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**RULINGS AND OPINIONS OF THE GENERAL SECRETARY, GENERAL COUNCIL, AUGUST 2012–AUGUST 2015**

13-001-R	January 16, 2013	Including Names of Respondents Under SAPRPP in Presbytery Minutes
13-002-R	November 21, 2013	Fee for Conference Annual Meeting
14-001-O	October 7, 2014	Oversight re: Mandatory Racial Justice and Boundaries Training
15-001-R	May 5, 2015	Process for Addressing Theological Concerns re: Ordered Minister

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GC41	LON 2	Responsibility to Protect – (Proposal to rescind current)	Commons Consent to take no action – was lifted and sent to Purple	GC41 2012-080	Purple Referred to GS	GS	Consider rescinding and rejection of policy	GS in consultation with PC G&A determined no further action. COMPLETE	
GC41	GCE2 - REF GS56 2012	Simplification of Church Processes - Foundation	Plenary	GC41 2012-009	Carried as amended	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE2a - REF GS55a 2011	Simplification - Rules for Keeping Minutes	Commons Consent	GC41 2012-010	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE2b REF GS55b 2011	Decisions by Congregations and Pastoral Charges	Commons Consent	GC 41 2012-010	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE2c REF GS55c 2011	Composition of Committees and Other Bodies	Commons Consent	GC41 2012-010	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE2d REF GS55d 2011	Delivery Times for All Notices	Commons Consent	GC41 2012-010	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE2e REF GS55ge 2011	Calculating Time Periods for Notices	Commons Consent	GC41 2012-010	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE2f REF GS55f 2011	Admitting Newly Elected Members to Session	Commons Consent	GC41 2012-010	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE2g REF GS55g 2011	Pastoral Charge Committees: Faith Formation & Education, Manse, Nominations & Stewardship	Commons Consent	GC41 2012-010	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE2h REF GS55h 2011	Terms of Reference for M&P Committees	Commons Consent, Green	GC41 2012-041	Carried	Manual Committee	Request lift from consent – Carried by Green	Came into effect August 1, 2013. COMPLETE	15
GCE	GS 24	Take No Action	Carried	2012-10-26-013	Carried		None because changes made by new By-Laws –come into effect with the 2013 Manual		
GC41	GCE2i REF GS55i	Audits for Financial Statements	Commons Consent	GC41 2012-010	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	

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GC41	GCE2j REF GS55j 2011	Terms of Office for Chair of Pastoral Charge	Commons Consent	GC41 2012- 010	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE2k REF GS55k 2011	Chair of Meetings of Congregational Trustees	Commons Consent, Green	GC41 2012- 042	Adopted	Manual Committee	Request lift from consent – Carried by Green	Came into effect August 1, 2013. COMPLETE	
GC41	GCE2l REF GS55l 2011	Presbytery Roll	Commons Consent	GC41 2012- 010	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE2m REF GS55m 2011	Notification Re: Discontinue Lay Ministry Appointment List	Commons Consent, Green	GC41 2012- 043	Carried	Manual Committee	Request lift from consent – Carried by Green	Came into effect August 1, 2013. COMPLETE	
GC41	GCE2n REF GS55n 2011	Covenanting Service	Commons Consent	GC41 2012- 010	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE2o REF GS55p 2011	Adjourning Special Meetings of Presbytery & Conference	Commons Consent	GC41 2012- 101	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE2p REF GS55q 2011	Honouring Deceased Members of Conference	Commons Consent	GC41 2012- 010	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE2q REF GS55r 2011	Responsibilities of the General Secretary	Commons Consent	GC41 2012- 010	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE2r REF GS55s 2011	General Council Meeting Procedures	Commons Consent	GC41 2012- 010	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE2s REF GS55t 2011	Police Record Checks	Commons Consent, Green	GC41 2012- 044	Carried		Lifted from consent. To green		
GCE	GCE 6	Refer to PC MEPS	Consent	2012- 10-24- 013	Carried	GCE - MEPS	Policy to be created for approval by GC42		15
GCE	MEPS 9	Police Records Checks – Policy Change	Consent	2014- 05-03- 130	Carried		Policy Created - Recommended Approval to GC42	GCE May 2014 recommended to GC42 for Final Approval	
GC41	GCE2t REF GS6a 2012	Historic Congregation Roll	Commons Consent	GC41 2012- 010	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GCE		Amended By-	Consent		Carried	Publication			15

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	GS15	Laws		2012-10-26-13		of the 2013 Manual			
GC41  GCE	GCE2u REF GS56c 2012  GS16	Distribution of Funds by Disbanding Congregations  Amended By-Laws	Commons Consent, Green  Consent	GC41 2012-045  2012-10-26-013	Carried  Carried	Manual  Publication of the 2013 Manual	Request lift from consent- Carried by Green	Came into effect August 1, 2013. COMPLETE	15
GC41  GCE	GCE2v REF GS56d 2012  GS17	Two Treasurers for Each Pastoral Charge  Amended By-Laws	Commons Consent  Consent	GC41 2012-010  2012-10-26-013	Carried  Carried	Manual Committee  Publication of the 2013 Manual		Came into effect August 1, 2013. COMPLETE	15
GC41	GCE2w REF GS 56c 2012	Representation from Men's & Women's Organizations on Official Board or Church Council Simplification Processes	Commons Consent	GC41 2012-010	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE2x REF GS56f 2012	Pastoral Charge Responsibility for Support to Seniors	Commons Consent	GC41 2012-010	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41  GCE  GCE	GCE2y REF GS56g 2012  GCE 7  MEPS 14	Congregational Designated Ministers  Refer to PC MEPS  Congregational Designated Ministry Policy	Commons Consent  Consent  Consent	GC41 2012-010  2012-10-26-013  2014-11-14-158	Carried  Carried  Carried	  GCE - MEPS	  Policy to be created for approval by GC42  GCE Directed to GC42 for approval	    Proposal before GC42	  15  134
GC41  GCE	GCE2z REF GS56 h 2012  GS5	Members of the Order of Ministry in Leadership in Other Faith Traditions  Approve Amended By-Laws	Commons Consent  Consent	GC41 2012-010  2012-10-26-013	Carried  Carried	Manual Committee  Publication of the 2013 Manual		Came into effect August 1, 2013. COMPLETE	14

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GC41	GCE2aa REF GS56i 2012	When Presbytery Chairs Take Office	Commons Consent	GC41 2012- 010	Carried	Manual Committee	Publication of the 2013 Manual		25
GCE	GS 6	Amend By- Laws		2012- 10-26- 023 2012- 10-27- 024	Defeated  Carried			Came into effect August 1, 2013. COMPLETE	
GC41	GCE2ab REF GS 56j 2012	Licensed Lay Worship Leaders	Commons Consent, Green	GC41 2012- 046	Carried		Request lift from consent, Carried by Green		
GCE	GCE 8	Refer to PC MEPS	Consent	2012- 10-26	Carried	GCE – MEPS	Policy to be created for approval by GC42		15
GCE	MEPS 13	Licensed Lay Worship Leader Policy	Consent	2014- 11-15- 148		to GC42 for approval	GCE Directed to GC42 for approval	Before GC42 for approval	134
GC41	GCE2ac REF GS56K 2012	Settlement for Pastoral Charges Not in Compliance with Pastoral Relations	Commons Consent, Green	GC41 2012- 047	Carried	Manual Committee	Request lift from consent, Carried by Green		
GCE	GS7	Approve Amended By- Laws	Consent	2101- 10-26- 013	Carried		Publication of the 2013 Manual	Came into effect August 1, 2013. COMPLETE	14
GC41	GCE2ad REF GS56m 2012	Membership of the Executive of General Council - Chairperson of the General Council Business Committee	Commons Consent	GC41 2012- 010	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE2ae REF GS56p 2012	Documents and Notices Sent by Courier	Commons Consent	GC41 2012- 010	Carried	Manual Committee			
GCE	GS8	Approve Amended-By Laws	Consent	2012- 10-26- 013	Carried		Publication of the 2013 Manual	Came into effect August 1, 2013. COMPLETE	14
GC41	GCE2af REF GS56q	Grounds for a 363 Review	Commons Consent, Green	GC41 2012- 048	Carried	Manual Committee	Request lift from consent – carried by Green	Came into effect August 1, 2013. COMPLETE	
GC41	GCE2ag REF GS56r 2012	Members of Joint Search Committee	Commons Consent Green	GC41 2012- 054	Carried	Manual Committee	Request lift from consent – carried by Green	Came into effect August 1, 2013. COMPLETE	
GC41	GCE2ah REF GS56s	Warrant to Covenant	Commons Consent, Green	GC41 2012- 055	Carried	Manual Committee	Request lift from consent – carried by Green	Came into effect August 1, 2013. COMPLETE	

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GCE	2012 GS 24	Take No Action	Consent	2012-10-26-013	Carried		<i>Changes made in redrafting of the new Manual – to come into effect with 2013 Manual</i>		15
GC41	GCEai REF GS56v 2012	Vacancies in Session, Church Board and Church Council	Commons Consent	GC41 2012-010	Carried	Manual Committee	Before GC42 for action	Remit 1 sent to presbyteries – May 21, 2013 responses due by Feb 18/2014  To GC42 for enacting	
GC41	GCEaj REF GS56w 2012	Recognition of Designated Lay Ministers	Commons Consent	GC41 2012-010	Carried	Manual Committee		No Action Required. COMPLETE	
GC41	GCEak REF GS55x 2012	Staff as lay Members of Presbytery	Commons Consent	GC41 2012-010	Carried	Manual Committee	Before GC42 for action	Remit 2 sent to presbyteries – May 21, 2013 responses due by Feb 18/2014  To GC42 for enacting	
GC41	GCEal REF GS56y	Presbytery Representation from Presbytery Accountable Ministries	Commons Consent	GC41 2012-010	Carried	Manual Committee	Before GC42 for action	Remit 3 sent to presbyteries – May 21, 2013 responses due by Feb 18/2014  To GC42 for enacting	
GC41	GCE2am REF GS56z	Transfer & Settlement - Presbytery Recognized Ministries or Presbytery Accountable Ministries	Commons Consent	GC41 2012-010	Carried	Manual Committee	Before GC42 for action	Remit 4 sent to presbyteries – May 21, 2013 responses due by Feb 18/2014  To GC42 for enacting	
GC41	GCE2an REF GSaa 2012	Election of Commissioner by Overseas Personnel	Commons Consent	GC41 2012-010	Carried	Manual Committee	Before GC42 for action	Remit 5 sent to presbyteries – May 21, 2013 responses due by Feb 18/2014  To GC42 for enacting	
GC41	CE2ao REF GS56ab2 012	Presbytery Calling Congregational Meetings	Commons Consent Green	GC41 2012-056	Carried	Manual Committee	Request lift from consent – carried by Green	Came into effect August 1, 2013.	
GCE	GS 9	Approve Amended By-Laws	Consent	2012-10-26-013	Carried		To take Effect with the 2013 Manual	COMPLETE	15

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GC41	GCE2ap REF GS56 ac	Sending Documents by Email	Commons Consent	GC41 2012-010	Carried	Manual Committee		Came into effect August 1, 2013.	
GCE	GS10	Approve Amended By-Laws	Consent	2012-10-26-013	Carried		Publication of the 2013 Manual	COMPLETE	15
GC41	GCE2aq REF GS56ad	Oversight of Retired Members of the Order of Ministry	Commons Consent	GC41 2012-010	Carried	Manual Committee			
GCE	GS11	Approve Amended By-Laws	Consent	2012-10-26-013	Carried		Publication of the 2013 Manual	Came into effect August 1, 2013. COMPLETE	15
GC41	GCE2ar REF GS56ae 2012	Members of the Order of Ministry Under Appointment Exercising Functions of Appointment	Commons Consent	GC41 2012-010	Carried	Manual Committee			
GCE	GS12	Approve Amended By-Laws	Consent	2012-10-26-013	Carried		Publication of the 2013 Manual	Came into effect August 1, 2013. COMPLETE	15
GC41	GCE2as – REF GS56la – 2012	Appointing a New General Secretary	Commons Consent Green	GC41 2012-010	Carried	Manual Committee	Request lift from consent – carried by Green		
GCE	GS13	Approve Amended By-Laws	Consent	2012-10-26-013	Carried		Publication of the 2013 Manual	Came into effect August 1, 2013. COMPLETE	15
GC41	GCE2at REF GS56b 2012	Audited Financial Statements	Commons Consent	GC41 2012-010	Carried	Manual Committee			
GCE	GS14	Approve Amended By-Laws	Carried	2012-10-26-013	Carried		Publication of the 2013 Manual	Came into effect August 1, 2013. COMPLETE	15
GC41	GS1	Ratifying and Enacting Remits 1 through 6 A,B,C, Authorized by the 40th General Council	Commons	GC41 2012-004 and GC41 2012 - 005	Carried	Manual Committee			
GCE	GS21	Amend By-Laws	Consent	2012-10-26-013	Carried		Publication of the 2013 Manual	Came into effect August 1, 2013. COMPLETE	

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GC41	GCE1 REF GCE58 2012	The Basis of Union and Crest	Commons	GC41 2012- 006 and 007	1 a ,2 Carried 1b,2 Carried	Serialim – GS to Implement	Accept Report and GS to implement	Dan to price cost of colour business cards & letterhead COMPLETE	
GC41	GCE 14 - REF GCE 60 2012	Doctrine of Discovery	Commons	GC41 2012	Refer to GCE				
GCE	GCE 2	Amended Statement		2012- 10-26- 018	Carried			COMPLETE	22 – 24
GC41	GCE15 - REF GCE59 2012	Comprehensive Review of How the United Church of Canada Lives Faithfully in God's World	Commons	GC41 2012- 008	Carried as amended	GCE	Appoint Task Group by GCE Oct 2012 to examine Comprehensive Vision & report GC42  Before GC42 for action	Task Group Appointed Oct 2012 – Study documents to Pastoral Charges fall 2013, Presbytery & GCE winter/ spring 2014 – Reported March 2015  Proposals to GC42	
GC41	TICIF1	Statement on Ministry	Commons	GC41 2012- 012	Carried as amended	GS	To ensure policies & procedures of the church are consistent	On track. Policies are up to date. COMPLETE	
GC41	TICIF2	Local Ordination	Commons	GC41 2012- 013	Carried as amended	GS – TICIF & MEPS	To engage the church in a study re "local ordination"	On track – Meaning of Ministry above - COMPLETE	
GC41	TICIF3	Regional Team Models	Commons	GC41 2012	Refer to GCE				
GCE	TICIF 3			2012- 10-26- 019	Carried			COMPLETE	24
GC41	TICIF4	Ecclesiology Report	Commons	GC41 2012- 014 and 015	Carried as amended	GS	Make report available to the church & prepare study material in consultation with TICIF. In progress.		
GC41	GCE16 REF GCSE 2012-05- 23-240	Effective Leadership and Healthy Relationships	Commons	GC41 2012- 022, 023, 024	Serialim # 1- Carried  #2- Carried as amended #3 amended Carried	Pts 1 & 2 – PC MEPS Pt. 3 GS	#1- GCE to develop & test Pastoral Relations, Oversight & Discipline Policies – reporting back to GC regularly; #2- GCE implement policies not requiring remit;  #3 – GS monitor costs		
GCE	NEW 5		Omnibus	2012- 10-26- 015			PC MEPS to test and GCSE to approve Conference for		21

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GCE	GS58		GCE	2015-03-21-199			Testing Recommend GC42 continue testing until new policies are established by GC or GCE	Pilots ongoing in conferences done, Reports received. Ongoing until structure new structure is in place	199
GC41	GS3	The Working Group on Israel/Palestine	Commons	GC41 2012 -011	#1- Carried #2- Carried as amended # 3-end Carried as amended	GS/GCE- Bruce	UCC Policies & Actions to reflect proposal	Plan approved GCE May 2013 – see motion 2013-05-04-068 on page 68 Ongoing Work	
GCE	GS27	Implementation of GC – Palestine/Israel Education + Economic Action		2013-05-04-068	Carried		From June 2013 – engage select companies & stores + select target items From Sept 2013 – consumer economic action + spiritual reflection & action July-Dec 2014 – evaluation & follow up + prepare report for GC42 Received Report & Extension of work to GC48 - 2018	All decisions from GCE have be implemented except for the reference for GCE to explore the implications of divestment	68
GCE	PMM17	Extension – Work Related to Israel/Palestine		2015-03-22 - 203	Carried			Ongoing Work for Next Triennium	203
GC41	LON 1	Responding to the Palestinian Call for Solidarity	Commons	GC41 2012 026	Consent, Commons Take no action			COMPLETE	
GC41	BC2	Modifying the United Church of Canada's Recognition of Israel as a Jewish State	Commons	GC41 2012	Consent, Commons Take no action			COMPLETE	
GC41	BC6	Affirming the General Council Israel/Palestine Report	Commons	GC41 2012	Consent, Commons Take no action			COMPLETE	

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GC41	HAM 7	Accept the Kairos Palestine 2009 Document and to Act on its Call to the Churches of the World	Commons	GC41 2012	Consent, Commons Take no action			COMPLETE	
GC41	HAM 5	Proposal on the Palestine/Israel Dispute	Commons	GC41 2012	Consent, Commons Take no action			COMPLETE	
GC41	M&O 3	Support of Recommendations of "Report of the Working Group on Israel/Palestine Policy, reporting to the 41st General Council, August 2012"	Commons	GC41 2012	Consent, Commons Take no action			COMPLETE	
GC41	HAM 6	Amend United Church Recognition of Israel from "Jewish state" to "state"	Commons	GC41 2012	Consent, Commons Take no action			COMPLETE	
GC41	MNWO 4	Accepting the Kairos Palestine 2009 Document and Acting Call to the Churches of the World	Commons	GC41 2012	Consent, Commons Take no action			COMPLETE	
GC41	BC 4	Boycott Divestment and Sanctions as Solidarity Action Toward a Just Peace in Israel/Palestine	Commons	GC41 2012	Consent, Commons Take no action			COMPLETE	
GC41	GCE12 - REF PC PMM 17 2012	Intercultural Ministries: Living Into Transformation	Commons	GC40 2012	Unfinished Business Refer to GCE		1 Receive Report 2 Adopt Vision 3 GCE establish accountability processes 4 Report Progress to GC42	On track. Detailed work-plan has been developed. In addition to the lenses & the event, ministry personnel are engaged in learning processes, additional resources are being requested (e.g. intercultural worship resources); . ONGOING WORK	
GCE	GCE 4			2012-10-26-016 2012-10-26-17	Carried	GS	To support integration		22

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GC41	HAM 1	Inclusion of the Evangelical United Brethren Church Symbol in the United Church of Canada Crest	Commons	GC40 2012	Unfinished Business - Referred to GCE				
GCE	GCE 5	Refer to PC G&A	Consent	2012-10-26-013	Carried	PC G&A		1 <sup>st</sup> step Research project assigned to Karen Smart spring/summer 2013	15
GCE	G&A 2	Celebrating the 50 <sup>th</sup> Anniversary of Union with EUB		2013-11-16-104	Carried			1. Have celebration of 50 <sup>th</sup> 2. Update Manual 3. Take no further action Motion carried – plan party & update Manual	92
GC41	BQ2	Affirming Ministry Status for General Council and its Executive	Commons	GC41 2012	Consent Commons Carried as amended	GS – G&A or PCom	to lead GCE GCO in "Affirming Ministry Study Program" and bring report & recommendations to GC42	Affirm United was assigned to work with GCE – 1 <sup>st</sup> discussion May 2013 Staff worked to make connections between the affirming ministry study program & the intercultural lens. Work was done in the GCO re the affirming process. Affirm United/s'affirmer ensemble is aware of the work done. COMPLETE	
GC41	GCE10 REF GS68 2012	Administration of Sacrament of Baptism in Emergencies	Purple	GC 41 2012 – 079	Carried	Manual Committee			
GCE	NEW 3	Amend By-Laws	Omnibus	2012-10-26-015	Carried		Publication of the 2013	Came into effect August 1, 2013. COMPLETE	21

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C41	GCE 7 REF GS64 2012	General Council Review of Judicial Committee Decision: Options for Action	Purple	GC41 2012 – 081	Carried	Manual Committee	Addition to By-Laws		
GCE	GS 20	Amend By-Laws	Consent	2012- 10-26- 013	Carried		Publication of the 2013 Manual	Came into effect August 1, 2013. COMPLETE	15
GC41	GCE6 REF GS63 2012	General Council Review of Judicial Committee Decision: Grounds	Purple	GC41 2012 – 082	Carried	Manual Committee	Amend By-Laws		
GCE	GS19	Amend By-Laws	Consent	2012- 10-26- 013	Carried		Publication of the 2013 Manual	Came into effect August 1, 2013. COMPLETE	15
GC41	SK1	Acknowledgeme nt of the Hardship of Rural Churches & Reinstatement of the Former Congregational Accountable Ministry Policy Allowing Congregational Accountable Ministers (CAM'S) to Work Up to 13.75 hours	Purple	GC41 2012 - 083	Carried as reworded - Acknowle dge Hardship and Take no Action			COMPLETE	
GC41	MAR 5	Plain Language Handbook for the Sale of Property	Purple	GC41 2012 - 078	Carried	GS	Plain Language Handbook – Sale of Property	Much of the information exists and will be drawn together into one Handbook. And plans are to have it ready for circulation in the fall.	
GC41	GCE11 REF MEPS 30 2012	Report of the Interim Ministry Steering Group	Purple	GC41 2012 - 084	Carried	GS – Manual Committee	Implement Policy	COMPLETE – All actions completed – referred to working group	
GC41	MAR 2	Copyright Procedures for Worship Resources	Purple	GC 41 2012 - 078	Carried	GS	Explore creation of a single interface	GS advised GCE in May 2014: since the copyright agencies are in competition with each other, there is little opportunity for creating a single interface; congregations would still be required to	

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								submit detailed reports on a regular basis to all three agencies under the specific terms of each agency. No further action to be taken. COMPLETE	
GC41	MNWO 1	Appointment of a Licensed Lay Worship Leader	Purple	GC41 2012 - 091	Defeated as reworded			COMPLETE	
GC41	MAR 1	Clarification of 363(c) During Maternity/Parental Leave	Purple	GC41 2012 – 093	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	15
GCE	GS22	Amend By-Laws	Consent	2012-10-26-013	Carried		Publication of the 2013 Manual		
GC41	SK3	Ordination/Commissioning Dependent Upon Settlement or Call Only	Purple	GC41 2012 - 092	Carried	GS	Redefine alternatives for Ordination & Commissioning  Proposal to GC42	Remit sent January 2014 Response Date Jan 31/2015  Enactment to GC42	
GC41	TOR 1	Conference Interviews for Interim Ministers, Section 465.1 of <i>The Manual (2010)</i>	Purple	GC41 2012 - 086	Carried as reworded		Take no Action – the new Manual 2013 addresses the concern	COMPLETE	
GC41	HAM 10	Sabbaticals for Persons Involved in Interim Ministry	Purple	GC41 2012 – 085	Carried as reworded	GS		On track	
GCE	NEW 1	Refer to PC MEPS	Omnibus	2012-10-26-015	Carried	PC MEPS -			21
GCE	MEPS19	Sabbaticals for Interim Ministers	Consent	2015-02-21-193	Carried		No further action – Interim Ministers to pay into a fund & access Financial Assistance	COMPLETE	195
GC41	M&O 2	Noah or Belshazzar - The United Church of Canada and Global Warming: Dare We Risk a Challenge Deferred?	Purple	GC41 2012 - 090	Carried as reworded	GS	Create a program for action on Global Warming with recommendations for GC42	Staff Advise that we lack the capacity for this work	

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GC41	TOR 2	United Church Response to the Tar Sands Impact on Indigenous Rights	Purple	GC41 2012 - 087	Carried as reworded	GS	Write a letter and UCC communication campaign	Staff Advise that we lack the capacity for this work	
GC41	M&O 5	Paying Attention to the Global Ocean - Reporting to the 41st General Council, August 2012	Purple	GC41 2012 - 089	Carried as reworded	GS	Implement a study	Staff Advise that we lack the capacity & expertise for this work	
GC41	TOR 3	United Church Response to Canada's Contribution to Climate Change	Purple	GC41 2012 – 088	Carried as reworded	GS	Write a letter and UCC communication campaign	Staff Advise that we lack the capacity and expertise for this work	
GC41	MTU 3	Full Member Status for Conference-Elected Alternate Executive of General Council Representatives	Orange	GC41 2012 – 060	Carried	By – Law Change and Policy - GCE – PC G&A			15
GCE	GS 23	Amend By-Laws	Consent	2012-10-26-013	Carried		To be implemented By-Law Change in effect with 2013	By-Law Change Complete	27
	GCE 9	Refer to PC G&A		2012-10-26-028	Carried		PC G&A to create policy The Conference Executive Secretaries will care for the preparation of Alternates attending GCE	COMPLETE	
GC41	TOR 4	Election of General Council Commissioners - President-Elect/Leading Elder	Orange	GC41 2012 - 060	Carried	GS	Prepare a Remit  To GC42 for decision	GC 2 <sup>nd</sup> sitting - category for this remit + extended remit release date – Released February/13 – responses due January31/15  Proposal for enactment to GC42	
GC41	TOR 5	Election of General Council Commissioners - Designated lay Ministers Section 423 (a) of <i>The Manual (2010)</i>	Orange	GC 41 2012 - 070	Carried	GS	Prepare a Remit	GC 2 <sup>nd</sup> sitting set the category for this remit + extended remit release date – Released February/13 – responses due January31/15	

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							To GC42 for decision	To GC42 for enactment	
GC41	TOR 6	Election of General Council Commissioners Change of Eligibility	Orange	GC41 2012 - 062	Carried	GS – Manual Committee	For implementation – Change Manual	Came into effect August 1, 2013. COMPLETE	
GC41	ANW1	The Granting of the Right to Administer Sacraments to All Diaconal Ministers at the Time of Their Commissioning	Orange	GC41 2012 - 071	Refer to GCE, Carried.		To review granting rights of Sacraments to DM at Commissioning	Referred to Joint Ministry Task Group	15
GCE	GCE 10	Refer to PC MEPS	Consent	2012-10-26-013	Carried	GCE – PC MEPS & TICIF			
GCE	MEPS11	Future Directions – Diaconal Ministry		2014-11-15-173	Carried		1. Amend Policies & Procedures 2. Collect Statistics Review resources and stipends + increase financial support COMPLETE		145
GC41	MNWO 5	Sacrament Elders	Orange	GC41 2012	Carried	GS – MEPS		COMPLETE – New Sacrament Elder Handbook 2013 + GS policy ruling 09-006-O – no policy change required	
GC41	SK 4	Reverse the Decision to Make 67 the Minimum Age for Application for Old Age Security and Guaranteed Income Supplement Benefits	Orange	GC41 2012 - 069	Carried	GS	To communicate stance	Letter sent to government January 2013. COMPLETE	
GC41	HAM 3	Full-Time Employment	Orange	GC41 2012 – 072	Refer to GCE		For consideration		
GCE	GCE 11	Refer to PC MEPS	Consent	2012-10-26-013	Carried	PC MEPS			15
GCE	MEPS22	Response to HAM 3	Consent	2015-21-194	Carried	Take no Action		Report with recommendations to GCE in March from 2014 MEPS  COMPLETE	160

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GC41	HAM 4	Pension Plan Changes	Orange	GC41 2012 - 064	Part 1 & 2 No Action, Carried	Carried. Take no Action		COMPLETE	
GC41	HAM 9	Pension Contributions	Orange	GC41 2012 – 065	Carried as reworded	GCE – Pension GCE	Explore policy for Pension Contributions for Retired Supply	Review underway by PPAC	
GCE	GCE 12	Refer to Pension Board	Consent	2012-10-26-013	Carried	Pension Board		COMPLETE	15
GCE	MEPS 26	Response to HAM 9	Consent	2015-03-21-194	Carried	Take No Action			160
GC41	Orange 1 - Comp - MAR 3, M&O 4	Composite Proposal - see below	Orange	GC41 2012	No Action, Carried			COMPLETE	
GC41	Orange 2 – Composite for MAR 3 & M&O4	Re Goldcorp Inc.	Orange		Take no Action	Reference in Counsel	See Orange 3	COMPLETE – Published a statement & communication sent	
GC41	Orange 3	Pension Concerns re Goldcorp	Orange	GC41 2012 - 067	Carried	GS + PMM	Publish a statement	COMPLETE. Published & communicated a statement	
GC41	Maritime 3	United Church of Canada Pension Board Divestment form Goldcorp	Orange		No action. Carried.		Take no Action – see Orange 2	COMPLETE	
GC41	M&O 4	Living with Dignity on Earth as Members of the Same Body: A Proposal that the United Church of Canada Pension Fund Dispose of Shares It Holds in the Mining Company Goldcorp Inc.	Orange		No action. Carried.		Take no Action – see Orange 2	COMPLETE	
GC41	M&O 1	From Province to Province: The Beaconsville Initiative January 1-12, 2012: Strengthening Partnerships	Orange	GC41 2012 – 069	Carried.	GCE	Petition, lobbying and funding support	On track. Ongoing work. COMPLETE.	

