

**DRAFT Amalgamation Covenant Agreement  
between  
Forest Grove United Church and Jubilee United Church**

**READING THIS DOCUMENT**

This document has been prepared as an “Early Draft” to provide clarity for members of both Forest Grove and Jubilee United Churches. As financial negotiations for sale of the Forest Grove property are on-going and the Agreement has not yet been approved by the Shining Waters Region of the United Church of Canada, we have not included very many financial numbers. There are complete financial numbers in the Proposed Agreement that will be submitted to the Shining Waters Region, but having those numbers made public may adversely affect our ability to achieve a fair price for the sale of the Forest Grove Property. Where numbers are mentioned, they are accurate, but meant to give you some idea of the scope of the costs involved. When the documents states that a particular cost will be a priority, you can be assured that this will be covered by any approved deal. When the document indicates that a cost will need to be to be approved or may be modified, this indicates that we will adapt our plans in accordance to the direction of the Shining Waters Region. For example, we will absolutely have a robust budget to provide transportation to Jubilee while we may have to change our plans when it comes to modifying the sanctuary for digital recording, depending on the approval of the Region.

In the document you may also see the name “legacy Jubilee”, which is meant to indicate the current Jubilee United Church congregation, so that “Jubilee” can refer to the entire congregation after amalgamation.

It should also be noted that the date for Amalgamation (March 31, 2024) in this document does not necessarily mean that the amalgamated congregation would be worshipping ONLY at Jubilee from March 31<sup>st</sup> going forward. We could amalgamate and plan to worship separately as we find the best way to leave the worship space of Forest Grove and become a single worshipping community at Jubilee. At present, we are imaging that Forest Grove may hold their final worship service in the Forest Grove location on Sunday, April 14<sup>th</sup> and that the first Worship Service of the new Jubilee United Church will take place at Jubilee United Church on Sunday, April 21<sup>st</sup>. We will listen carefully to the need and desires of both communities and make plans that will allow us to come together in a positive and healthy way.

## **VISION**

Forest Grove United Church and legacy Jubilee United Church have a great deal in common, including a love for music, creative worship, digital worship, support for refugees and local community outreach. Both communities have a Trinitarian faith that is founded on the experience of Jesus but appreciate and explore the many ways that we experience and talk about God. Both communities are Affirming Communities of Faith and share a desire to break down barriers for those who have not always felt included and engaged in a church community.

The community of Forest Grove United Church recognizes the unavoidable change in their neighbourhood demographics, the challenges of accessibility by public transit and the reality of an aging congregation with a diminishing number of active members. Legacy Jubilee United Church enjoys being part of a diverse neighbourhood with easy access to public transit and a great number of people within easy walking distance of the church building, as well as a growing digital community. The challenge for legacy Jubilee United Church has been finding resources and ways of building a digital community that are not a temporary replacement for in-person gatherings and, more significantly, how to be relevant and of value to the immediate community who do not worship at Jubilee.

Bringing together Forest Grove and legacy Jubilee will allow us to create a worshipping community that utilizes Forest Grove's musicians and technical expertise to create digital material that inspires and grows the digital community, and also to create a home for a music school that is shared as a ministry to the immediate community. The Grove Music School, already well established at Forest Grove, will be accessible to hundreds of children and families within walking distance of legacy Jubilee; this ministry provides accessible musical instruction to children at a cost that is geared to income. In the immediate area around Jubilee, there are many families who live just over or under the poverty line who will benefit from the Music School and also be invited into a local supportive community. Besides musical instruction, we are imagining regular free concerts for the community and opportunities for youth and other members of the community to become experienced in technical aspects of music production. We envision an accessible hub of music instruction and performance to the benefit of the community. This is a ministry that neither Forest Grove United Church nor legacy Jubilee United Church could have accomplished or even contemplated alone, but coming together in a new Jubilee United Church will create a sustainable and much needed ministry to the local community with hundreds of potential participants. We can also imagine creating and supporting similar satellite projects in other churches, so this has the potential to grow beyond the local neighbourhood.

Together, our communities have discerned God's call to become a new Jubilee United Church that doesn't just honour the legacy of Forest Grove United Church but continues to nurture and grow the faith and outreach of Forest Grove, intertwined with the history and ministry of legacy Jubilee while finding exciting new ways to be relevant to the community and to share the ministry of music that changes lives. Simply put, by bringing together the financial assets, shared faith and combined wisdom of Forest Grove United Church and legacy Jubilee United Church, we can create a unique ministry that matters a great deal to the community and responds to Jesus' call for us to love our neighbours.

## **HISTORY**

**Jubilee United Church (JUC)** was created by the coming together of Bethesda, Donminster and Victoria Village United Churches in 2000 and St. John's United Church in 2017. Bethesda was a pioneer church established by settlers along the Don River 145 years ago and Donminster, Victoria Village and St. John's were founded as people flocked to the new suburbs in the 1960s. Early in the 1990s, the Lawrence Corridor United Churches began looking for solutions to common concerns – declining membership, increasingly limited financial and volunteer resources, aging buildings, societal secularisation and changing demographics. On the eve of the 21<sup>st</sup> century where churches worldwide were celebrating the Jubilee year, the churches joined together to form one strong church to embrace the challenges of the new millennium.

**Forest Grove United Church (FGUC)** was established on February 4, 1959 and moved to its new church building located at 43 Forest Grove Drive, Toronto ON M2K1Z4, when constructed in 1961 as the local community was being built. The church property is a beautiful parcel of land backing on the Newtonbrook Creek Ravine and the west branch of the Don River, however, the lack of direct public transit to the Church made it difficult to access by outside residents without the use of an automobile. FGUC served the community of Bayview Village for over 60 years, however, the changing demographics of the community resulted in declining congregation numbers over the years.

