



# Annual General Meeting

Tuesday, June 14, 2022, 6:30pm  
The Riverview Campus

Note: These minutes are in draft form until they are approved at the next AGM.

## COFFEE, CONVERSATIONS & CELEBRATIONS

Pastor Dave Morehouse kicked off the meeting by welcoming everyone and introducing the Board Chair, Kim Ayles.

Kim Ayles also welcomed everyone and celebrated the great turn-out for the meeting.

**OPENING PRAYER:** Kory Connell prayed to begin the meeting.

## FAMILY BUSINESS

**MOTION** to adopt the **2021 AGM minutes**. Moved by Jerry Eisener. Seconded by Ardith Legacy. Motion carried.

**MOTION** to adopt the **2022 Agenda**. Moved by Tony Reeder. Seconded by Penny Fawcett. Motion carried.

## MINISTRY REVIEW & FORECAST

Board Chair Report, by Kim Ayles.

- Serving on the board this past year has been unique and the rhythm has changed.
- Pastor Dave celebrated 35 years with us this year! That is huge and with it brings change.
- We felt God was showing us this was our priority rock for this season was the coming pastoral transition.
- The Board had a book study of *How to Lead When You Don't Know Where You Are Going*, by author Susan Beaumont, on leading during liminal or transition seasons.

Kim introduced Keith Grant to share some words about the Discernment Process document.

- This a spiritually significant season for us. Discernment *before* decision making.
- The document can be found on the Board section of the church website:  
<https://onthejourney.ca/about-tjc/the-board/>.

- To encourage you to read the longer report on the process, here are three themes that we saw consistently emphasized during the winter months:
  1. NextGen ministries *and* inter-generational community.
  2. Looking for a leader as well as a pastor. TJC is a complex organization. We need a visionary, creative leader who also cares about people.
  3. We are an equipping church with a large ministry staff. Many people talked about how Dave has the ability to lead a large team, but can also allow others to bring their strengths to the front.

Sarah Cogswell, who was the “discernmentarian” for our Discernment Journey gave wise, sensitive, and much-appreciated leadership through this process.

Kim introduced Dale Hatchard as the Lead of our Search Team, to bring an update:

- Dale introduced the team members to date: Nancy Parker, Charlotte Tramley, Russ Lutes, and Travis Melanson
- The goal is to have 7 team members.
- Change is hard. The word that comes to my mind is HOPE.
  - **Homework** – search team continuing to dig into who we are as a church, drawing on CBAC and other resources
  - **Openness** – pray that the team has an openness through the whole process.
  - **Prayer** – pray for the search team, the Board, the eventual candidates, constantly
  - **Excitement** – I’m excited and I hope you are too.

Dan Trites prayed for the search team.

## BOARD NOMINATION AFFIRMATION - LIETTE COLLIER

Liette Collier graciously agreed to serve on the Board last fall when Rich Mason had to unexpectedly transition off.

**MOTION** to approve Liette Collier as our new Board member. Moved by Lynn Steeves. Motion carried.

**NOTE:** Unfortunately, the name of the seconder was not recorded. However, the recording secretaries and several Board and congregation members all agree that the motion was properly seconded and carried.

- A reminder that the nomination button on the website is still live and we would be happy to have your nominations for future Board members as they come to mind: <https://onthejourney.ca/about-tjc/the-board/>.

- As a Board we want to continue communicating with you.
- We've been blessed this year to have our Prayer team attend some of our meetings. They are a tremendous blessing to us and the whole church family.

## LEAD PASTOR REPORT

Pastor Dave thanked Kim for her leadership and commitment to the Board in this season.

- Philippians 3:13-14  
“Forgetting the past and looking forward to what lies ahead, I press on to reach the end of the race and receive the heavenly prize for which God thru Jesus Christ, is calling us.”
- Paul wrote this while on house arrest; it wasn't a fun time. But he had a vision of saying, I'm going to keep my eyes on Christ, the hope I have in Christ.
- It was 4 years ago today that Riverview church joined with us at TJC.
- It's been a challenging, humbling year. Some people are really struggling
- Showed a slide with images of storm aftermath.
- Reports on a recent pastors' meeting he attended, in which every church said they are down 50 % since Covid. More than that, it's created a disequilibrium in the church's relationship with our culture. Covid was an accelerant for those dynamics.
- Out of this comes a remnant -- possibilities for new vitality, new opportunities. We lean in to the new day in the midst of the questions and uncertainties.
- What do we do after a storm? We clean up. We press on.
- We press on *together*. We need each other to do this. “Love shows up”; and we need to show up for each other, even in this mess.

## 3 TJC Key Ideas

### Transition

- We have a search team being activated. This fall will see them diving into the process. I am taking a hands-off approach, but will offer things to think about, general supportive leadership. It is the church that will select the next pastor.

### Inclusion

- A lot of people have developed social atrophy during Covid, and they can't imagine coming into the church. Some are embarrassed it's taken them so long. As well, we have lots of new families in our neighbourhoods. One of the most powerful things we can do to help with all of this is to reach out and be hospitable, checking in with each other.
- So, we're going to look for opportunities for people to invite each other back.

### S.A.G.s (Small Achievable Goals)

- Identifying small goals or projects for each staff person and ministry leadership. Collectively, these small wins will help create a sense of new life.

## SPENDING PLAN PRESENTATION

Linda Hisey presented for her last time as Minister of People and Operations.

Thanks to Lisa McKim, Susan Hudson, and Pastor Dave, who have been instrumental in bringing this presentation to you.