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GCE	GCE 13	and Studying the Impact of Canadian Mining Interest in the Philippines Refer to PC PMM	Consent	2012-10-26-013	Carried	– PMM & GS -			16
GC41	ANW2	Child Poverty Needs to be the Concern of Everyone	Orange	GC41 2012 – 063	Carried	GCE	To develop strategies	Decided work would not be led by the GCO. Leadership has been given by the UCW and Conferences.	16
GCE	GCE 14	Refer to PC PMM	Consent	2012-10-26-013	Carried	PC PMM		COMPLETE	
GC41	MNWO 3	Review of Harassment Prevention Policies	Orange	GC41 2012 - 064	No Action, Carried.			COMPLETE	
GC41	GCE 3 REF GS60 2012	Definition of "Sexual Abuse"	Orange	GC41 2012 - 060	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE 4 REF GS61 2012	Definition of "Party"	Orange	GC41 2012-060	Carried	Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	GCE 5 REF GS62 2012	Appeals and "Directly Affected Parties"	Orange	GC41 2012 – 073	Carried	Manual Committee			
GCE	GS 18	Amend the By-Law	Consent	2012-10-26-013	Carried	Publication of the 2013 Manual		Came into effect August 1, 2013. COMPLETE	15
GC41	GCE13 REF PC PMM 18 2012	Associate Relationships with Migrant Churches	Orange	GC41 2012 - 074	Carried as reworded	GS	Prepare Category 2 Remit	GC 2 <sup>nd</sup> sitting set the category for this remit + extended remit release date – Released February/13 – responses due January 31/15 To GC42	21
GCE	NEW 2	Amend By-Laws	Omnibus	2012-10-26-015	Carried		To GC42 to for enactment	Enabling proposal to GC42	
GC41	BC3	Expand the Structure and Scope of the United Church Interfaith Partner Relations	Orange	GC41 2012 - 061	Received and took no action. Carried			COMPLETE	

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GC41	Green	Composite Green 2 - Developed after consideration of MTU1 and BC1				GS – Alan	Recognize importance of regular spiritual direction; & GS to encourage Presbyteries/Districts to create annual gatherings	Report to MEPS Spring 2014. The Congregational Financial Handbook revised to recognize spiritual direction as a legit con ed expense, an article on spiritual direction & its value will appear in Connex, & through the Effective Leadership project, many new ways for ministers to gather collegially are being explored. COMPLETE	
GC41	MTU 1	Funding for Ministry Personnel Spiritual Growth and Direction	Green	GC41 2012	Took no action	See Composite Green 2		COMPLETE	
GC41	BC 1	Added Compensation for Ministry Personnel for Spiritual Direction	Green	GC41 2012	No Action, Carried.	See Composite Green 2		COMPLETE	
GC41	HAM 2	Our Buildings, Our Future - Beyond Bricks and Mortar Our Buildings, Our Future - Beyond Bricks and Mortar	Green	GC41 2012	Carried	GS -Erik		Likely not feasible. Increasingly professional service volunteers are unable to commit to site visits. We have very few architect volunteers, but most volunteers have had to limit their involvement to teleconferences & increasingly charge for their time. We do hope to build up online communities & discussion groups to share experiences & advice.	
GC41	SK 2	Including Persons Living with Mental Health Issues	Green	GC41 2012 - 032	Carried	GS - PMM	Write letters & compile resources re mental health for congregations and leadership	Letter from GS to Federal Department of Health & Provincial Ministries of Education April 2014. Congregational engagement is in process. Work is being done on Mental Health in relationship to the	

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								work on Disabilities. On-going work. COMPLETE – Ongoing work	
GC41	HAM 8	From Policy to Action	Green	GC41 2012 - 033	Carried	GS	Produce study material, equip pastoral charges and ask for action for our most vulnerable citizens	The March 2013 Mandate Work is underway with Canadian and global partners through education resources and network building. The TURNing Over Tables- national justice event also engaged this as a focus. Incorporated this into a work-plan for further animation. An issue of Mandate was published on Poverty, the resource Bread not Stones was produced, work being done in conjunction with UCW on child poverty. Ongoing work. COMPLETE	
GC41	BQ 3	Prophecy and Empire	Green	GC41 2012	Carried as reworded	GS/GCE	GCE mobilize UCC GS call on Ecumenical & Global Partners to mobilize in similar fashion	On track. Incorporated into a work-plan for further animation; pulling on existing resources from the empire work & covenanting for life. The meaning of this resolution was not clear, we have worked with the notion of Empire with global partners in Korea and the Philippines. COMPLETE	16
GCE	GCE 15	Refer to PC PMM	Consent	2012-10-26-013	Carried	PC PMM - The Discipleship & Witness Cluster			
GC41	MNWO 6	Reinstatement of Katimavik Funding	Green	GC41 2012-030	Received and took no action. Carried	GS	Declare support – by writing Ministers of Heritage & Finance Leader of the Opposition & The Prime Minister	Several Meetings took place. Letter sent to government. No further action to be taken. COMPLETE	

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GC41	MNWO 2	Gossip	Green	GC41 2012 - 038	Took no action	GS – Michael – Communiti es in Mission + Discipleshi p & Witness	Encourage congregations to seek to raise awareness of the harmful aspects of gossip & have caring conversations	On track. This will be incorporated into the work on courageous conversations. The curriculum is still in progress	
GC41	BC5	Justice in Environmental Assessment Hearings	Green	GC41 2012 - 034	Adopted with minor change	GS	Issue a statement of concern re future assessment hearing	Staff advise there is no capacity or expertise for this work. IN Complete	
GC41	BQ1	Assistance with Charity Returns	Green	GC41 2012 - 049	Received & took no action			Took no Action	
GC41	LON3	Address Systematic Inequality in Clergy Compensation	Green	GC41 2012 – 050	Adopted with minor change	GCE –	Study & discern practical issues to continue to address systemic inequality		
GCE	GCE 16	Refer to PC MEPS	Consent	2012- 10-26- 013	Carried	PC MEPS	GS to continue to Monitor salaries + analyze post 2018 + staff support during transition to new model	Staff obtained and analyzed data.	15
GCE	MEPS 24	Response to LON 3	Consent	2015- 03-21- 194	Carried			GS to continue to monitor to see if salary inequities are emerging with further analysis post 2018. No further action on Lon 3 – GC41 COMPLETE	160
GC41	MTU2	Program of Debt/Loan Repayment for Ordered Ministry Personnel	Green	GC41 2012 – 051	Referred to GCE for further study	GCE –	Further Study	On track. Staff are working on options for the working group	15
GCE	GCE 17		Consent	2012- 10-26- 013		PC MEPS			
GCE	Blue 1		Consent	2014- 11-15- 170			1. Financial consultation with students 2. Students may consult with Fin Assistance Co. 3. UC Foundation consider creating a Leadership Development Fund 4. Staff research student debt – causes of it	COMPLETE	143- 144

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							5. Take no further action on MTU2		
GC41	GCE8 REF GS65 2012	Termination of Pastoral Relationship With or Without Cause	Green	GC41 2012 - 052	Carried	Manual Committee	Change By-Laws	Came into effect August 1, 2013. COMPLETE	
GC41	GCE9 REF GS66 2012	Quorum	Green	GC41 2012 - 031	Adopted with minor change	GS – Manual Committee		Came into effect August 1, 2013. COMPLETE	
GC41	ANCC1	Northern Gateway Pipeline	Green	GC41 2012 – 035	Adopted with minor change		Publicly support Native Ministries of BC & communicate this decision to all courts of the church, and governments of Canada, Alberta & BC, Enbridge and to all Canadian through	Follow up has been done through a press release and other mechanisms and the decision was made public & communicated to the church.	
GCE	GCE 18	Refer to PC PMM	Consent	2012- 10-26- 013	Carried	GS		COMPLETE	16
GC41	MAR 4	Review of Centralized Pastoral Charge Payroll Program	Green	GC41 2012 - 040	Received for Information and took no action		Received for Information and no further action be taken	COMPLETE	
	GCE	<b>New business dealt with by the Executive of General Council</b>							
GCE	GS	Procedural motions		2012- 08-18- 001	Carried			COMPLETE	1
GCE	GCE 1	Nominations Report		2012- 08=18- 002	Carried			Election of Sub-Executive - COMPLETE	1-2
GCE		Closing Procedural Motions		2012- 08-003	Carried			COMPLETE	3
GCSE	GS	Procedural motions		2012- 09-06- 004	Carried			COMPLETE	1
GCSE	GS	Approval of Minutes of June 27, 2012		2012- 09-06- 005	Carried			COMPLETE	3

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GCSE	Nominations	Nominations Report		2012-09-06-006	Carried			Election of Members of the Moderator's Advisory Committee - COMPLETE	4
GCSE	Nominations	Nominations Report		2012-09-06-007	Carried			Members elected to Nominations Committee, GCSE-COMplete	4
GCSE	GS	Procedural motions		2012-09-06-008	Carried			COMPLETE	5
GCSE	GS	Approval of Minutes of Sept. 6, 2012		2012-09-06-009	Carried			COMPLETE	5
GCSE	Nominations	Terms of Reference for Comprehensive Review Task Group		2012-10-01-010	Carried			Approved the Terms of Reference. COMPLETE	7
GCSE	Nominations	Appointment of Member of PCMEPS to the Pension Board		2012-10-01-011	Carried			Appointment approved. COMPLETE	8
GCE	GS2	Procedural Motions		2012-10-26-012	Carried			COMPLETE	10
GCE	GS1	Opening Consent Motions		2012-10-26-013	Carried	G&A 1 – Revised Terms of Ref Policy 3.16, GS Supervision Committee  GS 3 – Conference Records Review  GS 5 Order of Ministry in Leadership in Other Faith Traditions  GS 7 Settlement for Pastoral Charges Not in Compliance With Pastoral Relations Policies		COMPLETE	14

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						GS 8 Documents and Notices Sent By Courier  GS 9 Presbytery Calling Congregatio nal Meetings  GS 10 Sending Documents by Email  GS 11 Oversight of Retired Members of the Order of Ministry  GS 12 Ministry Under Appointme nt Exercising Functions of Ministry  GS 13 Appointing a New General Secretary  GS 14 Audited Financial Statements for Pastoral Charge  GS 15 Historic Congregatio nal Roll  GS 16 Distribution of Funds by			

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						Disbanding Congregati ons  GS 17 Two Treasurers for Each Pastoral Charge  GS 18 GC Review of Judicial Com. Decisions: Appeals and "Directly Affected Parties"  GS 19 GC Review of Judicial Com. Decisions: Options for Action  GS 20 GC Review of Judicial Com. Decisions: Grounds  GS 21 Ratifying & Enacting Remits Authorized by the GC4I  GS 22 Clarification of 363C During Maternity/P arental Leave  GS 23 Full member Status for Conference -Elected			

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						Alternate GCE Rep			
						GS 24 Manual Changes Approved by GC42 – No Action Necessary			
GCE	G&A 1	Revised Terms of Reference – Policy 3.16	Consent	2012- 10-26- 013	Carried			Revised the Terms of Reference for The General Secretary's Supervision Committee - COMPLETE	14
GCE	GS3	Terms of Reference for Conference Records Review Task Group	Consent	2012- 10-26- 013	Carried			COMPLETE	14
GCE	GCE 19	Nominations Committee		2012- 10-26- 014	Carried			COMPLETE	19
GCE	NEW 6	Omnibus Motion		2012- 10-26- 015	Carried		Adoption of 4 proposals – New 1, 2, 3 & 5	COMPLETE	21
GCE	MEPS 1	Group Insurance Plan Design Changes		2012- 10-26- 020	Carried			COMPLETE	24-25
GCE	FIN 1	2013 Budget Outlook		2012- 10-26- 021	Carried		Receive 2013 Budget Outlook & approve existing grants for 2013 but give notice they are not guaranteed in 2014	COMPLETE	25
GCE	GS 4	Task Group on Adoptions from UCC Maternity Homes		2012- 10-26- 022	Carried	GCE - Nominations	GCE to establish a Task Group to advise on next steps	Task Group appointed 2013-01-29-041. COMPLETE	25
GCE	GS4	Adoption Task Group		2013- 11-16- 106	Carried			1. Receive Report 2. Direct TICIF to devise a paper and statement 3. Direct GS to create resources to continue work Proposal approved by GCE Nov 2013.	94-95
GCE	PMM4	Adoption Task Group		2013- 11-16- 106	Carried			4. Receive Report 5. Direct TICIF to devise a paper and statement 6. Direct GS to create resources to continue work	

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GCE	PMM4A	Adoption Task Group		2013-11-16-107	Carried			Proposal approved by GCE Nov 2013. COMPLETE.  Make research public	95
GCE	NEW 4	Shareholder Proposal on Executive Compensation		2012-10-26-029	Carried	PC G&A – consulting with PC Fin & PC PMM	Develop process or mechanism to participate  Until developed – authorize UCC to be signatory to shareholder proposal to banks we hold stock  Direct the GS in this instance to become the signatory	Shareholder proposals were filed with the major banks - in partnership with other co-filers. Ultimately, it was agreed to withdraw the proposals in response to commitments each bank made to research and publish analysis of this issue and in particular, disclosure around the use of vertical metrics. We continue to monitor progress on this issue but have not re-filed new proposals.  Ongoing Work. COMPLETE	28 - 29
GCE	GS	Closing Procedural Motions		2012-10-26-030	Carried			COMPLETE	30
GCSE	GS	Procedural motions		2012-11-19-031	Carried			COMPLETE	31
GCSE	GS	Minutes of Oct. 1, 2012		2012-11-19-032	Carried			COMPLETE	31
GCSE	GS	Increase Indebtedness – 1 <sup>st</sup> UC Social Housing Society		2012-11-19-033	Carried			COMPLETE	32
GCSE	GS	Relocation of the UC Archives		2012-11-19-034	Carried			COMPLETE	32
GCSE	GS	Appointment – Catherine Hamilton – chairperson – Comprehensive Review Task Group		2012-11-19-035	Carried			COMPLETE	32-33
GCSE	GS	Procedural motions		2012-12-12-036	Carried			COMPLETE	33
GCSE	GS	Minutes Nov. 19, 2012		2012-12-12-	Carried			COMPLETE	33

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GCSE	GS	Appointment CES – Hamilton Conference – Peter Hartmans		2012-12-12-038	Carried			COMPLETE	34
GCSE	GS	Procedural motions		2012-01-13-39	Carried			COMPLETE	35
GCSE	GS	Minutes Dec. 12, 2012		2013-01-29-040	Carried			COMPLETE	35
GCSE	GS	Nominations		2013-01-29-041	Carried			COMPLETE	36
GCSE	GS	Transfer from UCC to the UCC Foundation		2013-01-29-042	Carried			COMPLETE	36-37
GCSE	GS	Ongoing Membership in Imagine Canada Ethical Code		2013-01-29-043	Carried			COMPLETE	37
GCSE	GS	1 <sup>st</sup> UC Property Transfer		2013-01-29-044	Carried			COMPLETE	37
GCSE	GS	Recruitment Criteria for the Pension Board Chair		2013-01-29-045	Carried			COMPLETE	37
GCSE	GS	Designated Lay Ministry Program – Prerequisite for Admission		2013-01-29-046	Carried			COMPLETE	38
GCSE	GS	Supervised Ministry Education (Internship) Compensation		2013-01-29-047	Carried			COMPLETE	38-40
GCSE	GS	Procedural motions		2012-02-21-049	Carried			COMPLETE	50
GCSE	GS	Minutes Jan. 29, 2013		2012-02-13-049	Carried			COMPLETE	50
GCSE	GS	Appointment of Shannon McCarthy – CES MNO Conference		2012-02-13-050	Carried			COMPLETE	51
GCSE	GS	Procedural motions		2012-03-21-051	Carried			COMPLETE	52
GCSE	GS	Minutes Feb. 21, 2013		2012-02-13-052	Carried			COMPLETE	52
GCSE	GS	Distribution of		2012-	Carried			COMPLETE	52 - 53

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		Proceeds – Sale of Ina Grafton Gage Home – Moose Jaw, SASK		02-13-053					
GCSE	GS	SHARE Responsible Property Management Code		2012-02-13-054	Carried			COMPLETE	53
GCSE	GS	Appointment of The Rev. David Mundy – Director Bridge St. UC Foundation		2012-02-13-055	Carried			COMPLETE	53-54
GCSE	GS	Nominations		2012-02-13-056	Carried			COMPLETE	54-55
GCSE	GS	Appointment of Michael Blair – Executive Minister – Church in Mission Unit		2012-02-13-057	Carried			COMPLETE	55
GCSE	GS	Procedural motions		2012-03-21-058	Carried			COMPLETE	56
GCSE	GS	Minutes March 21, 2013		2012-03-13-059	Carried			COMPLETE	56
GCSE	GS	Lease Extension at 3250 Bloor Street		2012-03-13-060	Carried			COMPLETE	57
GCSE	GS	Nominations – Observer Board		2012-03-13-061	Carried			COMPLETE	57
GCE	GS26	Procedural Motions		2013-05-04-062	Carried			COMPLETE	59-60
GCE	GS25	Opening Motions		2013-05-04-063	Carried	G&A2 Corresponding Members  PMM1 Disbanding the Unit-Wide Committees  GS31 Request from M NWN Conference to Freeze Conference		COMPLETE	60-61

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						Grants to Conferences Engaged in Effective Leadership Testing			
GCE	GCE	Move in Camera		2013-05-04-064	Carried			COMPLETE	67
GCE	GCE	Move Out Of in Camera		2013-05-04-065	Carried			COMPLETE	67
GCE	GCE	Receive Supervision Committee Report		2013-05-04-066	Carried			COMPLETE	67
GCE	GCE	2013 Budget + 2014 Budget Outlook		2013-05-04-067	Carried – with regret		GS to take necessary steps to implement these decisions	COMPLETE	68
GCE	MEPS 2	Disability Management		2013-05-04-069	Carried			COMPLETE	68-69
GCE	TICIF 1	"A Question of Membership"		2013-05-04-70	Carried		TICIF prepared a document on the meaning of Membership  Proposal to GC42 for action	To GC42	69
GCE	AMC 1	National Inquiry Petition: Missing & Murdered Aboriginal Women & Girls		2013-05-04-71	Carried	GS - Maggie	1. Publicly Support call of NWAC & AFN for a National Inquiry 2. GS to write PM Harper 3. Communicate decision across Canada 4. Encourage UCC members to sign NWAC petition 5. Convey UCC actions to the UN Indigenous Forum	Letter to Stephen Harper July 2013 was & posted and circulated. COMPLETE	69
GCE	GS29	Aboriginal Member to Comprehensive Review Task Group		2013-05-04-72	Carried		Russell Burns was named by AMC	COMPLETE	70
GCE	PMM2	GLBTT Report		2013-05-04-73	Carried		1. Affirm Directions as core commitment of UCC 2. PCs to engage recommendations 3. Commend Report to Comp Review TG	Ongoing Work COMPLETE	70

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GCE	GS 53	Living Apology to LGBTTO		2015-11-15-17	Carried	GC42 for action	<ul style="list-style-type: none"> <li>i) GS to implement Core identity – justice seeking church</li> <li>ii) Undertake actions so UCC re-emerges as leader for justice</li> <li>iii) Intention- ally increase welcome in the life of the church</li> <li>iv) Education- al &amp; relationship- building initiatives to create an Intercultural UCC</li> <li>v) UCC hold another round of consultations in 5 to 7 years</li> </ul> Adopt Process _ Direct GS to partner with Affirm on an art installation + invite the UCC into a 3 yr. journey dialogue & reconciliation		
GCE	GCE 20	Nominations		2013-05-04-74	Carried			COMPLETE	71
GCE	GCE 21	Missing Aboriginal Men and Boys		2013-05-04-75	Carried	GS - Maggie	GCE find ways to address issue	AS the TRC call to action has been our focus and it is about missing women – no further action will be taken on this motion at this time. COMPLETE	71
GCE	GS 30	Full Communion		2013-05-04-76	Carried		GS to: 1. enter talks with UC of Christ (USA) + others 2. Appoint UC reps to reference groups 3. Report back to GCE from time to time	Report to GC42	71-72
GCE	GS56	Full Communion – UC of Christ		2015-03-21-198		GC42 for action	Proposal to GC42 for Action		
GCE	GS31	Closing Procedural Motions		2013-05-04-077	Carried			COMPLETE	72
GCSE	GS	Procedural motions		2013-05-16-078	Carried			COMPLETE	73
GCSE	GS	Minutes April 19, 2013		2013-05-16-	Carried			COMPLETE	73

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				079					
GCSE	GS	2012 Audited Financial Statements		2013-05-16-080	Carried			COMPLETE	74
GCSE	GS	Test Sites for Effective Leadership Pilots		2013-05-16-081	Carried			COMPLETE	75
GCSE	GCSE	Deferral – U of Winnipeg Proposal re Faculty of Theology		2013-05-16-082	Carried			COMPLETE	76
GCSE	GS	Signing Officers for UCC		2013-05-16-083	Carried			COMPLETE	76
GCSE	GS	Procedural motions		2013-06-20-084	Carried			COMPLETE	77
GCSE	GS	Minutes May 16, 2013		2013-06-20-085	Carried			COMPLETE	77
GCSE	GS	Re-appointments to Observer Board		2013-06-20-086	Carried			COMPLETE	78
GCSE	GS	Covenant – UCC & Observer Board		2013-06-20-087	Carried			COMPLETE	78
GCSE	GS	Appointments – Board of Regents – University of Winnipeg		2013-06-20-088	Carried			COMPLETE	79
GCSE	GS	University of Winnipeg Faculty of Theology		2013-06-20-089	Carried		Discontinuance with understanding the university will establish a Centre for Theological Studies	COMPLETE	79
GCE	GS36	Opening & Consent Motions		2013-11-16--090	Carried	MEPS 3 - Group Insurance Design Changes  MEPS 4 - Human Resources Job Evaluation Policy  MEPS 5 - Changes & Additions to Admission		COMPLETE	81-82

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						Policies and Procedures  MEPS 6 - Response to ANW 12 GC40 – Presbytery Staff  MEPS 7 - Diaconal Ministry First Placement Data  MEPS 8 - Discontinued Service List	No Further Action		
GCE	GS35	Opening Motions		2013-11-16-091	Carried			COMPLETE	82-83
GCE	GCE	Adjourn for Special Meeting, 2 <sup>nd</sup> Sitting GC41		2013-11-16-092	Carried			COMPELTE	83
GC	GC42	Procedural Motions		GC 41 AM2nd Sitting 2013-001	Carried			COMPLETE	
GC	GC42	Authorization – Remit for SK3		GC 41 AM2nd Sitting 2013-002	Carried			COMPLETE	
GC	GC42	Authorization – Remit for TOR 4		GC 41 AM2nd Sitting 2013-003	Carried			COMPLETE	
GC	GC42	Authorization – Remit for TOR 5		GC 41 AM2nd Sitting 2013-004	Carried			COMPLETE	
GC	GC42	Closing Procedural Motions		GC 41 AM2nd Sitting 2013-005	Carried			COMPLETE	
GCE	GS39	Omnibus Motions – Format of 3 Remits 7, 8 & 9		2013-11-16-093	Carried			COMPLETE	84

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GCE	GCE	Move in-Camera		2013-11-16-094	Carried			COMPLETE	84
GCE	GCE	Move Out of in-Camera		2013-11-16-095	Carried			Complete	85
GCE	GCE	Receive the Report of GS Supervision Committee for information		2013-11-16-096	Carried			Complete	85
GCE	GCE26	Omnibus Motion to Refer GCE# 23 and CEE24 to PC G&A And GCE 25 to PC MEPS		2013-11-16-097	Carried		GCE 23 – appointment 2 Francophone Reps as Commissioners to GC  GCE 24 – presence of Responsible for Ministries in French at GCE  GCE 25 – reconsider 2014 Pulpit Supply Rates	Proposal to GCE May 2014	87
GCSE	GS	Pulpit/ Weekend Supply Rates		2013-12-13-116	Carried			COMPLETE	98
GCE	GS40	Loan Guarantee for Riverbend United		2013-11-16-098	Carried			Complete	88
GCE	PMM 3	Proposed Elected Member Structure		2013-11-16-099	Carried			Complete	89
GCE	PMM 5	Socially Responsible Investment & Resource Extraction		2013-11-16-100	Carried		1. Receive Report which created the Responsible Investment Reference Group	COMPLETE	89
GCE	PMM 5A	Socially Responsible Investment & Resource Extraction		2013-11-16-101	Carried		2. Approve recommendations + GS to implement as possible within existing resources	Approved recommendations. COMPLETE – GCE Nov 2014	90
GCE	GCE22	Nominations Reports		2013-11-16-102	Carried			Complete	90
GCE	G&A3	Guiding Principles GC42		2013-11-16-103	Carried			Complete	90-91
GCE	GS38	Proposal for GC42 Youth Forum		2013-11-16-105	Carried			GS & Youth Forum Working Group to explore funding for larger numbers of participants. Taken to GCE Nov. 2013. Referred to GS for	92

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								further work. Approved by Sub-Executive Fall 2013. COMPLETE	
GCE	GS37	Limiting COLA for 2014		2013-11-16-108	Take no action - Carried			COMPLETE as no action was taken	95
GCE	PMM 6	Consultation on Disabilities		2013-11-16-109	Carried	TICIF & GS		1. Received Report 2. TICIF to engage UCC in exploration 3. Implement recommendation as possible with existing resources 4. Provide update to GCE May 2014 A detailed work plan has been developed, Ongoing work Complete	95- 96
GCE	GCE27	Correct Report from Disabilities Consultation		2013-11-16-110			Correct names	Complete	96
GCE		Closing Procedural Motions		2013-11-16-111				Complete	97
GCSE	GS	Procedural motions		2013-11-28-112	Carried			COMPLETE	98
GCSE	GS	Minutes June 20, 2013		2013-11-28-113	Carried			COMPLETE	98
GCSE	GS	Appointments to PC MEPS		2013-11-23-114	Carried			COMPLETE	98 -99
GCSE	GS	Procedural motions		2013-12-13-115	Carried			COMPLETE	98
GCSE	GS	Procedural motions		2014-01-31-117	Carried			COMPLETE	98
GCSE	GS	Minutes Nov 28, 2013		2014-11-28-118	Carried			COMPLETE	103
GCSE	GS	Minutes Dec, 13 2013		2014-11-28-119	Carried			COMPLETE	103
GCSE	GS	GC42 Youth Forum		2014-01-31-120	Carried			COMPLETE	104
GCSE	GS	Changing Length of GCE May 2014		2014-01-31-121	Carried			COMPLETE	105
GCSE	GS	Procedural motions		2014-02-13-122	Carried			COMPLETE	106

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GCSE	GS	Approval of Minutes – Jan 31, 2014		2014-01-31-123	Carried			COMPLETE	106
GCSE	GS	Nominations - M&S Advisory, Investment Co. + Judicial Co.		2014-02-18-124	Carried			COMPLETE	107
GCSE	GS	Procedural motions		2014-03-21-125	Carried			COMPLETE	108
GCSE	GS	Approval of Minutes – Feb 18, 2014		2014-03-21-126	Carried			COMPLETE	108
GCSE	GS	Nominations – Youth Forum Co., Pension Board + GCE		2014-03-21-127	Carried			Complete	109
GCE	GS41	Procedural Motions		2014-05-03-128	Carried			COMPLETE	111-112
GCE	GS40	Opening Motions		2014-05-03-129	Carried			COMPLETE	111-112
GCE	GS43	Consent Agenda		2014-05-03-129	Carried		Adopt: FIN 4 – Real Estate & Capital Assistance,  G&A4 – Francophone Com. GC42,  G&A5 – Budget GC42  MEPS 9 – Police Records Checks	COMPLETE	112-113
GCE	FIN 3	Commence Endowing Legacy Gifts		2014-05-03-131	Carried			COMPLETE	113-114
GCE	FIN 3	2014 Operating Budget		2014-05-03-132	Carried			COMPLETE	114
GCE	GCE	Move in Camera		2014-05-03-133	Carried			COMPLETE	115
GCE	GCE	Move Out Of in Camera		2014-05-03-134	Carried			COMPLETE	116
GCE	GCE	Receive Supervision Co. Report		2104-05-03-135	Carried			COMPLETE	116
GCE	GS42	Mutual Recognition – UC Christ - Philippines		2014-05-03-136	Carried			Approved in Principle COMPLETE	116
GCE	PMM 7	Funding – Education Centres		2014-05-03-137	Carried			COMPLETE	116-117

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GCE	PMM 8	French Language Translation Strategy		2014-05-03-138	Carried			COMPLETE	117
GCE	NEW 7	Annual Week of Prayer... Congo		2014-05-03-139		Referred to SGCE			118
GCSE				2014-06-20148		Forwarded to PC PMM to consider			135
GCE	GS47			2014-11-157 - consent			1. Fit with CIM mandate 2. Priority issue for UCC? 3. Capacity for this work 4. Role for CIM  GCE affirmed with workplan for March 2016		
GCE	GS44	Closing Motions		2014-05-03-140				COMPLETE	118
GCSE	GS	Procedural motions		2014-05-21-141	Carried			COMPLETE	121
GCSE	GS	Approval of Minutes –March 21, 2014		2014-01-31-142	Carried			COMPLETE	121
GCSE	GS	Nominations – Cdn. Forces, Responsible Investment, Pension Plan Advisory, Anglican – UCC Dialogue + Observer		2014-05-21-143	Carried			COMPLETE	122
GCSE	GS	2013 Audited Financial Statements		2014-05-21-144	Carried			COMPLETE	122-123
GCSE	GS	Procedural motions		2014-06-20-145	Carried			COMPLETE	124
GCSE	GS	Approval of Minutes –May 21, 2014		2014-06-20-146	Carried			COMPLETE	124
GCSE	GS	BQ Conference Space Rental at St. Matthew's UC		2014-06-20-147	Carried			COMPLETE	125
GCSE	GS	Response to Knox UCC re Report of WG		2014-06-20=14	Carried		Expressed thanks & given actions in line with GC41 decisions –	COMPETE	126

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		on Israel/Palestine		9			no further action to be taken		
GCSE	GS	Update to General Funds Investment Policy		2014-06-20-150	Carried		Approved updated policy	COMPLETE	126
GCSE	GS	Procedural motions		2014-09-04-151	Carried			COMPLETE	127
GCSE	GS	Approval of Minutes – June 20, 2014		2014-09-04-152	Carried			COMPLETE	127
GCSE	GS	Nominations Co. Report		2014-09-04-153	Carried		Approved Nominations to Investment Co. , Nominations Co. & GCE	COMPLETE	128
GCSE	GS	Procedural motions		2014-10-15-154	Carried			COMPLETE	127
GCSE	GS	Approval of Minutes – September 4, 2014		2014-10-15-155	Carried			COMPLETE	129
GCSE	GS	Nominations Report		2014-10-15-156	Carried		Nominations to GCE, Governing Co. Ploughshares, &WG on Theologies of Disability	COMPLETE	130
GCE	GS40	Opening Motions – Consent Agenda Items Below:		2014-11-15-157	Carried			COMPLETE	133
GCE	MEPS12	Steps from Staff Associate		Consent	Carried		Terminate Former Learning Assessment as of March 31/15 & new handbook written and in effect for April 1/2015	COMPLETE	133
GCE	MEPS16	Group Insurance Renewal		Consent	Carried		Design Changes approved	COMPLETE	134
GCE	MEPS17	HR Policy Changes		Consent	Carried			COMPLETE	134
GCE	PMM9	Joint Consultation – China Christian Council		Consent	Carried	Accepted invitation – GS to form delegation			134
GCE	PMM10	Mission Theme 2015-2017		Consent	Carried	"Prophets in the House" was approved as the theme		COMPLETE	134
GCE	GS49	Memorandum of Understanding – Associate	Consent	2014-11-15-157	Carried	Understanding between the UCC &:		COMPLETE	134

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GCE	PMM18	Relationships  Mission & Ministry with Migrant Churches		2015-03-22-202	Carried	the Methodist Church of the Caribbean and Americas (MCCA), + the Methodist Church of Zimbabwe - GS to sign the agreements  GC 42 as a Report for Background Information	Receive Report & Forward it to GC42 as background material for Mutual Recognition & Full Communion Agreements		166
GCE	PMM15	Formation for Faithful Leadership WG		Conse nt	Carried Referral	Referred to PC G&A	GCE use integrative approach for 4 major reports	COMPLETE	134
GCE	GS41	Procedural Motions		2014-11-158	Carried			COMPLETE	134
GCE	WCC1	WCC Report		2014-11-15-159	Carried	1. Report Received for Information 2. GCE to develop process to integrate Pilgrimage of Justice 3. Seek ways to collaborate with other faith groups		Ongoing Work. Complete	136
GCE	GS50	Operating Budget FOR 2015		2014-11-15-160	Carried			COMPLETE	136
GCE	FIN6	Minimizing the Carbon Footprint		2014-11-15-161	Carried			Guidelines for the next triennium regarding reducing meeting costs	136
GCE	PMM11	Partner Council Message		2014-11-15-162	Carried			COMPLETE	137
GCE	G&A6	Prioritizing Work for GC42		2014-11-15-163	Carried	Recommendation to GS42			138-139

