfilling our mandate "... to provide non-denominational, educational opportunities for personal wellness and growth in a caring, dynamic and community-focused way that celebrates and values all members of the community", we've come to realize that we can be more successful in achieving this if we work together with the church. I'm delighted to report that Naomi and Christopher have embraced the opportunity to work together for the mutual benefit of the church, The FNC, and the community, and I look forward to great things!

Our major fundraising event of 2011, *Treasure Our Neighbourhood*, was a tremendous success. This year a silent auction was introduced, to the delight of many. The food was amazing, thanks to the generosity of many local restaurants, the music was great, and even Christopher White found his inner pirate, complete with parrot!





A new event we held this year, in partnership with the church, was the Family Dance on October 29. Targeted to young kids from 3-10 years of age, plus their parents (and even grand-parents!), the event drew a terrific crowd of energetic dancers and music lovers. What a fabulous way to bring families- both church members and others- into our church to have fun and meet others from the neighbourhood!



Before I close, it would be remiss for me not to bring to everyone's attention the donations that The FNC has worked so hard to gift to the church this year. Not only has The FNC (under Naomi's capable direction) designed, managed, and financed the construction of new coat racks on the landing outside the west door to the sanctuary (an infinite improvement!). But, in addition, The FNC has donated \$6,000.00 to the church, in part to finance the acquisition of a defibrillator- a great addition to benefit all users of the building! And

last but not least, the monthly contribution from The FNC to FAUC will increase by \$100, to increase the church's coffers by \$1,200.00 in 2012. A true partnership in so many ways!

To conclude, I can only count my blessings in having the privilege and honour to work with everyone at Fairlawn- The Centre and its tireless staff, volunteers, and instructors; the church whose people do amazing work both within our community and beyond; to Rob Metcalf for so generously giving of his time to review our books at our year-end; and this community- our members and friends, without whom we'd have nobody to serve. Thank you to all of you!

A handwritten signature in black ink, appearing to read "KHD".

Kristy Duncan
Chair, The FNC Board of Directors

WALK-IN SUPPORT

The fund from the special Benevolent Fund envelope offerings collected on Communion Sundays is distributed to people coming to the church when they are in financial difficulty. This year we have been overwhelmed at times by the number of people coming for assistance and we are running low on the resources available to provide this support. We will have to reassess our distribution policy.

Typically we provide a \$25 food gift card, \$10 Tim's gift card and 2 TTC tokens, coffee, an apple, encouragement and prayer. We do communicate between churches when it becomes obvious that someone is abusing the system. We started the year with \$5,742 in the fund, you contributed \$1,806 during the year (\$2,820 in 2010), we distributed \$6,614 (\$2,368 in 2010,) and at the end of the year we have \$934 (\$5,742 in 2010) with which to begin the new year. As you can see we contributed about \$1,000 less this year when we were increasing our support to those in need because of the current low government support rates.

Thank you for your contributions to this compassionate work.

Respectfully submitted by Rob Metcalf.

3. FINANCIAL STEWARDSHIP COUNCIL

The Council wishes to thank everyone in the congregation for their financial support during 2011. Also we thank those who made a special effort in the closing months of the year to help us to reduce our deficit. With an ever increasing number of charities asking for our support, we appreciate your efforts on behalf of our church.

The Council meets most months to review the Financial Statements, and examine the financial health of the church. In the fall, we are responsible for preparing a budget for the upcoming year, and we also oversee the counting of the offerings each Sunday.

During 2011, due to the personal initiative of Allan Hux and Denise Graham, we instituted a program of purchasing gift cards where the church receives monies from the sale of these gift cards. In our first year, 69 different people used the service, and revenue raised for the church was \$1908.37. This program is an easy way for the congregation to raise money without any additional cost to the purchaser of the gift cards. We look forward to seeing this grow in the future.

During the spring months, we initiated a Stewardship Awareness program, with the help of Eleanor Edwards and the Reverend Deb Hopper from the United Church's Stewardship Services. These Time, Talent, and Treasure seminars were attended by well over 100 members of the church, and served to emphasize the nature of Stewardship being more than donating money.

In the fall, the Council ran a Stewardship Campaign with emphasis on deficit reduction, and increased givings in 2012. We encouraged people to pledge and to use Pre-Authorized Remittance (PAR) to help us better administer the use of Local Funds.

We also posted the various methods of donating to the church on the church's website. Included in this was a means whereby you could donate directly from our website, through **Canada Helps**, primarily for those who might be a transient or one time donors.

Narrative Explanation of the Financial Statements 2011

To try and indicate how our statements work, we need to know that we have **Revenues** from all sources, and **Expenditures** from all sources, and the resulting **Balance** at the end of the year.

$$\text{Receipts} - \text{Expenditures} = \text{Balance}$$

Our **church receipts** - can be put into 3 broad categories, with the percentage indicated for each category:

- (i) Members Givings to our church – 77%
- (ii) Use of the Building by outside groups and individuals – 19%
- (iii) Special Events and Fundraising – 4%

Our **church expenditures** – can be put into 4 broad categories, with the percentage indicated for each category:

- (i) Salaries and Benefits of Employed Personnel – 74%
- (ii) Maintenance of our Buildings – 10%
- (iii) Costs of our Church programs – 9%
- (iv) Administration – 7%

In order to balance our books in 2011, we drew monies from the Board of Trustees. Approximately \$35,000. is provided automatically from the Trustees to meet the housing allowance expenditure, while the remainder covers the deficit. This money comes from interest and income earned by the Trustees on our investments.

The members of the church are to be commended for their givings this year. There was a 5% increase in local givings in 2011. Unfortunately our expenses increased by 6% during the year. Thus, we continue to run a deficit as a congregation, and as a Council, we will continue to work to improve our financial position in 2012.

Respectfully submitted by Al Fleming, Secretary, Financial Stewardship Council.

PLEASE NOTE: Copies of our audited Financial Statements and the Proposed Budget for 2012 will be available at the Annual General Meeting on February 26, 2012 and in advance through the Church Office.

Please contact Marilyn Pirie at marilyn@fairlawnavenueunited.ca if you would like to review these prior to the meeting.

4. MINISTRY AND PERSONNEL COMMITTEE

The Ministry & Personnel Committee (M&P) provides guidance, support and feedback to our full- and part-time staff on behalf of the congregation and the committees and councils with whom our staff work. We meet monthly on the 2nd Tuesday between September and June.