The community area is bordered by: Steeles Avenue, Highway 401, Victoria Park Avenue and Bathurst Street. This represents two city wards: Don Valley North, Ward No. 17, Steeles Avenue to 401 and Victoria Park to Bayview Avenue, incumbent Councillor is Shelley Carroll, and Willowdale, Ward No. 18, Steeles Avenue to Highway 401 and Bayview Avenue to Bathurst Street and Don River, incumbent Councillor is Lily Cheng.

Don Valley North is a newer community most of which was developed after 1955. Willowdale straddles Yonge Street and is the oldest major settlement in North York with roots going back to the Mackenzie Rebellion. It was a thriving residential community on either side of Yonge Street in the 1920's and then the heart of the Township of North York.

One of the proudest achievements of FGUC has been the creation of the Grove Music School. The Grove Music School evolved out of the church's knowledge of the inherent value of music particularly to young people and has provided music lessons to children and youth for over 10 years. FGUC hopes that this music ministry will be a lasting legacy to the wider community.

### **DATE OF AMALGAMATION**

The congregations will amalgamate on **March 31, 2024** with the name of **Jubilee United Church**. The heritage of FGUC will be celebrated within the building space of JUC in a variety of ways. The amalgamated congregation may not worship **ONLY** at Jubilee from March 31<sup>st</sup> going forward. We could amalgamate and plan to worship separately as we find the best way to release Forest Grove from its purpose and become a single worshipping community at Jubilee.

**Final Service and Celebration at Forest Grove.** Forest Grove United Church would like to honour and celebrate their ministry in their location with a proper service of worship and gathering for those who have been part of the community over many years and those whose lives have been made better by association with Forest Grove. There are liturgical and pastoral considerations and opportunities that our Worship Leaders are considering right now and a final service date at Forest Grove will be worked out once the agreement is approved by the Region and accepted by both Congregations. We will listen carefully to the needs and desires of both communities and make plans that will allow us to come together in a positive and healthy way. The final service could include bringing in special guests or preachers to highlight the celebration and may include a meal.

### **LOCATION**

The location will be the Jubilee United Church building - 40 Underhill Drive, North York, ON M3A 2J5.

It offers worship space for a maximum of 470 people and a large parking lot. There are six halls/meeting rooms: Garden Room, Friendship Room, Heritage Room, Auditorium, Library and Nursery. As well, there are eight administrative

offices, three being used for storage. The building requires many upgrades and repairs to meet codes and the needs of the expanding congregation.

### **ORDERED MINISTRY AND STAFF – PASTORAL LEADERSHIP**

- a) Currently, The Rev. Norman Seli is serving JUC on a full-time basis. The Rev. Norman Seli will serve the merged congregation with the same compensation and benefits as he is currently receiving and as approved by Shining Waters Regional Council.

The Rev. Cameron Watts was serving FGUC as its called Minister. He requested a change in pastoral relationship effective August 1, 2023. The Rev. Carolyn McKinley is serving FGUC as its Minister for a 6-month term until April 30, 2024.

- b) The following staff will serve in the merged congregation:
- Music Director Jeannie Wyse
  - Property/Facilities Manager Barb Secord
  - Director, Grove Music School & Digital Production Kye Andrews
  - Office Administrator Dianne Clare

There are other staffing needs and determinations as yet undecided.

### **GOVERNANCE AND MEMBERSHIP**

The Congregations of FGUC and JUC will amalgamate, within the meaning of that term, in accordance with the applicable procedures of the United Church of Canada and Shining Waters Regional Council, effective March 31, 2024 (the ‘Date of Amalgamation’).

Accordingly, effective the Date of Amalgamation, FGUC shall cease to exist as a separate and distinct entity and the assets, funds, and real property of the former FGUC shall become part of the assets, funds and real property of JUC, subject to any further limitations and restrictions agreed to between the Congregations.

Effective on the Date of Amalgamation and thereafter, the Trustees of JUC shall, subject to any further limitations and restrictions agreed to between the Congregations, assume the assets, funds and real property together with the liabilities of the former FGUC Congregation. At least two members from the former FGUC Congregation will be invited to join the JUC Board of Trustees following the Date of Amalgamation, one of whom will be appointed as the Chair of the Board of Trustees and shall sit as a member of JUC Council. It is hoped that additional involvement in leadership positions may evolve over time.

To assist the Trustees of FGUC and the Trustees of JUC in the effort to sell the real property of FGUC, the respective Congregations have appointed a Sales Advisory Team to provide input and counsel in connection with the processes and procedures leading to the sale of the subject real property.

The Congregations of FGUC and JUC understand and agree that the assets and funds of FGUC shall, as necessary, be used to meet any and all costs and expenses associated with the sale, including without limitation: the operation and maintenance of the subject real property pending the sale; all environmental, legal, real estate and remediation costs associated with the sale process; and, like costs and expenses.

On the Date of Amalgamation and thereafter, the JUC Council will continue to constitute the Church Board for all purposes. A new position of Council Member-at-Large will be created for a former FGUC member to ensure there is a voice from FGUC on the governing body. Further, the Grove Music School will be moving to Jubilee and will be managed by a Director, Grove Music School & Digital Production. A Music School Board will be established as a resource to the Director and will be adjunct to the JUC Council. The Music School Board will be comprised of 3-5 members, at least one from each of FGUC and JUC, one Music School parent, and two other individuals, as available. The Music School Director will sit on the JUC Council as a full voting member.