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GCE	G&A7	Reports to GC42		2014-11-15-164	Carried			COMPLETE	139
GCE	G&A8	Withdrawing from GC42 Consent Agenda		2014-11-15-165	Carried	Recommends to GS42			139-40
GCE	G&A9	Work of CRTG at GC42		2014-11-15-166	Carried	Sessional Committee to be formed by GC42 Business Co. from names given by CESs			140
GCE	G&A10	Proposal from BQ re CRTG Report at GC42		2014-11-15-167	Carried	No further action.		COMPLETE	140-141
GCE	GCE	Move in Camera		2014-11-15-168	Carried			COMPLETE	142
GCE	GCE	Move Out Of in Camera		2014-11-15-169	Carried			COMPLETE	143
GCE	BLUE 1	CONSENT MOTIONS		2014-11-15-170	Carried				144
GCE	MEPS15	Debt Repayment for OM		Consent		See MTU2			
GCE	PMM14	National Strategy for Ministries in French		Consent				COMPLETE	144
GCE	BLUE 2	High Cost Areas - Compensation		2014-11-15-172	Carried	Direct GS	Explore a plan to address compensation for emergency expenses with report back to March 2015 GCE	Staff continue to research possible means to address this concern. GS expects to report to GCE in the Fall of 2015.	144
GCE	GS48	Comprehensive Compensation		2014-11-15-174	Carried	Approved for start of July 1, 2015		COMPLETE	145
GCE	GS47	Faithful, Effective and Learned Leaders		2014-11-15-175	Carried	Recommend to GC42 for Action			146
GCE	MEPS10	Candidacy Pathway		2014-11-14-176	Carried	Recommend to GC42 for action			146-147
GCE	GCE28	Nominations Report		2014-11-15-177	Carried.			COMPLETE	147
GCE	GS51	Closing Procedural		2014-11-15-	Carried			COMPLETE	148

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		Motions		178					
GCSE	GS	Procedural motions		2014-11-27-179	Carried			COMPLETE	149
GCSE	GS	Approval of Minutes –Oct. 15, 2014		2014-11-27-180	Carried			COMPLETE	149
GCSE	GS	Loan Guarantee for Pelham Community Church		2014-11-27-181	Carried			COMPLETE	149 - 150
GCSE	GS	Request for Formal Hearing		2014-11-27-182	Carried		Re Complaint SAPRPP 2014 - 006	COMPLETE	150
GCSE	GS	Procedural motions		2014-12-18-183	Carried			COMPLETE	151
GCSE	GS	Approval of Minutes – Nov. 27, 2014		2014-12-27-184	Carried			COMPLETE	151
GCSE	GS	Indemnity Agreement with Maritime Conference & General Council		2014-12-27-185	Carried			COMPLETE	152
GCSE	GS	Change Terms of Winnipeg Presbytery Grace Fund		2014-12-27-186	Carried			COMPLETE	152
GCSE	GS	Procedural motions		2015-01-07-187	Carried			COMPLETE	153
GCSE	GS	Approval of Minutes – Dec., 18, 2014		2014-12-27-188	Carried			COMPLETE	153
GCSE	GS	Nominations		2014-12-27-189	Carried	Appoint to Anglican – UCC Dialogue		COMPLETE	154
GCSE	GS	Procedural motions		2015-02-17-190	Carried			COMPLETE	155
GCSE	GS	Approval of Minutes –Jan. 7, 2015		2015-02-17-191	Carried			COMPLETE	155
GCSE	GS	Nominations		2015-02-17-192	Carried	Investment Committee + Sub Executive		COMPLETE	155-156
GCE	GS52	Procedural Motions		2015-03-21-193	Carried			COMPLETE	159
GCE	GS51	Opening Motions + Consent		2015-03-21-194	Carried	Including: G&A 11	See HAM 10	COMPLETE	160

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		Motions				Dates for 2015-2018;  MEPS 18 Conference Interview for Interim Ministry;  MEPS 19 Sabbaticals – Interim Ministry  MEPS 20 – Changes – Admissions Policies & Procedures  MEPS 22 – see HAM 3  MEPS 24 – see LON 3  MEPS 25 – Gender Transitioning Health Spending  MEPS 26 see HAM 9			
GCE		CONSENT 2		2015-03-21-195	Carried		GS 57 Columbia House – Encroachment  G&A 12 Conflict of Interest Policy	COMPLETE	160
GCE	GS54	Site of GC42 - 2018		2015-03-21-196	Carried		Oshawa – BQ – July 21-27, 2018	COMPLETE	162
GCE	GS55	Mutual Recognition – Presbyterian Church – Rep. of Korea		2015-03-21-197	Carried	To GC42 for Action	Memorandum to GC42 to formal approval, signing & celebration		162
GCE	FIN 7	Approval of the 2015 Operating Budget		2015-03-22-200	Carried			COMPLETE	165
GCE	GS59	Moving Towards a Balanced Budget		2015-03-22-201	Carried			COMPLETE	165
GCE	TICIF4	Physician Assisted Dying		2015-03-22-204	Carried		Enable the Church to respond to change in laws	Ongoing Work - COMPLETE	167

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GCE	PMM16	Youth & Young Adult Ministry Strategy		2015-03-22-205	Carried		Affirmed Strategy -& GS to Implement in next triennium	Ongoing Work - COMPLETE	167
GCE	TICIF5	Online Communion		2015-03-22-207	Carried		Received Report & Commend it the Church for Guidance	COMPLETE	168
GCE	MEPS21	Amend Pastoral Relations Sabbatical Leave Policy pt.		2015-03-22 - 208	Carried	To GC 42 for action	GC42 - Remove word "consecutive" and amend the Manual		168
GCE	MEPS21	Amend Pastoral Relations Sabbatical Leave Policy pt. 2 & 3		2015-03-22-209	Carried		Take No Action	COMPLETE	168
GCE		Motions to Move In-Camera		2015-03-22 - 210	Carried			COMPLETE	168
GCE		Motion to Move Out of In-Camera		2015-03-23-211	Carried			COMPLETE	169
GCE	TICIF2	One Order of Ministry		2015-03-23-212	Carried		Receive Report Express Appreciation + Recommend to GC42		169
GCE	TICIF3	Towards a New Model of Membership		2015-03-23-213	Carried		Receive Report Express Appreciation + Recommend to GC42		169
GCE	GCE29	Nominations		2015-03-23-214	Carried		Receive Reports and Recommendations	COMPLETE	169
GCE		Closing Procedural Motions		2015-03-23-215	Carried			COMPLETE	170
GCSE		Procedural Motions		2015-05-19-216	Carried			COMPLETE	171
GCSE		Minutes of GCSE – Feb. 17, 2015		2015-05-10-217	Carried			COMPLETE	171
GCSE		Nominations		2015-05-19-218	Carried			COMPLETE	172
GCSE		Delegation of Real Estate Approval Authority		2015-05-19-219	Carried			COMPLETE	172-173
GCSE		High Cost Remote Allowance		2015-05-19-220	Carried			COMPLETE	173-174
GCSE		Amending the Disability Provisions of the Manual		2015-05-19-221	Carried			COMPLETE	174
GCSE		Policy on Collection,		2015-05-19-	Carried			COMPLETE	175

**This is a summary of the actions of the 41st General Council, 2012, and is subject to revision.**

**Not an Official Record**

**Amended 06/19/2015**

**Version 13**

Court	Source	Proposal Title	Body	Motion #	Decision	Directed to	Action Required	Status – Complete;; Manual Update; Final Approval GC42; Ongoing Work; Continuing in the Next Triennium; Lack capacity	Page No.
		Protection & Retention of MP Information – Forms 404		222					
GCSE		Opening Procedural Motions		2015-06-08-223	Carried			COMPLETE	176
GCSE		Approval of minutes – May 19, 2015		2015-06-08-224	Carried			COMPLETE	176
GCSE		Nominations		2015-06-08-225	Carried			COMPLETE	177-178
GCSE		Approval – 2014 Audited Financial Statements		2015-06-08-226	Carried			COMPLETE	178
GCSE		Opening Procedural Motions		2015-06-22-223	Carried			COMPLETE	176
GCSE		Appointment of Bev Kostichuk to Chair this meeting		2015-06-22-224	Carried			COMPLETE	
GCSE		Approval of minutes – June 8, 2015		2015-06-22-225	Carried			COMPLETE	177
GCSE		Proposal on Reconciliation		2015-06-22-226	Carried		To GC42 for Action		

**MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Saturday, August 18, 2012**

The Executive of the General Council of The United Church of Canada met following the General Council 41 meeting at Carlton University, Ottawa, Ontario on Saturday, August 18, at 12:30 p.m. until 1:30 p.m. The Moderator Gary Paterson presided.

**Attendance**

Nicole Beaudry, Adam Brown, Graham Brownmiller, Shirley Cleave, Jess Cobb, Brian Cornelius, Thom Davies, Alvin Dixon, Laura Fohuse, Susan Gabriel, Ivan Gregan, Charlotte Griffith, Vilvan Gunasingham, Adam Hanley, Andrea Harrison, Claude Hender, Armand Houle, barb janes, Ray Jones, Donna Kennedy, John Kim, Bev Kostichuk, Steve Lowden, Marie Claude Manga, Kellie McComb, Charles McMillan, Tracy Murton, Gary Paterson, Martha Pedoniquotte, Colin Phillips, Grant Queskekapow, Lynella Reid-James, Bill Rogers, Mary Royal, Florence Sanna, Nora Sanders, Michael Shewburg, William Steadman, Anna Stewart, Norma Thompson, Mardi Tindal, Erin Todd, Pauline Walker, Jim White, Doug Wright, John H. Young

**Regrets**

Carmen Lansdowne, John Thompson

The General Secretary welcomed the new Moderator to the Executive.

The Moderator began the meeting with prayer and constituted the meeting.

**Procedural Motions:**

**General Secretary, General Council proposes:**

**Motion: Nora Sanders/John Young**

**2012-08-18-001**

That Karen Smart be a corresponding member, and that Joan MacGillivray be the recording secretary for this meeting of the Executive of the General Council.

**Carried**

**GCE 1 Nominations Report**

Florence Sanna presented a proposal from the Nominations Committee regarding the Appointment of the Sub-Executive.

**Motion: Florence Sanna/Steve Lowden**

**2012-08-18-002**

That the Executive of the General Council appoint the following members to serve as the Sub-Executive of the General Council:

- Gary Paterson - *Moderator*
- Mardi Tindal - *Past Moderator*
- Nora Sanders - *General Secretary*
- Bev Kostichuk - *Saskatchewan*
- Bill Rogers - *Manitou*
- Charles McMillan - *London*
- Thom Davies - *Hamilton*

**REF - 44**

- Florence Sanna - *Newfoundland and Labrador*
- *To be determined - All Native Circle*
- Lynella Reid-James - *Toronto*
- Marie-Claude Manga - *Francophone Ministries*
- John Kim - *Ethnic Ministries*
- Shirley Cleave - *Governance and Agenda Chairperson*

**Carried**

***Meeting Dates for the Executive of the General Council for the Triennium 2012–2015***

Nora Sanders reviewed the dates of the triennium and reminded members to mark the following dates in their calendars:

- October 26–29, 2012
- May 4–6, 2013
- November 16–18, 2013
- May 3–5, 2014
- November 15–17, 2014
- March 21–23, 2015

The Executive of the General Council will also meet for orientation with the members of the Permanent Committees on Friday, November 16, at 5 p.m. and continue until Saturday, November 17.

It was noted that appointments to the Comprehensive Review Task Group will be made at the October Executive meeting and suggestions for appointments should be sent to Diane Bosman. Members were also reminded to give their responses when the wider consultation takes place.

**Closing Procedural Motion**

**Authorizing the Sub-Executive of the General Council**

**Motion: Nora Sanders/Kellie McComb**

**2012-08-18-003**

That the Executive of the General Council authorize its Sub-Executive to deal with the business placed before it by this meeting of the Executive and any emergent business that may arise prior to the next meeting of the Executive of the General Council.

**Carried**

The Moderator closed the meeting with a blessing and prayer.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Thursday, September 6, 2012 – 12:00 p.m.  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:00 p.m. ET until 12:26 p.m. on Thursday, September 6, 2012, by teleconference call. The Moderator Gary Paterson presided.

**Attendance**

**Voting Members:** Shirley Cleave, Thom Davies, John Kim, Beverly Kostichuk, Marie-Claude Manga, Charles McMillan, Lynella Reid-James, Bill Rogers, Florence Sanna, Nora Sanders, Gary Paterson

**Regrets:** Mardi Tindal

**Welcome**

Moderator Gary Paterson welcomed the Sub-Executive of the General Council to the meeting and invited the participants to do a check in and followed with a prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 41<sup>e</sup> Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu. ”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41<sup>st</sup> General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Thom Davies**

**2012-09-06-004**

That Karen Smart be the corresponding member, and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Nora Sanders/John Kim**

**2012-09-06-005**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on June 27, 2012.

**Carried**

**Recommendations for Appointment from the Nominations Committee**

Florence Sanna presented the motion.

**Motion: Florence Sanna/Marie-Claude Manga**

**2012-09-06-006**

That the Sub-Executive of the General Council appoint the following members, with terms as stated:

**Moderator's Advisory Committee (August 2015)**

- John Lawson, chair, as named by Moderator
- Hannah Lee, as named by Moderator
- Martha Pedoniquotte, as named by Moderator
- Marion Best, former Moderator
- Michael Shewburg, Executive of the General Council

**Carried**

**Motion: Florence Sanna/Bev Kostichuk**

**2012-09-06-007**

That the Sub-Executive of the General Council appoint the following members, with terms as stated:

**Nominations Committee (August 2015)**

- Donna Kennedy, All Native Circle Conference

**Sub-Executive of the General Council (August 2015)**

- Nelson Hart, All Native Circle Conference

**Aboriginal Ministries Council (August 2015)**

- Pierre Goldberger, Ministries in French representative

**Carried**

**Update on Comprehensive Review**

Nora spoke of the establishment of the task group for this comprehensive review. A notice will be circulated to the full Executive of the General Council. There may be a need for another Sub-Executive meeting with regard to this. Appointments are made no later than the first Executive of the General Council meeting in October 2012. This is the first piece of business with a quick follow-up after 41st General Council.

**Motion: Shirley Cleave**

The meeting was adjourned at 12:26 p.m.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Monday, October 1, 2012 – 12:00 p.m.  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:00 p.m. ET until 12:22 p.m. on Monday, October 1, 2012, by teleconference call. The Moderator Gary Paterson presided.

**Attendance**

**Voting Members:** Thom Davies, Beverly Kostichuk, Marie-Claude Manga, Charles McMillan, Lynella Reid-James, Nora Sanders, Mardi Tindal, Gary Paterson

**Regrets:** Shirley Cleave, Nelson Hart, Florence Sanna, Bill Rogers, John Kim

**Welcome**

Moderator Gary Paterson welcomed the Sub-Executive of the General Council to the meeting and invited the participants to do a check in and followed with a prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 41<sup>e</sup> Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41<sup>st</sup> General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Thom Davies/Marie-Claude Manga** **2012-10-01-008**

That Karen Smart be the corresponding member, and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Charles McMillan/Bev Kostichuk** **2012-10-01-009**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on September 6, 2012.

**Carried**

## Terms of Reference for the Comprehensive Review Task Group

Nora introduced the motion.

### Motion: Bev Kostichuk/Thom Davies

2012-10-01-010

That the Sub-Executive of the General Council approve the following as the terms of reference for the Comprehensive Review Task Group:

#### Mandate

The United Church of Canada finds itself in the midst of exciting and challenging times of change: changing forms of church, changing contexts for ministry, changing human and financial resources, changing generations of members and leaders. How do we articulate and live our call to be the church in these changing times?

Through a broad-based engagement of the church, input from ecumenical and global partners, and conversations across generations, this small group will name the opportunities before us and the vehicles that will enable us to be a vital, agile, and faithful church.

#### General Council Motion

The 41st General Council 2012 directed that, after the 41st General Council 2012, the Executive of the General Council, not later than its first meeting of the triennium, appoint a task group of five to seven individuals, selected through the Nominations process, and supported by staff.

The overall task of this group is to examine the comprehensive vision and circumstances of The United Church of Canada and to develop a report and recommendations for the 42nd General Council 2015 that will best enable the church to live faithfully in God's world at this time in the church's life.

The group will

- attend to the sense of identity of the United Church, including the themes emerging from the 41st General Council 2012
- articulate the vision that is found in the decisions made and work done in recent years and during the 41st General Council 2012 in order to inform their work
- look at all significant aspects of the organization and operations of The United Church of Canada in all of its courts, including attention to the interaction and connection of courts
- draw on the information and analysis already gathered through Permanent Committees and staff-led reviews
- prepare alternative models of program, governance, and staff structures as the basis for soliciting in-depth input from diverse voices across The United Church of Canada
- develop a process for ensuring that future work brought by Permanent Committees or mandated by General Council will take into consideration the church's ability to fund future work and consider how it fits with ongoing work
- give interim reports and receive feedback from the Executive of the General Council at each meeting throughout the triennium
- create a place to mutually engage GC41 Commissioners throughout the current triennium

**Membership**

The task group will be made up of seven members who have the requisite skills and experience and a love of The United Church of Canada. Priority will be given to ensuring that some of the membership is drawn from the younger leadership in the church.

The current Moderator, the Right Rev. Gary Paterson, will serve as one of the seven members. The General Secretary and other staff as assigned will provide support to this task group.

**Skills and Experience**

The task group will be primarily composed of people with a deep understanding of the United Church. It is hoped that the membership will also include people who do not necessarily have in-depth experience with United Church governance structures but who possess transformational expertise or significant knowledge of other organizations in order to bring an “outsider” perspective to the conversation.

Each member will possess skills and experience in more than one of the areas listed below. The final composition of the group will ensure that experience in each of these areas is present in the task group’s membership:

- in-depth understanding of United Church polity and ethos
- experience in planning and/or leading large-scale organizational change efforts
- ability to analyze complex qualitative and quantitative data, research, and reports; experience in “crowdsourcing” or technologies to engage the wisdom of large communities
- financial analysis, strategic planning, and risk management experience
- capacity to reflect theologically on the mission, governance, and ethos of the church
- other gifts and skills not named here that would bring depth, breadth, or inspiration to the work of this task group

All task group members will be predisposed to collaboration and teamwork, understanding of diversity issues, passionately committed to the future of The United Church of Canada and willing to discern God’s yearnings for this work.

**Expectations and Term**

The task group will meet in person as necessary, with other meetings occurring by telephone and video conference call and e-mail exchange. Consultation with a broad range of voices will be required. The term of this task group is from November 2012 to the 42nd General Council, August 2015.

**Carried**

**Appointment of member of Permanent Committee on Ministry and Employment Policies and Services to the Pension Board**

**Motion: Marie-Claude Manga/Mardi Tindal**

**2012-10-01-011**

That the Sub-Executive of the General Council appoint Permanent Committee on Ministry and Employment Policies and Services member, Brian Copeland, to replace Gordon Staples as a Permanent Committee representative on the Pension Board of The United Church of Canada.

**Carried**

The meeting was adjourned at 12:22 p.m. by Moderator Gary Paterson.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

**MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
October 26–29, 2012**

The Executive of the General Council of The United Church of Canada met from 8:30 a.m. on Friday, October 26, to noon on Monday, October 29, 2012, at the General Council Office, Etobicoke, Ontario. The Moderator Gary Paterson presided.

**Attendance**

Nicole Beaudry, Adam Brown, Graham Brownmiller, Shirley Cleave, Jess Cobb, Brian Cornelius, Thom Davies, Alvin Dixon, Laura Fohse, Susan Gabriel, Charlotte Griffith, Vilvan Gunasingham, Adam Hanley, Andrea Harrison, Claude Hender, barb janes, Ray Jones, Donna Kennedy, John Kim, Bev Kostichuk, Steve Lowden, Marie-Claude Manga, Kellie McComb, Charles McMillan, Tracy Murton, Bob Mutlow, Gary Paterson, Martha Pedoniquotte, Colin Philips, Lynella Reid-James, Bill Rogers, Mary Royal, Nora Sanders, Michael Shewburg, Bill Steadman, Anna Stewart, John Thompson, Norma Thompson, Mardi Tindal, Pauline Walker, Doug Wright, John H. Young

**Corresponding Members**

David Allan, Bill Doyle, Bruce Faurschou, Bruce Gregersen, Doug Goodwin, Alan Hall, David Hewitt, Will Kunder, Rosemary Lambie, Lynn Maki, Erik Mathiesen, Fred Monteith, Ramzi Zananiri, Cheryl-Ann Stadelbauer-Sampa, Ambury Stuart, Bill Smith, Beverley Green, Nichole Vonk

**Regrets**

Gloria Cook, Ivan Gregan, Nelson Hart, Carol Hancock, Carmen Lansdowne, Faith March-MacCuish, Florence Sanna, Bill Smith, Erin Todd, Jim White

**Friday, October 26, 2012**

The Moderator welcomed the Executive to gather on the traditional land of the Mississauga of New Credit First Nations. As a mixture of strangers and friends he asked all to join in community for a moment of silence and gathering of thoughts.

**Worship**

Worship was led by Gary Paterson, Alydia Smith, Lydia Pedersen, and Abiel Khalema. The scripture reading Matthew 7:7–8 was read by Kaitlin Bardwich.

**Welcome Procedural Motions & Consent Part 1**

The Moderator constituted the meeting in both languages. He welcomed those staff present and his partner Tim Stevenson.

Nora Sanders introduced the procedural motion.

**GS 2 Procedural Motions**

**Motion: Nora Sanders/Brian Cornelius**

**2012-10-26-012**

**Worship, Music, and Theological Reflection**

That the worship leadership for this meeting be provided by Alydia Smith.  
That the music leadership for this meeting be provided by Lydia Pedersen and Fred Graham.  
That the theological reflector for this meeting be Bill Steadman.

### **Resource People**

That resource people for this meeting be the Executive Ministers and Officers, Charles Black, Diane Bosman, Cynthia Gunn, James Scott, Karen Smart and Alydia Smith.

### **Administrative Staff/Volunteers**

That the administrative staff for this meeting be Sarah Bernath, Susan Fortner, Philip Isard, Susan Sigal, Shirley Welch, and Ann Perry. The administrative volunteers are Karen McLean and Jean Wilson. The minute secretary for this meeting be Susan Fortner.

### **Chaplain**

That the Chaplain for this meeting of the Executive of the General Council be Bruce Faurschou.

### **Friend in Court**

That the Friend in Court for this meeting of the Executive of the General Council be Marie-Claude Manga.

### **Reference and Counsel**

That the Reference and Counsel for this meeting of the Executive of the General Council be Graham Brownmiller and Bill Rogers.

### **Agenda**

That the Executive of the General Council adopt the agenda for this meeting of the Executive of the General Council and that changes to the agenda, which may be necessary as the meeting evolves, be made on the recommendation of the Agenda Table.

### **Carried**

### **Governance – Meeting Overview**

Shirley Cleave, Chair of the Permanent Committee on Governance and Agenda, spoke regarding the focus of the work for Friday: first, looking at the work coming out of the 41st General Council Ottawa and secondly, community-building during table group times.

### **Moderator's Accountability Report** (*Addendum A at the end of these minutes*)

The Moderator acknowledged and thanked Former Moderator Mardi Tindal. He spoke to the role of this Executive as a body that has been called to complete a chosen task.

The Moderator reflected on the realistic and honest challenges that not only the United Church is facing but also all denominations are struggling with. Highlighting the work of the Open Space Report (*Addendum B Open Space Themes*) he noted that it is clear that we are continuing to grapple with how we are to be church, the continual struggles between urban and rural churches, and how we live into being an intercultural and inclusive church.

He spoke of the communities he has visited, and the many conversations he has had. He challenged and encouraged people to listen to one another. He talked about the State of the Church, and our continued dialogue on the hard issues such as the Israel/Palestine Report and Enbridge. He expressed again the need to challenge our culture of despair. What gives us hope? As an Executive, we have rooted our hope in God; we have been called into a partnership.

In conclusion the Moderator raised his vision that the Comprehensive Review will be a platform for us to address what is happening across the church. He closed with the poem “Decision” by Boris Novack.

Former Moderator Mardi Tindal offered a prayer of thanksgiving for the Moderator.

### **Table Group Introductions**

Shirley Cleave introduced the topic of building community within each table group. Table group discussion began.

### **Governance – Who We Are**

Shirley Cleave spoke to the many roles people held in this meeting. She introduced Tracy Murton, Chair of the Permanent Committee on Ministry and Employment Policies and Services, who led an orientation session.

Tracy offered a series of questions to help the group learn about each other encouraging the Executive to interact with each other throughout the court.

Nora Sanders introduced Colin Philips and shared with the Executive what it is like for Colin to participate in this meeting. Nora thanked Colin for his grace and how he teaches us all.

The Moderator offered a prayer for Colin Philips.

Nora Sanders explained the roles of the Friend in Court (Marie Claude Manga), Chaplain (Bruce Faurshou), and Reference and Council (Graham Brownmiller and Bill Rogers).

### **Friend in Court**

Marie Claude Manga introduced Sarah Beer, who was attending the meeting as a visitor. Sarah works in partnership with Centro Esperanza in Chiclayo, Peru, a United Church partner since 2008. Sarah is also spending time on this home assignment to learn more about the workings of the various aspects of the wider United Church.

### **Governance – Theology of Governance**

The Moderator spoke to the “theology of governance—the theology of leadership” by offering the question, “What are we here for?” and read in French a prayer by Oscar Romero. He spoke to the United Church being an organization that roots its power in community. As representatives, we are the people. Our governance is rooted and lodged in the people. We understand governance best when we frame it as how can we serve, what is the purpose, where do we go?

Table groups were then asked “What is the thread you are going to hold on to? What are you hoping to do and accomplish in the next three years?” The Moderator then offered that when we answer those questions we will have the thread to guide our governance.

Feedback was then invited from the tables.

### **Scavenger Hunt**

Diane Bosman introduced the organizers of the Scavenger Hunt, and the group dispersed through the building in teams.

### **Governance – Lenses through Which We Work**

Mary Royal, chair of the Permanent Committee on Programs for Mission and Ministry, introduced the next session on the lenses through which we work. She gave an update on the proposal carried at the 41st General Council to become an affirming General Council and Executive. Mary then introduced Adele Halliday.

### **Intercultural Church**

Adele Halliday, Team Leader Transformational Ministries (Communities in Ministry/Communautés et ministères), addressed how we link interculturalism and governance.

She posed the question what is the culture of this General Council Executive? Culture is shared, often unspoken, and, more importantly, is a way of being. By further examining this, she offered that the more we become aware of culture we also realize that there is no such thing as a culture-free perspective. In concluding her presentation she asked the table groups to explore the following questions:

- What might be some of the myths, assumptions, and beliefs in The United Church of Canada? At the Executive of the General Council?
- What values are incorporated into governance planning and meetings?
- If internal aspects of culture are implicitly learned, are there some things that might need to be unlearned?

When invited back, table groups shared some of their ideas on assumptions and values, language, voice, and power. The table groups again were asked to think about what they heard and how it relates back to governance under the umbrella of decision-making, planning processes, and community-building.

In conclusion the Moderator thanked Adele and informed the Executive that their notes would be compiled and shared.

### **Governance – How We Work Together**

Shirley Cleave invited the group to spend some time reviewing the Whole People’s Covenant in table groups. The task was to use this document to help understand how the Executive covenants to work together. The table groups were then invited to create their own table group covenants to assist with how they will be in community at their table.

### **Conference/Other Reports**

Bev Kostichuk, member of the Permanent Committee on Governance and Agenda, informed the Executive that throughout the meeting Conference representatives and other groups will be invited to introduce themselves and explain how they connect those in their Conference, including Commissioners, to the work of the Executive of the General Council and General Council.

### **Global Partner**

The Moderator noted that Ramzi Zananiri, due to travel fatigue, was not able to be present at this time and would present his report on Saturday.

### **Youth Strategy**

Mary Royal introduced Amy Crawford, Program Coordinator Youth, Young Teens and Children, Communities in Ministry/Communautés et ministères.

Amy spoke to the Integration of Young People in the Work of the General Council, a strategy that was approved in November 2011. This strategy involved an orientation session in which youth and young adults were encouraged to be heard and be part of conversations at the table. In the fall of 2011 an identity survey was done for the church. Part of that survey addressed the youth. Some of the issues identified in that survey were unfamiliarity with formal meeting rules, poor grasp of issues, preference for one-on-one situations, tuning out because discussion is boring, nervous about expressing oneself in front of others, others dominating the conversation, and topics not relevant.

Amy addressed the comments made in the survey by looking at a “ladder of participation.” She noted that not only the youth but also any marginalized group might be on this ladder. The youth and adults need to work together to reshape the direction of the church. The Executive was then invited in their table groups to talk about what might be some practices that could include young people right away.

The Moderator thanked Amy for her presentation.

### **Theological Reflection**

Bill Steadman reflected on the day as being one of relationship-building as the Executive prepared themselves and gathered to deal with the tasks at hand using the scripture Mark 12.

The Moderator offered words of closing for the day and blessings.

### **Saturday, October 27, 2012**

The Moderator welcomed all and thanked staff and volunteers who have offered their time to make this meeting function.

## Worship

Alydia Smith and Fred Graham led worship. The scripture passage Matthew 7:7–8 was read by Nicole Beaudry.

## Governance – What the Work Is

Shirley Cleave introduced the next piece of work on governance: “what the work is: typical meetings.” Shirley spoke to the difficulties of separating governance and management. She noted that the roles and responsibilities of the Executive of the General Council are laid out in *The Manual* under Bylaws 520–527. One of the roles of the Executive is being in relationship with General Council. To do this we need to prepare, follow up, establish purpose, appoint members, and receive reports/remits that are denomination-shaping. We are responsible for how we are going to function as a body and to take ownership of this. Some of the work named that would be the responsibility of the Executive was accountability reports, educational opportunities, sessional committees, consent agenda, omnibus motions, and the proposal process.