Our key 2010-2011 objectives stated that M&P would:

1. Support the staff in the implementation of the new staffing model arising from the new direction from the Joint Needs Assessment and Joint Search Committees.
2. Help staff with their professional development needs and find appropriate support and training.
3. Clearly communicate staff roles and responsibilities, including relationships with FAUC councils and committees, and make this information available to all councils and committees, staff and members of the congregation.
4. Continue to promote and improve the committee and staff objective-setting and evaluation/feedback process and to provide annual feedback to other staff who do not set goals.
5. Continue to celebrate publicly the work of all staff.
6. Create a custodial support team that will effectively address instances of vacations, illnesses and other extraordinary events that suddenly demand additional human resources.
7. Maintain a Policies and Procedures Manual for the M&P Committee and staff.
8. Finalize the work on the Duty of Care Policies and Procedures Manual, based on consultations conducted during 2009-2010.

Much of this work is on-going and we appreciate the cooperation of the members of councils, committees and the congregation who assist in these matters.

Christopher White has a vision of a collective Ministry that involves staff and all members of the congregation working together on the mission and goals of Fairlawn Avenue United Church. We are planning a staff retreat that will create a set of staff team goals that will set the basis for individual goal-setting in 2012. We would like to acknowledge Esther Ewing's offer to facilitate the goal-setting process with the staff.

The review of our constitution and governance structure will prompt the creation of new goals for all the bodies at FAUC that staff members will be keen to support.

Members of M&P serve as the liaison persons to staff members or as M&P representatives on other committees and councils.

Fairlawn Avenue United Church – 2011 Annual Report

M&P members in 2011:

<u>Member</u>	<u>Role:</u>
Allan Hux	Co-chair M&P, representative on Executive Council
Jim Pollock	Co-chair M&P, representative on (and chair of) Duty of Care Committee
Michael Spears	Acting Co-chair and Liaison for Christopher White
Beth Jones	Liaison for Eleanor Daley
Roger Martin	Liaison for Rodney MacLean
Ryan McCutcheon	Liaison for Eleanor Edwards
Valerie Scovill	Liaison for Dona Slater and Susan Doran
Michelle Sparrow	Liaison for Marilyn Pirie, Janet Gordon and Heather de la Rua
Don Urquhart	Liaison for Hector Garcia, Oliver Kersey and Tenzin Thinlay

We welcome direct comments to the individual members of the committee or to the committee as a whole through the Comment Card process. Comment cards are available in the pews, in the office and in the sanctuary, and should be signed and deposited in the locked box at the back of the sanctuary.

We are proud of our staff and congratulate them on a job well done in 2011. The full-time professional staff meets regularly, communicates freely and provides excellent leadership. The office staff and custodians work extremely well and provide essential and effective support. They have an excellent working relationship with The Fairlawn Neighbourhood Centre which facilitates many aspects of our outreach to our local community.

We encourage all members of the congregation to take a moment to thank our staff and members of the committees and councils for the great contributions they are making to the life and mission of the church.

Respectfully submitted by Allan Hux, Co-chair, Ministry and Personnel Committee.

5. PASTORAL COUNCIL

Chair: Marlene Jones

Members: Kathleen Magladry, Kathryn Cullen, Diana Stephenson, Peter Heinz

Our council provides pastoral care to active and non-active congregants. Our outreach takes many diverse forms as we strive to meet pastoral needs. 2011 has seen continued growth and innovation as we adapt to today's changing world.

The Pastoral Care Council report is coordinated and respectfully submitted by Marlene Jones, Chair.

COMMUNITY LIFE

Community Life, our church newspaper, was launched in May 1991 as an outreach project of the church. The 16-page tabloid style paper is published four times a year, in February, May, September and November.

Our aim is to offer a variety of articles to interest members of the congregation and the community. We try to keep the community aware of upcoming church events and activities, and we also promote Fairlawn Neighbourhood Centre events.

Articles come from regular columnists and occasional contributors from within the congregation or from the local community. In 2011 we said goodbye to Wellness columnist Janet Kivisto after many years of contributions.

Circulation is 5,500 in the area (more or less) bordered by Wilson, Lawrence, Avenue Road and Ronan Avenue. *Community Life* is available on the church website, in colour. Back issues from September 2007 are also online.

Production and delivery expenses of \$4,766 in 2011 were offset by \$2,820 in advertising revenue. We are grateful to our loyal advertisers.

Suggestions, photos, articles, details of church activities and ads are always welcome. Paid advertising is handled by Kate Cook, Production Manager is Nancy Brookes and our proof reader is Barb Warner. Thanks to all who help make our newspaper a success!

I will be resigning as Editor in the spring of 2012 after completing ten years in this rewarding role, but certainly look forward to assisting my successor in any way I can.

Respectfully submitted by Kathleen Magladry, Managing Editor, *Community Life*.

NETWORK COMMITTEE

This committee continues to provide social activities which foster fellowship, despite the lack of a permanent chair. Coffee hour is coordinated by Carolyn Clark and Heather McPherson. 50 volunteers rotate to provide coffee, tea and juice after the Sunday service. Volunteers are always welcomed and needed.

The **Young Mom's group**, initiated by Carolyn Clark, continues to flourish. The group met twice in 2011 – graciously hosted by two women this year - Erica Boone in the spring and Michelle Sparrow in the fall. These gatherings provide an opportunity for networking, sharing and support to those raising children and others.

Coordinated by Peter Heinz and Tom Clarke, the **summer barbecue** provided an opportunity to maintain contact with friends during the summer months.

NOAH, coordinated by Rosalie Cowan, is a group open to all and enjoys social outings throughout the year.

The third **Trivia Night**, held last February and organized by five Fairlawn families, not only provided a night of fun but raised over \$3,000 for the Daily Food Bank.

The **Garden Angels**, a group of avid gardeners, is coordinated by Margaret Kolcze. These gardeners lovingly nurture and care for the church grounds year round. From daffodils to hanging snowflakes, this team helps to maintain the beauty of the church grounds.

TUESDAY LUNCH CROWD

We met 16 Tuesdays during 2011, when 15-25 people enjoyed lunch, conversation and a learning experience.

