



## **Potential Merger of:**

### **Runnymede United Church and Windermere United Church QUESTIONS & ANSWERS**

Updated March 26<sup>th</sup>, 2023

**1. Will there be a need for additional staff to support two campuses?**

The merger financial plan includes continuing with the cleaning and other services in place at Windermere, as well as the custodian role at Runnymede. In addition, the merger plan includes a new Shared Facilities Manager role. This person would be responsible for tenant and rental management for both buildings as well as identifying and prioritizing building maintenance requirements. This new role would be paid out of the rental surplus generated through the Windermere campus.

**2. Will we have an opportunity to tour the Windermere campus?**

The working group has had a tour of the building and we are arranging a more technical orientation tour for another property focused group shortly. Members are welcome to attend a service at Windermere, but we will not be requesting tours beyond the two noted here.

**3. Can you say what the plans are for the staff at Windermere?**

Windermere has been making plans for a transition for some time and the nature and term of their staff relationships reflect this. Currently all working staff are on contracts which expire before the end of June 2023.

**4. How will the potential merger help us achieve our mission?**

Runnymede United Mission: "So that Christ's healing grace may reach a hurting world, we are committed to seeing that all who seek are: welcomed into community, equipped with faith and supported in finding and following God's call on their lives." The merger helps to fulfill our mission by extending our reach into more of west Toronto; by way of a funded opportunity to expand into a two campus church in partnership with fellow United Church people with a great commitment to outreach. Together will be able to reach out to more people, support more people, be more visible within the context of west Toronto and be more sustainable in the pursuit of our mission.



**5. How many members do we expect to join us from Windermere?**

While members of Windermere would automatically become members of Runnymede by virtue of the merger, it is of course an individual or family decision to be part of Runnymede or go to another church. We have been assuming that between ten to twenty-five people will join Runnymede.

**6. What impact will a merger have on our volunteers, especially as we are still returning to full capacity after COVID? Is it something we can manage, both as individuals and as a group?**

We believe that the merger will create new ideas, initiatives and opportunities that will create new volunteer energy and engagement, as well as attract new circles of people. True, there will be an increased load on some volunteers in the first six months as we proactively welcome new members, take onboard a new building and integrate financials and administration. Our goal is for this to level out in 2024 and with some additional resources (ex. the Shared Facilities Manager), that the long term volunteer impact is primarily in outreach initiatives on a project basis.

**7. What will be the impact of an additional building and a two-campus church on the workload of our volunteers?**

The merger plan is to ensure that the maintenance and upkeep of the Windermere campus falls mainly on paid staff and contracted services. Groups like PropComm could spend time there, or not. The merger does not assume that the volunteers involved in maintaining the Runnymede church property need to be involved in maintaining the Windermere church property, and the merger is structured to minimize the volunteer impact of the second building.

**8. How will the local outreach focus impact our church? Are we taking on something that may be a challenge to manage?**

We need to work with our friends from Windermere to learn how best to walk in their steps in Swansea. This will require exploration, consultation and budgeting of time and resources. The merger financial plan includes hiring a part-time community outreach ministry person to act as the focal point for discussions in the short term and project initiation and management in the long term. This role and support around it can scale up and down depending on the priority we set on local programs on either campus.



- 9. Is there a financial exposure to Toronto property taxes beyond the current property tax paid on the percentage of the Windermere building used for the day care? Is there an impact if we are not regularly worshipping in the sanctuary of that building?**

The Windermere building has been assessed as 15% commercial property as a result of the day care and dance school long term tenancies. The property tax is allocated to the renters who pay the tax. We do not expect this to change as a result of the merger. The vision is to become a two campus church, where both the Runnymede and Windermere buildings are used for a mixture of worship, meetings, events and rentals. At present, the sanctuary at Windermere is used by others for worship and much of the envisioned activity at the Windermere building will be church driven. Therefore, we do not believe there is a material financial exposure to any changes in property tax assessment from the merger.