## GS 1 Opening Motions

**Motion: Nora Sanders/Shirley Cleave**

**2012-10-26-013**

General Secretary, General Council proposes:

That the Executive of the General Council:

1. Approve the minutes of the Executive of the General Council meeting held on March 24–26, and August 18, 2012.
2. Receive for information the minutes of the meeting of the Sub-Executive of the General Council held September 6, 2012.
3. Receive for information the following:
  - General Secretary, General Council’s Accountability Report
  - Moderator’s Accountability Report
  - 41st General Council Planning Committee Accountability Report
  - Committee on Indigenous Justice and Residential Schools Accountability Report
  - Member of the World Council of Churches Accountability Report
  - Pension Board Accountability Report
  - Aboriginal Ministries Council Accountability Report
  - Theology and Inter-Church Inter-Faith Committee Accountability Report
  - Permanent Committee on Finance Accountability Report
  - Permanent Committee on Governance and Agenda Accountability Report
  - Permanent Committee on Ministry and Employment Policies and Services Accountability Report
  - Permanent Committee on Programs for Mission and Ministry Accountability Report
  - Correspondence to the Executive of the General Council until ~~February 10,~~ October, 2012
4. Adopt the following proposals:
  - G&A 1 – Revised Terms of Reference for Policy 3.16, General Secretary’s Supervision Committee (pages 103–106 [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)])

- ~~GCE 2 – Doctrine of Discovery (GC41 – GCE14 – REF GCE60 2012) (pages 107–109)~~
  - GS 3 – Conference Records Review (page 132)
  - ~~GS 4 – Task Group on Adoptions from United Church Maternity Homes (pages 133–134)~~
  - GS 5 Members of the Order of Ministry in Leadership in Other Faith Traditions (page 134a)
  - ~~GS 6 When Presbytery Chairs Take Office (page 134b)~~
  - GS 7 Settlement for Pastoral Charges Not in Compliance With Pastoral Relations Policies (page 134c)
  - GS 8 Documents and Notices Sent By Courier (page 134d)
  - GS 9 Presbytery Calling Congregational Meetings (page 134e)
  - GS 10 Sending Documents by Email (page 134f)
  - GS 11 Oversight of Retired Members of the Order of Ministry (page 134g)
  - GS 12 Members of the Order of Ministry Under Appointment Exercising Functions of Ministry (page 134h)
  - GS 13 Appointing a New General Secretary (page 134i)
  - GS 14 Audited Financial Statements for Pastoral Charge (page 134j)
  - GS 15 Historic Congregational Roll (page 134k)
  - GS 16 Distribution of Funds by Disbanding Congregations (page 134l)
  - GS 17 Two Treasurers for Each Pastoral Charge (page 134m)
  - GS 18 General Council Review of Judicial Committee Decisions: Appeals and “Directly Affected Parties” (page 134n)
  - GS 19 General Council Review of Judicial Committee Decisions: Options for Action (page 134o)
  - GS 20 General Council Review of Judicial Committee Decisions: Grounds (page 134p)
  - GS 21 Ratifying and Enacting Remits Authorized by the 40th General Council 2009 (pages 134q–r)
  - GS 22 Clarification of 363C During Maternity/Parental Leave (page 134s)
  - GS 23 Full member Status for Conference-Elected Alternate Executive of the General Council Representatives (page 134t)
  - GS 24 *Manual* Changes Approved by General Council – No Action Necessary (pages 134u–v)
5. Refer the following proposals to the Permanent Committee on Governance and Agenda:
- GCE 5 – Inclusion of The Evangelical United Brethren Church Symbol in The United Church of Canada Crest (GC41 HAM 1) (page 110)
  - ~~GCE 9 – Full Member Status for Conference-Elected Alternate Executive of General Council Representatives – (GC 41 MTU3) (page 114)~~
6. Refer the following proposals to the Permanent Committee on Ministry and Employment Policies and Services:
- GCE 6 – Police Record Checks (GC41 GCE2s – REF GS55t 2011) (page 111)
  - GCE 7 – Congregational Designated Ministers (GC41 GCE2y – REF GS56g 2012) (page 112)
  - GCE 8– Licensed Lay Worship Leaders (GC41 GCE2ab – REF GS 56j 2012) (page 113)
  - GCE 10 – The Granting of the Right to Administer Sacraments to All Diaconal Ministers at the Time of their Commissioning (GC41 ANW1) (pages 115–116)

- GCE 11 – Full-Time Employment (GC41 HAM 3) (pages 117–118)
  - GCE 16 – Proposal to Address Systematic Inequality in Clergy Compensation (GC41 LON 3) (pages 126–127)
  - GCE 17 – Program of Debt/Loan Repayment for Ordered Ministry Personnel (GC41 MTU2) (page 128)
7. Refer the following following proposal to the Pension Board: (page 119)
- GCE 12 – Pension Contributions (GC41 HAM 9)
8. Refer the following following proposal to the Permanent Committee on Programs for Mission and Ministry:
- GCE13 – From Province to Province: The Beaconsfield Initiative January 1–12, 2012; Strengthening Partnerships and Studying the Impact of Canadian Mining Interests in the Philippines (GC41 M&O1) (pages 120–121)
  - GCE 14 – Child Poverty Needs to be the Concern of Everyone (GC41 ANW2) (pages 122–123)
  - GCE 15 – Prophecy and Empire (GC41 BQ 3) (pages 124–125)
  - GCE 18 – Northern Gateway Pipeline (GC41 ANCC1) (pages 129–131)

### Carried

#### **General Secretary's Accountability Report** (*Addendum C at the end of these minutes*)

Nora Sanders, General Secretary, General Council, spoke to her report and highlighted the Comprehensive Review. She noted that this would be both challenging and fun. This is to determine what we are and seek to be as a church. This is a time when all perspectives are important. The Executive is going to be called upon to make the decision that could free the church up. She noted that the Permanent Committees are going to be asked to give us some help with setting priorities. Part of this triennium will also be focused on budget constraints, including conference grants. By 2014 there will be major changes.

Nora updated the Executive on the work that has taken place since the summary arising from the 41st General Council regarding The Israel Palestine Working Group Report and the Enbridge motion. It is clear that the majority of the messages received by the General Council office were negative.

Nora raised up the work that is taking place on Effective Leadership, French Ministries and proposal GS4 Task Group on Adoptions from United Church Maternity Homes. Along with this work it was noted that in conjunction with David Wilson, editor of *The Observer*, a change to the covenant between the United Church and *The Observer* has been discussed and will be brought to the Sub-Executive for approval.

In concluding her remarks, Nora noted that three key members of senior management will be retiring or leaving. To facilitate these changes a consultant will be brought in to work on this restructuring.

### **Permanent Committee on Ministry and Employment Policies and Services**

Tracy Murton, chairperson of the Permanent Committee on Ministry and Employment Policies and Services, spoke to the statistical information gathered on the number of Commissioners under 30 at the 41st General Council and the previous day's report by Amy Crawford on youth strategy.

Further information was shared on the term "millennium generation" and how as a church we need to recognize and bridge the gap with this generation. The question was raised as to how do we take the recommendations from the Comprehensive Review and remove the barriers for our youth and young adults.

Tracy also updated the Executive regarding the Ministry Compensation Implementation Report. She provided a broad overview of the Group Insurance Plan. More detail can be found in the workbook. A concern was raised and addressed by Alan Hall, Executive Minister Ministry and Employment Policies and Services, regarding the ongoing problems encountered by AON-Hewitt. Alan assured the Executive that staff are working to rectify the situation.

The Moderator thanked Tracy for her report and the challenges and insights that go with this.

### **Aboriginal Ministries Council Report**

Ray Jones, chair Aboriginal Ministries Council, referenced and spoke to the proposal GCE2 Doctrine of Discovery, which was pulled from the consent agenda so that an amendment can be proposed.

He noted that the Aboriginal Ministries Council had recently met in Happy Valley, Goose Bay, Labrador. He highlighted and shared his experience he had in BC, where he lives hosting students from the Sandy Saulteaux Spiritual Centre as part of their global awareness.

In conclusion, he noted the continued need that churches in Aboriginal communities have with regard to a shortage of ministers, and that the Aboriginal Ministries Council considers that addressing this need is one of their main tasks.

The Moderator thanked Ray for his report on behalf of the Council.

### **Permanent Committee on Finance Report**

Brian Cornelius, chair of the Permanent Committee on Finance, thanked the staff at the General Council Office and members of the Finance Committee for their work. He shared the theological foundation that is the guiding principle to how this committee works.

Brian addressed the process by which the 2013 Budget Outlook was drafted. He noted there will be some interim actions taken and that maintaining the status quo is not an option at this time. To address this cash shortfall, things such as reducing travel and meeting costs, delay in hiring staff in the event of a turnover, and cuts to major grant programs would need to take place.

In concluding his remarks he noted that members of the Permanent Committee on Finance are very supportive of the Comprehensive Review.

### **Global Partner**

Mary Royal introduced Ramzi Zananiri, our global partner from the Department of Service to Palestinian Refugees of the Middle East Council of Churches (DSPR), Israel/Palestine.

Ramzi spoke to our common link of partnership with the Near East Council of Churches for decades in ministering to Palestinian refugees and the needy. Throughout this partnership the United Church not only enables the DSPR to minister to physical needs but also helps to make the life of the refugees and the needy more bearable by bringing to them a limited measure of hope and by sustaining their faith in their fellow brothers and sisters. The climax of this partnership and relationship is reflected through the formation of the nine-person Partner Advisory Council. He spoke to the premise that this Council gives partners access to the decision-making structures of the United Church. It allows the partners' voices to be heard at all levels, and affirms the role of the partners in accompanying the United Church in its commitment to live out God's mission in Canada and globally.

He concluded by saying that churches of all denominations wish for a peaceful solution between Israel and Palestine.

### **Governance – Nominations**

Shirley Cleave spoke to the nominations process and shared the terms of reference for the Comprehensive Review Task Group with the Executive.

### **GCE 19: Nominations Report and Proposal**

Charlotte Griffith presented the report of the Nominations Committee.

#### **Motion: Charlotte Griffith/Graham Brownmiller**

**2012-10-26-014**

The Nominations Committee proposes that the Executive of the General Council:

1. Receive for information the Nominations Report
2. Appoint the people recommended in the Nominations Report to the committees and task groups of the General Council and as representatives of The United Church of Canada, with the stated terms.

### **1. Recommendations for Appointment**

That the Executive of the General Council appoint or reappoint the following people, with roles and terms as noted:

#### **Comprehensive Review Task Group**

*(65 nominations for 6 positions)*

- Wilson Gonese (OM N&L)
- Cathy Hamilton (OM M&O)
- Lauren Hodgson (OM Tor)
- Kenji Marui (OM Lon)
- Beth Symes (Lay Tor)
- Vic Wiebe (Lay Sask)

**Partners in Mission Unit-Wide Committee**

*(8 nominations for 4 positions)*

- Peter Denton (OM MNWO)
- Alana Martin (Lay Mar)
- Sheila Redden-Smith (OM Mar)
- Hope Rowsell (Lay N&L)

**Racial Justice and Gender Justice Advisory Committee**

*(30 nominations for 10–15 positions)*

- Jane Armstrong (Lay Tor)
- Ruth Bramham (Lay Tor)
- Thomas Burton (Lay Mar)
- Lewis Coffman (Lay Ham)
- Jennifer Hompoth (Lay Ham)
- Won Hur (OM Tor)
- Grace Lee (OM Tor)
- Brian Mitchell-Walker (Lay Sask)
- Evan Smith (Lay Ham)
- Thérèse Samuel (OM M&O)
- Jeffrey Rock (OM ANW)
- Harold Usher (Lay Lon)

**The Manual Committee**

*(5 nominations for reappointment)*

- Cynthia Randall (OM Tor), 3rd term
- Mary-Beth Moriarty (OM Mar), 2nd term
- John Burton (OM BC), 2nd term, chairperson
- Alan Boyd (OM BQ), 2nd term
- George Thurlow (Lay Sask), 2nd term

**Academic Awards and Scholarships Sub-Committee**

*(1 nomination for 1–3 positions)*

- Andrew O’Neill (OM Mar)

**Financial Assistance Committee**

*(1 nomination for reappointment)*

- Ann Krikken (Lay Mtu), 2nd term

**Investment Committee (Pension)**

*(4 nominations for reappointment)*

- Ted Carmichael (Lay), 3rd term
- Doug Greaves (Lay Tor), 3rd term, chairperson
- J. Alex Macdonald (Lay), 3rd term
- Gordon O’Reilly (Lay Tor), 3rd term

**Pension Plan Advisory Committee***(3 nominations for reappointment)*

- Marcus Robertson (Lay BQ), chairperson
- Steve Houston (Lay Ham)
- Dan Murphy (Lay)

**Representatives of The United Church of Canada to:****The Canadian Council of Churches: Commission on Justice and Peace***(5 nominations for 1 position)*

- Tadashi Mitsui (OM ANW)

**The Canadian Council of Churches: Commission on Faith and Witness***(1 nomination for 1 position)*

- Ian Sloan (OM Ham)

**The Roman Catholic–United Church Dialogue***(3 nominations for 2 positions)*

- Mardi Tindal (Lay Tor)
- Arthur Walker-Jones (Lay MNWO)

**2. Appointments made by other Courts or Authorized Groups (for information)**

That the Executive of the General Council receive for information the appointment of the following people, as named by other courts or authorized groups:

**Executive of the General Council (GC42 August, 2015)**

- Robert Mutlow (OM ANW), *as appointed by Alberta and Northwest Conference*

**Judicial Committee (GC44 August, 2021)**

- Ted Black (OM Ham), *as appointed by Hamilton Conference*

**Communities in Ministry Unit-Wide Committee**

- Manasse Habonimana (OM Sask), *as appointed by Journeys of Black Peoples*
- John Young-Jung Lee (OM Tor), *as appointed by the Korean Association*

**Healing Fund Council**

- Alvina Steinhauer (Lay ANC), *as named by All Native Circle Conference*
- Connie Budd (Lay ANC), *as named by All Native Circle Conference*
- Chris Bolton, *as named by British Columbia Native Ministries*
- Rhonda John (Lay Ham), *as named by Ontario and Quebec Aboriginal Congregations*
- Deanna Big Canoe (Lay Tor), *as named by Ontario and Quebec Aboriginal Congregations*

**Partners in Mission Unit-Wide Committee**

- Darlene Brewer (Lay Mar), *as named by the Theology and Inter-Church Inter-Faith Committee*

**Financial Assistance Committee**

- Elizabeth Brown (OM MNWO), *as named by the Permanent Committee on Ministry and Employment Policies and Services*

**Steering Group on the Candidacy Pathway**

- Marion Carr (Lay BC), chairperson *as named by the Permanent Committee on Ministry and Employment Policies and Services*
- Adam Hanley (OM Ham), *as named by the Permanent Committee on Ministry and Employment Policies and Services*

**Carried**

**Comprehensive Review**

Shirley Cleave clarified the mandate of the Comprehensive Review Task Group, and how they will pull this work together. Table groups then were asked to work with two questions: (i) what are your expectations of this process and (ii) what are you most anxious about for this review?

**New 6 Omnibus Motion**

**Motion: Shirley Cleave/Bev Kostichuk**

**2012-10-26-015**

That the Executive of the General Council adopt the following proposals:

- New 1 Referral of HAM – Sabbaticals for Persons Involved in Interim Ministry
- New 2 Associate Relationships with Migrant Churches
- New 3 Administration of Sacrament of Baptism in Emergencies
- New 5 Effective Leadership and Healthy Pastoral Relationships

**Carried**

**Governance – Future Hopes of the Structure**

Roy West, chair of the 42<sup>nd</sup> General Council Planning Committee, introduced the next team-building activity: building an animal out of clay that represents the United Church after the Comprehensive Review. Each table shared a poem, song, or prose that described their creation.

**Permanent Committee on Governance and Agenda Report**

Shirley Cleave introduced the members of this committee. She spoke regarding how the work of this committee is directed.

**Governance – Proposal Method** (*Addendum D, The Art of Participating in a Meeting Using the “Proposal” System*)

Brian Cornelius, chair of the Permanent Committee Finance, explained in detail how the proposal method works and the use of the blue and orange cards. He explained how the proposal system allows for a period of discernment, and enables different conversations. Brian explained how this then allows for the capacity to achieve consensus in the court before going to a motion. The goal is to achieve consensus of the will of the court before moving to a motion. The Executive then practised how the proposal system works.

**REF - 64**

The Moderator thanked Brian for walking the court through the proposal system.

### **Theological Reflection**

Bill Steadman reflected on how the United Church is not facing tragedy, but we are facing a change. The language we use will determine the image we wish to share. We do not wish to give up our biblical faith. We are a pilgrimage people, and the spirit of God and our trust in the members of the Comprehensive Review Task Group will help guide us forward.

### **Sunday, October 28, 2012**

#### **Worship**

Worship with Communion and Covenanting of new senior staff was held in the chapel. The following General Council staff were covenanted: Erik Mathieson and Cheryl-Ann Stadelbauer-Sampa.

The Mission and Service Fund offering collected totalled \$1,117.15.

#### **Permanent Committee on Programs for Mission and Ministry Report**

Mary Royal, chair of the Permanent Committee on Programs for Mission and Ministry, highlighted items from the written report. She spoke directly to the Justice Seeking Justice Living Report that will be central to this committee's work in the coming triennium. Mary also referenced conversations that began this fall about the joining of the Communities in Mission (CIM) and Partners in Mission (PIM) units and how these two units will learn to communicate with each other and be in relationship. Also noted was the frustration that has been heard coming out of the Orange Commission at the 41st General Council regarding socially responsible investing and resource extraction.

#### **GCE 4 Intercultural Ministries: Living into Transformation (GC41 GCE12 – REF PC PMM 17 2012)**

##### **Motion: Mary Royal/Kellie McComb**

**2012-10-26-016**

That the General Council:

- 1) receive the report of the Task Group on Intercultural Ministries, entitled "Intercultural Ministries: Living into Transformation";
- 2) adopt this "Vision for Becoming an Intercultural Church," and recommend this vision to General Council and its Executive, Conferences, presbyteries/districts, and pastoral charges—for study and reflection, and encourage all courts to integrate aspects of this vision into their mission and ministry; and
- 3) direct the Executive of the General Council to establish accountability processes that would intentionally monitor and build on the intercultural vision, and report to the 42nd General Council 2015 about progress made on this intercultural commitment.

#### **Carried**

##### **Motion: Adam Brown/Bev Kostichuk**

**2012-10-26-017**

Refer to General Secretary, General Council to support the integration of the Intercultural Ministries report into the work of the church with the Permanent Committees and for action.

#### **Carried**

It was noted as a point of clarification that when the report comes back in 2015 there would be no subsequent reports. The expectation would be that the Executive would work on this throughout the triennium and the Executive itself would report to the 42nd General Council. This report then would not be directed back to a particular permanent committee.

### Doctrine of Discovery

Reference and Counsel presented an amended proposal that corrected point 3) to change the title to read “the Doctrine of Discovery” and to amend point 1) viii) as follows:

~~viii) affirm the Royal Proclamation of 1763 as a legal precedent in Canada that upholds the rights of Indigenous Peoples in Canada.~~

viii) Recognize the legal precedent of that section of the Royal Proclamation of 1763 titled “the Indian Provisions”, wherein the Crown acknowledged for the first time Indigenous title to the land beyond the existing North American Colonies and also affirmed that access to these lands would only be granted by the Crown through negotiations with the First Nations.

The amended motion as carried:

### GCE 2 Doctrine of Discovery (GC41 – GCE14 – REF GCE60 2012)

**Motion: Ray Jones/Marie-Claude Manga**

**2012-10-26-018**

The Executive of the General Council proposes that:

The 41st General Council 2012:

1) adopt this statement:

That The United Church of Canada:

- i) Expresses solidarity with the Indigenous Peoples of the world and supports the rights of Indigenous Peoples to live in and retain their traditional lands and territories, to maintain and enrich their cultures and to ensure that their traditions are strengthened and passed on for generations to come;
- ii) Joins the World Council of Churches in denouncing the Doctrine of Discovery as fundamentally opposed to the gospel of Jesus Christ and as a violation of the inherent human rights that all individuals and peoples have received from God;
- iii) Urges various governments in the world, including the government of Canada, to dismantle all legal structures and policies that are based on, or influenced by, the Doctrine of Discovery, to better empower and enable Indigenous Peoples to determine their own aspirations and issues of concern;

- iv) Affirms its conviction and commitment that Indigenous Peoples be assisted in their struggle to involve themselves fully in creating and implementing solutions that recognize and respect the collective rights of Indigenous Peoples, and to exercise their right to self-determination and self-governance;
  - v) Requests the governments and states of the world, including the government of Canada, to ensure that their policies, regulations and laws that affect Indigenous Peoples comply with international conventions and, in particular, conform to the United Nations Declaration on the Rights of Indigenous Peoples and the International Labour Organization's Convention 169;
  - vi) Encourages all its member congregations to:
    - a. seek a greater understanding of the issues facing Indigenous Peoples,
    - b. support Indigenous Peoples in their ongoing efforts to exercise their inherent sovereignty and fundamental human rights,
    - c. continue to raise awareness about the issues facing Indigenous Peoples, and
    - d. develop advocacy campaigns to support the rights, aspirations and needs of Indigenous Peoples;
  - vii) Supports the continued development of theological reflections by Indigenous Peoples which promote Indigenous visions of full, good and abundant life and which strengthen their own spiritual and theological reflections;
  - viii) Recognize the legal precedent of that section of the Royal Proclamation of 1763 titled "the Indian Provisions," wherein the Crown acknowledged for the first time Indigenous title to the land beyond the existing North American Colonies and also affirmed that access to these lands would only be granted by the Crown through negotiations with the First Nations.
- 2) commit the church to a process of discerning how its own values, actions, policies and structures continue to be informed by the Doctrine of Discovery; and
- 3) take steps to repudiate The Doctrine of Discovery in word and action.

### **Carried**

#### **Theology and Inter-Church Inter-Faith Committee Report**

Bill Steadman, chair of the Theology and Inter-Church Inter-Faith Committee, spoke to the report highlighting the issue of automatic granting of the sacraments to lay ministry and the concerns raised by the diaconal community. The committee will also be looking at the question of church membership and continue their dialogue on Hindu and United Church relations today. It is expected they will have more to share on this at the May Executive meeting. There is ongoing discussion and dialogue in Inter-church Inter-Faith Relations and continues to engage and support a number of key ecumenical relationships.

**GCE 3 Regional Team Models**

**Motion: Bill Steadman/Kellie McComb**

**2012-10-26-019**

The Theology and Inter-Church Inter-Faith Committee proposes that:

The 41st General Council 2012 direct the Executive of the General Council to encourage the emergence of *regional team models* of congregational ministries by:

1. gathering and sharing the experience of regional team models across the church;
2. calling on Presbyteries to encourage and facilitate the development of regional team models within their bounds;
3. identifying and addressing structural issues that would facilitate the emergence of regional team models; and
4. examining the implications of and mitigating the negative effects of the growing number of part time ministries in the church.

That the Executive of the General Council adopt Proposal GCE 3.

**Carried**

**MEPS 1 Group Insurance Plan Design Changes**

**Motion: Tracy Murton/barb janes**

**2012-10-26-020**

The Permanent Committee on Ministry and Employment Policies and Services proposes:

That the Executive of the General Council:

1. Approve that the Restorative Care Plan reimbursement and subsequently, Employer Indemnity reimbursement be changed from 85% of pensionable earnings to 85% of salary plus housing; and
2. Approve a 2.9% increase to the paid long term disability benefits to recognize the impact of increases to the cost of living for those members not actively at work and in receipt of long term disability benefit payments and, be implemented effective January 1, 2013, to coincide and reflect the economic adjustment in salary awarded to active members.

**Carried**

**FIN 1 2013 Budget Outlook**

**Motion: Brian Cornelius/Roy West**

**2012-10-26-021**

The Permanent Committee on Finance proposes:

That the Executive of the General Council:

1. Receive the 2013 Budget Outlook as presented in the Permanent Committee on Finance Accountability report with the understanding that the 2013 Budget will be finalized in 2013 once the 2012 Mission and Service donation results are known.

- 2. Approve maintaining existing grant budgets in 2013 but give notice that these same grant levels are not guaranteed in the development of the 2014 budget.

**Carried**

**GS 4 Task Group on Adoptions from United Church Maternity Homes**

**Motion: Graham Brownmiller/barb janes**

**2012-10-26-022**

The General Secretary, General Council proposes:

That the Executive of the General Council establish a task group to advise on next steps of The United Church of Canada in regards to adoptions.

**Carried**

**GS 6 When Presbytery Chairs Take Office**

**Motion: John Young/Thom Davies**

**2012-10-26-023**

The General Secretary, General Council proposes:

That the Executive of the General Council amend the by-laws as follows, to implement the policy in proposal GCE 2aa, adopted by the 41st General Council 2012:

**C. PRESBYTERY**

**4.4 Officers**

**4.4.1 Chair**

~~a. Election:~~ The presbytery is responsible for electing a chair ~~annually~~ from among its members.

~~b. Timing of Election:~~ The chair must be elected at a regular presbytery meeting  
(i) in time to take office by June 30, if it is a year when the Conference is not scheduled to meet; or  
(ii) at least 30 days before the Conference meeting, if it is a year when the Conference meets. In this case, the chair takes office at the end of the Conference meeting.

**4.4.2 Secretary**

~~a. Election:~~ The presbytery is responsible for electing a secretary from among its members. ~~The presbytery must decide the secretary's term of office.~~

That the Executive of the General Council adopt Proposal GS6 as amended by reinstating in 4.4.2A the sentence "The presbytery must decide the secretary's term of office."

**Defeated**

**Brian Cornelius/Michael Shewburg**

**2012-10-26-024**

That the Executive of the General Council adopt Proposal G S6.

**Carried**

**Pension Board Report**

Charlie Black, chairperson of the Pension Board, offered an explanation on how the governance structure works for the pension plan, followed by his accountability report and updates from the Pension Board. The Moderator called for questions. Comments and discussion followed.

**Theological Reflection**

Bill Steadman reflected on what he has observed and learned over the years. People come to church looking for something to take home that inspires and encourages them. Using that analogy he spoke to being open to God’s affirming goodness. Concluding his reflection, he offered a poem written by Diane Trollope.

**In Camera Session – General Secretary’s Supervision Committee**

**Motion: John Young/Alvin Dixon** **2012-10-26-025**

That the Executive of the General Council move into an in camera session with the following membership: voting members of the Executive of the General Council.

**Carried**

**Motion: John Young/Norma Thompson** **2012-10-26-026**

That the Executive of the General Council move out of in camera session.

**Carried**

To receive the report of the General Council General Secretary’s Supervision Committee.

**Motion: John Young/Tracy Murton** **2012-10-26-027**

**Carried**

**Monday, October 29, 2012**

**Worship**

Worship was offered by Alydia Smith and Fred Graham.

The Executive gratefully acknowledge the following members of our church family who have left bequest gifts, annuity residues, and insurance proceeds (April 2012–September 2012).

**In Memoriam:**

United Church of Canada

Helen Bullocke  
Marjory Faulkner  
Ruth Pierce

E. Jean Croft  
William Jeffrey

Harry Dever  
Laura Moore

Mission and Service

Irene Anderson  
Elizabeth Fraser Brown  
Lois Harvey  
William Janzen  
Elizabeth Mellow  
Nina McPhee  
Helen M. Ross

Hunter Barker  
Edith Calder  
Ivy Horne  
George Gordon Malcolm  
Audrey McCormick  
Hugh Popham  
Eva Pauline Smith

Margaret Bickle  
Margaret Haight  
Dorothy Grace Horst  
Jessie Louise Martin  
Hardie Emerson McNeil  
Mabel Rossborough  
Olive Elizabeth Stewart

Berna M. Warren

Walter James Wickware

**Comprehensive Review and Table Group Time**

Shirley Cleave shared that about 200 comments were received from the conversations at the table groups earlier in the meeting. These will be made available to the Comprehensive Review Task Group. We have the responsibility to guide and support, but not do, the work of the task group. It is not our role to determine process—but we could suggest how that consultation process may happen. Recognizing our role and support, the Executive were invited to identify two pieces of information they would like to say to or share with the task group.

The question then asked of the table groups was “What would you like to tell this Task Group as they begin their work?”

**GCE 9 Full Member Status for Conference-Elected Alternate Executive of the General Council Representatives – (GC 41 MTU3)****Motion: Bill Rogers/Shirley Cleave****2012-10-26-028**

Manitou Conference proposes that:

the 41st General Council 2012 direct the Executive of the General Council to ensure that Conference-elected alternates to the General Council Executive be afforded full member status, when called upon by Conferences to attend meetings of the Executive of the General Council.

And that the Executive of the General Council refer this proposal to the Permanent Committee on Governance and Agenda for action.

**Carried****NEW 4 Shareholder Proposal on Executive Compensation****Motion: Brian Cornelius/Thom Davies****2012-10-26-029**

The Permanent Committee on Finance proposes:

That the Executive of the General Council:

- (a) Direct the Permanent Committee on Governance and Agenda, in consultation with the Permanent Committees of Finance and Programs for Mission and Ministry, to develop a process and/or mechanism for the United Church of Canada to participate in the development and submission of shareholder proposals to Canadian corporation annual meetings.
- (b) Authorize, until such process or mechanism is developed, that The United Church of Canada be a signatory to a shareholder proposal to be submitted to the Annual General Meetings of the largest Canadian Banks in which we hold stock in keeping with the proposed resolution outlined below, and
- (c) Direct the General Secretary, General Council, in this instance only, to take the necessary steps for The United Church of Canada to become said signatory.

**Carried**

**Education – Resources**

Shirley Cleave informed the Executive of the many resources available to them, such as the Governance Handbook, the GCE Resource Booklet, expense claim forms, etc.

Cynthia Gunn, Legal Council, reviewed the work to date that the Manual Committee has done in preparing the new resources for the simplified *Manual*. She noted that the new *Manual* has hyperlinks that will direct you to the policy and process so it is more effective. The resources available are now shorter and written in language that is clear as to what is mandatory and what is optional. The new *Manual* will come into effect on July 1, 2013, and the publication date is 90 days later.

The Moderator thanked Shirley Cleave for her presentation.

The Moderator offered a prayer for the community of Wawa, Ontario, and those who will experience the coming hurricane.

**41st General Council 2012 Evaluation**

Stéphane Vermette shared the results of the evaluation done on the 41st General Council. Regarding the overall experience participants named particularly as highlights the amount of time spent in table groups, the presence of former Moderators at the meeting, and the signing of the covenant that acknowledges the place of the Aboriginal church. He referred to the challenges of honouring the programs and directions given to the planning committee and working with a clearly defined budget. Stéphane stressed that he was confident that when the final budget numbers are processed they will be very close to the budgeted figure.

Discussion and comments followed.

**Global Partner Reflection on Business**

Ramzi Zananiri began by thanking The United Church of Canada on behalf of the global partners for the hospitality shown to them at the 41st General Council. The ability to share insights and see that we have many similarities, as well as the contextual challenges showing that we have a common voice, are very affirming. He spoke of the pride he has that the churches have come together with solidarity and support. This is the global church responding to the local churches. The churches have, in an ecumenical nature, come together. He noted that many churches are facing similar reviews of their structures, and he is encouraged to see that the United Church is facing this with such open communication through the Comprehensive Review.

**Theological Reflection**

Bill Steadman invited the court into prayer. In reflecting, he spoke to three days of community-building, the ties that bind, and to remember that we are a people of faith.

Nora Sanders thanked the staff and volunteers who supported the meeting, along with acknowledging Fred Monteith, Bruce Faurshou, and Omega Bula for their roles in shaping our church as we come to the end of the last meeting each of them will attend as staff.

**Closing Procedural Motion**

**Authorizing the Sub-Executive of the General Council**

**Motion: Nora Sanders/Kellie McComb**

**2012-10-26-030**

That the Executive of the General Council authorize its Sub-Executive to deal with the business placed before it by this meeting of the Executive and any emergent business that may arise prior to the next meeting of the Executive of the General Council.

**Carried**

Alydia Smith closed the meeting with prayer.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

## ADDENDA

Addendum A	Moderator's Accountability Report
Addendum B	Open Space Themes
Addendum C	General Secretary's Accountability Report
Addendum D	The Art of Participating in a Meeting Using the Proposal System

## ADDENDUM A

### MODERATOR'S ACCOUNTABILITY REPORT

How do you offer an accountability report when you've only been on the job for a couple of months, and you're still not completely sure what being a Moderator entails? Maybe the first thing to say is a big "Thank you!"—for the support and energy and kindness of all those with whom I've connected in the past while; it's been a tremendous gift, and I am very grateful. In particular, I appreciate the support of Sue Fortner, my Administrative Assistant (she's very patient ☺); and of the General Secretary, Nora Sanders, who brings such wisdom and generosity of spirit (and a willingness to spend a lot of time helping me get on board!)