Our twice-monthly programs varied and here are examples. We began with a photo wrap-up of events since 2008, sang old favourite tunes with Mark Kersey, toured the ruins of Turkey with Anne Hedlin, enjoyed a presentation by poet Rosemary Clewes called "In the Mind of a Poet". John Flower took us north to Alaska and Peter Heinz locally throughout our own Don River watershed. We experienced Oberammergau with Peter Williams and learned about financial and legal matters from Wally King. Trish Jones took us through Argentina and Chile and before our summer break, Marlene Jones gave a timely seminar on the avoidance of heat stroke. In the fall, we shared our summer experiences, Christopher White led a discussion, and then we began travelling once more. Barb Warner shared her river boat cruise in Russia and Sheila Corkill her safari amongst the wild animals of Africa. Jill Klaehn showed photos and watercolour paintings of Eastern Canada in "Through the Eyes of an Artist". Finally, our traditional December event was a fine roast turkey luncheon complete with the return of the magical hand-bell sound from 15 members of the Bells of St. Andrews.

During colder months, delicious homemade soups warmed our gatherings. Thanks to our good friends Carolyn Hay, Anne James, Peggy Williams, Kristy Duncan, Marjorie Flower, Glenys Babcock and Ann Weir. Four Teddington Park contributed fresh baked goods for many meetings. Thank you to all who contributed to the success of this past year.

Respectfully submitted by Peter Heinz, Coordinator, Tuesday Lunch Crowd.

VISITATION COMMITTEE

Committee members actively visit 16 very senior members of our congregation and stay in contact by mail with 6 others. We also watch out for about 8 more. These numbers fluctuate during the year.

The role of the Visitation Committee is to make sure that our senior members are not neglected or forgotten. We visit, send cards and flowers, and make sure they still feel part of Fairlawn Avenue United Church. Each June we plan a special tea and bring together as many of our seniors as we can arrange to transport to the church for an afternoon of fellowship and enjoyment. This year's event was well attended and featured a slide show utilizing photographs taken at other teas over the past 10 years. Thanks to Peter Heinz for preparing the show and to Beth Jones who co-organized this year's event and will take over convening the tea in 2012.

Thanks also to Christopher White who has made special efforts to visit our sick and elderly despite his very busy schedule.

Respectfully submitted by Diana Stephenson, Convenor.

www.fairlawnavenueunited.ca

The Fairlawn website, updated weekly, remained a vital communication tool for Fairlawn in 2011. In April, the web site design was overhauled with a clean updated look and simplified navigation. The search function is now readily accessible at the top of each page. Sermon podcasts have been well used. Stats for the site remain high this year. The Fairlawn web site went through a very detailed web evaluation questionnaire and scored high.

New features on the website this year:

- Complete new design, enhanced with photos of people and activities at Fairlawn
- Prayer Wall
- Online donations link to Canada Helps
- Gift Card fundraiser forms and list of companies
- Published various new reports such as the Governance Report and the FNC Review Report
- Page just for activities at Christmas
- 30-Hour Famine trip to Uganda
- Copy of the Fairlawn *Greetings!* weekly email is posted on the web site
- Calendar format for events was tested but not well used. Other formats, such as the Sunday Bulletin, *Greetings!* weekly email and the News and Events web page, remain the primary source for our web users.
- Updated pages for Baptisms, Weddings and Funerals to remove the names of the previous ministers
- Updated and expanded the Volunteer section
- Updated the Social Justice section with info on projects and an archive of events

The website includes over 300 pages, plus images, covering:

- weekly announcements and events: Sunday Bulletin and *Greetings!* (copy of the weekly email)
worship services, podcasts of the sermons, information on music and choir activities
- church activities: Sunday school, youth group, adult education, councils & committees
- work in the community: Outreach, Social Justice activities, Boarding Homes Ministry, Food Bank Sunday, Green Action events and tips, Families Helping Families, etc.
- contact information for groups such as Network, Tuesday Lunch Club, UCW, Women's spirituality groups, Men's group, NOAH, etc.
- *Community Life*: simultaneously published online with the latest issue of *Community Life*, and back issues are available online
- publications such as the Annual Report and Constitution
- staff contact information, and a full list of members of all councils and committees
- information "about us" including the history of Fairlawn Avenue since 1849, accessibility information, photo library of all ministers back to 1915, and new additions to the library

Summary of web usage statistics for 2011

- Number of web pages: over 300
- Number of visits: 55,709
- Number of pages viewed: 222,199
- Total hits: 1,059,022 (includes images, pages, etc.)

Please contact us with any recommendations for changes and additions to the website.

http://www.fairlawnavenueunited.ca/contact_us.htm

Respectfully submitted by Kathryn Cullen, Webmaster.

6. PROPERTY COUNCIL

Committee Members:

Tom Clarke (Chair), Tom Gifford, Iloff Peck, Neil Davies, Shawn Davey

Corresponding Member: Tom Cullen

Garden Coordinator: Peter Heinz/Margaret Kolcze

We continue to appreciate the regular ongoing and annual maintenance of our facility by our capable custodians under the direction of our Office and Building Administrator, Marilyn Pirie. Thank you to Marilyn Pirie, Rodney MacLean, Hector Garcia, Tenzin Thinlay and Oliver Kersey for your dedicated service to the needs of the building and its users. Amelia Herrera continues to come in for several hours per week to provide regular cleaning of the kitchens as well as some washrooms. Scot Denton continues to serve as the main contact for the building security systems. During the spring and summer Peter Heinz kept our gardens in shape and then for the fall found an able replacement in Margaret Kolcze.

The usual summer work of custodians was considerably curtailed by the heating renovation which affected many spaces. However, carpets were cleaned, floors re-waxed, and some spaces repainted. To deal with the grime of the heating upgrade a commercial cleaner was brought in at the end of the project. During the summer the building administrator arranged for the annual washing of the exterior windows.

Property Council Hands-On Activities

Property Council now has an ever changing list of projects that are undertaken during the year often by members of council and helpers. In 2011 these included:

- Annual clean up of sections of flat roof to remove accumulated debris and blockage of drains.
- Addition of window to Youth Room door as a duty of care matter.
- Replacement of Library room lighting fixtures with slightly more energy efficient T8 tubes with electronic ballasts.
- Relocation of park bench along entrance walk way to reduce congestion.
- Replacement of the UPS (battery backup) unit on our telephone gear at half the cost quoted by Bell Canada.
- Provision of new banner hanging brackets.
- Rebuilding roof of small shed which had collapsed.
- Providing dog hitching rings outside main entrance in support of the no dog policy adopted by Executive Council.

