



News from Council: Congregational Meeting Highlights

Thank you to everyone who participated in our Annual Congregational Meeting on Sunday, March 5, 2017. Your presence, questions and ideas are an important part of the work we do together at Beach United. If you missed the meeting, here are the highlights:

Elected: New members of Council and Trustees

The congregation elected Ron Fitton to Council, and Peter Tabbitt to the Board of Trustees.

Accepted: Our 2016 Annual Report

The congregation accepted the 2016 Annual Report, which celebrates the great things we have accomplished together over the past year. Printed copies are available from the church office, and it can be downloaded from the Beach United Church website.

Affirmed: Our Mission & Ministry Goals

The congregation affirmed our Mission & Ministry Goals, which identify the projects that we are focusing on for the next 1-2 years. The goals fall under two main themes:

1. Living our mission

Creative and adaptive worship
Expand justice and outreach
Volunteer support and care

2. Enabling our mission

Increasing our capacity/capability for change
Achieve financial sustainability

Our specific Mission & Ministry Goals are:

- Syrian refugee project
- Housing & homelessness project
- Solar energy support
- Music ministry - developing a more viable, engaging music program
- Worship - understanding & meeting the needs of our congregation and community
- Increasing volunteer support
- South lot development for parking
- Building maintenance - leadership and resources for operations

Our Mission & Ministry Goals were developed through a Mission Articulation Process (also known as "MAP"), as required by Toronto Southeast Presbytery. We have already made great progress on some of the goals. Two decisions made at the March 5th Congregational Meeting moved us closer to achieving the remaining goals.

Approved: Our 2017 Budget - Investing in Change

The congregation approved the 2017 budget as an investment in Beach United's future. The budget includes funding for a two-minister staffing model, with a \$110,000 deficit (which will be covered by our invested funds). The budget relies on the understanding that we will be regularly assessing our progress and, if our revenues aren't growing as required, we will make necessary changes to ensure our finances are sustainable (such as cutting back on staffing or program costs).

You can find the budget posted on the Beach United website. Or, please contact Chris Bell, our Treasurer, at chris.bell@kellogg.com if you have questions about the budget.

Approved: Ministry Staffing Model

The congregation approved Council's recommendation for a ministry staffing model of two full-time equivalent minister roles. As presented at the meeting, these ministry roles will have clearly defined responsibilities that align with our Mission & Ministry Goals:

1. Minister for Learning & Growth
2. Minister for Community Engagement

More details about the responsibilities for these ministry roles can be found in the Congregational Meeting presentation which is posted on the Beach United website. (You can ask for a printed copy of it from the church office too.)

Moving Forward: Things Need to Change

Council recognizes that one of the things that needs to change is our ability to measure our progress on the things we want to accomplish – not just for our ministers, but for all our staff, for Council and for all of us as a congregation. We need to know that we are accomplishing the things we have said are important; if we aren't accomplishing them, we must be prepared to change the way we are doing things.

To assess our progress, we will establish "measurements of success" to track how well Beach United's mission is engaging people. Some examples of these measurements might be:

- How many children and adults are regularly involved in Beach United programs each week?
- Does the number of donors supporting Beach United increase?
- Is our volunteer base growing so that we can offer programs more frequently/consistently?

Council believes that 2019 will be a decision point: if the success measurements don't show substantial, positive change by then, we will need to reassess and change the way we proceed.

What's Next

There is lots of work to do!

- Measures of Success - Council will develop specific measures of success and share these with the congregation at a future meeting. Council will track our progress on the measures and keep the congregation informed through quarterly reports.
- Strategic Planning - Council has committed to drafting a strategic plan and has engaged a small team of facilitators to help with this work. In the very near future, everyone in the congregation will be asked to engage with this process of developing our strategic plan for the next several years. Please get involved when that time comes.
- Ministry Staffing - A committee of Council has begun to develop the job descriptions for the two ministry roles and to consult with Karen Dale's about her potential role in the staffing model. This work is being done in consultation with Toronto Conference and Toronto Southeast Presbytery.

Be Part of the Change

As always, your questions and ideas are welcome. And, if there is any particular project or aspect of the work described here that interests you, please get involved. You can contact Paul Dowling, Chair of Council, at dowlingconsulting@rogers.com. Our congregation is strongest when many voices are represented, so we want to hear from you!

We are doing good work together. Thank you for being part of it.

Council Members:

- Chris Bell
- Leigh Bowser
- Paul Dowling, Chair
- Ron Fitton
- Brian Gauthier
- Marian Hilton
- Jim McKibbin
- Mary Anne Lemm
- Barry Truscott
- Barry Watson
- Marney Winn
- Hastings Withers

Board of Trustees:

- Kathy Clemens
- Jean Collins
- Henny DeLange
- Martin McFarland
- Peter Tabbitt
- Barry Watson, Chair