



Metropolitan Community Church Toronto

and the Paul Austin Human Rights Centre

"Building bridges with a vibrant spirituality that transforms lives and transforms the world"

115 Simpson Ave.
Toronto, Ont. M4K 1A1
#416-406-6228

MCC TORONTO BOARD OF DIRECTORS

Meeting Summary - July 2025

July 23, 2025 / 6:15 pm / Hybrid (in-person and online)

AGENDA

- A. Welcome New Members
- B. Executive Report
- C. Human Rights Advocacy
- D. Engagement Committee Update
- E. Other Matters

A. Welcoming New Faces, Renewing Purpose

The Board is thrilled to welcome **Debra Williams** and **Shelly Morris** to the Board! Their energy and experience promise to be valuable additions as we continue on our mission to build bridges with a vibrant spirituality that transforms lives and transforms the world. The Board also welcomes **Pippa Hamilton** who recently joined the staff as Office Manager. **James Beattie** accepted the responsibility of Chair of the Governance Committee.

Board Portfolio at a Glance:

- **Ben Rowswell** - Human Rights & Congregational Care
- **Stephenie Naugler** - Finance & Treasurer, Technology Task Force
- **Valerie Mills** - Legal, Compliance & Congregational Care
- **Shelly Morris** - Finance, Infrastructure & Growth
- **Colleen Kenny** - Engagement (holding a focus on Seniors/Accessibility)
- **Lee Moran** - Engagement Committee & Human Rights
- **Debra Williams** - Communications & Marketing
- **James Beattie** - Chair of the Board, Governance

New Task Forces are Forming! - Three new Task Forces (**Technology, Communications Strategy, and Revenue Generation**) were established to make recommendations to the Board to help enable the Church's future growth. The Task Forces will be composed of board members and staff.



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B. Executive Report: Progress + Prudence

- With a focus on streamlining and optimizing tech enabled systems, MCC Toronto will now be using Plooto (payment processing) and CollageHR (HR and payroll platform).
- Finance Q1 snapshot: total income up by 12%, expenses down by 7.7% and the deficit reduced by 6.7%.
- Frontline data (call volumes, peak traffic times, types of inquiries) at the reception desk is being gathered to inform volunteer coverage in the fall.
- The Church is looking to hire a part time Data Administrator to optimize Salesforce integration with finance operations.
- The Executive Director confirmed that MCC Toronto has insurance coverage for the Youth Therapy Program under the Paul Austin Centre for Human Rights.

C. Human Rights Advocacy: Reaffirming Our Legacy and Advancing Human Rights Work

- Ben Rowsell, Lee Moran and Dave Kerr conducted a round of consultations with community and business leaders who have a connection to the Church and have an abiding commitment to human rights (Anne Brayley, Bev Wybrow, Doug Kerr and Olivia Nuamah) to hear their perspectives on human rights advocacy. The intent of this "listening tour" is to determine how human rights advocacy can help manifest the Paul Austin Centre's purpose of *"advocating and creating community in pursuit of 2SLGBTQ+ people living full, open, and authentic lives."*
- Some takeaways from the consultations - Be specific in advocacy focus; Data is key to storytelling and impact; Highlight MCC Toronto's longstanding legacy in the human rights space.
- A Human Rights Advocacy Committee will be formed and engage with the congregation and allies to collaborate and ideate, strategize, amplify the message, and support the needs of the Paul Austin Centre.

D. Engagement Committee Update - Upcoming groups on the Spotlight Series will be the MCC Toronto staff - meet the wonderful people behind the scenes (Aug 17), Paul Austin Human Rights Centre - learn more about our human rights work both on the local and national stage (Sept 21), and the Lay Ministers - get to know the group that provides congregational care (Nov TBC)

E. Other Matters:

- A draft of the Investment Mandate & Policy Statement is being reviewed by the Board.
- The Staff and Volunteer Code of Conduct with policy attachments will be sent out for the Board's feedback within a two week time frame.
- Roll out of the Sanctuary Decorum Guidelines will be decided after a final discussion between S. Naugler and Rev. Deana in the last week of July.

NEXT MEETING: September 3, 2025