Maintenance and Capital Improvements

A number of significant repairs and improvements were completed during 2011 including:

- In May the flat roof over the west wing and south east entrance to the sanctuary was replaced. In addition metal caps were added to the four exterior pillars along the south face of the building. This appears to have mitigated or at least reduced the intermittent seepage of rainwater into the first floor offices.
- Replacement of supply and distribution piping to hot water tank because they had developed leaks.
- Rewiring of Assembly Hall lights in order that some of the lights can be controlled at the main north-west access point. As a result fewer lights are left on when the space is not in use.
- Replacement of lighting in upper arch of chancel to more efficient types when existing fixtures started to fail.
- Purchase of two West Bend 55 cup coffee makers to replace items broken or misplaced.

At the initiative of and cost to The Fairlawn Neighbourhood Centre a custom wall mounted coat rack was designed, purchased and installed at the sanctuary landing to replace the free standing coat racks and provide more circulation space. Thank you to Naomi Schafler and The Fairlawn Neighbourhood Centre for this significant improvement to the functionality of the building.

Budget and Cost Control

- Property costs continue to be monitored monthly by Property Council.
- Gas and electrical consumption is tracked monthly. The amount of gas used in 2011 was up 14%, primarily because of the cold winter. Costs were only 5% ahead of estimates and 7% more than 2010 as we continue to enjoy decreasing

gas supply pricing. Electrical consumption was up for the second year in a row but at a lesser rate of only 1.5%. Costs were close to estimates because of the clean energy rebate and our HST rebates.

- For budgeting purposes the new heating system is assumed to provide an efficiency gain of 15%. So far October and November gas consumption is about 50% of the same period last year which was an unusually cold fall.

More Energy Efficiency Planning

- Property Council continued to look into the use of our flat roof for a solar voltaic installation. It was established that a small unit (10 KW) was technically feasible. Council found it difficult to get professional advice regarding a larger 40 or 50 KW installation which would maximize the roof area. Because of the changing political climate, Council felt that it was unlikely that we could advance the project sufficiently to take advantage of the current generous feed in tariff rates.
- Property Council will be looking into technical upgrades to reduce our electrical consumption in 2012.

Property Policy and Procedures

- Property Council proposed and Executive Council adopted a policy regarding pets in the building which is basically a no pets policy except for service animals and planned programs involving animals.

Major Capital Upgrades

Heating System Upgrade

The Boiler Replacement and Heating System Upgrade was tendered in May 2011 and a successful bid was received from City Core Mechanical in the amount of \$194, 887.39 plus net HST of \$7,678.56. The total for the project including design and project management is currently \$228,031.25 compared to the budget of \$255,000. There will likely be some not large extra costs to deal with several fix ups that will be



additional to the scope of the contractor's work. The unspent balance can be applied to the next two phases of the approved energy efficiency upgrade: lobby improvements and window replacements. The quality of the work was quite good although the contractor had difficulty keeping to the July and August schedule that had been agreed to. There were several surprises that had not been contemplated by the design including a separate supply and return line to the south side of the Birch Room and strange configurations of piping to the sanctuary and assembly hall area. As we go into 2012 there are still some deficiencies that are being worked on and the 10% holdback on payments has yet to be released. But the heating system is performing well with considerable improvement in temperature control in many areas, observable savings in gas consumption, and improved ventilation in the Assembly Hall, Birch Room and Gymnasium.

Video System

Discussions regarding video in the sanctuary started in the early spring of 2011 with the formation of a project team consisting of Christopher White, Tom Clarke (Property) and John Kimmel (Worship). A Request for Proposals (RFP) was developed and Executive Council approved the project at a budget of \$60,000. The RFP was sent to four audio visual providers of whom two responded. The proposed solutions were similar. FIRST VISION Audio Visual Integration was selected as provider and discussions resulted in a final design and configuration that you see in the sanctuary. The agreed cost was \$50,129 plus HST. In addition Fairlawn Avenue had to provide a number of items and services including the AC power, video booth, computer, and DVD player. Total cost of the completed project was \$60,233.40 not including the Easy Worship video presentation software. The system was installed over the summer and was first used in a temporary set up on the first Sunday in September. A Video Tech Team is being recruited and trained to operate the system. Janet Gordon, our Sunday Bulletin editor produces the video presentation content file. All involved are gaining in knowledge and facility with the use of the media.

Respectfully submitted by Thomas Clarke, Chair, Property Council.

7. VOLUNTEER RESOURCES COUNCIL

In order for any family to function well, everyone has to 'do their part,' and our church family at Fairlawn Avenue is no different. Dozens of people help by investing their time and talents in the Sunday School, in Social Justice projects, in Outreach, in welcoming, greeting, the nursery, coffee hour, and a myriad of other tasks, both great and small, and for that we thank them wholeheartedly.

Our new staffing model in 2011 was predicated on lay people 'stepping up to the plate' and to a certain extent that has happened. Our challenge continues to be involving people in long-term projects; with the delay of the new governance model (for excellent reasons!), these positions still need to be filled in order for our church to function effectively and successfully. Two Volunteer Fairs during 2011 highlighted the needs to the congregation and did result in some new recruits, but there is definitely room for more people to become involved in the life of our church family.

Thank you to the many people who have volunteered in 2011, to those who are finishing their terms and to those who will carry on. Your contribution has benefited our church, our North Toronto community, and our wider community.

Respectfully submitted by Patricia Jones, Chair, Volunteer Resources Council.

8. WORSHIP COUNCIL

Now that was a year in Worship at Fairlawn Avenue United Church! There have been physical changes, spiritual changes, and a new energetic wind is blowing us down a path to fresh Worship experiences. Led by the Reverend Christopher White we have added the ability to display audio and visual supplements to our worship services via projection screens. Now the words to hymns and prayers can be displayed, pictures and video clips can aid speakers and sacred images and art can grace our walls. The congregation has enthusiastically embraced this change and we look forward to what it can bring to worship in the coming months and years.

In 2011 we conducted the sacraments of Communion and Baptism once per month, a change from four times per year that has been very positive. Special services included a Jazz Sunday in January, a Sunrise service and breakfast on Easter Sunday, the Bethlehem Market as we approached Christmas, and four services on Christmas Eve, two with live animals, Communion at 10pm and a Baptism on Christmas Day.

Whew! – and that isn't all – for the past two years we have been taking attendance, having a head count done by a member of the choir, an usher and the Sunday School Administrator. The results are that we are growing in numbers – the first year comparison was an increase of 10% - that is huge! On Christmas Eve we welcomed 1133 people to our services!