Maybe the next thing is to describe the various gatherings and meetings that have helped familiarize me with the various dimensions of the work of General Council: the gathered staff of the General Council Office (did you know there are over 171 people who work here?); the Management Team; the 10 senior staff of the various Committees; the Staff Leaders, which includes the previous group and the Conference Executive Secretaries and All Native Circle Conference Speaker; Permanent Committee Chairs, including Theology and Inter-Church Inter-Faith, and Aboriginal Ministries Council; the Archives and History Committee; the National United Church Women; Permanent Committee-Governance and Agenda; Indigenous Justice and Residential Schools Committee; Moderator's Advisory Committee; the United Network for Justice and Peace in Palestine and Israel; lots of one-on-one meetings with key staff, trying to get a handle on all the work that is ongoing; lunch with Dave Wilson, editor of *The Observer*; conference calls with the Sub-Executive, with Presidents-Elect and Leading Elders... and so it goes. Lots of meetings, a "frontend-loading" that is intense and informative—United Church folk attend a lot of meetings (☺), but this reflects our commitment to a particular way of "doing church"—an inclusive, collegial gathering of the whole people of God, who take time to listen and discern, and then act. Sure, it can sometimes feel like an "overdone strength," but at its best, something faithful and exciting emerges—and that's what I've experienced these past couple of months; and again, I'm grateful.

At the same time, I've been determined to reach out to the wider church—being Moderator can't mean getting stuck in Toronto. So, I've been writing and emailing—a couple of letters to the wider church, the first a general vision, "Living in Babylon," and the second, a more specific word on 41st General Council decisions concerning Israel and Palestine, "Living with Grace in a time of Unrest"; then, a Christmas article for *The Observer* (due on October 1st—now that was

strange!); and for *Mandate*, a book study-guide on Barbara Brown Taylor's *An Altar in the World*. I've done a "Webinar" with Rob Dalgleish, for The Edge website. And then there are the thousand and one letters and e-mails that have gone out.

And I have gotten out of the city, determined to meet the people of our church. I've been able to worship and preach in several Conferences: British Columbia, Alberta Northwest, Hamilton, and Toronto. I've preached at Naramata Centre, at their "Becoming an Affirming Community" worship service; MC'd a Homelessness Action Event in Vancouver; attended and spoken at the Banff Men's Conference; and I've travelled up to the Fort McMurray area, primarily to listen to the concerns of United Church folk who work in the oil and gas industry.

So how to summarize all this busy-ness. Well, it's a bit like starting in as a pastor at a new church—at General Council Office itself; and then to the wider church—learning names, concerns, hurts, visions, and possibilities; discovering some of the underlying power dynamics; listening, and then listening some more; offering a lot of TLC; and in the midst of it all, trying to discern and speak about where the Spirit is nudging us.

It really has been a couple of months where listening and discernment have been the most important things that I've done—into what kind of future is God calling our church? And what am I being called to be and do? I look back at what I've been thinking and saying this past while...and there are at least a couple of themes emerging: "living in Babylon" is one—these are tough times for our denomination, for our congregations, and we will need to navigate the challenges ahead with faithful courage and creativity; there will be times of lamentation, and then times of renewal and rebirth, as we figure out how to be alive and present in a changed world.

And that's what opens up the second theme—the possibilities that lie in these times. I was at one meeting and someone said, "This is the most exciting time to be church!"—and while others looked somewhat askance, he talked about adventure; the possibility of deciding what baggage to abandon, and discerning what was essential, what could not be surrendered; of discovering a fresh and new way of following Jesus.

Which is why I am so excited about the Comprehensive Review. I've decided that I need to be a part of that group. I know, our hope can't be rooted in yet another Task Group (been there, done that!)—but if the Spirit takes hold; if we really do open ourselves to holy visions and dreams; if people across the church participate with courage, creativity, and a daring faithfulness—well then, we might indeed become a new creation! And that would be a fine thing for a Moderator to be part of.

So, as a final expression of my accountability, let me offer this poem, "Prayer for a Tenspeed Heart" by Barbara Hendryson:

[The Moderator shared the poem (<https://www.goodreads.com/review/show/297159466>).]

“Now to God who by the power at work within us is able to accomplish abundantly far more than all we can ask or imagine, to God be glory in the church and in Christ Jesus....” (Ephesians 3:20–21)

Gary Paterson  
Moderator

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## **ADDENDUM B**

### **OPEN SPACE THEMES**

#### **HOW TO BE CHURCH**

- How can we continue to be a uniting church
- Develop a 5-10 year strategic viability plan for UCC
- Vision and finances
- Dream big – the future of the church
- How do we live as UCC people in the wilderness
- Getting our name known
- Evangelism (and Evangelism is our Future)
- Ministry to post-church Christians
- Engaging mission in/with neighbourhood
- Putting aside our differences and bringing good ministry to all God’s people
  
- Challenge of vibrant and sustainable rural ministry
- How do we meet the needs of small rural churches
- Small rural congregations – reversing trend re isolation
- how can national church better understand and meet the needs of small congregations
  
- Reaching out to ethnic and cultural communities
- Strategies re becoming an intercultural church
- Christian self-understanding for interfaith, intercultural dialogue
- Sensitivity towards those of other Cultures -
- Bilingual church
  
- Music in church beyond hymns
- What do we need in worship today?
  
- How do we as a UC become more invested in community than in buildings
- Intentional communities –how why, where if
- House churches

- Support to congregations and the court system
- Simple and effective forms of local church governance
- Changing the courts to be supportive of local congregation

#### Leadership questions

- Significantly increasing clergy salaries
- Clergy union/association

#### JUSTICE CONCERNS

- How do we teach justice making
- Radical ecumenism for Justice
- Creativity and faithful public witness
  
- Goldcorp
- I was in prison
- Can the UCC be a peace church
- How live with faith in empires/addicted to wealth/devastation of environment
- Violence in the DRC (Congo)
- Global Ocean
  
- In what ways is God calling us to be communities of trust and compassion
- Calling all LBGT – affirming ministries
- Ministries for the deaf and hard of hearing
- Reconstructing theology for a progressive feminist activist church
  
- Educating church on aboriginal issues
- “ALL My Relations” on the crest... meaning for church

#### YOUNG ADULTS, YOUTH and CHILDREN

- Younger adult ministries
- Campus ministry
- Young Adults living in Intentional communities
  
- Youth and Non-Youth – a 2-way street of respect
- Children in faith (plus youth)
- Youth and the UCC
- Youth Forum participation at GC

#### General

- 1000 Journeys – one road
- Advocating for a Permanent Sacred Space on Toronto waterfront

- Inter-church /interfaith World Day of Prayer

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## ADDENDUM C

### GENERAL SECRETARY'S REPORT TO THE EXECUTIVE OF THE GENERAL COUNCIL, OCTOBER 2012

*O taste and see that the LORD is good; happy are those who take refuge in him. (Psalm 34:8)*

Brothers and sisters in Christ, I write in a spirit of hope.

One of the clear messages I felt from the General Council, including comments made in response to my report, was an openness—actually a readiness—for change. That doesn't mean that everyone is in agreement about what changes are needed. I suspect that most are like me: hopeful, yearning, with a strong sense of what we love about church, and with various frustrations about how we do church, but no set picture in mind of what it should all look like. This is a good thing. We need to be open to using the ideas of people across the United Church, and to learning from other organizations that have undergone transformation. The starting point may be in looking at the things that do not change, the scripture's words of faith that guide and uplift us. This will be the exciting work of the Comprehensive Review Task Group, and of all of us in the United Church.

When I realize that I am beginning my third triennium as General Secretary it sounds awfully long, and makes me sound quite ancient! I came to this work with a lifelong understanding of church that had been formed mostly at the congregational level. The past six years have deepened my understanding of the broader church, but I have to confess that it remains a learning experience. Perhaps the reality is that you can never really know it all when we are living in a period of such change. At any rate, life at the General Council Office continues to be challenging and interesting, and I value the opportunity to serve and to grow through the understandings of others.

I'm looking forward to getting to know all of you on the 41st General Council Executive better, through our work together over the next three years. Over these past few weeks, we in the General Council Office have been experiencing a sense of energy flowing from the General Council and the arrival of the new Moderator. The Executive meeting is a little earlier this fall than usual, October rather than November, and to me that fits with the sense of moving ahead to new things that flows from the General Council meeting.

#### **Budget Pressures**

You need to prepare to deal with significant budgetary reductions during this triennium, but not immediately. The 2012 budget appears to be on track with overall expenses in line. The ultimate result will be dependent on whether we achieve Mission and Service Fund goals. We also anticipate finalizing a 2013 budget that delivers on the Executive of the General Council approved target of breaking even over the 2011–2013 period with the continued depletion of

reserves. Budget pressures continue to mount, however, and our declining reserve position leaves us with some difficult decisions ahead, beginning with the 2014 budget year. The Finance Committee and staff are working on multi-year projections and scenarios for both the Executive of the General Council and the Comprehensive Review Task Group.

### **The New Crest**

By the time you arrive for the General Council Executive meeting, some of us may have our new business cards with the new crest that was approved at General Council. We are beginning use of the new crest gradually because our practical side suggests we should use up old letterhead, etc., but there is considerable excitement each time we see the new crest incorporated into the regular life and business of the church. The symbolic work of the 41st General Council in relation to the Basis of Union and crest is very significant, a piece of how we live more fully into right relations.

### **Affirming Ministries**

As you know, a motion was passed at the General Council about both the General Council Office and the General Council Executive going through the educational process for Affirming Ministries and reporting to the next General Council. Alcris Limongi (Program Coordinator, Gender Justice, Racial Justice) has offered to lead our staff through this process, and she will also be working with the Governance Committee to plan a similar process for the Executive some time a little later in the triennium.

### **French Ministries**

In September, several changes to the Ministries in French Working Cluster were announced. These changes were made following extensive consultation led by Michael Blair as Executive Minister for Communities in Ministry. This took place over several months, with French ministry representatives from several Conferences.

The position of Responsible will be relocated to the General Council Office in Toronto to ensure that the work of Ministries in French remains a priority and is integrated into the overall program life of the church. The search process to fill this position is currently underway. Stéphane Gaudet, Program Coordinator, Witness and Mission, is joining the Communications Unit of the General Council Office but will remain based in Montreal. He will continue with editing *Aujourd'hui Credo* and networking and communication in the French context. Judith Bricault continues in her role of translation and resource development.

Two new positions are being created: the General Council is partnering with United Theological College to provide leadership development for Ministries in French, and the Rev. Angelika Piche is being seconded to do this work. A position for mission development will be located in the Montreal & Ottawa Conference Office. Sadly, two positions were eliminated through the changes, and we thank Josée Lamarre and Lydie Descroix for their service to the work of the ministry and wish them all the best for the future.

In addition, a National Strategy Table for Ministries is being developed that will accompany the staff in developing, initiating, and strengthening ministries in French across the country.

Changes can be difficult, but many voices contributed to the creation of these plans and it feels as if they offer a good prospect for the development and support of French ministries.

There remains some further work for the Executive in relation to this area. Those consulted over the past year were clear in wanting the Executive to reaffirm the commitment of the 40th General Council regarding the integrity of L'Église Unie du Canada to the mission and ministry of The United Church of Canada. There was also a request that the Executive clarify and communicate to the church its understanding of the bilingual nature of The United Church of Canada, and in that regard there is also a hope that I offer a clearer sense of the policy for translation and identification of the appropriate resources for translation to happen. Translation decisions have generally been on an ad hoc basis, relying on the advice of Francophone members of the church about the most effective way to use resources, and I am not certain how feasible it will be to lay out specific policy, but further work will be done. You may expect these items to come before you at a later meeting.

### **United Church Maternity Homes**

At the General Council, I gave you a heads-up re a new topic: the maternity homes previously operated by the United Church, and the issue of “forced adoptions.” You will have before you at this meeting a proposal to establish a task group to look into this matter further and to provide advice to you through the Permanent Committee on Programs for Mission and Ministry. The letters to the editor in a recent issue of *The Observer* serve as a reminder of the complexity of this issue and the variety of perspectives. We are really just in the early stages of beginning to understand this issue, and the Task Group is a next step that will allow deeper examination and reflection.

### **Manual/Simplification**

As I write, the Manual Committee is preparing to begin its first meeting since General Council. They will have a full plate of work, as they receive the significantly rewritten *Manual* and attend to the myriad of details that will enable the new *Manual* so that it will be available for the use of the church by next summer.

### **Ministry Compensation Plan Implementation**

In March 2011, the Executive of the General Council authorized the General Secretary to develop the Ministry Personnel Compensation Plan for implementation and report to the Executive regarding the readiness of the plan before implementing.

General Council staff continue to develop the plan based on the compensation principles approved by the Executive, and a comprehensive communication plan with pastoral charges and with ministry personnel will be developed. The appended worksheet ([NB: refers to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)]) provides a schedule for communication and implementation. The General Secretary will continue to inform the Executive regularly about the Ministry Compensation Plan and its readiness for implementation.

### **Third-Party Pension and Benefits Administration**

Aon Hewitt assumed responsibility for the administration of the United Church's pension and group insurance plans on July 1, 2011.

The backlog of administrative issues related to pension calculations encountered by retiring plan members over the past months has been resolved. Another outstanding issue is the preparation of invoices to pastoral charges not enrolled in the payroll service. This group represents approximately 4% of pastoral charges. Production of these invoices has proven very problematic and has consumed enormous Aon Hewitt and General Council Office resources. It is anticipated at this point, however, that finalized invoices for the period through December 2011 will be completed shortly, and invoices for the January 2012 through August 2012 period will be sent out in the fourth quarter of 2012. After that step is completed, future invoices are anticipated to accurately reflect appropriate pastoral billings on a current monthly basis. At that time the administration fee of \$55 per payroll authorized by the Executive of the General Council to recover the cost of this service to the 4% will be introduced.

The General Council staff continue to work with Aon Hewitt to resolve remaining outstanding issues, and the Pension Plan Advisory Committee is monitoring these issues closely. Aon Hewitt has demonstrated a commitment to continuing to allocate staff and resources to provide the best level of service to United Church plan members and stakeholders. We will continue to inform members and treasurers regularly about Aon Hewitt through online postings and newsletter updates.

### **Effective Leadership and Healthy Pastoral Relationships**

The 41st General Council approved the motion to test the principles put forth in the proposal on Effective Leadership and Healthy Pastoral Relationships. The Executive of the General Council is now mandated to develop and test simplified pastoral relations and oversight and discipline policies that are flexible enough to be implemented in differing church contexts, include a sustainable funding model, and be resourced by trained, paid, accountable staff. The project will also test transferring jurisdiction for some pastoral relations policies to the court of Conference.

If referred to the Permanent Committee on Ministry and Employment Policies and Services as is proposed, the first step will be to establish a project management group to oversee the project. It will consist of four to six representatives of the Permanent Committee and staff. The project management group will work with the Conferences to identify which are interested in participating in the testing. Conferences will participate in a two-day project development meeting in late November 2012. They will engage in a process that will identify which Conferences will be recommended as test sites and the major policy or program initiatives that will be tested. By the end of this meeting Conferences will have identified the following:

- 1) the principles that will be tested in each Conference
- 2) the policy changes that will be developed to test the principles
- 3) the programs that will be developed to test the principles
- 4) what staffing changes will be explored within each site
- 5) the methods that will be used to measure the effectiveness of the policy and program changes
- 6) how the projects will be funded

As is described in the proposal GCE16 – Effective Leadership and Healthy Relationships adopted by the 41st General Council, this project plan would then be presented to the

participating Conference Executives and to the General Council Sub-Executive for authorization. As each test site proceeds with the activities to which they have agreed, the project management group will liaise closely with the Conferences to oversee the progress and provide coordination among the test sites. Subsequently, the Permanent Committee will evaluate the evidence that emerges and develop proposals for changes for consideration by the Executive of the General Council and the 42nd General Council 2015.

A draft timeline for this project is:

October 15, 2012: consultation with Conferences and invitation to November two-day planning meeting  
 November 2, 2012: establishment of Project Management Group  
 November 15–16, 2012: meeting of the Project Management Group  
 Within last two weeks of November 2012: two-day project planning meeting  
 December 2012: Sub-Executive decision re: sites and plans  
 January–February 2013: confirmation by Conferences and project launch  
 Mar 2013–June 2015: development/testing/evaluating/reporting  
 November 2014: reports and proposals to the Executive of the General Council  
 November 2014–March 2015: broad evaluation and feedback  
 March 2015: report/proposal to the Executive of the General Council

### **Israel/Palestine**

A number of commissioners expressed confusion about the decisions at General Council, and media reports were often inaccurate. Early in September we prepared and posted a statement confirming what was decided at the General Council, and the Moderator has written to Commissioners and to all of our ministers. This topic generated the largest number of responses to the work of General Council: some were threats to stop funding or attending; some were expressions of pleasure about the work and even promises to begin attending church. Significant uneasiness has been expressed within the Foundation board. The initial work will be about information and understanding, and encouraging interfaith conversations. Plans concerning the identification of settlement products and an informational package to support this, or other recommended actions flowing from the decisions at the 41st General Council, would come to a future meeting of the Executive or Sub-Executive, as ready.

### **Other Business from the 41st General Council**

I have mentioned in this report a few specific items from the General Council, mostly items that arrived at General Council as the result of significant work by the last Executive and staff. Most of the business from General Council is mentioned only in the 41st General Council tracking sheets of all of the proposals from General Council found on pages 37–50 of this Workbook (NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)). This list shows how they were dealt with, and indicates initial thinking as to where any followup work will be done. Where work has been directed to me, it will take some time to have detailed workplans as to how the work will be done. You need to understand that some of the work directed by the General Council will almost certainly be beyond the capacity of General Council Office staff to carry out. This is particularly so in the work relating to the Program area, and I am hoping that the Permanent Committee on Programs

for Mission and Ministry, or the unit-wide committees, can offer some guidance as to priorities. Questions that they might wish to consider are:

- Should work that results from Executive of the General Council processes (that staff have already been engaged in) take priority over new work coming from the General Council?
- If not, what process should be used for assigning order of priority to various items received from the General Council?
- Should the amount of discussion at General Council have any relation to the scale of implementation?
- Is it preferable to do a little on all of the motions, or a lot on a few?
- Where might work flowing from the 41st General Council be carried out by other parts of the church rather than the General Council Office, or by KAIROS?

This is not to delay simple steps like the writing of a letter, but to indicate that more extensive work may need to be held until we have a sense of priorities.

### **General Council Office Accommodations**

As you know, the last Executive approved and directed a move of the General Council Office to a downtown Toronto location to be redeveloped by Bloor Street United Church. This location will offer the opportunity for connection with the life of a congregation, the opportunity to share meeting spaces, etc., all within a context that looks and feels like church. The change will not be complete during this triennium, but it will require significant work over these next three years. A Memorandum of Understanding has been signed with Bloor Street United Church consistent with the terms and conditions approved by the Executive in March 2012. The timing of the move will not be known for some time, but will not be earlier than late 2017. Consequently, discussions are underway to extend the lease at our current location and to likely downsize the amount of space we choose to renew. An initial review concluded that we could quite easily give up at least two-thirds of the fourth floor. Further work is underway to see if it makes sense to be more aggressive in our space planning and potentially give up the entire floor.

### **Senior Staff Transitions**

As we begin this new triennium we are also heading into a time of transitions in the senior staff group at the General Council Office and Conferences. The following valued colleagues have advised me of their plans to leave their posts within the next year: Omega Bula (Executive Minister, Partners in Mission), Bruce Gregersen (General Council Officer, Programs), Carol Hancock (General Council Officer, Conciliar Relations), Bruce Faurschou (Executive Secretary, Conference of Manitoba and Northwestern Ontario), and Fred Monteith (Executive Secretary, Hamilton Conference). I have appreciated the gifts and guidance of each of these fine servants of the United Church.

### **Supervisory Committee**

Let me finish by expressing my appreciation to Colin Phillips and Alvin Dixon for agreeing to represent the Executive on my Supervisory Committee, and to John Young for accepting the role as chair. They join current members Mary Laidlaw and Nobuko Iwai. I have come to value greatly the guidance and encouragement that this committee offers me in my role.

Nora Sanders

General Secretary

## ADDENDUM D

### THE “ART” OF PARTICIPATING IN A MEETING USING THE “PROPOSALS” SYSTEM

#### Advantages of “Proposal” system

- Provides a context for discernment/discussion without the cumbersome use of amendments to make changes to the course of action.
- Provides opportunity for individuals to express their views about the proposed course of action without speaking at the microphone through the use of “warm/orange” and “cool/blue” cards. Those not familiar with parliamentary procedure will rarely make amendments or amendment to amendments and are thus disadvantaged in this system. The proposal system makes it easier to propose changes.
- The goal is to achieve consensus before moving to motion, or where there is not consensus, assurance that the matter before the court has been fully considered.
- The proposal system, when utilized effectively, provides greater flexibility for discussion and discernment; however, when unclear the system has a greater capacity for confusion and chaos.

#### Assumptions in this document

- This system is more of an “art” than a science.
- Participants are in “table groups” or have ability to form small discussion groups.
- Participants have been furnished with orange “warm” cards and blue “cool” cards to enable the Chair to have a “sense” of the court.
- An understanding that proposals are not equal and require different strategies dependent on whether they are “routine,” “controversial,” or “complex though not necessarily controversial.”
- Availability of “Reference in Council.”
- There are always “anomalies” that require creativity and humour in the moment.
- Once moving from “proposal” stage to “motion” stage, Appendix III of *The Manual* applies, with which the chair and court have been familiarized.

#### Seven options to “dispose” of a Proposal—all of which require a motion

- Accept Proposal as presented, move to motion to adopt the action (do not adopt the proposal but the proposed action).
- Change the Proposal and then move to motion to adopt the action.
- Develop a “new” proposal addressing the same topic, move to motion, adopt the new action and then take “no action” on the original proposal since a different action has been adopted.
- Take “no action” because, while the topic and/or idea was worthy of consideration, the proposed action is not one the court is prepared to take (essentially a more polite way of defeating).

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- Defeat the Proposal when it becomes a motion. Defeating a proposal happens by moving to motion and then voting against the proposed action. Such usually occurs in cases when there is a substantial number of persons in the court who are supportive of the action, and hope for its adoption at the motion stage.
- Refer the proposal for further work, study, and/or clarification, either to the originators of the proposal or an alternative person/committee. Given that there is an expectation that the proposal will return, a timeline and reporting mechanism are to be identified. If a matter is not urgent, this can be a direction taken in order to create more time for the court to gain a greater degree of consensus.
- Refer the proposal to inform other work already identified/undertaken which is related to the proposal. Since there is no intention to do further work on this specific proposal, no timeline or mechanism for reporting back need be identified.

#### Testing the sense of the Court through the use of warm/orange and cool/blue cards

- This methodology empowers the chair to garner a “sense” of the room and not only the views of those at microphones.
- Participants are asked to indicate if they are “warm” or “cool” at the same time (this distinguishes the testing from voting).
- Participants only use their cards when asked by the Chair. This avoids an impression of “cheering” or “booing” the view of a particular speaker.
- There are three primary questions the chair will ask,
  - i) are you “generally warm” or “generally cool” to the proposed action?
  - ii) are you “warm” or “cool” to the change just suggested?
  - iii) are you “warm” or “cool” to move to a motion?

#### Guidelines for responding to key question

Are you generally “warm” or generally “cool” to the proposed action?

- Yes (display orange card). You may have a non-substantive change or improvement to make; however, still display “orange card” and propose the change before agreeing to move to motion.
- Yes, but only if there are substantive, not editorial, but substantive changes or improvements to the proposal (display blue card and be prepared to “propose” the substantive change desired).
  - If the change is agreed to by the court then be prepared to display an orange card
  - if the change is not agreed to,
    - you may find yourself supportive of the proposal in spite of no change (orange card).
    - you may wish, in the motion stage, to propose your change as an amendment, especially if the court seemed divided, or you may feel there is value in having the amendment recorded in the official minutes. While the latter is not encouraged, at times it may be important.
    - you may be supportive of taking “no action” and may wish to propose this.
    - you are ready for the proposal to become a motion (orange card) at which time you will vote to defeat the proposed action.

- No (display blue card because you do not support the proposed action).
  - If a majority of the court agrees with you, there may be a proposal to “take no action” or to create a different proposal on the same topic.
  - There may come a time when you display an orange card to indicate your readiness to move to motion and vote on the proposal, even though your vote will be against the proposed action
- I don’t know because I need more information (display blue card, or don’t vote, until you have received the information either through table group discussion or by asking a question at the microphone)
- I don’t know because I am undecided and need the benefit of the discernment/discussion process (display blue card until you have heard sufficient discussion to help you determine your position)

*\*\*\*Please note: utilize the “I don’t know” options only if you really “don’t know.” If you do know that you are “generally warm” or “generally cool” then it is helpful for the chair if you indicate such. As you move into the discussion phase, ensure, either through table group or at the microphone that you get the information you desire.*

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Monday, November 19, 2012 – 12:00 p.m.  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:00 p.m. ET until 12: 25 p.m. on Monday, November 19, 2012, by teleconference call. The Moderator Gary Paterson presided.

**Attendance**

**Voting Members:** Thom Davies, John Kim, Beverly Kostichuk, Lynella Reid-James, Nora Sanders, Gary Paterson, Bill Rogers, Nelson Hart

**Regrets:** Shirley Cleave, Charles McMillan, Florence Sanna, Marie-Claude Manga, Mardi Tindal

**Welcome**

Moderator Gary Paterson welcomed the Sub-Executive of the General Council to the meeting and followed with a prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 41e Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41st General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/John Kim** **2012-11-19-031**

That Karen Smart and Erik Mathiesen be the corresponding members, and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Bev Kostichuk/Thom Davies** **2012-11-19-032**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on October 1, 2012.

**Carried**

**Consent to Increase in Indebtedness: First United Church Social Housing Society**

Erik Mathiesen explained the motion. The BC Housing Society is going to give a forgivable loan to our two properties because General Council holds the title to these properties, the Sub-Executive are being asked to approve this.

**Motion: Bill Rogers/John Kim**

**2012-11-19-033**

The General Secretary proposes that the Sub-Executive of the General Council give consent to an increase in the total indebtedness of First United Church Housing Society by \$4,000,000.00, through two loans of \$2,000,000.00 each from BC Housing, for the purpose of making improvements to the properties at 501 East Hastings and 540 East Hastings in Vancouver.

**Carried**

**Authorization to Negotiate the Relocation of the United Church Archives**

Nora explained the motion. The Archives may be relocated to a United Church Community ministry location on the street car line in Toronto in the future.

**Motion: Lynella Reid-James/Thom Davies**

**2012-11-19-034**

The General Secretary proposes that the Sub-Executive of the General Council authorize the General Secretary to enter into a lease agreement for the purpose of relocating the Archives within the City of Toronto subject to such an arrangement achieving target savings of at least \$700,000 net of one-time moving and leasehold improvement costs and other terms the General Secretary deems appropriate. Authorization is requested because the opportunity is very time limited.

**Carried**

**Appointment of the Chair of the Comprehensive Task Group**

**Motion: Thom Davies/John Kim**

**2012-11-19-035**

That the Sub-Executive of the General Council appoint Catherine Hamilton as chairperson of the Comprehensive Review Task Group.

**Carried**

Nora Sanders moved to adjourn the meeting at 12:25 p.m.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Wednesday, December 12, 2012 – 12:00 p.m.  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:00 p.m. ET until 12: 35 p.m. on Wednesday, December 12, 2012, by teleconference call. The Past Moderator Mardi Tindal presided.

**Attendance**

**Voting Members:** Shirley Cleave, Thom Davies, John Kim, Beverly Kostichuk, Lynella Reid-James, Marie-Claude Manga, Charles McMillan, Nora Sanders, Florence Sanna, Mardi Tindal

**Regrets:** Nelson Hart, Gary Paterson, Bill Rogers

**Welcome**

Past Moderator Mardi Tindal welcomed the Sub-Executive of the General Council to the meeting and did a check-in with the members and then followed with a prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 40e Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 40th General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Shirley Cleave** **2012-12-12-036**

That Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Bev Kostichuk/John Kim** **2012-12-12-037**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on November 19, 2012.

**Carried**

**Appointment of Conference Executive Secretary, Hamilton Conference**

**Motion: Florence Sanna/Marie-Claude Manga**

**2012-12-12-038**

That the Sub-Executive of the General Council appoint Peter Hartmans to the position of Hamilton Conference Executive Secretary, with a start date of April 1, 2013.

**Carried**

**Point of Information**

Bill Rogers has had to resign from all committees as his wife is not well.

Marie-Claude Manga requested the members to hold her husband Antoine in their prayers at this time.

Past Moderator Mardi Tindal closed with a prayer.

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Past Moderator, Mardi Tindal

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General Secretary, Nora Sanders

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Tuesday, January 29, 2013 – 12:30 p.m.  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:30 p.m. ET until 2:15 p.m. on Tuesday, January 29, 2013, by teleconference call. The Moderator Gary Paterson presided.

**Attendance**

**Voting Members:** Thom Davies, Nelson Hart, John Kim, Beverly Kostichuk, Marie-Claude Manga, Charles McMillan, Gary Paterson, Nora Sanders, Florence Sanna, Mardi Tindal

**Regrets:** Shirley Cleave, Lynella Reid-James

**Welcome**

Moderator Gary Paterson welcomed the Sub-Executive of the General Council to the meeting then followed with a prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 41<sup>e</sup> Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41<sup>st</sup> General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Marie-Claude Manga** **2013-01-29-039**

That Alan Hall, Karen Smart, Erik Mathiesen, Tracy Murton, Doug Goodwin, Cameron White, Joe Ramsay and Catherine O’Brien be the corresponding members and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Bev Kostichuk/Florence Sanna** **2013-01-29-040**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on December 12, 2012.

**Carried**

**Recommendations for Appointments from the Nominations Committee**

Florence Sanna presented the nomination committee report including background information on the applicants.

**Motion: Florence Sanna/Thom Davies****2013-01-29-041**

That the Sub-Executive of the General Council appoint the following members, with terms as stated.

**Task Group on Adoptions from United Church-run Maternity Homes (November 2013)**

- Betty Fox (Lay, Newfoundland & Labrador)
- Laurel Walton (Lay, British Columbia)
- Marilou Reeve (Lay, Montreal & Ottawa)

**Investment Committee (Pension), specialists (February 2016)**

- Claire Kyle, specialist - investment
- Bill Mackenzie, specialist - investment

**Anglican Church –United Church Dialogue (January 2014)**

- Alf Dumont (Ordained, British Columbia), *acting appointment*

**Sub-Executive of the General Council (GC 42, August 2015)**

- Erin Todd, Manitou Conference (Ordained) - replace Bill Rogers

**Nominations Committee (GC 42, August 2015)**

- Jess Cobb, Alberta and Northwest Conference (Lay) - replace Armond Houle

**Carried**

**Transfer of Trusts and Endowments from The United Church of Canada to the United Church Foundation**

Nora Sanders reported that this action is required to implement decisions which were made in the previous triennium.

**Motion: Bev Kostichuk/John Kim****2013-01-29-042**

The General Secretary, General Council proposes:

That the Sub-Executive of the General Council authorize the transfer of an estimated \$30 million in investment assets related to Trust and Endowments from The United Church of Canada to The United Church of Canada Foundation on the basis that:

- (i) The United Church of Canada Foundation will be bound by all of the designations, restrictions and other terms on which The United Church of Canada now holds the assets; and
- (ii) all decisions with respect to allocation and disbursement of these funds will be made by the Joint Grants Committee of The United Church of Canada and The United Church of

**REF - 92**

Canada Foundation, which operates within criteria established by the Executive of the General Council.