JUC welcomes and encourages former FGUC Congregants' involvement in any and all leadership positions, committees and groups. Representatives from the former FGUC Congregation will be asked about their interest in the various committees and groups and will be invited to participate.

A new Roll of Members will be prepared prior to June 30, 2024.

## **WORSHIP, MUSIC, AND MINISTRY**

By definition, amalgamation means a coming together to create a new entity based on the wishes, desires, values and beliefs of the joining groups.

The Forest Grove congregation will be joining in worship with the Jubilee congregation on amalgamation. Worship elements from both churches were inventoried in a discussion document and compared with the goal of determining what worship would be like in a future amalgamated church. Details of this discussion are presented in the table below.

**Table 1. Comparison of Worship at Forest Grove and Jubilee United Churches**

	<b>Forest Grove</b>	<b>Legacy Jubilee</b>	<b>Going forward</b>
<b>Transportation</b>	Some members who don't drive anymore get rides from other members.	Located near transit. Use of taxis to assist members in getting to church through Beck taxi.	Some FGUC members may require a 'longer' ride. A funded program to cover transportation costs to church services and events will be established.
<b>Welcome to church</b>	Greeters (5 rotating teams of 2 meet members at the door)	Greeter teams serve one month at a time.	There will be a mixed team of greeters; schedule to be determined. Process may be redesigned.
<b>Decoration</b>	Banners hung in Sanctuary according to the different liturgical seasons. Matching antependia for the pulpit. FGUC sanctuary has stained glass windows donated by the founders. Quilts: 25 Year anniversary & possible 60 <sup>th</sup> anniversary	Banners hung in Sanctuary according to the different liturgical seasons. Matching antependia for the pulpit.  JUC is a more modern building designed without stained glass	To be determined (TBD). Perhaps a rotation of banners from the amalgamating churches Some of the stained-glass panels from FGUC may be made into an artistic display for placement at JUC. A separate document has been prepared to look at Remembering FGUC.
<b>Sunday Service</b>	In person service in sanctuary (average attendance 16-20) Service is webcast live by Zoom A video of the service is edited	In person service in sanctuary (average attendance 60) A pre-recorded service is on YouTube at the same time as the in-	In person service in sanctuary A service will be available on a digital platform

	<b>Forest Grove</b>	<b>Legacy Jubilee</b>	<b>Going forward</b>
	and uploaded to YouTube	person service. (no live webcast)	
<b>Scriptures</b>	Readings selected from Christian Bible according to United Church Lectionary Readers from the congregation	Readings selected from Christian Bible according to United Church Lectionary Readers from the congregation	The same: Readings selected from Christian Bible according to United Church Lectionary Readers from the congregation
<b>Communion</b>	Once a month; members come to the altar. Flowers donated in memory of a loved one on communion Sundays	Once a month	Communion will be celebrated once a month
<b>Liturgical seasons &amp;/or special themes</b>	Advent, Lent, Easter Black History month, Truth & Reconciliation, Orange Shirt Sunday, Remembrance Day, Pride Sunday Affirming Congregation	Advent, Lent, Easter Black History month, Truth & Reconciliation, Orange Shirt Sunday Remembrance Day, Asian Heritage Month, Pride Month, Affirming congregation	Both churches celebrate very similar themes. Both churches are Affirming congregations
<b>Music on Sundays</b>	3-4 instruments (pipe organ, piano, keyboard, guitars, saxophone, drums) Soloists 3-4 Hymns from Voices United and More Voices and/or musical	Chancel Choir Piano/Keyboard-electric organ  3- 4 hymns or musical selections from VU, MV. Occasional use of Music from other sources Anthem and	Music program will grow organically to include the many gifts of the musical community (Jubilee and Forest Grove) and the needs of the gathered community. The Jubilee Choir will be a Sunday fixture;



	<b>Forest Grove</b>	<b>Legacy Jubilee</b>	<b>Going forward</b>
	pieces from other sources (pop music) Anthem Prelude and Postlude at discretion of Minister and Music Director	offertory Prelude & Postlude	Forest Grove musicians will be included from time to time in Sunday Morning Worship as well as other potential services. Typically, Forest Grove Musicians would be featured at least once a month on Sunday mornings and more frequently in special seasons like Advent, Lent and Easter.
<b>Music focused services</b>	Twice a year concert by music school Christmas carols sing along Christmas Eve candlelight service with music Best music of the year on YouTube	Spring concert, annual Carols by Candlelight, Christmas Concert, Christmas Carols on the labyrinth Muffin band leads music for Sunday morning Muffin Church (occasional)	Christmas concerts/Carols Music school concerts will continue as long as the FG music school operates.  Muffin Church Consider a special music school concert day or evening (not at Sunday service)
<b>Other forms of worship</b>	July & August: Coffee, snacks and conversation in Hearth room Special Advent and Lenten services	Monthly service at Donway Place (Revera) Retirement Residence 2x monthly Ulterior Worship; Special Advent & Lenten services Muffin Church	Potential for a regular worship service led by music (possible FGUC musicians) to be added to the Worship Life of Jubilee, and special occasional services like Taize service, Labyrinth services (in-door and