The Worship Council must thank our welcomers and ushers for their hard work in greeting and accommodating our weekly worshipers. We must congratulate the Rev. Christopher White for conducting each service with care and reverence and always challenging us in Worship. Our special thanks to Eleanor Daley for her perfect union of music and worship – and for sharing her parking spot with me – occasionally.

And finally, I would like to thank the members of the Worship Council who have supported me and the Rev. Christopher White in times of change and renewal. Thank you Jill Klaehn, Sheila Corkill, the Rev. Ron Nickle, Elaine Mason, Linda Flower (our Tech person), Sandy Giles, and special thanks to Scot Denton who acted as Chair in my absence. Thanks be to God that you are all staying on for another year.

Respectfully submitted by John Kimmel, Chair, Worship Council.

BESSIE BARBER MEMORIAL NURSERY

The nursery offers infant and child care (0-2 years) every Sunday during worship twelve months a year. The ongoing generosity of the Barber family at Fairlawn, in honour of their mother Bessie, makes this gift possible.

There is a trained paid staff member in the nursery every Sunday. Christopher de la Rua took over this position from Alexandra in the fall. With him, over 25 church members volunteer on a rotating schedule. Parents are grateful for the opportunity to participate in the worship service knowing that their babies are safe and loved.

Respectfully submitted by Judy McAdam, Nursery Coordinator.

MUSIC COMMITTEE

The Music Committee, a sub committee of Worship Council, supports the music programmes of Fairlawn Avenue United Church and aids the Director of Music, Eleanor Daley, in promoting them.

Fairlawn has three choirs - Senior, Intermediate (approx. 13 – 17+ years), and Junior (approx. 6 – 12 years) with a total of 74 participants in 2011. The choirs sing during the regular Sunday services and at additional services during Lent, Easter, and Christmas, as well as at two Special Music Services during worship. Our section leads carry on the music leadership during the quieter summer months.

In 2011, there were two Special Music presentations with accompanying chamber orchestras: in April the Senior Choir presented the Canadian premiere of *Requiem – a Thanksgiving of Life* by Sir Philip Ledger, and in December the *Christmas Oratorio* by Camille Saint-Saens. Sir Philip Ledger was delighted to hear of the premiere of his work, and he has recently dedicated a new composition to the treble choirs of Fairlawn Avenue. It will be published by Encore Music Publications in England; we look forward to presenting this piece during a worship service in 2012!

Once again we enjoyed uplifting music at our annual *Carols by Candlelight* service, with the Intermediate and Senior Choirs, followed by a reception with warm cider and shortbread. The Junior and Intermediate Choirs participated in the 4:30 Christmas Eve service, and the Intermediates also sang at the 6:30 service. The Senior Choir, former members, and guest choristers sang at the Christmas Eve 10:00 pm service. As well, the Senior Choir joined with the Jordan Klapman Trio, who played at the “Jazz in January” service.

We have continued to sell the three CDs produced by the choirs – ***Canticle to the Spirit, What Sweeter Music,*** and ***Magnificat Live!*** A donation of \$1,500 from this year’s sales has been made to the Operating Fund of the church by the Music Committee. **Total donations to the church from the sales of these CDs are now in excess of \$44,500.** In the spring, we used some of the money from the CD Fund to purchase new music folders for the Senior Choir to replace the old tattered ones. The folders that were still in relatively good condition are being used by the Intermediate Choir. Five Senior Choir gowns were purchased with money donated by five individuals. Thank you!

In 2012 we plan to produce a fourth CD featuring the Canadian premiere of Mark Hayes' exciting and brilliant *Gloria* recorded by the Senior Choir in Advent 2010 as well as other choral Christmas pieces sung by the choirs. As in the past, we will offer CD pre-sales; watch for notices. All proceeds, after expenses, will go to Fairlawn Avenue United Church.

We are blessed and grateful to have the talent and devotion of Eleanor Daley and the calibre of choristers so the congregation can enjoy such a wide range of sacred music. Special Music presentations are made possible through congregational donations to the Special Music Fund. The Steinway piano in the sanctuary is maintained through the Anne Krug Memorial Fund. Other costs, such as music purchases for weekly services, payment to section leads, maintenance of organ and five other pianos, are covered by

the Operating Fund. We appreciate your support of the music programmes through all three funds.

I would like to thank the members of the Music Committee – Jim Benson, Martha Boyce, Alex Christie, Martha Cooper, Rosemary Lee, Sharon Nickle and Jan Schlee for their work, the Junior Choir parents (Heather Barr and Geoffrey Horning) and Intermediate Choir Mom (Jan Schlee) for their devotion and patience, the congregation for their continuing support, the choristers for their hard work and enthusiasm, and Eleanor for sharing her gift of music and leadership.

We look forward to another year of wonderful music.

Respectfully submitted by Jill Klaehn, Chair, Music Committee.

9. FAIRLAWN AVENUE UNITED CHURCH WOMEN

The U.C.W. at Fairlawn Avenue meets the fourth Thursday of every month with the exception of January, July and August. In January and June we go out for lunch. This year we are sad to report that we have not been able to meet with the Gilford women due to lack of transportation. Unfortunately this ends a wonderful tradition between Gilford and Fairlawn which continued over the last thirty-five years. We keep in touch with Christmas cards, phone calls and the Gilford August barbecue.

Several of our members belong to a quilting group at the church and we hope to have two quilts finished by the spring of 2012 at which time we will have a raffle for them.

During the year we have had several speakers: at our last lunch for the Gilford U.C.W. we had a woman from the Toronto Flower Society who showed us how to grow orchids; Dorita Corby from Bedford Park United Church showed us how to make sleeping mats from plastic milk bags for people in Haiti and Africa; Christopher White, our minister, came and answered a great many questions we had about our beliefs and faith.

We contribute to support many worthwhile organizations and give generously to the Mission and Service Fund.

We enjoy our fellowship together and keep in touch with our members in Christie Gardens and other retirement homes with cards and visits. Although we are not as young as we used to be, we just keep chugging along.

Respectfully submitted by Connie Buck and Sue Metcalf, U.C.W. Co-Presidents.