**Carried**

**Periodic Re-affirmation of Imagine Canada's Ethical Code**

**Motion: Thom Davies/Mardi Tindal**

**2013-01-29-043**

That the Sub-Executive of the General Council Executive approve ongoing membership in the Imagine Canada Ethical Code and our commitment to follow that code in our fundraising activities.

**Carried**

The nominations report being adopted, Erin Todd joined the Sub-Executive conference call at 12:54 p.m.

**First United Church Property Transfer**

Erik Mathiesen spoke to the proposal. The Sub-Executive noted that the rationale in the proposal was very helpful. Nelson Hart was invited to discuss concerns he had about Nelson House with Erik Mathiesen.

**Motion: John Kim/Bev Kostichuk**

**2013-01-29-044**

That the Sub-Executive of the General Council approve the transfer of the lands comprising the First United property to British Columbia Property Development Council of The United Church of Canada.

**Carried**

**Pension Board Chair Recruitment (see Appendix A after these minutes)**

**Motion: John Kim/Charles McMillan**

**2013-01-29-045**

That the Sub-Executive of the General Council approve the criteria for recruitment of a Chair for the Pension Board, the candidate to be recruited and appointed through a joint process of the Nominations Committee and the Pension Board.

**Carried**

Joe Ramsay, Catharine O'Brien, and Tracy Murton joined the meeting.

**Designated Lay Ministry Program Proposal**

Joe Ramsay spoke to the proposal. Tracy Murton noted the last paragraph in the background of the proposal was added in error and should be removed.

**Motion: Mardi Tindal/John Kim**

**2013-01-29-046**

That the Sub-Executive of the General Council approve that a prerequisite for admission into the Designated Lay Ministry Diploma Program be established as follows:

1) To be accepted into the Designated Lay Ministry Diploma Program, applicants must have met one of the four criteria:

A. Successful completion of a Licensed Lay Worship Leader (LLWL) program;

- B. Successful completion of the Leadership Development Module at the Centre for Christian Studies;
  - C. Successful completion of a lay certificate in ministry (at a United Church theological college);
  - D. Successful completion of a Prior Learning Assessment that demonstrates a basic level of competence in critical theological reflection. Prior Learning Assessments will be reviewed by an advisor who is authorized by the appropriate General Council Working Unit.
- 2) Acceptance into the Designated Lay Ministry Diploma Program is not contingent on final Presbytery approval of an appointment.
  - 3) That the above be included in the procedural policy of the *Designated Lay Ministry Handbook*.
  - 4) That this prerequisite be effective January 1, 2014

### Carried

#### Supervised Ministry Education (Internship) Compensation

Tracy Murton and Joe Ramsay spoke to this motion. **See Appendix B:** Revised Text for Handbook SME 224 “Financial Information for Supervised Ministry Education (Internship).”

This proposal is being directed to the Sub-Executive of the General Council instead of to the May 2013 Executive meeting so that, if adopted, the policy can be implemented in time for the April matching meeting, which establishes internships with a September 1, 2013 start date.

#### Motion: Thom Davies/Florence Sanna

2013-01-29-047

- 1) THAT the Sub-Executive of the General Council approve the implementation of the new Supervised Ministry Education (Internship) Compensation model whereby:
  - a) Interns participating in the National Internship Program will be paid by the Pastoral Charge at the first step of the Student Supply salary range as set out in the Salary and Allowances Schedule in effect at the start of the internship and receive a housing allowance (if applicable) of \$800.00/month
  - b) Pastoral Charges receiving candidates to serve their required supervised ministry education will receive a grant from the General Council Office of \$10,000 per internship (pro-rated for internships of less than 8 months);
  - c) Pastoral Charges receiving candidates will pay all relocation expenses incurred by the candidate in travelling to the site and back following the completion of their supervised ministry education;
  - d) Pastoral Charges receiving candidates will reimburse the candidate for work-related travel and other expenses incurred while serving in the pastoral charge;
  - e) The current Handbook SME 224 will be revised and the new model will be effective July 1, 2013.

After discussion about the housing allowance, Nora Sanders suggested that clause a) be amended as follows:

- a) Interns participating in the National Internship Program will be paid by the Pastoral Charge at the first step of the Student Supply salary range as set out in the Salary and Allowances Schedule in effect at the start of the internship and receive a housing allowance (if applicable) of \$800.00/month **or commensurate with the presbytery minimum housing allowance**

After further discussion regarding the implementation, Nelson Hart and Erin Todd proposed that the effective date be amended to be January 1, 2014.

**The Amended Proposal reads:**

1) THAT the Sub-Executive of the General Council approve the implementation of the new Supervised Ministry Education (Internship) Compensation model whereby:

- a) Interns participating in the National Internship Program will be paid by the Pastoral Charge at the first step of the Student Supply salary range as set out in the Salary and Allowances Schedule in effect at the start of the internship and receive a housing allowance (if applicable) of \$800.00/month **or commensurate with the presbytery minimum housing allowance;**
- b) Pastoral Charges receiving candidates to serve their required supervised ministry education will receive a grant from the General Council Office of \$10,000 per internship (pro-rated for internships of less than 8 months);
- c) Pastoral Charges receiving candidates will pay all relocation expenses incurred by the candidate in travelling to the site and back following the completion of their supervised ministry education;
- d) Pastoral Charges receiving candidates will reimburse the candidate for work-related travel and other expenses incurred while serving in the pastoral charge;
- e) The current Handbook SME 224 will be revised and the new model will be effective **for internships starting ~~July~~ January 1, 20134.**

2) AND THAT Pastoral Charges receiving candidates to serve their required supervised ministry education as part of the Candidacy Pathway Pilot Project will receive a grant from the General Council Office of \$10,000 per site (pro-rated for placements that are not completed).

**Carried**

**Point of Information**

Nora Sanders gave an update on the plans to move The United Church Archives. Announcements will come in the near future.

**Motion to Adjourn**

Nora Sanders motioned to adjourn at 2:15 p.m.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

## **APPENDIX A: Chairperson Recruitment Criteria Pension Board, Chair (1 vacancy)**

### **Mandate**

The Pension Plan of The United Church of Canada is a multi-employer pension plan maintained for the benefit of approximately 9,000 active and retired plan members, with plan assets exceeding \$1 billion. The Executive of the General Council (GCE) is the plan administrator in accordance with the Pension Benefits Act (Ontario), and has established the Pension Board to support the Executive in governing, managing, and operating the plan and its assets (the fund).

The Executive approves

- the Statement of Beliefs and Guiding Principles
- appointments to the Pension Board and its committees
- terms of reference for the Pension Board
- the fund trust agreement
- annual accountability reports received from the Pension Board

The performance of all other plan functions has been delegated to the Pension Board, the details of which are set out in its terms of reference, available upon request from the General Council Office. A brief description can also be found in the governance structure section of the plan's Annual Report to members, available at [www.united-church.ca](http://www.united-church.ca).

The key responsibilities of the Chair of the Pension Board include the following:

- Provide leadership to the Pension Board and its committees.
- Oversee staff and committee efforts to ensure the plan complies with regulatory and fiduciary requirements.
- Facilitate thought leadership on a wide range of pension governance and risk management issues, with both a near- and long-term view of the needs of the plan and its members.
- Ensure the Board responds strategically to emerging plan challenges and resolutions benefit plan member security, while recognizing the limited resources available to the plan. Challenges include
  - ongoing regulatory compliance of the plan as new requirements emerge
  - management of plan and fund asset liability risk
  - effective communication and engagement with plan members and other stakeholders
  - evolution of policies to continue to meet all parties' needs, through efforts such as
    - adequacy of benefits
    - responsible investment
    - stability of contributions
- Provide leadership on succession planning for the Board and its committees, with particular attention to ensuring the maintenance of a strong core of specialists with senior experience.
- Provide accountability to the Executive of the General Council.
- Embody the theological values and perspectives of the United Church.

## Membership

The Pension Board is made up of 9 to 11 members consisting of

- at least five specialists who collectively have senior relevant knowledge, experience, and expertise in the following core areas of practice
  - institutional investing
  - actuarial
  - legal
  - human resources and
  - pension governance
- a member of the Permanent Committee on Ministry and Employment Policies and Services (PC-MEPS)
- one or two members of the Executive of the General Council
- two or three members at large

The current members of the Board are Charles Black (chair), Jacqui Allard, Paul Batho, Malcolm Boyle, Glen Elliott, Gordon Hall, Gordon How, Paul Purcell, Reta Robertson, Brian Copeland (PC-MEPS representative), and Steve Lowden (GCE representative). Alan Hall (Executive Officer, Ministry and Employment) and Erik Mathiesen (Executive Officer, Financial Services) are resource staff to the Board.

There are two standing committees of the Board, made up of volunteers with specialist expertise:

- the Pension Plan Advisory Committee, which provides support related to plan design, administration, and funding from members of the pension industry
- the Investment Committee, which provides support related to investments from members of the investment industry

## Skills and Experience

The chair will possess specialist skills, knowledge, and work-related experience and expertise in the governance and management of large pension plans. Experience serving on The United Church of Canada's Pension Board or committees of the Pension Board or similar pension boards would be an asset for this position.

Additionally, it would be beneficial for an applicant to be

- familiar with the plan provisions, resources of the plan, external service providers, Canadian pension legislative and legal environment and Fund investments
- a skilled facilitator of small groups to encourage dialogue between and among Board and committee members
- a thought leader able to understand complex, multi-faceted issues and address emerging pension regulatory developments, incorporate new pension risk management techniques, etc., plus evaluate the plan's practices in relation to the practices employed by other, similar pension plans
- a skilled communicator able to translate complex issues into key concepts to communicate to a wide and varied audience
- a discerning listener who invites all members to contribute while managing time and resource limitations

- a builder of shared conceptual frameworks among individuals rooted in different contexts, perspectives, and disciplines
- a leader with a style that contributes to retaining and attracting volunteers to serve, understanding that many of the volunteers also serve their employers through senior roles
- an individual committed to the vision and theology of The United Church of Canada, particularly as it relates to the needs of the pension plan and its membership

The chair will be a member of The United Church of Canada, an active participant in a local pastoral charge or ministry, familiar with the polity of the United Church, predisposed to collaboration and teamwork, sensitive to diversity issues, committed to the mission of the United Church, and willing to discern God's yearnings for this work.

The Pension Board will work with the Nominations Committee to ensure a nominee for this role possesses the qualifications required as well as the ability to serve in this important leadership role.

### **Expectations and Term**

The Board meets at least four times a year in Toronto. Additional meetings may be held by conference call. Electronic communication will be used. The term of this appointment is for two years, with the possibility of reappointment for up to two additional terms as chair.

Committees of the Pension Board also meet at least quarterly, and the chair is expected to attend committee meetings periodically. As such, this role requires a degree of continuous engagement between Board meetings.

The chair, or designate, reports to the Executive at least annually.

As with all members of the Pension Board, the chair must be willing to submit to and receive clean background checks concerning conflicts of interest, criminal records, or civil suits and credit history, and to be bondable.

## **APPENDIX B: Revised Text for Handbook SME 224 “Financial Information for Supervised Ministry Education (Internship)”**

### **Checklist for Interns**

#### **Before You Leave for the Internship Site**

1. Please take time to read this information booklet carefully. If you have questions about its contents, please call Carla Hacker in Financial Services at 1-800-268-3781, ext. 3128 (locally 416-231-7680, ext. 3128).
2. If you have not heard from your supervisor or a member of the site, contact them to begin developing your relationship. You may need to negotiate items like accommodation, transportation, upcoming meetings, and so on.
3. At least six weeks before departing for your internship, send the Request for Travel Advance form to the Pastoral Charge, if you need travel funds in advance.

#### **When You Arrive at Your Internship Site**

1. Submit the expense report for the actual amount you spent travelling to the internship site, supported by all necessary receipts.

#### **During the Internship**

1. Keep track of car mileage or public transportation costs related to work on the internship and submit monthly Travel Expense Reports to the Pastoral Charge. Also use these expense report forms to claim utilities and telephone expenses, if you have moved away from home to complete this internship.
2. Complete the midpoint evaluation form, share it with your Supervisor and the Lay Supervision Team, keep one copy, and mail the evaluations to the appropriate groups before January 15 (for September starts) or May 15 (for January starts).

#### **Prior to Leaving the Internship**

1. Complete the evaluation form, share it with your Supervisor and the Lay Supervision Team, keep one copy, and mail the evaluations to the appropriate groups before you leave the site.

#### **After the Internship**

1. The pastoral charge treasurer will give you a Termination of Employment Slip (form 2106) and a T4 Income Tax report.
2. Keep receipts for actual costs of your return travel to submit to the Pastoral Charge with your final expense report.

**Note:** Always retain for your records a copy of forms and receipts you submit. Forms can be lost, so your copies are valuable. If any procedure is not clear, please ask in advance.

### **Financial Information**

#### **The General Council Office**

The General Council Office provides a grant of \$10,000 per eight-month internship to each learning site (pro-rated for internships of fewer than eight months). These funds are made available through the Internship Program budget of the Mission and Service Fund. The General Council Office provides these grants as a means of financially supporting a time of learning in

supervised ministry education. The grant is paid to the pastoral charge in two installments (at the beginning and at the mid-point of the internship). This grant provides financial support to the pastoral charge for the costs incurred in paying the intern's salary, housing costs, and the employer's share of mandatory deductions (i.e. EI, CPP/QPP, etc.). If the intern does not complete the full period of the internship, the pastoral charge will reimburse the General Council Office an amount equal to \$1,000 for each full month of internship not completed.

### **The Pastoral Charge Learning Site**

The pastoral charge must register the intern on the ADP payroll system and pays the intern based on the pastoral charge's normal payment schedule. The intern receives compensation as follows:

- 1) a salary at the first step of the Student Supply salary range, as set out in the Salary and Allowances Schedule for the year in which the internship begins (in cases where the internship begins in a month other than January, the salary does not increase on January 1<sup>st</sup> of the following year)
- 2) either the provision of the exclusive use of furnished housing or a housing allowance in the amount of \$800.00 per month for each month of the internship
- 3) reimbursement for claimed expenses for initial travel to and final travel from the internship site in accordance with the travel expense claim form and the statements contained in this document
- 4) reimbursement for claimed expenses incurred during the internship for basic telephone service, mileage travelled in the course of carrying out the duties, and, where a housing allowance is not paid, utilities and heating costs

The pastoral charge will ensure that both the intern's and the employer's statutory deductions are paid. The intern is not in an appointment to the pastoral charge, is not considered to be "ministry personnel", is not eligible to claim the Clergy Residence Deduction, and is not eligible to participate in the health and dental plans, the life insurance plan, the disability plan, and pension plan offered to those in appointments or calls.

Interns participate in the Intern Group Insurance Plan. Premiums (paid by the pastoral charge) vary by province; Carla Hacker, in Financial Services, will advise the pastoral charge of the applicable premium. Optional family coverage is available, for which the intern will be required to pay a premium. Invoices for the premiums for coverage under this insurance plan will be sent from the General Council Office to the Intern (where applicable) and to the pastoral charge for payment to the General Council Office. These premiums are not to be deducted through the ADP payroll system.

If this is an **Alternative Internship** in which the intern works at the pastoral charge part-time, the salary and housing allowance are to be pro-rated, based on the percentage of time spent in the pastoral charge site.

Any financial questions can be directed to:

Carla Hacker, Financial Services  
The United Church of Canada  
3250 Bloor St. West, Suite 300  
Toronto, ON M8X 2Y4

Phone: 416-231-7680, ext. 3128  
Toll-free: 1-800-268-3781, ext. 3128  
Fax: 416-231-3103, Attn.: Carla Hacker  
E-mail: [chacker@united-church.ca](mailto:chacker@united-church.ca)

### **The Intern**

The GCO National Internship Program provides for the reimbursement of reasonable expenses incurred by the intern while engaged in the internship. The intern is responsible for submitting to the pastoral charge a monthly expenses form based on actual costs and countersigned by the Supervisor or a member of the Lay Supervision Team. Interns must attach original receipts to the expense reports (except for mileage) for audit purposes. The original receipts also enable the pastoral charge to claim its rebate on GST where applicable. The following statements indicate what will be and what will not be reimbursed:

***Travel to and from the Internship Site:*** Travel advances may be requested using the Travel Advance Requisition form. The intern must clarify on the form whether claiming one-way travel or return travel. Interns should file an expense report as soon as the “travel to” or “travel from” trip has taken place. Original receipts must be attached for all expenses (air/rail ticket, hotel, etc.) except mileage. The pastoral charge reimburses actual costs to and from the internship site up to the cost of one return economy airfare.

***Moving costs:*** The pastoral charge does not pay to move personal belongings, furniture, or vehicles to the internship site.

***Travel by air or rail:*** If the intern must fly or travel by rail to the site or from the site at the conclusion of the internship period, the purchase of tickets at seat sale fares, if available, is expected. Only economy class fares will be reimbursed. Air or rail ticket expenses for travel by the intern’s immediate family members will be reimbursed by the pastoral charge only if they reside with the intern at the internship site for at least six weeks.

***Luggage:*** If the intern travels by airplane and has excess baggage, it must be shipped by rail or bus. Shipping costs up to a maximum of \$250.00 will be reimbursed with original receipts. Air express or airfreight costs to ship excess baggage will not be paid. If the intern travels by car, no extra baggage costs are paid.

***Travel by car:*** If the intern chooses to travel by car, reimbursement of expenses will be paid by the pastoral charge for travel via the most direct route from the intern’s residence immediately prior to the start of the internship to the internship site and return (if the one way distance is less than 1,000 km). If the intern drives to the internship site, the mileage reimbursement rate will be that indicated in the Salary and Allowances Schedule for the year in which the internship begins. If the distance is in excess of 1,000 km, the pastoral charge will pay the equivalent of the cost of return airfare for travel for one person in lieu of mileage. Every attempt should be made to keep costs as low as possible.

If the intern chooses to travel by car to the internship site, daily travel of 650 km is expected. If the distance to the internship site exceeds 650 km and the intern will require commercial

accommodation during the trip, accommodation reimbursement up to a maximum of \$90.00 plus tax per day will be paid by the pastoral charge. Receipts are required.

**Meal allowances:** The cost of meals while in travel status is reimbursed by the pastoral charge up to the following maximums per meal:

- breakfast: \$15.00/adult
- lunch: \$15.00/adult
- dinner: \$25.00/adult

No receipts are required to claim reimbursement for meals while in travel status. The cost of alcoholic beverages will not be reimbursed.

Meal and accommodation expenses for travel by the intern's immediate family members will be reimbursed by the pastoral charge only if they reside with the intern at the internship for at least six weeks.

**Travel expenses at the Internship Site:** If the intern is required to use a vehicle during the internship to carry out pastoral duties, the intern is solely responsible for acquiring a vehicle, ensuring it is properly insured, and maintaining a valid driver's licence.

The pastoral charge will reimburse mileage expenses at the mileage rate indicated in the Salary and Allowances Schedule for the year in which the internship begins. That rate will not change throughout the period of the internship; in cases where the internship begins in a month other than January, the mileage rate payable to the intern will not increase on January 1<sup>st</sup> of the following year. This rate covers gas, depreciation, licence, and insurance and includes travel for pastoral visits, meetings, funerals, etc.

Interns are to maintain a daily log of kilometers travelled in the course of carrying out the duties of the internship. To claim reimbursement for all travel that is undertaken as part of the ministry of the internship site, the intern must submit to the pastoral charge an expense report from the intern detailing the kilometers travelled. Daily travel from the intern's residence to the internship site and back to the intern's residence is not reimbursable and should not be included in the expense report form. Personal travel is the responsibility of the intern.

**Housing and utilities:** A housing allowance is paid whenever the exclusive use of a furnished residence is not provided. Pastoral charges which provide housing, rather than a housing allowance, will pay the cost of utilities in excess of \$500.00 during the period of the internship.

If the intern chooses to commute to the internship site during the internship period and if the intern's income has previously been required to meet housing and utility costs at the permanent residence in which the intern continues to reside, a percentage of utility costs may be reimbursed by the pastoral charge in consultation with Carla Hacker. Heating and electricity costs are to be claimed on the monthly expense report form and may be reimbursed based on a percentage basis. Complete original invoices are required for reimbursement unless utilities are included in the rent, in which case a receipt for the utilities portion is required for reimbursement. The cost of

basic telephone service will be reimbursed by the pastoral charge if the intern continues to reside in her/his permanent residence.

If the intern has not moved to the internship site and chooses to commute to the internship site and if housing costs have been paid by someone other than the intern in the past, no utilities costs will be paid.

Interns who rent a shared apartment may not be able to obtain the original utilities bills. To request reimbursement, the intern must obtain an official receipt from the landlord specifying the amount paid for heating and hydro, and must submit the receipt with the expense report. All food or board costs are the responsibility of the intern.

***Maximum amounts reimbursable for telephone:*** The pastoral charge will reimburse the intern for the cost of basic telephone service. The monthly rate for basic telephone service will be reimbursed up to \$30.00 per month. The intern must provide the detailed billing for telephone service to the pastoral charge. Reimbursable costs include a basic residential line, 911 service, and touchtone service plus taxes. Installation charges, if necessary, will be reimbursed up to \$60.00 on a one-time basis. The cost of long-distance calls that are related to the ministry of the pastoral charge or related to the internship (e.g. to the CIES Committee or to the Presbytery E&S Committee) will be reimbursed by the pastoral charge. Personal long-distance calls are the responsibility of the intern. Copies of invoices from the telephone service provider are required.

### **The Supervisor and Lay Supervision Team**

Members of the Lay Supervision Team should take an active role with the intern to arrange suitable accommodations. Interns will need their own space for study and reflection. It is not suitable for interns to share space with the supervisor or members of the Lay Supervision Team. The Supervisor or a member of the Lay Supervision Team is required to sign all expense claim forms that are submitted to the pastoral charge by the intern.

### **Other Relevant Information**

#### **Hours of Work**

It is expected that a full-time intern will serve flexible hours of at least 40 hours per week and work additional hours as necessary. There is no monetary compensation for hours worked in excess of 40 per week.

#### **Vacation**

The intern is entitled to two weeks of paid vacation during the eight-month internship period. This is in addition to the intern's weekly time off. No "vacation pay" is available at the end of the eight month internship period; interns are required to take their two-weeks of paid vacation during the internship period. The vacation dates should be determined through consultation involving the intern, the Supervisor, and the Lay Supervision Team.

### **Income Tax and Deductions**

The pastoral charge will make appropriate deductions for income tax (if required), Employment Insurance, Canada/Quebec Pension Plan, and Health Tax (where applicable), and remit them to Canada Revenue Agency.

### **Medicare**

Hospital and medical insurance for interns is covered by the home province. Interns may have to pay some expenses up front and then claim a refund from their home province. This varies from province to province and doctor to doctor.

### **United Church Pension and Group Insurance Plan**

Interns are not eligible for the United Church Pension and Group Insurance Plan. However, once the intern is ordained and serving in a settled/covenanted relationship within the United Church of Canada, the intern may “buy back” a year of pensionable credit for having served in an eight month internship.

### **Other Expenses**

Expenses for office supplies, Christian education programs, and so on are the responsibility of the pastoral charge. Please check with the appropriate office holders within the pastoral charge before incurring these expenses.

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Thursday, February 21, 2013 – 12:00 p.m.  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:00 p.m. ET until 12:30 p.m. on Thursday, February 21, 2013, by teleconference call. The Past Moderator Mardi Tindal presided.

**Attendance**

**Voting Members:** Thom Davies, John Kim, Charles McMillan, Lynella Reid-James, Florence Sanna, Nora Sanders, Mardi Tindal

**Regrets:** Shirley Cleave, Bev Kostichuk, Marie-Claude Manga, Nelson Hart, Erin Todd, Gary Paterson

**Welcome**

Past Moderator Mardi Tindal welcomed the Sub-Executive of the General Council to the meeting, where they did a check-in and then followed with a prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 41e Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41st General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Florence Sanna** **2013-02-21-048**

That Karen Smart and Carol Hancock be the corresponding members and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Charles McMillan/John Kim** **2013-02-21-049**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on January 29, 2013.

**Carried**

**Appointment of Conference Executive Secretary, Manitoba Northwestern Ontario**

Carol Hancock spoke to this motion with some background on the selection process. The conference executive appoints a search committee. Eight applications were received, and four applicants were interviewed. The Rev. Shannon McCarthy was chosen. She was ordained in 1997 and worked in Manitoba Northwestern Ontario Conference in various capacities. For the past eight years Rev. McCarthy has served Central United Church in Brandon, Manitoba.

**Motion: Thom Davies/Lynella Reid-James**

**2013-02-21-050**

That the Sub-Executive of the General Council appoint the Rev. Shannon McCarthy to the position of Manitoba Northwestern Ontario Conference Executive Secretary, with a start date of July 1, 2013.

**Carried**

The Sub-Executive meeting ended in prayer by Carol Hancock at 12:30 p.m.

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Past Moderator, Mardi Tindal

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General Secretary, Nora Sanders

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Thursday, March 21, 2013 – 12:30 p.m.  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:30 p.m. ET until 1:32 p.m. on Thursday, March 21, 2013 by teleconference call. The Moderator Gary Paterson presided.

**Attendance**

**Voting Members:** Shirley Cleave, Thom Davies, Nelson Hart, John Kim, Marie-Claude Manga, Charles McMillan, Gary Paterson, Florence Sanna, Nora Sanders, Erin Todd

**Regrets:** Lynella Reid-James, Bev Kostichuk, Mardi Tindal

**Welcome**

Moderator Gary Paterson welcomed the Sub-Executive of the General Council to the meeting where they did a check in and then followed with a prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 41<sup>e</sup> Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41<sup>st</sup> General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Florence Sanna** **2013-03-21-051**

That Karen Smart and Erik Mathiesen be the corresponding members and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Florence Sanna/John Kim** **2013-03-21-052**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on February 21, 2013.

**Carried**

**Distribution of Proceeds from Sale of Ina Grafton Gage Home in Moose Jaw, SK**

Erik Mathiesen presented the proposal background. Closing a facility has extra costs. The United Church advanced a bridge loan to assist with an orderly, just closure. As per the By-Laws at the time of the closure of such facilities, monies revert to The United Church of Canada.

It was agreed that thanks will be extended to the people in Saskatchewan Conference who had given their dedicated service to this facility.

**Motion: John Kim/ Marie-Claude Manga**

**2013-03-21-053**

That the Sub-Executive of the General Council approve allocation of net sale proceeds from the closure of the Ina Grafton Gage Home in Moose Jaw as follows:

\$160,000 – Each of the four Moose Jaw congregations would receive \$40,000.00. The four congregations are Minto United Church, St. Andrews United Church, Trinity United Church, and Zion United Church.

Of the residual balance of approximately \$750,000:

1/8 – of the net proceeds would be divided equally among St. Andrew’s College, Calling Lakes Centre, and The Centre for Christian Studies

1/8 – of the net proceeds would be deposited in a fund for ministry with seniors within Chinook Presbytery

1/8 – of the net proceeds would be paid to Chinook Presbytery

1/8 – of the net proceeds would be paid to Saskatchewan Conference

1/8 – of the net proceeds would be paid to the Mission and Service Fund Endowment

3/8 – of the net proceeds would be paid to the New Ministries Fund with The United Church of Canada Foundation

**Carried**

**Endorsement of SHARE Responsible Property Management Code (Appendix A after these minutes)**

Nora Sanders introduced the proposal naming the involvement that both Erik Mathiesen and Moira Hutchinson have in SHARE. To avoid any possible perception of a conflict of interest the proposal to endorse the Responsible Property Management Code developed by SHARE was presented to the Sub-Executive of the General Council.

**Motion: Shirley Cleave/Thom Davies**

**2013-03-21-054**

That the Sub-Executive of the General Council endorse the Responsible Property Management Code developed by SHARE (Shareholder Association for Research and Education).

**Carried**

Erik Mathiesen undertook to confirm whether the landlord of the General Council Office is a member of SHARE.

**Appointment of Director of the Bridge Street United Church Foundation**

Nora Sanders spoke to this motion. There is a legal requirement for the Sub-Executive of the General Council to approve the appointment of the Minister of Bridge Street United Church as a Director of their Foundation.

**Motion: Erin Todd/Florence Sanna**

**2013-03-21-055**

That the Sub-Executive of the General Council appoint The Rev. David Mundy as a Director of the Bridge Street United Church Foundation effective May 1, 2013.

**Carried**

**Recommendations of Appointments by Nominations Committee**

**Appointment to the Candidacy Pathways Steering Group**

Florence Sanna spoke to this motion. Marie-Claude Manga was recommended for appointment to the Candidacy Pathway Steering Group. Marie-Claude left the call so this could be discussed. Appreciation to the nominations committee for their hard work was shared by the Moderator Gary Paterson.

**Motion: Florence Sanna/John Kim**

**2013-03-21-056**

**1. The Sub-Executive of the General Council appoint the following members, with terms as stated.**

Steering Group on the Candidacy Pathway (August 2015)

- Marie- Claude Manga

**Carried**

**2. The Sub-Executive of the General Council received for information the appointment of the following people, as named by other courts or authorized groups.**

Executive of the General Council (August 2015)

- Mel King (Lay, Toronto), *as named by the Aboriginal Ministries Council*

Living into Right Relations, non-Aboriginal co-chairperson (December 2013)

- Rodney Smith-Merkley (Ordained, Bay of Quinte), *as named by the Aboriginal Ministries Council and the Indigenous Justice and Residential Schools Committee*

Communities in Ministry Unit-Wide Committee (August 2015)

- Christopher Cheung (Ordained, Hamilton), *as named by the Chinese Association*

*During the discussion, Nelson Hart spoke about a problem at Nelson House. Erik Mathiesen confirmed documents had been sent to the Conference office and offered to have a face-to-face assessment at a later time with regard to this matter.*

**Appointment of Executive Minister of Church in Mission Unit**

Correspondence from a member of the General Council Executive who questioned the change in unit structure while the work of the Comprehensive Review is incomplete, was read and discussed.

The Sub-Executive is not asked to approve the new staff structure (that is the General Secretary's role), but rather to approve the appointment of the Executive Minister to lead the new unit.

Although it might be ideal to defer all change until the Comprehensive Review work is completed, circumstances require that some steps be taken sooner. The General Secretary has approved a change in staff configuration to combine the former Partners in Mission and Communities in Ministry units into a single program unit. This model was developed by staff from the two units who have been working on it over the past year. In many ways it reflects the orientation toward working collaboratively that has been developing for some time. It will have staff organized into clusters around areas of work. It is intended to allow important program work to be continued as strongly as possible in a context of reduced finances.

With this reorganization, we will be moving from three senior leaders in the program area to one. Two of the three senior leaders, Omega Bula and Bruce Gregersen, are retiring this year. The third, Michael Blair, is recommended for appointment to the Executive Minister role for the new unit, after being interviewed by the General Secretary and the Chair of the Permanent Committee on Programs for Mission and Ministry. His appointment is expected to be received warmly by staff of both units.

**Motion: Florence Sanna/John Kim**

**2013-03-21-057**

That the Sub-Executive of the General Council approve the appointment of Michael Blair as Executive Minister of the Church in Mission Unit of the General Council Office, effective April 1, 2013.