	<b>Forest Grove</b>	<b>Legacy Jubilee</b>	<b>Going forward</b>
			outdoor), Jazz or Blue Grass Vespers.
<b>Children &amp; youth ministry</b>	No services for the last 5 years since there are no children/youth attending	Nursery; Godly Play for children, Youth Group, Confirmation Classes, and Vacation Bible School.	Nursery and Programs for Children and Youth will continue and grow as the needs of the community warrant.
<b>Interactive lessons on Sunday</b>	Use of Kahoot game; Minister message using film and scripture (facilitated by having a projector and screen in the sanctuary)	Ulterior Worship has interactive component as this is doable with the less than 20 who attend.	TBD- Seek other forms of interactive lessons; possible Q&A sessions
<b>Music Training</b>	Forest Grove Music School offered as per enrollment in the program. Twice a year concert.	Jubilee choir provides vocal instruction and practices twice/week to provide Sunday service music and two music concerts/year.	Music School concerts and Choir concerts will continue. Other concerts that welcome a variety of participants may be added to the schedule.
<b>Faith based discussions</b>	Weekly bible study (when Minister is in role)	Weekly Bible Studies, Faith Based Discussion Series, Men's Contemplation Group, Theology on Tap (Pub Discussion Group).	Programs will continue and expand as community needs emerge and participation warrants.
<b>Transportation</b>	Some members who don't drive anymore get rides from other members.	Located near transit. Use of taxi chits to assist members in getting to church through Beck taxi.	Some FGUC members may require a 'longer' ride. A funded program to cover transportation costs will be established.

	<b>Forest Grove</b>	<b>Legacy Jubilee</b>	<b>Going forward</b>
<b>Projection of service via projector</b>	Order of service, words to songs, life and work of the congregation are projected onto a screen in the Chancel area. Bulletins are also provided via hard copy and a weekly email.	No projection - Minister preference. Bulletins in normal and large print available.	Consider projection at JUC as part of upgrades of the audio and video system.
<b>Digital Worship</b>	Live stream via Zoom weekly. Create YouTube version for viewing day following the service.  Reduction in viewers since in-person worship resumed.	No live streaming.  Weekly creation of digital service with same sermon posted onto YouTube available at 10:30 am every Sunday. Digital service mirrors in-person worship with small differences.  Regular viewers. Audience members may never have been to JUC.	Digital programming at FGUC and JUC has different intents and designs. Continue with on-line digital programming.

This comparison identified many similarities and some differences.

**Similarities:**

- Greeters
- Scriptures
- Communion
- Liturgical seasons, themes
- Concerts, Music focused services
- Faith based discussion (Bible study)

**Differences:** The comparison table above illustrates the following areas where there are differences between the two churches, which may be the subject of further discussion.

- FGUC congregation is much smaller than the JUC congregation by a ratio of 1 to 3 (20 vs 60 average attendance). This may be a smaller ratio after amalgamation as the location may affect Grovers attendance.
- Sanctuary environment/decoration
- Specifics of the Sunday music
- Other forms of worship (alternative services)
- Interactive lessons on Sunday (film, Kahoot)
- Digital platform for Sunday services.
- Sunday School provided at JUC during the Sunday worship service.

FGUC Council decided that they needed input from their congregation and had a meeting where discussion occurred. While detailed analysis of the comments received from the congregation is underway some themes of desired results of amalgamation did emerge and include:

- Music program in Sunday services to meet needs of multigenerational audience including traditional and loved hymns and contemporary music to support/link to the worship theme for the week
- A style of weekly Sunday worship which incorporates a mix of traditional and contemporary elements. Contemporary elements would include creative methods of delivering the weekly theme to connect clearly to modern day experiences outside of traditional sermons, hymns and readings such as modern music (as covered in a separate bullet) and the incorporation of video / technology.
- Ways to remember that Forest Grove once existed in the Bayview Village Community through a memory book or perhaps a permanent fixture located on or at the Forest Grove location
- Enhanced pastoral care
- Feeling welcomed by the Jubilee congregation
- Keeping the congregation informed regarding discussions in the amalgamation meetings
- Support for the refugee program (Don Valley Refugee Resettlers)

Transition will include opportunities for the two congregations to worship together. Two events have been held and plans are being discussed for additional opportunities.

An outline of an Amalgamated Worship has been developed and is shared in Appendix B.

### **Music**

The Music program for the amalgamated congregation will consist of 2 parts:

- Worship Music Program including Sundays and other worship events:  
At present, the existing Jubilee music for worship will continue in its current format with some addition of the FGUC music program. For example,

FGUC musicians may be asked to participate in the Sunday morning music worship program.

- Grove Music School

The Grove Music School will transition from FGUC to JUC. The Music Director from FGUC will become the Director, Grove Music School & Digital Production.

### Ministry

Currently there will be one minister in the Amalgamated Jubilee. However, there is an identified need for a second full-time minister to support Pastoral Care and Family Ministry. The budget for a second minister has been included in the Ministry and Personnel portion of this document.

## OUTREACH AND FELLOWSHIP ACTIVITIES

**Table 2. Comparison of Outreach and Fellowship Activities at Jubilee & Forest Grove United Churches**

<b>Jubilee U.C. (legacy) Current Activities</b>	<b>Forest Grove U.C. Current Activities</b>	<b>Amalgamated Church Proposed Activities</b>
Enthusiastic support of Mission and Service as well as World Development and Relief	Support of the Mission and Service fund through weekly givings, Minute for Mission videos	Enthusiastic support of the Mission and Service fund with monthly Minute for Mission announcements as well as World Development and Relief
Refugee sponsorships - Syrian family – Al Dahoul family; Afghanistan family - Amiryar family (elderly parents, single adult daughter, daughter/husband and 4 children) partnered with Metropolitan United Church	Refugee sponsorship including Don Valley Refugee Resettlers (DVRR). A Ugandan woman has arrived from Kenya in November 2023 and is getting settled. Annual Amaryllis and Honey sale in support of DVRR.	Refugee sponsorships including Don Valley Refugee Resettlers. Annual Amaryllis and Honey sale in support of DVRR. One Syrian family and a large (three sponsorships) Afghanistan family currently in progress at JUC. Partnership with DVRR is being explored.
	Grove Music School providing music lessons for children in the community for piano, guitar, voice	Grove Music School providing music lessons for children in the community for piano, guitar, voice

