

Date: April 20, 2021 – updated April 25, 2021

To: Knox United Church Council

From: Boyd and Holly Hunter

Dear Council Members

We are writing to inform you that we are going to take a break from the life and work of Knox for the next 6 months. Boyd will be taking a leave of absence from his duties as Chair of Trustees and will resign should Council wish to replace him before the end of his 6 months leave of absence. We will be prayerfully considering how God is calling us to serve during this period.

We have both been faithful and very active contributors at Knox for the past 34 years and lived through many ups and downs in the life and work of Knox. We continue to have a great affinity for Knox, the people of Knox, and the work that Knox does for its members and the community.

However, several events that have occurred over the past 16 months and the tone and way some individuals have been treated both at public meetings and through emails, is concerning to both of us. Further, we are concerned about timely and transparent communication, objective pros and cons decision making policies/processes for all available options, and the willingness to consider opposing viewpoints. The declining trajectory is, quite frankly, upsetting.

Boyd has met with the Chair of Council, Reverend Sandra, and 2 Executive Committee members to provide some constructive suggestions regarding improving Knox decision making processes and communication for the benefit of all its members. During the next 6 months, we will be monitoring, with interest, progress with respect to the following:

1. Whether action is taken on the proposed motion Boyd put forward at the last council meeting regarding a formal policy to be followed by groups or members promoting significant proposals/decisions. Copy attached.
2. Whether there is evidence that decision making is following the policy described in the motion.
3. Whether minutes of Executive Committee meetings and Council are being prepared/distributed/published on a timely basis within 1 week of each meeting.

Please note that this communication is being delivered in advance of the Congregational meeting as we wish to make it abundantly clear that our concerns are about sound decision-making processes, timely and transparent communication, and mutual respect, and not the outcome of a vote.

We have determined that the stress of being involved at Knox is outweighing our sense of fulfillment from responding to God's call. While we are sad to make this decision, we sincerely hope that it will be a temporary break and feel it is the best decision for us, for Knox, and for our faith journey.

Yours in Christ

Boyd & Holly

Proposed Decision Making Policy for Discussion by Council – Knox United Church

1. All significant decisions for the life and work of Knox should be presented with each alternative described and a Pros, Cons, and if applicable - Costs, Potential Net Revenue analysis provided for each alternative.
2. There should be a clear summary statement from the presenter(s) regarding why the alternative chosen best fits our mission statement.
3. Although not every significant decision will have financial impacts, any decision with a potential short or long term impact of \$10,000 or greater should be subject to this type of presentation and analysis.
4. Decisions with significant financial impact should be vetted prior to presentation by a finance committee member or Knox volunteer with financial background with strong consideration being given to requiring inclusion of such a person on any ad hoc committees.
5. Written proposals for such decisions should be distributed a minimum of 48 hours in advance of the meeting date.
6. Significant decisions should only be made by duly constituted meetings of either the Executive Committee, the Council or the Congregation and email votes without opportunity for discussion should be avoided to the maximum extent possible.