FAIRLAWN AVENUE UNITED CHURCH WOMEN

**Statement of Income and Disbursements
For the Year ended December 31, 2011**

<u>Bank Balance January 1, 2011</u>		\$263.20	
<u>Income:</u>			
Fairlawn Avenue Trustees Invest. Int.	400.00		
Bequests	1,100.00		
ING Investment -transfer of funds	1,000.00		
Unit Givings	1,306.00		
Quilts Sold	400.00		
Miscellaneous	36.00	<u>\$4,242.00</u>	\$4,505.20
<u>Disbursements:</u>			
ING Bank - Savings Investment	1,040.00		
UCW Presbyterial Assessment	125.00		
National UCW	25.00		
Honorarium	50.00		
Quilt supplies	86.62		
Tickets UCW Annual Mtg.	72.00		
Miscellaneous	66.08	<u>\$1,464.70</u>	
<u>*Donations:</u>			
Fairlawn Avenue Heating Fund	100.00		
Camping Opportunities	50.00		
Elizabeth Fry	50.00		
Emmanuel College – UCW Bursary Fund	250.00		
Fred Victor Centre	175.00		
Fred Victor Centre for Women	175.00		
Heating Fund	50.00		
Ina Grafton Gage Home	50.00		
Massey Centre	250.00		
Metropolitan 'Out of the Cold'	50.00		
North York Women's Shelter	50.00		
Ryde Lake Camp	50.00		
WoodGreen Red Door	50.00		
Mission & Service Fund	1,400.00	<u>\$2,750.00</u>	<u>\$4,214.70</u>
Income over Disbursements:			<u>290.50</u>
Bank Balance: December 31, 2011		\$290.50	
ING Balance: December 31, 2011		<u>574.79</u>	
Balance on Hand			<u>\$865.29</u>
<u>ING Direct Investments: December 31, 2011</u>			
Balance December 31, 2010	519.62		
Invested in ING	1,040.00		\$1,559.62
Withdrawn from ING			<u>1,000.00</u>
Balance			559.62
Interest Earned			15.17
Balance at December 31, 2011			<u>574.79</u>
<u>Dorothy Whittaker Legacy Account</u>			
Invested With Fairlawn Avenue United Church Trustees		\$10,000	

UCW Treasurer: Marjorie Flower

Reviewer: Robert Metcalf

*Amounts designated to Outreach approved at the November meeting of the UCW.

Community Partner Reports

AMNESTY INTERNATIONAL GROUP, 65, TORONTO

Amnesty International Group 65 has been at Fairlawn Avenue United Church for many years: it was founded by two members of the church. Amnesty is a Nobel Peace Prize winning human rights movement of more than two million people worldwide dedicated to the protection and promotion of human rights. In 2011 it celebrated its 50th anniversary.

The Group is very active:

- Adopting the **Peace Community of St Jose de Apartado in Columbia**: a series of towns and villages that banded together for survival during Colombia's 40 year civil war: suffering death threats, forced disappearances and killings. They are currently under threat by paramilitary forces who are acting in concert with companies and the government to force them off their resource rich land or eliminate them.
- Writing letters and petitions each month on different human rights issues in many countries around the world: torture, the death penalty, forced evictions, killings to name some.
- Supporting the Amnesty network in Toronto and the rest of Canada: many activities and events like the Reel Human Rights Festival in November, the December 10, 2011 Human Rights Day write-a-thon and the Greeting Card campaign to prisoners of conscience and their families.
- Supporting Amnesty's Urgent Action Network which works to protect those in immediate danger of disappearance, torture or death.
- Hosting the Annual Pancake Supper and Silent Auction Shrove Tuesday. This year it will be on Tuesday, February 21, 2012.
- Each month on a Sunday morning after church at coffee hour, church members signed petitions, letters and postcards in support of prisoners of conscience and human rights issues. With their help we collected more than fourteen hundred signatures in 2011.

We are thankful for the support of the church and its members. It has been amazing.

New members are welcome! The group usually meets the first Tuesday of each month except in the summer time. For more information please contact Barbara Godden Secord at 416-766-4017 or Glenys Babcock at 416-322-3201.

BASKETBALL GROUP

We have been together for more than two decades. Many in the disparate collection of current and former players have been involved for most, if not all, of that stretch. This may give the impression that, for this group, things do not change. Indeed, we do still:

- play the same brand of basketball (perhaps a bit more slowly), every week,
- get together for group outings beyond the Monday night games in the gym (such as attending Jays' home openers, playing cricket matches and hockey games and touch football, Away Weekends, an annual Christmas dinner, and so forth), and
- get together in smaller *ad hoc* groups to share friendship and support.

But sometimes things DO change, even if we don't always realize it. In 2011, for example. Some things did change during this past year, such as

- The Church's heating project impacted the gym, its radiators and through the arrival of a much appreciated heat exchanger,
- John Kimmel underwent a shoulder operation that has been successful, but it remains up-in-the-air as to whether he will ever come off the Injured Reserve List,
- Andrew Corkill also had a shoulder operation from which he has fully recovered,
- Peter Gardner had a heart attack (not during a Monday night game), from which he has also fully recovered,
- Jim Barr found in Peter that he had, for the first time, someone in the group with whom he could talk about such issues, on a first hand basis,
- Gord Urquhart got engaged,
- Tom Allen turned fifty,
- Gary Miller lost his Mother,
- John Gotziaman "lost" a daughter to an out-of-town University,
- Jose de la Rua did as well,
- Robert Hubrechtse found his game,
- David McCarthy found out (again) that fingers hurt when bent backwards, regularly, to an unnatural angle,
- Blair Davies and Derek McLeod arrived as new regulars,
- Ganesh Mohan and Ted Weber became less regular, due to injuries, work and family obligations,
- Rob Cowan became a father,
- Doug Crozier became a grandfather, and
- Greig Clark got dizzy, watching all of these changes swirling around him, while he himself continued to swirl through his own many commitments.

Despite these changes, our group's appreciation for the use of the Fairlawn gym remains unwavering. We reciprocate by ushering, by handling Coffee Hour, through the Fairlawn Grill, and individually, as the opportunity permits. That appreciation won't change next year, or at any point in the foreseeable future. Nor will our desire to expand this group, with new members, whether or not they play basketball. If you are interested, talk to any of the above individuals.

Respectfully submitted by Doug Crozier.

CHRISTIAN MEDITATION GROUP

The Christian Meditation Group at Fairlawn Avenue United Church (formerly known as The Stabler Group), met on Wednesdays at 7:30 pm in the Chapel during the past year.

To explain what we do when we meet, the process of meditation (or silence or stillness) lasts for about one hour. The first half-hour is educational, consisting of hearing a CD about Christian Meditation from a leader in the field. The second half hour is the meditation itself, during which meditators present themselves to God silently.