<b>Jubilee U.C. (legacy) Current Activities</b>	<b>Forest Grove U.C. Current Activities</b>	<b>Amalgamated Church Proposed Activities</b>
Accommodation for local community groups including Bridge, Alcoholics Anonymous, yearly Kiwanis festival, Canadian Blood Services (several times a year), Multiple Myeloma Support Group, Amadeus Choir, fitness class	Accommodation for local groups such as Little Kickers, autism day camps, vaccination clinics, yoga, French Lesson Group	Accommodation for local community groups including Bridge, Alcoholics Anonymous, yearly Kiwanis festival, Canadian Blood Services (several times a year), Multiple Myeloma Support Group, Amadeus Choir, fitness class, autism day camp
Long-term renters including Little Acorn Montessori School, By the Well Presbyterian Church, Reach Yoga, Toronto Choristers	Long-term renters include Forest Grove Montessori School, Choong Hyun Presbyterian Church, Seventh Day Adventists, Al Ikram Chinese Muslim Prayer Group	Long-term renters including Little Acorn Montessori School, By the Well Presbyterian Church, Reach Yoga, Toronto Choristers
Volunteer and/or financial support for: Christian Resource Centre, Toronto Urban Native Ministry, Community Share Food Bank, Diapers for Abiona (Massey) Centre, ALS lap covers, milk bag mats	Bayview Village Association activities: Partnering with the City of Toronto for a Tree Giveaway (to increase the tree canopy) and a local realtor for a Halloween Pumpkin Giveaway	Volunteer and/or financial support for: Christian Resource Centre, Toronto Urban Native Ministry, Community Share Food Bank, Diapers for Abiona Centre, milk bag mats
Collection of the following items for various causes/organizations: pop tabs, used stamps, ink cartridges, corks, eyeglasses, milk bags, wool, socks, hats	Collection of hygiene products for shelters, tents, sleeping bags (targeted drives), food bank items	Collection of the following items for various causes/organizations: pop tabs, used stamps, ink cartridges, Campbell soup labels, corks, eyeglasses, milk bags, wool, socks, hats, hygiene products for shelters, tents, sleeping bags (targeted drives), food bank items
Brookbanks for African Grannies/Gogos		Brookbanks for African Grannies/Gogos

<b>Jubilee U.C. (legacy) Current Activities</b>	<b>Forest Grove U.C. Current Activities</b>	<b>Amalgamated Church Proposed Activities</b>
(supporting the Stephen Lewis Foundation)		(supporting the Stephen Lewis Foundation)
Broadview Magazine subscriptions		Broadview Magazine subscriptions
Monthly service at Donway Place (Revera) Retirement Residence		Monthly service at Donway Place (Revera) Retirement Residence
Monthly Community Table dinners (no cost, open to everyone)		Monthly Community Table dinners (no cost, open to everyone)
Seasonal special events: Shrove Tuesday Pancake supper, Maundy Thursday dinner, Easter 'Son'rise service on labyrinth, Easter breakfast and egg hunt, church picnic in spring, Halloween party, Christmas dinner, Scouts Christmas tree sales, Christmas carolling on the labyrinth	Seasonal special events: Easter event, Spring potluck, Witches Brew in October, Advent breakfast or lunch	Seasonal special events: Shrove Tuesday Pancake supper, Maundy Thursday dinner, Easter 'Son'rise service on labyrinth, Easter breakfast and egg hunt, spring potluck, church picnic in spring, Halloween party, Witches Brew in October, Advent Breakfast or lunch, Christmas dinner, Scouts poinsettia sales, Christmas carolling on the labyrinth
Weekly coffee hour after Sunday morning service, using Fair Trade coffee.	Monthly coffee/fellowship time usually associated with a special event such as Christmas or Halloween. (3x /month self-serve juice and cookies; 1x / month planned)	Weekly coffee hour following Sunday morning worship
Knit 2 Purl 1 weekly knitting club (Prayer shawl knitting)		Knit 2 Purl 1 weekly knitting club – prayer shawls, scarves, hats, mitts to New Circles.
	Mitten tree	Mitten tree
Men's Breakfast Club – Monthly meetings from October through March	Men's Breakfast - monthly (first Tuesday) at Sunshine Spot on Sheppard Avenue.	Men's Breakfast/Brunch – Monthly meetings at the church or at a restaurant

<b>Jubilee U.C. (legacy) Current Activities</b>	<b>Forest Grove U.C. Current Activities</b>	<b>Amalgamated Church Proposed Activities</b>
UCW – Three units meet regularly from September to June; Welcome Back Fall Gathering in October		UCW – Units meet regularly from September to June; Welcome Back Fall Gathering in October
Fall & Spring Concerts and lecture series	Semi Annual concert by the Music School	Fall and Spring concerts, lecture series, Music School concerts
Quarterly Definitely Not Church show		Quarterly Definitely Not Church show
Soup lunch weekly in winter and Coffee drop-in rest of year		Tuesday Soup lunch weekly in winter and Coffee drop-in rest of year
	Music School spaghetti suppers	Music School spaghetti suppers
Yearly garage sale in spring and yearly Art/Craft sale in fall		Yearly garage sale in spring and yearly Art/Craft sale in fall
JubilAIRS (old radio programs)		JubilAIRS (old radio programs)
Duplicate Bridge & bid Euchre		Duplicate Bridge Mondays and Tuesdays & bid Euchre
On-line Book Club hosted by Rev. Alison Mock (Jubilee's Voluntary Associate Minister)		On-line Book Club every third Tuesday of the month.
		Other opportunities for Outreach and Fellowship as our joint imaginations grow.
Worship is offered in-person and via YouTube weekly. The YouTube service is pre-recorded and premieres the same time as the in-person service with the same sermon recorded.	Worship is offered in-person and via Zoom weekly. Following the service, a team creates a video of the service which is uploaded to YouTube	Worship is offered in-person and via YouTube weekly. The YouTube service is pre-recorded and premieres the same time as the in-person service with the same sermon recorded. The in-person service is recorded and excerpted to upload bites to Twitter and Instagram.



