



Potential Merger of:

Runnymede United Church and Windermere United Church QUESTIONS & ANSWERS

Updated March 9th, 2023

The following Q&A document was developed for the Runnymede United Church congregation to help answer common questions about the potential opportunity to merge with Windermere United Church. The answers have been developed based on information current as of the date above. These Q&As will be updated, based on new information as it becomes available, and new questions that are raised. If you have a question that is not outlined below, or are seeking greater clarification, please email [Robin Pilkey, Runnymede United Church Board Chair](mailto:Robin.Pilkey@RunnymedeUnitedChurch.org).

1. Is this a done deal?
 - No, it is not a done deal. As we said in the announcement, both congregations must vote yes for there to be a merger. Our goal is to have a detailed proposal so that our congregation can discuss, and then ultimately vote, on the merger. We will be providing multiple opportunities to discuss and ask questions before a congregational vote.
2. Have we looked at the Windermere church building? Is it in good shape?
 - We believe the building is sound, but we need to do some due diligence including any recent evaluations of the building. They did invest \$40,000 last year on roof repair, new windows and boiler work. We will be asking the anchor tenants for their views. We can use some of the annual surplus, expected to be generated from the tenants renting space in the Windermere building, to invest in the building.
3. Does Windermere have a choir?
 - We know that they have a music director, but we do not yet know if they have a choir. We will find out the answer to this and many other questions. We would of course welcome any interested in joining our choir.
4. How do we make Windermere people feel welcome? Do we need to form a group?



- Our Board working group is very focused on this and sees this as very important. We need to be invitational overall but also to individuals and groups.
5. What impact will this have on our Runnymede staff?
 - The merger will not impact the job security of our staff.
 6. What impact will this have on volunteer time for Runnymede people?
 - There will be a big impact on the working group and on Runnymede leadership in the next three months. After that, there will be extra work to welcome and integrate, and that work will be spread out over many people. We hope that after a period of leadership-rest that those who join us from Windermere will become engaged with projects of interest at Runnymede.
 7. Will we have enough volunteer energy to do community outreach?
 - We do not know but we are hopeful. We will offer the chance to get involved and/or help lead outreach in the community. We hope to have this seeded with some people from Windermere.
 8. Will we be able to have meetings in either building?
 - Yes. It will be possible and likely a good idea to have some committee and group meetings take place at the Windemere campus.
 9. You said there is a surplus from their building rents. What about building expenses?
 - The building operating surplus is after building expenses, and after money is set aside for staffing in the building. Having two anchor tenants who draw from the neighbourhood for their clients means it is likely they will want to continue, and we know both have asked for new 5-year agreements.
 10. This will be difficult for Windermere members. How can we help? Should we attend some of their services or their last service?
 - We want to be supportive, and we think the best idea is to ask them what would be helpful. They may want to have a final service that is "just them". We do not know but we will be finding out.
 11. Will Windermere leaders want to take leadership roles in the new church?
 - We hope so, but we believe many in Windermere leadership would like to take a rest from having to be in governance, management and leadership roles for a period of time. Whether immediately or later, we



will welcome their ideas and energy.

12. Is the Windemere facility accessible?

- No. While Runnymede is partially accessible, Windermere does not have an elevator and there are stairs throughout, just like us. We will need to decide the level of investment and type of work we would consider in both facilities to improve access. The building surplus could provide some assistance in this, but accessibility projects tend to be complex and expensive. We will be thinking more about this.