Meditation is an individual process that creates community.

All are welcome in this non-denominational group that has been meeting at Fairlawn for the past twenty years. No experience with meditation is necessary. We will teach you.

We put notices in the Fairlawn Avenue Sunday bulletin. Remember, all are welcome. For more information, please contact Pat Deacon at 416-488-2204.

FAIRLAWN GUIDES, PATHFINDERS, BROWNIES, AND SPARKS

35TH Toronto Girl Guides and Pathfinders

Our Guide unit consists of twenty-one girls between the ages of eight and twelve and our new Pathfinder Unit consists of four girls between the ages of 12-15.

We have been very active working on numerous badges and outdoor activities, with a Hallowe'en night, family skating, and weekend camping under canvas for some of the girls. The Guides participated in a holiday shopping excursion for young girls and women and presented our donation to one of our fellow Churches for delivery to a number of young girls that they had on their Christmas list this year.

We have numerous activities planned including an International Night with other Sparks, Brownie, Guide and Pathfinder units in the community, learning about Guiding in other countries and communities.

Other theme evenings include: family skating, skiing, rock climbing, beach volleyball, career night, CSI night, backwards night and a camp the first weekend in February 2012 at Camp Ma-Kee-Wa in Orangeville with the fellow Guide group at St. Timothy's and our Pathfinder group.

We will be selling our chocolate and vanilla cookies in the neighbourhood in the spring to help offset the cost of the numerous activities we try to participate in.

We have three young women assisting our group who are working on their required community hours for school and general community interests - Jocelyne, Miranda, and Gabriella.

Debbie Harling-Molnar, Gill Harling, Claudia Webb, and Anthoula Vlahakis.

348TH Toronto Brownies

We are the 348th Brownie unit. Our group consists of 4 leaders and 21 girls. We meet every Wednesday evening in the Assembly Hall. This year we have participated in lots of exciting activities and events. We visited the Zion Schoolhouse where we learned about what school was like in the 1920's and earned our "family heritage" badge for this! We wrote letters and made a video to send to our pen pals in South Korea and watched a video they made for us! We also visited with the residents at Four Teddington Park retirement home. For 2012 we have lots of great events planned! We will be going on a skating trip, and visiting a local food bank to work on our "key to our community" badge. We are also attending a sleepover camp at camp Ma-Kee-Wa in the spring!

Brownie Leaders – Carly, Jessica, Gillian, and Cate.

347TH Toronto Sparks

This year the Sparks moved to Wednesdays and now just meet in the Pre-school room. We have sixteen girls this year, with three leaders and a teenage helper. The girls have been making crafts, singing and playing games as well as earning badges, such as the Being a Spark and Exploring and Experimenting keepers. The girls also enjoyed making ornaments for the Fairlawn Church trees and having a Mom and Me night based on the book Pinkalicious. Upcoming events include an International Night with the other Guiding groups in the community and a geocaching adventure planned for the spring.

Jan Ogden.

190TH FAIRLAWN SCOUTS

Group Committee Members:

Jamie Macintosh, Chair; Leslie Mutic and Sarah Kelly, Co-Registrars; Doug Hill, Cub Leader; Eric Tse, Beaver Leader; Brent McGaw, Risk Manager; and Steve Clement, Treasurer.

Chair Update:

- Demand for Scouting in our community continues to remain strong over the last 7-8 years.
- 24 Beavers are registered with 11 leaders (of which: 1 is a former Beaver and Cub, returning as a youth volunteer; 2 are new youth volunteers; and 5 are new leaders) and 24 Cubs are registered with 6 leaders (of which 4 are new Cub leaders).
- We also utilize numerous parent volunteers to supplement our numbers for regular meetings, special events and offsite visits/activities.
- Our programs are considered "full" when we have 24 youth in each section, as any more make the program unmanageable.
- We must maintain a ratio of one leader for every 5 Beavers present and one leader for every 6 Cubs. While we appear to maintain a higher ratio of leaders to kids than required by Scouts Canada, the majority of our leaders have full-time jobs which results in them missing some of the meetings.

Fairlawn Avenue United Church – 2011 Annual Report

- Over the last five years, we have supplied a large number of graduating Cubs and Leaders to the 53rd Scouts Troop, down the road at St. Leonard's Church. In fact, a majority of the current leaders at the 53rd are ex-leaders of the 190th.
- Scouts Canada continues to rank the 190th in its top Scouting Groups in Canada, due to our ability to maintain our program year-over-year and continually grow in terms of new leadership.

Finances:

- The 190th carries a positive bank balance from year to year, while only conducting one fundraiser (Apple Day) per year. We thank the Church for its continued support of this event.
- Our positive balance allows us to provide access to either the Beaver or Cub program for those families in our community that might not be able to afford the program otherwise.

Beavers and Cubs in the neighbourhood:

- You'll find our youth in uniform in the neighbourhood many times during the year; Apple Day, ice skating at Otter Creek or Ledbury; tobogganing at Glenview; and hikes at Sherwood Park.

Beaver and Cub outings farther afield:

- We have family outings where all Beavers and Cubs and their families are invited to picnics, skating parties or BBQs paid for by the 190th Scouts. These gatherings are so people can get to know each other. In late April/early May, we have our annual weekend camping trip to Camp Samac in Oshawa, with strong family involvement.

Scouts and the Church/Community:

- The 190th has had a long relationship with Fairlawn Avenue United Church. The 190th is very grateful for the continued support we receive from the Church, including the use of the church facilities to host our programs.
- The 190th is also open to suggestions regarding where we might be able to help out - both around the Church and in the broader community.

Our Scouting Leaders for 2011/2012:

Beavers: Mike Thiel and Eric Tse (Co-Leaders), Alexandra Evans, Jeff Hutchison, Robert Kelly, Dominica Larkin, Robert Lawand, Rob Lewis, Jack Macintosh, Tina Rosenstein and Sam Yuyitung

Cubs: Brent McGaw and Doug Hill (Co-Akelas), Simon Farley, David Greer, Bruce Logan, Damir Mutic, Jennifer O'Brien, Mike O'Brien and Murray Parks

FAIRLAWN MEN'S GROUP

The Men's Group meets on the first Monday evening of every month, except June and July, at 7:30pm in the Fellowship Room. This is a men's discussion group and the scope of the subjects discussed is wide indeed. We welcome all men who are interested in stimulating conversation. If you have questions about the group call Rob Metcalf at 416-932-5298 or just show up at a meeting. There will be a reminder of each upcoming meeting in the bulletin and, once you are on our list, you will receive an email reminder.