<b>Jubilee U.C. (legacy) Current Activities</b>	<b>Forest Grove U.C. Current Activities</b>	<b>Amalgamated Church Proposed Activities</b>
Communication occurs through church newsletters, website, e-mail groups and sermon podcasts, and a presence on Facebook, Twitter, Instagram, and YouTube.	Communication occurs through church bulletin, weekly emails, website and Zoom and a presence on Facebook, Twitter, Instagram, and YouTube.	Communication occurs through church bulletins, newsletters, website, e-mail groups, Zoom, and podcasts and a presence on Facebook, Twitter, Instagram, and YouTube.

**TENANTS AT FGUC**

We believe the best way forward to funding our shared vision is to sell the FGUC property, which is surplus to the needs of the amalgamated church. The trustees of FGUC have consulted with Jody Maltby at Shining Waters and with Kindred Works (Kris Tavella) to gain alignment on the intended sale. A separate request from the FGUC Trustees to approve the property sale has been submitted to the Commission in parallel to this covenanting agreement.

The building at FGUC currently has tenants: Toronto Choonghyun Presbyterian Church, Adventist Church, Forest Grove Montessori School, and Al Ikram Chinese Muslim Prayer Group. Forest Grove Montessori School has a contract until July 31/2024, and they indicated a desire to stay until June 30/2025. If possible, we will introduce them to the new owners as soon as they are identified. For the other three tenants we will propose to them a monthly agreement starting January 1/2024 and if they wish, we will introduce them to the new owners as soon as they are identified.

**ASSETS AND VALUATION**

JUC and FGUC are not aware of any debts. All property of the amalgamating churches, real and personal, shall be transferred to the Board of Trustees of JUC. All liabilities of the amalgamating churches shall be liabilities of JUC. JUC shall be deemed the legal successor of FGUC.

The Board of Trustees for FGUC, after consultation and in partnership with Shining Waters Regional Council, intends to offer the FGUC site for sale in the first quarter of 2024.

**CHATTELS AND FIXTURES**

The FGUC congregation will identify significant items from their site that they would like to see integrated into the life of the new congregation and the fabric of the JUC building. The two congregations will consult on other items that will be of use for the amalgamated congregation. Full inventories will be completed of all non-fixed assets and will be reallocated based on CRA criteria.

## **PLANNED INTENTION AND USE OF CAPITAL FUNDS**

Once the amalgamation has been approved and the FGUC site is sold, it is intended that the sale proceeds would be directed to the following ministry endeavours.

Possible uses of these capital funds include:

### **1. Provide for the Direct Costs of the Amalgamation**

The amalgamated congregation will incur costs directly related to the amalgamation which will need to be attended to in an orderly fashion. These estimated costs include, but are not limited to the following:

- One-time costs of sale of the FGUC property (inspections, legal costs, real estate fees (based on 4%), elimination of duplicate staff roles, etc.)
- Operating costs of FGUC after March 31<sup>st</sup>, 2024 before property is sold (Security, insurance, utilities, maintenance, etc.)
- Move and installation/storage of chattels and archival records from the Forest Grove site
- Physical legacy in remembrance of FGUC, which could include any of the following:
  - Commission a stained-glass artist to create and install an art piece from the stained-glass windows from Forest Grove
  - Create a remembrance book of Forest Grove history, former ministers, pictures, and time capsule contents for members
  - Move FGUC cornerstone to JUC cornerstone garden
  - Identify and perhaps sever a portion of the Forest Grove property to have an area for a seating area somewhere on or near the current FGUC location. This could include a bench with a plaque that identifies that Forest Grove stood on this location from 1960-2024, or it could be a component of the sale of the building.

This will be a priority under any agreement approved by the Region.

### **2. Augment Current Staffing to support increased programming ideas as indicated below.**

- Director, Grove Music School & Digital Production. This role leads an innovative music outreach program that offers the opportunity for local youth to be introduced to and to expand their participation in music through instruction and performance. Additionally, this role plays an integral role in the worship program of the Church through the development and production of the Church's digital footprint offerings, supporting in-person worship music and collaborating in the development of special musical concerts and performances. 40 hrs/wk
- Enhance digital production and editing 15 hrs/wk
- Videographer to videotape Sunday services and concerts 3 hrs/wk

- Enhance custodial support by 10 hrs/wk for set up/tear down for Grove Music School
- Equalize paid choir leads rate
- Augment Office Administrator by 2 hrs/wk for Grove Music School bookkeeping and financial reporting
- Reception and administration support of 10 hrs/wk for Grove Music School
- Pastoral Care and Family Minister to support increased pastoral care due to FGUC transfers and minister to increased children and youth expected through Grove Music School. 40 hrs/wk

We anticipate a 10-year plan to be approved by the Region to cover these expenses.