**Carried**

Charles McMillan left the meeting at 1:20 p.m.

Shirley Cleave left the meeting at 1:25 p.m.

The Sub-Executive meeting ended in prayer by the Moderator Gary Paterson at 1:32 p.m.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

## Appendix A



November 15, 2012

Mr. Erik Mathiesen  
 Executive Officer, Finance  
 United Church of Canada  
 3250 Bloor St. West, Suite 300  
 Toronto, ON M8X 2Y4

Dear Mr. Mathiesen,

**Re: Responsible Property Services Code**

We are writing regarding SHARE's recent invitation to Canadian investors to support responsible contracting in Canada's commercial real estate sector by endorsing the Responsible Property Services Code (the Code). The Code establishes standards for property owners, managers and tenants in how they contract building services, including maintenance, security and cleaning services.

Since the Code was finalized in 2009, SHARE and the Atkinson Foundation have been focusing our efforts on encouraging companies to incorporate stronger labour standards into their contracting and procurement policies. These efforts culminated in the production of a report, entitled *Cleaning Up*, which assesses and compares commercial real estate companies and major commercial tenants on the degree to which they have incorporated labour considerations into company policies that apply to the procurement of property services. The first report was released in 2011 and a follow-up report in July 2012.

In addition to continuing our corporate engagement efforts, SHARE is also inviting Canadian investors to endorse the Code. We believe that endorsing the Code provides investors with an opportunity to communicate their commitment to decent work in Canada's commercial real estate sector, while at the same time protecting and enhancing the value of their real estate assets. You will find enclosed a copy of the investor endorsement of the Code along with the text of the Code itself.

share  
 Suite 1200, 1160 Alhambra Street, Vancouver, BC, V6C 3Z3, Canada T: 604 408.2455 F: 604 408.7525



We would be grateful for the opportunity to discuss this opportunity with the United Church of Canada and would like to schedule an initial telephone conversation with you for this purpose. Please contact me at 206-701-6656 or srohan@share.ca to arrange a convenient time.

Sincerely,



Shannon Rohan  
Director of Responsible Investment

cc: Molra Hutchinson, Member, Investment Sub-Committee, Permanent Committee on Finance, UCC

Encl.





### **Investor Endorsement of the Responsible Property Services Code**

As institutional investors with real estate holdings, we recognize that the individuals who clean, maintain and provide security in commercial properties play a key role in delivering superior tenant services; contributing to high occupancy rates, premium rents and a positive customer experience. We recognize that by supporting responsible contracting practices, fair wages and reasonable workloads for property service workers, we are protecting the value of our assets and contributing to stable income streams from these properties.

Recognizing the value of Canada's Responsible Property Services Code (the Code) and approving of the administrative requirements and principles contained therein, we have endorsed the Code as a way to communicate our commitment to decent work in Canada's commercial real estate sector. By endorsing the Responsible Property Services Code, we commit to the following:

1. We will publicly promote our endorsement of the Code.
2. We will inform relevant companies in our investment portfolio of our endorsement of the Code and ask them to consider becoming a Code signatory.
3. We will communicate our endorsement of the Code to our investment managers and ask them to consider becoming a Code signatory. We will encourage them to inform their clients about their decision to endorse the Code.

The Responsible Property Services Code is the product of a two-year process supported by the Atkinson Charitable Foundation that brought together Canadian investors, property managers, civil society organizations and workers to develop a labour code of conduct for the commercial real estate sector. The full text of the Code is included below.



## THE RESPONSIBLE PROPERTY SERVICES CODE

### INTRODUCTION

Signatories to the Responsible Property Services Code ("the Code") recognize their fiduciary duties of prudence, loyalty and the pursuit of competitive rates of return with respect to all of their investment activities, including in commercial real estate properties. Signatories to the Code are invested in, own and /or operate commercial real estate properties. In order to ensure a competitive return on their real estate investments, signatories seek to invest in properties that are well-built and maintained and where tenants receive high quality services.

Proper maintenance and superior services require that building management and service contractors hire well-trained and dedicated staff to maintain, operate and service buildings. Assuring the availability of qualified staff and avoiding labour disruption and costly employee turnover requires employers to pay fair wages and benefits, to treat workers fairly and with respect and to abide by applicable labour laws.

Signatories to this Code support and encourage contractors to abide by the principles outlined below in order to promote appropriate working conditions, fair wages, and benefits for workers and contractors hired to provide services in the maintenance and management of commercial properties. At a very minimum, all employers and contractors shall observe all applicable local, provincial or state and federal employment regulations or laws.

### ADMINISTRATION

1. Contractors and service providers for property management services shall be selected through a competitive bidding and selection process to ensure fair competition.
2. All requests for proposals, invitations to bid, service agreements and renewal agreements shall include a copy of the Responsible Property Services Code (the Code).
3. All contractors and service providers shall complete a prequalification form that acknowledges their adherence to the Code prior to being invited to bid on contracts and contractors shall provide evidence that they have communicated the requirements of the Code to all employees and subcontractors.
4. Signatories are responsible for establishing and maintaining appropriate procedures to evaluate and select contractors and service providers based on their ability to meet the requirements of this Code.

### MONITORING AND ENFORCEMENT

1. Signatories shall establish procedures and mechanisms to encourage compliance with the Code and shall inform all contractors or service providers of the consequences of non-compliance with the Code.
2. Signatories shall establish monitoring procedures and mechanisms to investigate complaints, as well as auditing procedures to ensure compliance by contractors and



service providers with the Code.

3. Signatories to the Code shall also establish appropriate enforcement mechanisms, which may include, but are not limited to, placing non-complying parties on a probation 'watch list', terminating a contract, or establishing a disqualification period that restricts a contractor from bidding on future contracts for a set period of time.

#### APPLICATION OF CODE

1. Signatories shall hire responsible contractors and service providers who agree to adopt the principles of the Code across all operations.
2. Signatories shall determine the applicability of this Code based on project type, size and control, in consultation with stakeholders. In cases where projects do not fall within the application terms established by signatories, it is recommended that the signatories and their contractors & service providers make good faith efforts to comply with the spirit of the code.

#### THE PRINCIPLES

Signatories to this Code support responsible property services and contracting practices, and require contractors, subcontractors and service providers to:

1. RESPONSIBLE EMPLOYMENT PRACTICES
  - 1.1. Honour the letter and spirit of Canadian federal and provincial Employment Standards Acts (ESA) and labour laws.
  - 1.2. Ensure that all contractors, sub-contractors and service providers correctly classify workers for the purpose of receiving benefits under the jurisdictional ESA.
  - 1.3. Avoid employment relationships that are unduly complex, including the use of consecutive fixed-term contracts, labour-only contracting, sub-contracting or apprenticeship schemes where there is no intent to impart skills or provide regular employment.
2. FAIR WAGES AND BENEFITS
  - 2.1. Pay workers fair wages and benefits, based on prevailing wage standards, as determined by the type of property, comparable job or trade classifications, applicable collective bargaining agreements, and the scope and complexity of services provided in comparable properties, as evidenced by payroll and employee records.
  - 2.2. Comply with all jurisdictional labour laws governing minimum wage requirements.
3. WORKING HOURS
  - 3.1. Comply with applicable laws and industry standards regarding working hours, overtime, and hours free from work, and ensure that employees do not work excessive hours or hours detrimental to the worker's health or safety.
4. WORKING CONDITIONS
  - 4.1. Provide a safe and hygienic working environment, recognizing the specific hazards relevant to commercial property maintenance and operations, and take adequate



- steps to prevent accidents and injury to health.
- 4.2. Ensure working conditions in commercial properties conform to the standards set in relevant health and safety regulations including the Canada Occupational Health and Safety Regulations or its equivalent in other jurisdictions.
5. DISCRIMINATION AND HARASSMENT
    - 5.1. Treat workers with respect and dignity in the workplace and prohibit physical abuse or discipline, the threat of physical abuse, sexual or other harassment, verbal abuse, or other forms of intimidation.
    - 5.2. Prohibit harassment or discrimination on the basis of race, gender, sexual orientation, colour, national or ethnic origin, religion, marital status, family status, citizenship status, veteran status, age or disability.
    - 5.3. Provide workers with a confidential and secure means of raising grievances, complaints or workplace issues with the employer, and ensure that workers are not punished or prejudiced for using confidential grievance procedures.
    - 5.4. Inform all workers and contractors of harassment procedures and provide information for confidential reporting channels.
  6. FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING
    - 6.1. Support a position of neutrality in the event there is a legitimate attempt by a labour organization to organize workers employed in the maintenance, operation and/or services of a relevant property.
  7. FREELY-CHOSEN EMPLOYMENT
    - 7.1. Prohibit forced labour, which is understood to include work or service exacted under the threat of penalty or for which the person concerned has not offered himself or herself voluntarily, including prison or bonded labour.
    - 7.2. Allow workers to terminate their employment without fear of penalty, financial or otherwise, after reasonable notice, and ensure that workers are not required to lodge 'deposits' or identity papers with their employer.
  8. CHILD LABOUR
    - 8.1. Prohibit employment of persons under the age of 15 or under the age for completion of compulsory education, whichever is higher.
    - 8.2. Ensure that young workers under the age of 18 are provided a healthy workplace, free of hazards and conditions that may jeopardize their health and safety, including night work.

This Code was developed through a multi-stakeholder process initiated by the Atkinson Charitable Foundation and SHARE. For more information contact SHARE at +1 (604) 408-2456 or [www.share.ca/property](http://www.share.ca/property).

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Friday, April 19, 2013 – 12:00 noon  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:00 p.m. ET until 12:32 p.m. on Friday, April 19, 2013, by teleconference call. The Past Moderator Mardi Tindal presided.

**Attendance**

**Voting Members:** Thom Davies, John Kim, Charles McMillan, Lynella Reid-James, Florence Sanna, Nora Sanders, Mardi Tindal

**Regrets:** Shirley Cleave, Nelson Hart, Bev Kostichuk, Marie-Claude Manga, Gary Paterson, Erin Todd

**Welcome**

Past Moderator Mardi Tindal welcomed the Sub-Executive of the General Council to the meeting, where they did a check-in and then followed with a prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 41<sup>e</sup> Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41<sup>st</sup> General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Lynella Reid-Names** **2013-04-19-058**

That Karen Smart and Erik Mathiesen be the corresponding members and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Florence Sanna/Thom Davies** **2013-04-19-059**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on March 21, 2013.

**Carried**

**Approval of Lease Extension at 3250 Bloor Street**

Erik Mathiesen spoke to this motion. Erik gave financial background on this lease extension. A confidential Appendix A detailing the terms of the lease negotiations is found in the original minute book.

**Motion: Lynella Reid-James/John Kim**

**2013-04-19-060**

That the Sub-Executive of the General Council authorize the execution of a lease extension through January 2019 for our office space at 3250 Bloor Street, as negotiated with the landlord.

**Carried**

**Observer Board Publications Inc.**

Nora Sanders spoke to this motion.

**Motion: Charles McMillan/Florence Sanna**

**2013-04-19-061**

That the Sub-Executive of the General Council approve the appointments of:

- 1) the Very Rev. David Giuliano to the Board of Directors of Observer Publications Inc., effective immediately.
- 2) the Rev. Bruce Faurschou to the Board of Directors of Observer Publications Inc., to take effect following the 2013 annual general meeting of Observer Publications Inc.

**Carried**

The Sub-Executive meeting ended in prayer by the Past Moderator Mardi Tindal at 12:32 p.m.

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Past Moderator, Mardi Tindal

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General Secretary, Nora Sanders

**MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
May 4–6, 2013**

The Executive of the General Council of The United Church of Canada met from 8:30 a.m. on Saturday, May 4, until 4:00 p.m. on Monday, May 6, 2013. On Saturday and Monday, the Executive of the General Council met at the General Council Office, Etobicoke, Ontario. On Sunday, the meeting took place at the Ghana Calvary Methodist Church. The Moderator Gary Paterson presided.

**Attendance**

Nicole Beaudry, Adam Brown, Janice Brownlee, Graham Brownmiller, Shirley Cleave, Jess Cobb, Brian Cornelius, Thom Davies, Alvin Dixon, Laura Fohse, Susan Gabriel, Ivan Gregan, Charlotte Griffith, Vilvan Gunasingham, Adam Hanley, Andrea Harrison, Nelson Hart, Claude Hender, barb janes, Ray Jones, Donna Kennedy, John Kim, Mel King, Bev Kostichuk, Steve Lowden, Marie-Claude Manga, Kellie McComb, Charles McMillan, Tracy Murton, Gary Paterson, Colin Philips, Lynella Reid-James, Mary Royal Duczek, Nora Sanders, Florence Sanna, Michael Shewburg, Bill Steadman, John Thompson, Norma Thompson, Mardi Tindal, Erin Todd, Pauline Walker, Roy West, Jim White, Doug Wright, John H. Young

**Corresponding Members**

David Allan, Bill Doyle, Bruce Gregersen, Doug Goodwin, Alan Hall, Peter Hartmans, David Hewitt, Cheryl Jourdain, Rosemary Lambie, Lynn Maki, Erik Mathiesen, Faith March-MacCuish, Shannon McCarthy, Cheryl-Ann Stadelbauer-Sampa, Bill Smith, Beverley Green, Nichole Vonk

**Regrets**

Will Kunder, Carmen Lansdowne, Martha Martin, Bob Mutlow, Martha Pedoniquotte, Anna Stewart, Ramzi Zananiri

**Saturday, May 4, 2013**

The Moderator welcomed the Executive to gather on the traditional land of the Mississauga of New Credit First Nations. As a mixture of strangers and friends, he asked all to join in community for a moment of silence and as they gathered their personal thoughts.

The Moderator then welcomed those attending their first meeting of the Executive of the General Council for this triennium: Ivan Gregan, Nelson Hart, Peter Hartmans, Cheryl Jourdain, Mel King, Faith March-MacCuish, Florence Sanna, Bill Smith, Erin Todd, Jim White. He also noted the following alternates attending: Janice Brownlee and Catherine Somerville, Manitou Conference.

A special welcome was offered to the honoured guests, the Presiding Bishop of the Methodist Church of Ghana—the Most Rev. Professor Emmanuel Asante FGA, and the Supervising Mission Coordinator, North America Mission, the Rt. Rev. Benjamin Asare.

### **Worship with Covenanting**

Worship was led by Mary Royal Duczek, Adam Brown, Bill Smith, and Maggie McLeod. The scripture reading, Genesis 9:1–12, was read by Maggie McLeod.

A covenanting service with those attending their first meeting of the triennium was led by the Moderator and Nora Sanders. Names of those elected and appointed to the membership in the Executive of the General Council: Ivan Gregan, Nelson Hart, Mel King, Florence Sanna, Erin Todd, Jim White. Names of the duly called and appointed General Council Staff: Michael Blair, Peter Hartmans, Cheryl Jourdain, Faith March-MacCuish, and Bill Smith.

### **Governance – Agenda**

Shirley Cleave, chair of the Permanent Committee on Governance and Agenda, invited the table groups to consider this question: “In this season of Easter, what brings you hope?” At the conclusion of these discussions an overview of the agenda for the next three days was offered.

### **Procedural and Opening Motions**

The Moderator constituted the meeting in both official languages.

Nora Sanders introduced the procedural motions.

### **GS 26 Procedural Motions**

**Motion: Nora Sanders/Marie Claude-Manga**

**2013-05-04-062**

#### **Worship, Music, and Theological Reflection**

That the worship leadership for this meeting be provided by Adam Brown, Mary Royal Duczek, Karen Smart, Bill Smith, Norma Thompson, and John Young.

That the music leadership for this meeting be provided by Joe Ramsay and Peter Woods.

That the theological reflector for this meeting be Alan Boyd.

### **Resource People**

That Resource people for this meeting be the Executive Ministers and Officers, Charles Black, Diane Bosman, Cynthia Gunn, James Scott, and Karen Smart.

### **Administrative Staff/Volunteers**

That the administrative staff for this meeting be Sarah Bernath, Susan Fortner, Philip Isard, Susan Sigal, and Shirley Welch. That the administrative volunteers be Gary McKay, Karen McLean, and Jean Wilson. That the minute secretary for this meeting be Susan Fortner.

### **Chaplain**

That the Chaplain for this meeting be Erin Todd.

### **Friend in Court**

That the Friend in Court for this meeting be Marie-Claude Manga.

### **Reference and Counsel**

That the Reference and Counsel for this meeting be Graham Brownmiller and Florence Sanna.

**Sessional Committee Co-Chairs**

That the co-chairs of Sessional Committees for this meeting be:

Blue Sessional Committee: Charlotte Griffith and Adam Hanley

Yellow Sessional Committee: Bill Steadman and Jess Cobb

**Agenda**

That the Executive of the General Council adopt the agenda for this meeting and that changes to the agenda, which may be necessary as the meeting evolves, be made on the recommendation of the Agenda Table.

**CARRIED**

Corrections to the minutes of the Executive of the General Council meeting held on October 26–29, 2012, were noted as follows:

- 1. p. 29: The new *Manual* will come into effect August 1, 2013, 90 days after publication.
- 2. Kelly McComb should read Kellie McComb throughout the minutes.

**Opening Motions**

The General Secretary, General Council proposed a friendly amendment to correct Proposal G&A 2 to read as follows:

**G&A2 CORRESPONDING MEMBERS OF THE EXECUTIVE OF THE GENERAL COUNCIL**

Origin: Permanent Committee on Governance and Agenda

The amended motion reads:

That the Executive of the General Council name the Executive Minister of the Church in Mission Unit as a corresponding member at each meeting of the Executive, and that he be invited to participate in table groups.

After discussion the Executive agreed that the amendment was in order.

With this correction the Opening Motions are as follows:

**GS25 Opening Motions**

**Motion: Nora Sanders/Bev Kostichuk**

**2013-05-04-063**

The General Secretary, General Council proposes:

That the Executive of the General Council:

- 1. Approve the minutes of the Executive of the General Council meeting held on October 26–29, 2012.
- 2. Receive for information, the minutes of the meetings of the Sub-Executive of the General Council held October 1, November 19, December 12, 2012, and January 29 and February 21, 2013.

3. Receive for information the following:
  - General Secretary, General Council's Accountability Report
  - Moderator's Accountability Report
  - 42nd General Council Planning Committee Accountability Report
  - Committee on Indigenous Justice and Residential Schools Accountability Report
  - Pension Board Accountability Report
  - Joint Grants Report
  - Aboriginal Ministries Council Accountability Report
  - Theology and Inter-church Inter-faith Committee Accountability Report
  - Permanent Committee on Finance Accountability Report
  - Permanent Committee on Governance and Agenda Accountability Report
  - Permanent Committee on Ministry and Employment Policies and Services Accountability Report
  - Permanent Committee on Programs for Mission and Ministry Accountability Report
  - Correspondence to the Executive of the General Council until April 5, 2013
  
4. Adopt the following proposals:
  - G&A2 Corresponding Members of the Executive of General Council (page 106 [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)])
  - GS28a Remits Authorized by the 41st General Council, 2012: Remit 1 – Vacancies in Session, Church Board and Church Council (pages 107–108)
  - GS28b Remits Authorized by the 41st General Council, 2012: Remit 2 – Staff as Lay Members of Presbytery (pages 109–110)
  - GS28c Remits Authorized by the 41st General Council, 2012: Remit 3 – Presbytery Representation from Presbytery Accountable Ministries (pages 111–112)
  - GS28d Remits Authorized by the 41st General Council, 2012: Remit 4 – Transfer & Settlement – Presbytery Recognized Ministries or Presbytery Accountable Ministries (pages 113–114)
  - GS28e Remits Authorized by the 41st General Council, 2012: Remit 5 – Election of Commissioners by Overseas Personnel (pages 115–117)
  - GS28f Remits Authorized by the 41st General Council, 2012: Remit 6 – Associate Relationship with Migrant Church Communities (pages 118–119)
  - PMM1 Disbanding the Unit-Wide Committees (page 120)
  - GS31 Request from Manitoba & Northwestern Ontario Conference to Freeze Conference Grants to Conferences Engaged in Effective Leadership and Healthy Pastoral Relationships Testing (page 120a)

**CARRIED**

**Moderator's Accountability Report (*Addendum B after these minutes*)**

The Moderator spoke to the journey he was grateful to have shared with his mother over the 12 days while she was in palliative care. It was a journey of trust and faith, and he thanked the Executive and the church family for their support and prayers.

Highlighting the work of the Comprehensive Review Task Group, the Moderator shared his hope and sense that the work coming out of the review will bring transformation, hope, and resurrection. The work of this task group will allow the church to embrace a new path. He believes that to have faith is to remember how faithful God has been in the past, but also that God will be equally faithful in the future.

He spoke to the experiences he has had while participating in several Conference visits. Challenges to the churches as they work for social justice, are supporting francophone and Aboriginal ministries, youth and rural congregations. Each on their own is central to the ethos of the United Church.

Concluding his remarks he again referenced the challenges of blending our call to deep spiritual depth and our call to social justice. He acknowledged the disconnect felt between the national church and local congregations, and the uncomfortable space we may find ourselves in. He thanked the Executive for the challenge and privilege to serve.

Former Moderator Mardi Tindal offered a prayer of thanksgiving for the Moderator.

**General Secretary's Accountability Report (*Addendum C after these minutes*)**

Nora Sanders, General Secretary, General Council, spoke to her accountability report highlighting participation at the recent denominational meeting hosted by The United Church of Canada. Participating in this meeting were the Anglican Church of Canada, The Presbyterian Church in Canada, and the Mennonite Church Canada. Each of these churches is involved in major reviews, and these ecumenical conversations are a way of sharing in the difficult work that is taking place. As well as this gathering, a similar one took place in January with other United and Uniting churches from the United States, Australia, and Great Britain. Again, this was a chance for senior leadership to meet with their counterparts and share ideas.

Nora also thanked the members of the Comprehensive Review Task Group for the difficult work they have faithfully taken on, noting that this is not an easy task. Their creative thinking and willingness to hear the voices across the church will permit the church to become what it needs to be.

Nora highlighted the work of the new Church in Mission Unit and the rationale behind combining the Partners in Mission and Community in Mission Units into one unit. She emphasized the commonality between both units and that the staff support for this change provides an opportunity for new life in a challenging time.

In concluding her remarks she noted the progress that had been made on Ministry Compensation, the recent materials placed on The United Church of Canada website referencing Goldcorp and the church's continued commitment to responsible investment, as well as the two options before Yellow Sessional as ways to implement the 41st General Council's motion on Palestine/Israel Education and Economic Action.

Along with this, the church continues to live into its commitment to the work of the Truth and Reconciliation Commission. Nora thanked Jamie Scott for his leadership and commitment to this

work, and reiterated the church's commitment to right relations will not end when the commission concludes.

Nora finished by updating the Executive on the Observer covenant and the renewal of the lease at 3250 Bloor Street until January 2019 with reduced space.

### **Conference/Other Group Reports**

For all Conference/Other Group reports please see **Addendum D after these minutes**. The focus of this time was to share a brief, three-minute report, giving “highlights of Intercultural Ministries which are happening within each Conference.”

### **Governance and Agenda – Accountability and Education**

Shirley Cleave spoke to what it means for members of the Executive to be accountable to the decisions made by the Executive of the General Council. A reminder was given that this body works within a conciliar process. The members of the Executive do not come with a mandate or a particular way to vote, but the Executive member does report back to their Conference and is accountable. Ways of sharing this information will be presented over the course of this meeting.

### **Aboriginal Ministries Council Accountability Report**

Ray Jones welcomed and acknowledged Maggie McLeod, Executive Minister Aboriginal Ministries Circle, Jim White, George Monkter, and Peggy Monague, Interim Executive Minister for the Aboriginal Ministries Circle.

He then spoke to GS29 Appointment of an Aboriginal Member to the Comprehensive Review Task Group, which addresses the Council's concern regarding the lack of Aboriginal representation.

Ray Jones highlighted the continued progress being made by Springwater Hester-Meawassige, Coordinator Youth Leadership; the continued good work being done through the Healing Fund, and the appointment of Adrian Jacobs as Keeper of the Circle at the Sandy Saulteaux Spiritual Centre.

He also shared with the Executive the concern within the Aboriginal community for those missing and murdered Aboriginal women and offered background information pertaining to the proposal: AMC 1 National Inquiry Petition: Missing and Murdered Aboriginal Women and Girls. In addition to this proposal he also emphasized the need to be informed and support the United Nations Permanent Forum on Indigenous Issues.

### **Comprehensive Review Update**

Cathy Hamilton, chair, Comprehensive Review Task Group, provided a status report on the work done to date and the leadership initiatives taken. She acknowledged the anxiety many people are feeling. The questions being asked, “Will the changes be radical enough? Is the church ready for change?” The response to these questions is that The United Church of Canada is facing demographic and cultural changes and cannot delay any longer. The starting point is to acknowledge a vibrant community of faith. The vision of the church in 2025 is intentional and

belonging. What we are enabling is effective structures that are financially sustainable. Communities of faith will be very diverse, nothing is impossible.

A retrospective review was given on the work of the Comprehensive Review Task Group to date. This was followed by outlining the timeline for each phase of the work. The first phase will be concluding in the fall of 2013 with the hope to follow up these consultations with concrete proposals. It was noted that the listening period was extended to the end of October.

Cathy Hamilton then invited table group discussion based on the question “how will you drive the train?” This is a way to receive the Executive’s support and commitment to encourage participation and to ensure that the Comprehensive Review is the prime priority of this triennium. Each table was asked to report back. The table group notes were collected and the information compiled and shared with the task group.

Concluding her remarks, Cathy reiterated that the process of making a change is challenging. It is imperative that the church feels heard and recognizes it hopes and dreams together. The task group is asking all courts of the church to take responsibility for moving the work of the task group forward to the 42<sup>nd</sup> General Council to present a structure that we believe in, and one that will work for the church.

**Permanent Committee on Finance Accountability Report (*Addendum E after these minutes*)**

Brian Cornelius, chair, Permanent Committee on Finance, began his remarks by referencing the six financial principles that their work is based on: theological foundation, clarity, brevity, do the right thing, focus on the future, and it is time to think differently.

In presenting his accountability report he noted that the work of the church is funded primarily through regular offerings and other income from congregations supplemented nationally by direct giving programs, investment, and a small amount of external program-specific funding. By using a series of charts and graphics, an explanation was offered as to why the Mission and Service Fund givings have been in decline in real dollars since 1980.

It was also noted in the briefing report circulated, “Towards 2014: Background briefing for the 2013 Budget and 2014 Outlook,” “...the United Church of Canada Reserve has been used during the last decade to partially offset these inflationary pressures and fund incremental work, we have been trying to reduce the use of this strategy since it is not sustainable in the long term.” He stressed that we need to trust our shared vision for renewal. Many cost-saving initiatives have been put in place, such as reduction in office space by 30 percent, improved audit results, improved value to congregations with insurance programs. Some larger bequests have been received. Also noted was that givings to the Foundation have increased.

Concluding his remarks, Brian again stressed that we have the capacity to have a vibrant and living ministry. We have the potential and the tools to find ways to move forward.

### **Permanent Committee on Ministry and Employment Policies and Services (MEPS) Accountability Report**

Tracy Murton, chair, Permanent Committee on Ministry and Employment Policies and Services, spoke to her accountability report, highlighting the ongoing work being done around disability management, recruitment, and effective leadership and healthy pastoral relationships.

David Allen, Toronto Conference Executive Secretary, spoke to the Executive on the collaborative work being done with London Conference on Conference Engagement. There is a need to have an integrated approach to the pastoral relationship work and to help ministries articulate their mission. A Web-based matching system to assist both the minister and the ministry is being developed.

Shannon McCarthy (Conference Executive Secretary designate), Conference of Manitoba and Northwestern Ontario, spoke to their work with the Effective Leadership project. A settlement committee will be formed having two representatives, one lay member and one person from each presbytery. This committee will be responsible for the search functions. The intent is that this committee will have two reporting periods. They are working to simplify and improve this process.

Tracy concluded her report by referencing the following timeline:

- Requests for permissions to suspend specific pastoral relations by-laws sent to Sub-Executive by June 2013
- June 2013 – Permanent Committee will receive update from the Project Management Team
- November 2013 and May 2014 – General Council Executive will receive update Report on Testing and Proposal Highlights
- November 2014 – Preliminary recommendations will supplement report from Comprehensive Review

### **Theology and Inter-Church Inter-Faith (TICIF) Report**

Bill Steadman, chair, Theology and Inter-Church Inter-Faith, spoke to how this committee is looking at more integrated reports being sent out by the end of summer 2013. Highlighted was the Working Group on Membership and the request to receive feedback, and then how best to address those issues. From this feedback, direction would then be sought on how and where it might intersect with the work of the Comprehensive Review Task Group. It was also noted that this committee struggles with issues of fairness and individual rights and how best to support them and seek justice on behalf of all people.

### **Permanent Committee on Programs for Mission and Ministry (PMM) Accountability Report**

Mary Royal Ducek, chair, Permanent Committee on Programs for Mission and Ministry, began her report by speaking to the process that the permanent committee has been involved in with regard to combining the two former mission units (Partners in Mission and Communities in Ministry) into one new unit (Church in Mission). This will alter the way work will be dealt with. This will mean changes in the elected member structure. Recommendations are being developed.

Also highlighted was the work of the committee on the GLBTT national consultation process. A motion is being brought forward asking that the recommendations from this consultation be implemented by the General Secretary.

Other work noted was the report prepared by the Partners in Mission Unit entitled “Towards Food Sovereignty for All.” This report centres on the idea that people must reclaim their power of decision-making in the food system. The Executive was encouraged to share this report with their congregations, as it provides an opportunity to explore our faith in rebuilding the “relationships between people and the land, and between producers and consumers.”

In conclusion, Mary noted that Rendez-vous 2014 would take place in August in Winnipeg, Manitoba. She stressed that this is an important event, especially for our young people, and this is something that should be celebrated and supported by Conferences. Also noted, Kristine Greenaway, Responsable, Ministries in French/Ministères en français, Church in Mission Unit/Unité de L’Église en Mission will begin her new role in 2013.

### **Governance – Becoming Affirming**

Shirley Cleave introduced the Executive to Bruce Hutchinson and explained to the court that the 41st General Council had asked that the Executive of the General Council start an affirming process.

To achieve this mandate, Affirm United offered to have Bruce Hutchinson work with the Executive throughout this triennium. Bruce provided background on Affirm’s history and mandate since the program began in 1992. He asked the members to consider if they would be prepared to assist in planning future education and discussions for the Executive, what they would like to learn, and topics that should be discussed about being affirming. Input should be sent to Karen Smart.

### **Theological Reflection**

Alan Boyd reflected on the day using the analogy of trains on the track and the locomotives that drive them.

## **Sunday, May 5, 2013**

### **Worship**

On Sunday, the Executive of the General Council met at Ghana Calvary Methodist United Church, Toronto, Ontario. Worship and the signing of a Memorandum of Understanding between the two churches were led by The Very Reverend Semie De-Graft Obiri (Liturgist); The Most Reverend Professor Emmanuel K. Asante, The Presiding Bishop, The Methodist Church, Ghana; The Right Reverend Gary Paterson, Moderator; and members of the Ghana Calvary Methodist Church.

### **Comprehensive Review**

Gary Paterson led those at table groups through a Bible study based on 2 Corinthians 4:1–10. Members reflected on their treasure, on their dream of the new church, and what they are not willing to let go of. Each table reported back to the whole group.