FAIRLAWN PRE-SCHOOL



Happy New Year. What a fantastic year we are enjoying here at the pre-school!

We have a full complement of children enrolled and we are thoroughly enjoying all the happy faces entering our program each day. It's a joy to see and be involved in such a creative, busy and fun environment.

We are continuing, with our fantastic Early Childhood Educators, to provide high quality early years experiences for toddlers and pre-schoolers here at Fairlawn.

We are already looking at September 2012 and are excited to be offering not only our Monday to Friday morning program but also our new Tuesday and Thursday afternoon program for the children in our community. Please help us spread the word about our afternoon program and encourage anyone interested to speak with Renee for more information.

Renee Stier, Operator, and Diane Henriques, Supervisor.

LECTIONARY GROUP

Fairlawn has hosted an ecumenical lectionary group for ministers in this area of the city for five years. The group was started by the Rev. David Lander, and continues under the guidance of the Rev. Rob Metcalf. The purpose of the group is to share experiences and ideas for the upcoming Sunday services based on the common lectionary readings. Both active and retired clergy are welcome. We bring our lunch and Fairlawn provides coffee. We meet in the Library at 12 noon every Wednesday, September through June, and engage in general conversation until 12:45 and then in lectionary discussion until 1:30 pm.

METRO MOTHERS NETWORK (MUMNET)



"To help women face the challenges of motherhood by fostering their emotional, mental, and physical well-being in a mutually supportive, community-based group environment."

The Metro Mothers Network (MumNet) has been blessed to use the Fairlawn Avenue United Church space for literally decades. In 2011, we celebrated 20 years of MumNet, a grassroots organization that began when funding from the YWCA sponsored program "Take-A-Break" was cut. The Fairlawn facility has housed both of these programs! Today, we're a not-for-profit, registered charity operating in Toronto, with 21 groups meeting weekly across the city, and a membership of approximately 400 mums. We meet for fun and support, starting the morning with a workout and then moving to share in a program organized by the two volunteers who lead each MumNet group. The topic of discussion differs each week, with a fundamental goal of connecting women. It's a much-needed break one morning each week, for mothers, while their young children are cared for on-site by a team of experienced childcare minders.

Our organization has four part-time paid contractors, but really, it's the generosity of the 100+ volunteers who assist with everything, including the ongoing delivery of programs, three annual fundraising initiatives, and general administration that keep us going. We offer great volunteer opportunities both big and small. With a continuous movement of women coming then going back to the paid workforce, there are always new faces and friends to meet! Approximately 60 mothers and 65 children receive programming through MumNet at Fairlawn Avenue United Church annually.

MumNet is so thankful for the opportunity to share in the space at Fairlawn Avenue United Church. We arrive in cars or on foot, with strollers, wagons and diaper bags and there is always a warm welcome! We look forward to a continued partnership with Fairlawn Avenue United Church in providing community outreach programming for mothers and their children in the neighbourhood.

Marjorie Maclsaac, Executive Director.

www.mumnet.ca

BOARD OF TRUSTEES

The Trustees who served the Congregation during the year 2011 were: Joanne Ackland, Greig Clark, Tom Clarke, Doug Crozier, Brien Dane, Bill Dines, Paul Mills, and Jane Rounthwaite.

The Trustees hold title to the real property of the Congregation which now consists of only the Church itself. It is the responsibility of the Trustees to see that this property is properly insured and maintained.

The Trustees also oversee the investments of the Congregation. Those investments are held and managed on a day-to-day basis by RBC Dominion Securities Inc. There are three accounts which may be briefly described as follows:

- (1) The Endowment Account which at December 31, 2011 had a market value of \$2,149,771. \$1,000,000 of that amount is required to be maintained by the Congregation as a Housing Support Fund. To the extent that the income from this Fund is not required to pay housing costs, such excess income can be used for the general purposes of the Congregation. The Endowment Account also includes other designated Funds including the Lucas-Sanders Fund, the Kellough Seniors Fund and the Anne Krug Fund. Details of those separate Funds are contained elsewhere in this Annual Report. The balance of the Endowment Account is unrestricted as to its use.
- (2) The second account is the "Social Housing Account" which represents the net proceeds from the sale of the St. James-Bond property. The balance in this Account at December 31, 2011 was \$67,574. The money in this account must be used for United Church related housing projects.
- (3) The third account is the former St. James-Bond Endowment Account. At December 31, 2011, the balance in this Account was \$194,718. In addition, the Trustees hold a \$100,000 investment in the Investing in Ministry Fund administered by The Toronto United Church Council. The total of these two sums, in accordance with the Amalgamation Agreement, is to be used for social justice projects (which could include, but are not limited to, housing projects). During 2011, substantial funds were advanced from this Account, the details of which are in the report of the Social Justice Team.

On the direction of the Executive Council, and in accordance with the budget approved by the Congregation, the Trustees provide funds from time-to-time during the year to make capital repairs and improvements to the Church building. Income earned on the investments is also transferred to the operating account to offset the Church's operating deficit. A detailed Financial Report of the Accounts under the supervision of the Trustees is to be presented at the Annual General Meeting on February 26, 2012. Advance copies may be obtained by contacting the Church Office. All such Accounts have been audited by the Congregation's auditor.

Fairlawn Avenue United Church – 2011 Annual Report

As in past years, the Trustees have approved the use of the income of the Kellough Seniors Fund to establish a taxi account to assist those members who require transportation to and from Church services and other Church-related activities. Anyone requiring such assistance can obtain taxi chits from the Church Office.

The Lucas-Sanders Fund was established to provide assistance to members of the Congregation pursuing post-secondary education. This year there were 5 recipients, namely: Will Cullen, Annie Ewing, Alexandra de la Rua, Jessica Haag and Elizabeth White. Each of them received a grant of \$400.

We are most grateful to those who leave a bequest to Fairlawn Avenue United Church in their Wills. Please consider the possibility of including our Congregation as part of your estate plan. If you have questions about how to include the Church, please do not hesitate to speak to me. There is also a great deal of helpful information available from the Head Office of The United of Church of Canada.

I would like to thank my fellow Trustees for their work and support during the year.

Respectfully submitted by J. Paul Mills, Chair, Board of Trustees.