### 3. Program Enhancements at Jubilee United Church

As a result of amalgamation talks with JUC, FGUC requested some program ideas into which they could invest some of the proceeds from the sale of their church. Program enhancements include:

- Grove Music School to provide music lessons to community children and youth – requires sheet music, instruments, scholarships. These will be funded in the in an approved agreement with the Region, although modification may be required.
- Musician support for digital services and occasional Sunday services and concerts This will be a priority under any agreement approved by the Region.
- Seniors’ transportation – provide taxi vouchers to and from a United Church of their choice and Sunday bus from one or more senior’s residences. This will be a priority under any agreement approved by the Region.
- Refugee Support - FGUC, having a long tradition of support for Refugees, would expect their legacy to continue to sponsor Refugees through Sponsorship and/or direct support to Refugees already sponsored by others. JUC has a shorter history, but in the past 6 years has sponsored 17 Refugees and is currently sponsoring another 4 while working on plans for as many as 9 more. We would expect \$250,000 to be committed to further Refugee support through the current JUC program or other programs like the Don Valley Refugee Resettlers. This amount could be modified under the direction of the Region.
- Expand food hospitality ministry including activities like the Monthly Community Table (a monthly free meal for anyone in the community prepared in the Jubilee Kitchen, with an emphasis on fellowship and leftovers to be taken home by those in the greatest need) and weekly dinners for Music School students and their families, prepared by JUC

volunteers. We would hope to expand and/or increase the frequency of these meals which will only be possible with a capital investment from the proceeds of the sale of the FGUC property. This is a ministry that will grow with the addition of students and families coming to Jubilee for music education. The final amount will need to be approved by the Region.

- Equipment to support Live Streaming/recording worship services, concerts, and other special events (\$200,000) This amount may be modified as we seek approval from the Region.
- Ongoing technology licencing, software upgrades and training. The final amount will need to be approved by the Region.

#### 4. Attend to the Building Requirements of the Jubilee Site

The intent is to use capital funds to conserve and enhance the existing building for program uses in the years to come:

- Soundproof three rooms to accommodate the music program
- Acoustical treatment in Garden Room
- Replacement of all roof top HVAC units in mid-future
- Storage better organized with special racks, etc. throughout the building
- Kitchen space and equipment to be reviewed to see if a ‘face-lift’, an upgrade, or a full renovation is needed
- Floor Cleaning Machine (better floor maintenance)
- Auditorium upgrade to store banquet chairs and tables more efficiently.
- Plumbing upgrades to be accessible washrooms, replace toilets and urinals as needed
- Storage garage to free up office space

For this purpose, we will be seeking approval from the Region for costs around \$750,000 to be approved by the Region.

#### 5. Building Reserve

It is the intention that any amount in excess of the anticipated amount from the sale of the FGUC site will be dealt with as follows:

- Up to 50% of the excess will be made available for investment in the Toronto United Church Council “Investing in Ministry Fund”.
- The balance of the excess will be placed in a building reserve account to be used as a contingency fund for the estimates in this proposal and/or for the future capital requirements of the building. It is understood that any new project expenditures from this reserve in excess of \$100,000 must be reported to the Shining Waters Regional Council for approval as set out in Regional Council policy.

## **PROFORMA BUDGET FOR AMALGAMATED CONGREGATION**

A Proforma Budget for the 2024 amalgamated congregation shall be prepared by June 30, 2024.

### **PROVISO**

All the foregoing is subject to review and oversight by the Shining Waters Regional Council. If the fundamental terms of the Amalgamation Covenant Agreement are not satisfactory to the subject Congregations or to Shining Waters Regional Council, then, the subject Congregations may elect to reconsider the Amalgamation decision prior to the proposed Amalgamation Date.

### **IN SUMMARY**

Through the amalgamation of FGUC and JUC, we are discerning a gift from God guiding us towards a new future. We are building upon the heritage and mission of two congregations ready to become a new community of faith together.

The future of JUC will take shape with the talents and resources of people from FGUC and JUC growing in their faith together and dedicated to the ongoing ministry of being an active, affirming, and caring presence of Christ for the community we serve and beyond.

## Appendix A

### **Ways to Remember Forest Grove United Church**

Feedback from the Forest Grove congregation included a strong request for some sort of way to remember Forest Grove United Church. A number of options have been put forward and they include:

- A seating area somewhere on or near the current Forest Grove United Church location. This could include a bench with a plaque that identifies that Forest Grove stood on this location from 1960-2024. Moving the Bayview Village/Forest Grove Vimy Oak could be to this location as well as the Crysedale maple tree.
- Remodelled stained-glass.
  - The stained-glass windows are an important part of Forest Grove. As well the ravine side of the sanctuary has a few etched windows. At least one other United Church has taken the stained-glass windows from their sanctuary and created a stand-alone structure for display in the amalgamated location (New Hope United Church in Concord, ON).
  - The cost for such an endeavor is unknown at this time and the staff at New Hope were unable to share any information. The company used by New Hope about 15 years ago is no longer in business. An email and voice mail has been sent to Robert MacCausland Ltd - Eternal Glass for some guidance and cost estimate for this type of work.
- Cornerstone and time capsule of Forest Grove
  - Following the proposed amalgamation, Forest Grove would like to include its cornerstone in the garden in the same way as the four other amalgamating churches have done.
- Other ways of remembering Forest Grove include:
  - Putting our anniversary plate in the cabinet with the other churches
  - Including Forest Grove banners in the rotation used at Jubilee United Church
  - Finding a spot at Jubilee to put important artefacts from Forest Grove, either in a separate room or area such as the Heritage Room.
- Creating a memory book

The two most expensive options would be identifying and perhaps severing a portion of the Forest Grove property to have an area for a bench, or it could be a component of the sale of the building and making an art display of the stained-glass windows.