- We are looking for people who might want to be involved in conversations with finance, facilities, and policy. Reach out to Lisa McKim.
- Even in this year of the pandemic, during which the lead pastor announced his intention to retire, in 2021-2022 we had our biggest giving year in at least the last 14 years: \$790,956. Thank you for the radical generosity!
- Giving:
  - General Fund: 524, 840
  - Missions Fund: 39, 512
  - Special Projects Fund: 213, 700
    - Especially because of our Christmas offering, which allowed us to pay off our mortgage.
  - Community Care Fund: 7,859
  - Building Fund: 5,045
- Year-end financial position: we netted out with a \$19,733 surplus.
  - Total General Fund Revenue: 717, 187
- We had our three buildings assessed this last year, to ensure that our insurance is sufficient. The overall picture is that our assets are more than \$8 million, and our liabilities are shrinking.
- 2022-2023 Proposed Spending Plan documents on the website: <https://onthejourney.ca/about-tjc/the-board/>.
- Two large financial objectives:
  - Taking care of staff
    - It's been a long time since many of our long-term staff had had any increase. (In the context of a 17% minimum wage increase and the crazy rate of inflation, it was unfair not to treat them well.)
    - NextGen staff positions were now going to be coming out of general fund instead of (as previously) LEAD.
    - And we don't want to raise staff costs.
    - This was possible because the Minister of People and Operations position is coming to an end.
    - We need to be thankful for our staff; we have an amazing staff! We need to be praying for them constantly, following Pastor Jack Allen's example to encourage our staff continually.

- Intentional community care
  - In addition to a general community care fund for people in need, there will be opportunities for that fund to go to specific community organizations (e.g. food banks, Harvest House). In addition to the money, there will be information and opportunities for volunteering.

**MOTION** to accept the **Giving and Spending Plan for The Journey Church.**

Moved by Linda Hisey. Seconded by Louise Trites. Motion carried.

Questions:

- Amy MacArthur: seeing the interim youth position in the budget, when can we imagine having a full-time youth pastor again? Two years of transition is a long time in the life of a youth.
  - Pastor Dave's response:
    - Yes, the plan is to continue in this way for this year.
    - Dave did not want to make any more full-time hires in this last year or so, so that it does not provide the new pastor with any awkward situations or non-complementary fits.
    - Also observed that other staff positions are youth-sensitive, and there is strong value in the multi-layered approach to engaging youth from many different positions and ministries in the church. Many of our key youth are being discipled and developed as leaders in a way that is beyond what many churches can do. Who may fall in the cracks are youth who are not as engaged, who might be able to focus on those youth.
    - Dave hopes that there are S.A.G.s for youth over this next year where youth can be engaged even without a youth pastor. Strongly reticent to get another search committee underway.
- Shirley Simkins:
  - Reflecting on the slide on the pastoral staff positions, notes that the part-time hours are fictions; many/most of these people serve many more hours.
  - Linda's departure leaves a huge gap in ministry and staffing roles, noting especially her HR roles. In part, this means that the remaining staff need to know who to go to for various issues.
    - Kim Ayles: On issues with Pastor Dave, staff can go to the Board for final accountability.
    - Linda Hisey: We are hoping that the executive team can pick up many of these things (particularly if it expands with new members). Will HR tasks fall to them, too? Perhaps at least initially.
    - Pastor Dave: The executive time during this transition period will be more active, and so we do need to bolster that team. Also: we are asking other staff members to take on some administrative roles related to their ministry. Also: Nena's new office manager position will take some of those responsibilities.
      - Trying to shore up the current staff, but also to keep things as fluid and flexible as possible, so that a new pastor can reorient the staff positions in accordance with their vision, gifts, and style.
    - Shirley Simkins: Based on her extensive HR experience, observed that HR matters (confidentiality, possible indiscretions, privacy, etc) must be dealt with in a fulsome,

appropriate, and clear way. To deal with HR issues as a team does not work; people need to know which specific person to go to (with appropriate training, clear communication, etc).

- Jeff MacArthur: Possible dates for Dave's departure? Initially it seemed like we were talking about a 3-year transition. But lately, we're talking about someone new in the next year or so. So, what can you tell us about the likely timeline?
  - Dave: Talked about a possible *quick* transition, in which we have a candidate here by next summer. The search committee and the new pastor might want to suggest a three-month period of transition and overlap. So that would mean something like Christmas 2023. And possibly even if there is not a new pastor in place by about that time, it might be time to leave anyway. (In that scenario, the church might want to go with an intentional interim for a period.)
  - Jeff: Asked about how long churches our size are taking to find a lead pastor. Dave replied that it could be that we do this in a year, but the reality is that there are several churches this size looking for pastors *and* there are fewer viable candidates.
    - That *may* mean that the search team may need to come back to the church with a different approach. For example, if we didn't have a lead pastor in place in about a year or so, we switch to an interim but then place a priority on hiring the youth associate pastor.

## RECOGNITION MOMENT FOR LINDA HISEY AND PENNY FAWCETT

### CHURCH LICENCES TO MINISTER

**MOTION** to renew a church license to minister to **Blake Dawson**. Moved by Keith Grant. Seconded by John Petitpas. Motion carried.

**MOTION** to renew a church license to minister to **Sarah Cogswell**. Moved by Liette Collier. Seconded by Diane Miller. Motion carried.

**MOTION** to renew a church license to minister to **Seth Crowell**. Moved by Shirley Simkins. Seconded by Linda Hisey. Motion carried.

### OASIS DELEGATES

Acadia University, Wolfville, NS August 11 - 13th, 2022

**MOTION** to appoint as delegates to OASIS, **Jarvis Lepper and Kory & Rebekah Connell**. Moved by Seth Crowell. Seconded by Lisa McKim. Motion carried.

**MOTION** to empower the board to appoint others as delegates to OASIS. Moved by Amy Dawson. Seconded by Shirley Simkins. Motion carried.

### BLESSING