## Appendix B

### **Worship post-Amalgamation**

Worship will always move and change to connect the gathered people to God in the context of our dynamic lives. That means that we are unlikely to have any hard and fast rules that cannot be bent or broken as our community and context change. Covid changed things for our Sunday worship, emerging from Covid has led to changes, and new members coming into the community with different gifts and needs have led to changes. To have a particular leader or resource available might inspire us to change everything on a given Sunday to fully appreciate and engage with this leader. We cannot anticipate the future and the impact that changing conditions and emerging opportunities might have on worship, but it is reasonable to assume the following will be included in Sunday Worship.

**Prelude and Postlude** provided or arranged by the Musical Director

**Acknowledgements** We take time to acknowledge our debt to Indigenous peoples in Canada and our aspiration to be in right relations with Indigenous folks. We also acknowledge our commitment to being an Affirming Community and we acknowledge our commitment to diversity and accessibility for all.

**Announcements** for the Church and Community will be included in Sunday Morning Worship.

**Call to Worship and Prayer of Approach.** Call and Response prayers engaging the congregation and a leader.

**Prayers of the People** Shared in a variety of formats including Collect Prayers, Sung Prayers, Spoken Prayers, and Silent Prayers

**Prayers of Confession** from time to time.

There will always be a “confessional” element in Sunday prayers, but we may not always have a formal “Prayer of Confession” or “Assurance of Pardon”.

**Candles.** Most Sundays we light a Christ Candle acknowledging the many ways we see God and “The Light of Christ” in the World. We encourage members of the community to share their experience in a 2- or 3-minute presentation that concludes with the lighting of a single candle on the Communion Table. In Advent, this candle is replaced by the four Advent Candles.

**Scriptures** will include the Hebrew Scriptures, the Gospel and any other elements found in a complete Christian Bible (Psalms, Epistles, etc.). Congregation members will be invited to read Scripture. We used a variety of Bible translations, most commonly, the New Revised Standard Version, but sometimes the Message or King James Version. We encourage readers to choose the translation that suits them best.

**Sermon or Meditation.** There will be an opportunity to reflect on God's Word, lead by a Preacher or Facilitator. Typically, this will be a sermon.

**Anthem and Offertory.** There will typically be at least two musical presentations made by our choir, soloists, or musical groups (from our choir, community or invited)

**Offering.** We are not likely to pass an Offering Plate around during the Offering, but instead consider the many gifts that we can offer the community that are not financial. We will encourage Financial Support with an "Offering Box" (or two) in the Foyer. We will also accept donations through a POS machine (Clover) and have QR codes on display to allow people to donate directly from their Banking App on a Smartphone.

**Hymns.** We will sing 2 to 4 hymns or musical selections in the course of Sunday Worship. These hymns will typically come from Voices United, More Voices and other United Church Resources. We will also, from time to time, bring in songs and resources from beyond the United Church of Canada.

**Children and Young People** There will be a time set aside for children and young people within the Sunday Service and they will be given the opportunity to attend their own synchronous program.

We expect to follow the **Common Lectionary** for our readings, but do not feel bound to it and may select other readings as circumstance warrants.

We will observe the seasons of Advent, Lent, and Easter as well as celebrating Pentecost. We expect to engage in Black History Month, Asian Heritage Month, Pride Month, Truth and Reconciliation Sunday, Remembrance Day and other days that are relevant to our community.

**Baptism and Confirmation** will be celebrated as part of Sunday Worship.

**Communion** will be celebrated approximately 12 times a year. When not concerned about infection, we would typically alternate between a seated Communion (small cups on trays, bits of bread handed out with tongs) and Intinction (people come forward to servers who offer bread and the opportunity to dip the bread in the juice. All juice is alcohol free, and all bread is gluten-free. Communion Teams of 4 prepare and clear Communion. Five servers are recruited for serving with seated communion and 3 are recruited for intinction.

We presently incorporate a Communion Cup and Paten made for Jubilee United Church by a resident potter, we also use a Communion Cup and Paten that belonged to St. John's United Church. We would anticipate including Communion ware from Forest Grove and using with our other Communion ware.

**Bulletins and Screens** We do not currently incorporate screens in Sunday Worship and have no immediate plans to do so. We produce a printed bulletin that



includes the Order of Service and Announcements. We also print a Large Print Bulletin that has the entire service in an 18-size font. Words to the hymns are included in this bulletin. Including screens in Sunday Worship can be considered by future Worship Committees, but present architectural challenges will impact any future decision, as well as philosophical/ecclesiastical considerations.

We will encourage the participation of the community in Sunday Worship, engaging them as their gifts inspire.

We will have special Sundays when the usual is set aside for a different kind of experience. e.g. Muffin Church, Pajama Church, Blessing of the Animals, Christmas, or Easter Pageants.

Worship will not be confined to Sundays in person. We will continue to explore and develop digital worship that is shared on-line, alternative experiences of worship (Ulterior Worship, Something Like Church, Definitely NOT Church, etc.).

Worship planning will be facilitated by the work of the Worship Committee and the Jubilee Council working in close partnership with the Minister, Music Director, Director - Grove Music School & Digital Production and the Pastoral Care & Family Minister. These teams will collaborate to ongoingly prioritize the needs of our community and movement of the Spirit. In other words, we won't just change everything overnight, but we will follow God's call as heard in our community.