**In Camera Session – Budget Discussion**

**Motion: Brian Cornelius/barb janes**

**2013-05-04-064**

That the Executive of the General Council move into an in camera session with the following membership: voting members of the Executive of the General Council and Erik Mathiesen as a corresponding member.

**Monday, May 6, 2013**

The Moderator welcomed all to gather.

**Worship**

Worship was offered by Karen Smart, John Young, Marie Claude Manga, and Norma Thompson. Scripture reading was Genesis 25:7–18.

The Executive gratefully acknowledge the following members of our church family who have left bequests, annuity residues, and insurance proceeds (October 2012–April 2013).

In Memoriam:

United Church of Canada

Mary Georgena Carter  
Ruth McLaughlan McAree

Arthur Donald Cartier  
Hazel McMillan

William James Cuthbert  
Jo-Anne Service

Division of World Outreach

Jean Alaithia Lennon

James Luke Osborne

Division of Mission in Canada

Faye Lemieux

Mission and Service

Ruth Aarson  
Phyllis Creases  
Jean Irene Gorwill  
Marion Hoegner  
Robert Blackwood Layton Jr.  
Hubert McAvoy  
William Monovan  
Vera Rawlings  
Elsie Stewart

Dorothy Bell  
Bessie Dayfoot  
Shirley Hackett  
John Fredrick Keddy  
Edith Lee  
Rosalind McLeod  
Ruth Morrison  
J Edward Richardson  
Audrey Theresa Vincent

Amelia Burnett  
Catherine Elliott  
Alison Hanson  
Florence Lawrence  
Isobel Lymbery  
Lillian Mitchell  
Lucy Henrietta Nicholson  
Elizabeth Ann Sabiston  
Beverleigh Walker

**Motion: Shirley Cleave/Steve Lowden**

**2013-05-04-065**

That the Executive of the General Council move out of in camera session.

**CARRIED**

**Motion: John Young/Brian Cornelius**

**2013-05-04-066**

That the report of the General Secretary’s Supervision Committee be received.

**CARRIED**

**Approval of 2013 Budget and 2014 Budget Outlook****Motion: Bev Kostichuk/Adam Brown****2013-05-04-067**

That the Executive of the General Council:

- Approves, with regret, the 2013 Budget as presented in the in camera session. The budget contemplates a \$3.2 million operating deficit, including one-time restructuring costs associated with cost reduction objectives for the 2014 operating year. (**Appendix A at the end of these minutes**)
- Approves, with regret, the 2014 Budget Outlook that includes reduction in annual budgetary expenditure beginning in 2014 of approximately \$5.2 million and restoring unrestricted reserve balances to the minimum threshold of 30 percent set out in “The Fund Policy.” 2006-04-28-367.
- Directs the General Secretary to take the necessary steps to implement these decisions.

**CARRIED****Sessional Reports**

The Yellow Sessional leadership team co-chaired by Bill Steadman and Jess Cobb presented the following motion as amended by the yellow sessional committee:

**GS27 Implementation of General Council Motion on Palestine/Israel Education and Economic Action**

The presented motion was amended to insert the word “From” at the beginning of the first two points.

**Amended Motion: Jess Cobb/Bill Steadman****2013-05-04-068**

That the General Council Executive direct the General Secretary to activate the Palestine/Israel Education and Economic Action Campaign beginning spring 2013, in the following phases:

- From June 2013: engagement with select companies and retail stores, and selection of target items
- From September 2013: consumer economic action, highlighting spiritual reflection and action for Advent, Christmas, and Lenten seasons
- July–December 2014: evaluation, follow-up actions, and preparation of report for March 2015 Executive meeting

**CARRIED****Bishop’s Message**

The Moderator welcomed the Most Rev. Professor Emmanuel Asante, the Presiding Bishop of the Ghana Methodist Church. The text of the Bishop’s reflection based on Luke 18:35–43 is found at *Addendum F after these minutes*.

**Sessional Reports**

The Blue Sessional leadership team co-chaired by Charlotte Griffith and Adam Hanley presented the following motions:

**MEPS 2 Proposal on Disability Management****Motion: Adam Hanley/Charlotte Griffith****2013-05-04-069**

That the Executive of the General Council authorize the following changes to the short-term disability plans effective January 1, 2015:

- 1) That a two-week qualifying period for all plans be established and that 100 percent of salary be paid during the qualifying period;
- 2) That all plans be self-insured and managed by a claims management provider;
- 3) That a benefit of 100 percent be provided to all members during the first six months of absence

**CARRIED**

**TICIF 1 “A Question of Membership”**

**Motion: Charlotte Griffith/Adam Hanley**

**2013-05-04-070**

The Theology and Inter-Church Inter-Faith Committee proposes that:

the Executive of General Council concur with the intention of the Theology and Inter-Church Inter-Faith Committee to proceed with a study on the meaning of membership for The United Church of Canada and bring recommendations to the 42nd General Council.

**CARRIED**

**AMC 1 National Inquiry Petition: Missing and Murdered Aboriginal Women and Girls**

The motion was amended to add point 5.

**Amended Motion: Charlotte Griffith/Adam Hanley**

**2013-05-04-071**

The Aboriginal Ministries Council and the Committee on Indigenous Justice and Residential Schools propose:

That the Executive of the General Council...

1. Publicly support the call of the Native Women’s Association of Canada (NWAC) and the Assembly of First Nations (AFN) for the Government of Canada to convene as soon as possible a National Inquiry into missing and murdered Aboriginal women and girls in Canada, with Aboriginal women to have a leadership role in the design, decision-making, process and implementation of this inquiry;
2. Direct the General Secretary to write to Prime Minister Stephen Harper, apprising him of The United Church of Canada’s support for the Inquiry, and urging him to act quickly to institute it;
3. Communicate this decision across the United Church, and to all Canadians, via a media release to major media outlets; and
4. Encourage all members of The United Church of Canada to sign the NWAC petition for a National Inquiry, and to write to their respective Councillors, Mayors, MLAs, and MPs with a copy to the Prime Minister.
5. Convey the actions of The United Church of Canada on this matter to the United Nations Indigenous Forum.

**CARRIED**

**GS29 Appointment of an Aboriginal Member to the Comprehensive Review Task Group**

After discussion, the motion was amended to read "...to be named by the Aboriginal Ministries Council" rather than "...on the advice of the Aboriginal Ministries Council."

**Amended Motion: Charlotte Griffith/Adam Hanley**

**2013-05-04-072**

the Executive of the General Council approve the appointment of an additional member to the Comprehensive Review Task Group, to be named by the Aboriginal Ministries Council.

**CARRIED**

**PMM 2 GLBTT Report**

Point 4b) was amended to change the word "move" to "encourage."

**Amended Motion: Adam Hanley/Charlotte Griffith**

**2013-05-04-073**

The Permanent Committee on Programs for Mission and Ministry proposes:

that the Executive of General Council receive the report and the recommendations of the GLBTT National Consultation, and:

1. Affirm the directions expressed in the report and its recommendations as core commitments of The United Church of Canada and,
2. Direct its Permanent Committees to engage the recommendations of the report in their responsibilities and,
3. Commend the report and its recommendations to the Comprehensive Review Task Group and,
4. Concur with the decision of the Permanent Committee on Programs for Mission and Ministry to refer the following recommendations for action by the Executive and for implementation by the General Secretary:
  - a) The United Church should stand in and for its core identity as a justice-seeking and non-discriminatory welcoming church, as it lives into its mission concerning sexual orientation, gender identity, and intercultural inclusion.
  - b) We call for the Church to re-emerge as a leader for justice by undertaking specific actions to encourage local congregations to embrace the United Church's welcoming policies for all people in the sexual orientation and gender identity continuums
  - c) Reflect on practices of inclusion and discrimination, intentionally increase expressions of welcome and opportunities for all to participate in the life of the Church, affirming the realities of all people in the sexual orientation and gender identity continuums.
  - d) We recommend educational and relationship-building initiatives, coordinated with the efforts towards creating an intercultural church, that create safe environments where differences are celebrated, affirming relationships are nurtured, and all can be their authentic selves in their relationship with God and each other.
  - e) We recommend that the church hold another round of consultations in 5–7 years.

**CARRIED****GCE 20: Nominations Report and Proposal (see report: Addendum G after these minutes)****Motion: Florence Sanna/Thom Davies****2013-05-04-074**

The Nominations Committee proposes that the Executive of the General Council

1. Receive for information the Nominations report
2. Appoint or reappoint the people recommended in the Nominations Report to the committees and task groups of the General Council and as representatives of The United Church of Canada, with the stated terms.

**CARRIED****Pension Board**

Charlie Black, chair, Pension Board, informed the Executive of the General Council that the plan is fully funded on a going concern basis. The church will be able to file a fully funded report. However, he did note the need to monitor the health of the plan closely.

Charlie highlighted the continued work of the Pension Board in establishing and implementing a governance system over the past nine years, one that he feels is working well. He noted as well that five of the eleven member terms are ending, and the board has been working closely with the Nominations Committee to ensure continuity and maintain a strong board.

In summary he noted the work of the Pension Board with regards to Aon Hewitt and that the expectation is every plan member will receive their 2012 statement of planned benefits. Ongoing work and continued conversations with Goldcorp have resulted in substantive improvement in corporate practices over time.

**Business**

Gifts were presented by Nora Sanders to The Most Reverend Professor Emmanuel K. Asante, the Presiding Bishop, the Methodist Church, Ghana; the Rt. Rev. Benjamin K. Asare, the Supervising Mission Coordinator, North America Mission; and to Charlie Black, retiring as chair of the Pension Board after many years of faithful service.

The Moderator shared that the gifts offered to the Mission and Service Fund were in the amount of \$1,100.55.

Ray Jones announced that the Aboriginal Ministries Council has named Russell Burns to be the new member of the Comprehensive Review Task Group.

**GCE 21****Motion: Donna Kennedy/Ray Jones****2013-05-04-075**

That the Executive of the General Council request the Aboriginal Ministries Council to explore ways to address the issue of missing Aboriginal men and boys.

**CARRIED****GS 30 Support to Engage in Full Communion Conversations****Motion: Nora Sanders/Bill Steadman****2013-05-04-076**

That the Executive of the General Council:

- authorize the General Secretary, General Council to enter full communion conversations with the United Church of Christ (USA) and with other Denominations who so desire.
- authorize the General Secretary to appoint United Church representatives to such joint reference groups are needed to begin work towards full communion agreements.
- direct the General Secretary to report back to the Executive from time to time on the progress of these conversations.

**CARRIED**

### **Theological Reflection**

Brian Cornelius reflected on the invitation received from Nora Sanders to take part in an exposure trip to Guatemala this past January. He remarked on what he saw and heard and spoke about experiencing a new way of being, stressing that we need to listen to these voices and be open and reflective in our policy and practices.

### **Governance – Reporting Back Home, Evaluation and Table Groups**

Shirley Cleave presented an amended agenda. After table groups spent time in closing their time together and the closing courtesies and business were completed, the Executive would move into an in-camera session to receive information on what would be made available to the Executive to assist them in answering the questions that may be asked of them following the outcome of this meeting.

Moderator and Nora Sanders extended their thanks and courtesies to the staff and volunteers who supported this meeting.

### **Theological Reflection**

Alan Boyd's reflection spoke to how we need to embrace each other. The core of our ministry is to answer what is God doing in the world. God is embracing the "other," and we are called to do likewise.

### **Closing Procedural Motion**

#### **Authorizing the Sub-Executive of the General Council**

**Motion: Nora Sanders/Bill Steadman**

**2013-05-04-077**

That the Executive of the General Council authorize its Sub-Executive to deal with the business placed before it by this meeting of the Executive and any emergent business that may arise prior to the next meeting of the Executive of the General Council.

**CARRIED**

### **Voting Members Time with Moderator**

The meeting was adjourned, and those assigned to table groups were invited to stay for a discussion with the Moderator regarding reporting back to their home constituency.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

**ADDENDA**

Addendum A	Towards 2014: In Camera briefing for 2013 Budget and 2014 Outlook
Addendum B	Moderator's Accountability Report
Addendum C	General Secretary's Accountability Report
Addendum D	Conference and Other Group Updates
Addendum E	Permanent Committee on Finance Accountability Report
Addendum F	Brief Theological Reflection by The Most Rev. Professor Emmanuel Asante, Presiding Bishop, Ghana Methodist Church
Addendum G	Nominations Report

**ADDENDUM A**

**THE UNITED CHURCH OF CANADA**  
**L'ÉGLISE UNIE DU CANADA**

**TOWARDS 2014**

In Camera briefing for 2013 Budget and  
 2014 Outlook

Briefing to the General Council Executive, May 2013

**Title: Approval of 2013 Budget and 2014 Budget Outlook**

**Origin: General Secretary**

**Proposal:**

It is proposed that the Executive of the General Council:

- a) Approve the 2013 Budget as presented in the in camera session. The budget contemplates a \$3.2 million operating deficit including one-time restructuring costs associated with cost reduction objectives for the 2014 operating year. (Appendix A)
- b) Approve the 2014 Budget Outlook that includes reduction in annual budgetary expenditure beginning in 2014 of approximately \$5.2 million and restoring unrestricted reserve balances to the minimum threshold of 30% set out in “The Fund Policy” 2006-04-28-367).

This will be achieved by:

- a. Reducing staffing costs (a further 25–30) positions (in addition to the 4 reductions taken in 2012) to reduce 2014 staffing costs by at least \$2 million from the approved 2012 levels
  - b. Reducing Mission Support grants by 20% from 2013 levels consistent with the principles endorsed at the February 2013 Mission Support Consultation. These principles included a formula to calculate conference allotments by applying a 5% reduction for constituted aboriginal congregational ministries and an average 28.3% decrease for the balance of the grant pool.
  - c. Reducing the grant pool to global partners by approximately 20% from 2013 levels, using the principles and strategies approved by the Permanent Committee on Programs for Mission and Ministry.
  - d. Reducing the grant pool to theological schools and educational centres by approximately 15%.
  - e. Reducing the overall Conference Operating Grant by approximately 15% with the monies to be distributed by the formula agreed by the Conferences.
  - f. Reducing other grant programs to achieve a 15% reduction on average.
  - g. Reducing office space to achieve immediate savings in rental costs and avoid the full impact of rent increases associated with extending the General Council Office lease to January 2019.
  - h. Initiating other cost savings measures to achieving savings in staff and elected member travel, meeting and other operational costs.
- c) Direct the General Secretary to take the necessary steps to implement these decisions.

**Background:**

The work of the church is funded primarily through regular offerings and other income in the congregations supplemented nationally by direct giving programs, investment and a small amount of external program-specific funding. Congregations are generally self-sufficient financially, and contribute to the work of Presbyteries and Conferences through payment of

mandatory dues or assessments, and to the work of the national church through voluntary gifts to the Mission and Service Fund.

Over the last decade, all levels of the church have been increasingly deploying reserves to fund current operations. The total amount raised across the whole church was increasing about 2% per year through 2007 but has been declining since then. It is apparent that we have now reached the tipping point at all levels of the church where the growth in average gift no longer offsets the decline in total givers.

A Task Group has been appointed to conduct a Comprehensive Review of the structures and processes of the United Church and make recommendations for Reforms to the 42nd General Council. Immediate budgetary concerns require significant reductions to be made before the work of the Comprehensive Review Task Group is complete. The changes proposed for 2014 have been structured to avoid pre-empting any directions which the Task Group may set.

Decisions about the 2014 budget are required in the spring of 2013 in order to be able to achieve the necessary savings before the beginning of 2014. This time allows for the necessary notice to grant recipients and to staff.



**The United Church of Canada 2014 Conference Grant Distribution  
RECOMMENDED**

	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6
CONFERENCE	2013	2014 principle	BC donation	2014 final proposed	Total Reduction	final % difference
01-NFLD	328,755	284,876		<b>286,017</b>	42,738	-13.00%
02-MAR	327,755	284,876		<b>285,147</b>	42,608	-13.00%
03-MO	334,755	284,876		<b>291,237</b>	43,518	-13.00%
04-BQ	322,755	284,876		<b>280,797</b>	41,958	-13.00%
05-TO	322,755	284,876		<b>280,797</b>	41,958	-13.00%
06-HAM	322,755	284,876		<b>280,797</b>	41,958	-13.00%
07-LON	322,755	284,876		<b>280,797</b>	41,958	-13.00%
08-MNWO	345,942	284,876		<b>300,970</b>	44,972	-13.00%
09-SK	364,360	284,876		<b>316,993</b>	47,367	-13.00%
10-ANW	359,000	284,876		<b>312,330</b>	46,670	-13.00%
11-BC	340,551	284,876	150,000	<b>134,876</b>	205,675	-60.40%
12-MTU	322,755	284,876		<b>313,072</b>	9,683	-3.00%
13-ANC	481,557	284,876		<b>466,557</b>	15,000	-3.10%
Subtotal	4,496,450	3,703,388		<b>3,830,387</b>	666,063	-14.80%
Contingency	44,412			<b>29,347</b>	15,065	-33.90%
Total	<b>4,540,862</b>	<b>3,703,388</b>		<b>3,859,734</b>		
<b>Budgetted Grant</b>	<b>4,540,862</b>	<b>3,859,733</b>		<b>3,859,733</b>	<b>681,129</b>	<b>-15.00%</b>
surplus(deficit)		156,345				

## Principles for Mission Support Allocation

That the Executive of the General Council approve the following principles for establishing the 2014 Mission Support allocation:

1. Aboriginal ministries across the church need to be treated equitably and uniformly.
2. While the priorities of the Executive of the General Council relate to almost all of the programs supported by the Mission Support Fund, support of Aboriginal ministries carries a particular importance in this time of the life of the church.
3. Within the range of Aboriginal ministries supported by Mission Support Funds, congregational ministries (defined as formally constituted congregations) provide the greatest clarity of definition for reducing the impact of reductions and the broadest convergence with Executive of the General Council priorities.
4. Aboriginal ministries are full partners in the ministry of the church and therefore share the benefits of increases and the burdens of decreases in resources.
5. Because of significantly different access to resources, Aboriginal ministries would share a disproportionately harmful impact if reductions were applied equally across all ministries supported by the Mission Support Fund.

**That the Executive of the General Council approve the principle that a maximum reduction of 5% be applied to all Aboriginal congregation ministries (formally constituted congregations) and that all remaining allocations be reduced by 28.3% to achieve the proposed 2014 Mission Support Budget.**

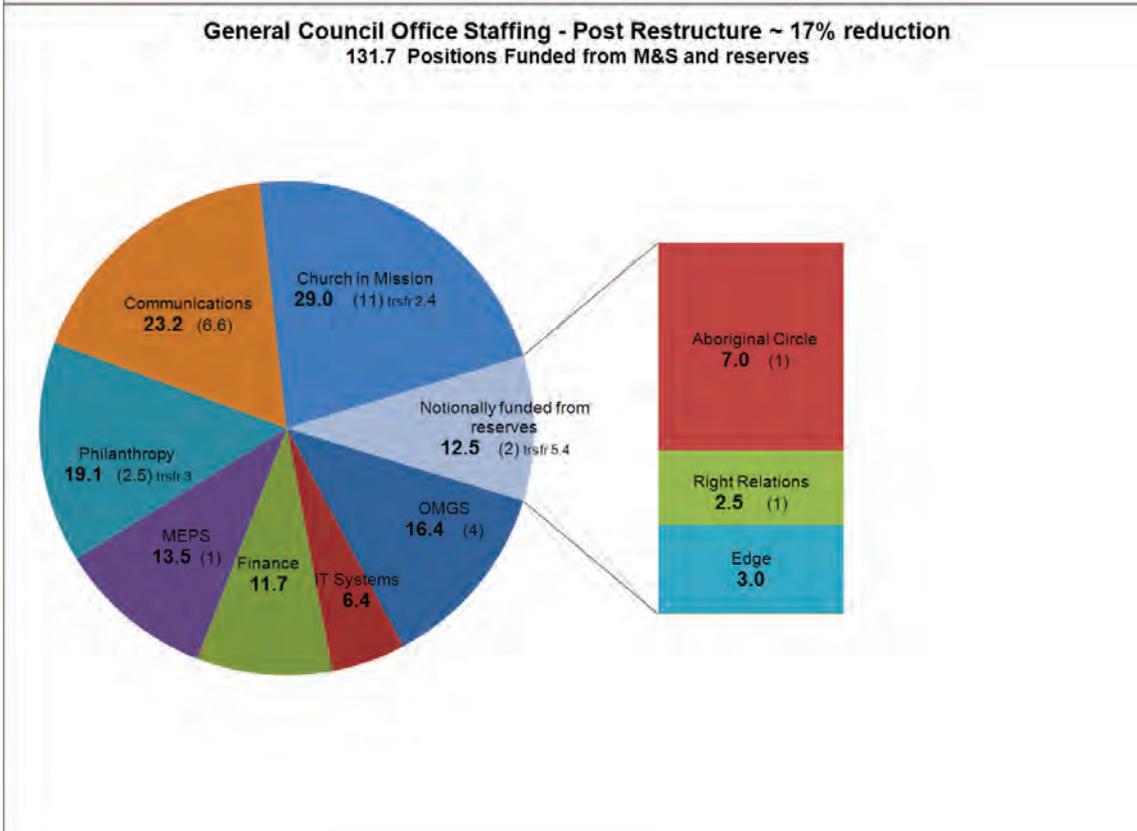
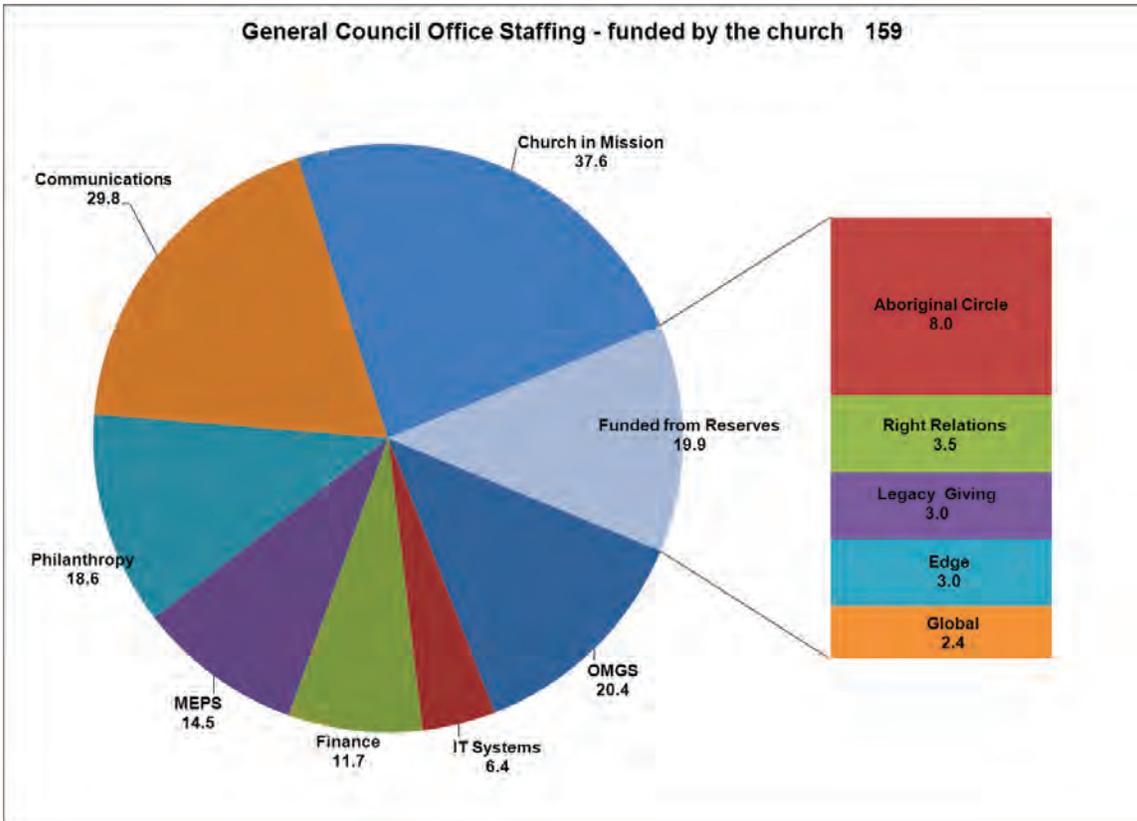
### Mission Support Grants 2014

5% Reduction to Aboriginal Congregations in all Conferences, 28.3% reduction to all other ministries

	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6	Column 7	Column 8	Column 9	Column 10
			28.30% reduction	5% reduction						
	2012	2012	2014	2014	2014	2014	2014	2014	2014	2014
CONF	ACTUAL NON NATIVE BUDGET ALLOCATION	ACTUAL NATIVE SPENT	BUDGET NON NATIVE	REDUCTION NON NATIVE	BUDGET NATIVE	REDUCTION NATIVE	TOTAL BUDGET	Budget as % of 2012 BUDGET	TOTAL REDUCTION	REDUCTION as % of 2012 ACTUAL
01-NFLD	285,050		204,384	80,666			204,384	71.70%	80,666	28.30%
02-Mar	301,487		216,169	85,318			216,169	71.70%	85,318	28.30%
03-M&O	404,485	15,000	290,020	114,465	14,250	750	304,270	72.50%	115,215	27.50%
04-BQ	148,564	18,900	106,522	42,042	17,955	945	124,477	74.30%	42,987	25.70%
05-TOR	238,593	155,177	171,074	67,519	147,418	7,759	318,492	80.90%	75,278	19.10%
06-HAM	235,745	104,661	169,032	66,713	99,428	5,233	268,459	78.90%	71,947	21.10%
07-LON	83,418	32,004	59,812	23,606	30,404	1,600	90,215	78.20%	25,207	21.80%
08-MNWO	238,255		170,831	67,424			170,831	71.70%	67,424	28.30%
09-SK	187,036		134,107	52,929			134,107	71.70%	52,929	28.30%
10-ANW	306,259		219,591	86,668			219,591	71.70%	86,668	28.30%
11-BC	394,438	80,300	282,816	111,622	76,285	4,015	359,101	75.60%	115,637	24.40%
12-MTU	73,756		52,884	20,872			59,844	71.70%	20,872	28.30%
13-ANCC		1,196,871			1,137,027		1,137,027	95.00%	59,844	5.00%
Total for 13 Conferences	2,897,086	1,602,913	2,077,242	819,844	1,522,767	80,146	3,600,007		899,992	

Note: 5% reduction for all Native congregations - constituted congregations  
28.3% reduction for the balance.

Annual Budget for years 2011-2013 4,500,000  
Total Budget for 2014 3,600,000



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## ADDENDUM B

### Moderator's Accountability Report

The poet Thomas R. Smith talks about the challenge of having trust...when you take your car to the mechanic, deposit a cheque at an ATM, put a letter in the mail; he points out that the wind and the river arrive where they need to go; and, as he says at the end, "...sometimes you sense how faithfully your life is delivered, even though you can't read the address."

Times are challenging for the United Church (in fact, for all denominations in the country), but I trust that God is doing a new thing, calling us into new ways of being church—and note the plural...“ways.” We can't read the address, not sure where we'll end up...but we're travelling in faith and in hope. Remarkable how similar that sounds to verses from Hebrews—“By faith Abraham obeyed when he was called to set out for a place...and he set out, not knowing where he was going” (Heb. 11:8).

I suppose that is, and will continue to be, the main theme of my time as Moderator. It is at the heart of the Comprehensive Review Task Group, which has been charged with consulting broadly with the whole church, and bringing forth recommendations for change. We meet monthly, with work continuing to grow between meetings. The task feels enormous, sometimes overwhelming, and yet hopeful and exciting; we work hard and trust that the Spirit is guiding us on the way.

The changes facing our denomination are a key part of my travels...official Conference visits, and being involved in sundry other events; it's a big part of what people want to talk about. So, in trust, I continue to visit many different parts of our church...Montreal, the Townships and Quebec City; Ottawa, Kingston, Peterborough; Hamilton; “northern” Ontario (through three Conferences: Manitou, London, and Manitoba and Northwestern Ontario). I have spent time at youth events (Worshiplude); First Nations communities (Kanesatake); community ministries (Wesley Urban Ministries in Hamilton; the Christian Resource Centre in Regent Park, Toronto; Our Place in Victoria); and congregations everywhere. I will be at two Conference annual meetings at the end of May and beginning of June (Manitoba and Northwestern Ontario, and Manitou), and then am off for a week-long visit in Saskatchewan. The purpose is two-fold: to listen to stories, and hear the questions, struggles, grief and anger, innovation and experiments of church people across the land. And, also, to speak a word of hope (to quicken the heart of the church)—to invite people to trust that despite all our hardships, God is very much a part of what is happening. Sometimes I borrow language from Alcoholics Anonymous, and talk about the “gift of desperation”—suggesting that when we hit bottom (and maybe we don't have to go all the way down) we will find that God is still there, inviting us into a new adventure.

Such trust lies at the heart of my helping to organize a pilgrimage to Greenbelt. It could sound crazy and extravagant to take 100 ministry leaders to a festival of church renewal in England, but there has been a wave of excitement—over 100 people applied for the 50 positions available in the “under 40” category, and there is similar energy in the “over-40” cohort.

I've tried to be a public voice on certain social and policy issues. I'm not always convinced that government listens much to the church anymore, but still, a word needs to be spoken, hoping that it will be heard—criticizing cutbacks to prison chaplains; supporting Chief Theresa Spence and the need for big changes if we are to truly move forward in right relations with First Nations peoples; affirming the Supreme Court decision regarding the balance of freedom of religion and hate speech.

There are three other things that I would like to highlight. First, when I was elected Moderator I acknowledged that my command of the French language was weak, and I promised to try and improve. So last January I undertook a week of French language immersion in Québec City...and actually preached in French at Église unie Saint-Pierre. Now that was a challenge!! I also listened to many people expressing their hopes for expanding French ministries, and I continue to ponder the question, “How do we strengthen the role of the United Church and French ministries in Québec, and, indeed, in other parts of the country?”

Secondly, there have been a couple of ecumenical gatherings that I want to draw your attention to. In February, The United Church of Canada initiated a gathering with other “uniting” churches: the United Reform Church of the United Kingdom, the Uniting Church of Australia, and the United Church of Christ (USA). We recognized that we share a similar history and familiar challenges—what can we learn together? And in March we initiated a gathering of denominational leaders in Canada whose churches were in the midst of the equivalent of our Comprehensive Review—this meeting will include representatives from the United Church, the Anglicans, Lutherans, Presbyterians, Mennonites, and the Christian Reformed Church. Again...a sharing of wisdom and direction.

And thirdly, I want to share with you how much I am enjoying being a “blogger”—who would ever have believed that last summer?! I have received a lot of feedback that people are appreciating my attempt to communicate, to let folk across the church know something about the issues we are facing and what the Moderator is doing. Clearly a significant task for the Moderator is to be a voice, open and accessible, seen to be communicating with the wider church, listening and sharing. (Some statistics from Communications: 39 posts written; 486 comments posted; 30,015 views; 961 subscribers [those who read posts via e-mail and aren't counted in the other statistics.]

In a more mundane way I continue to trust in the organizational wisdom and skill of my advisory committee, particularly John Lawson, the chair, for his support and vision; Nora Sanders, General Secretary, for her knowledge and faithful insights; and Sue Fortner, my administrative assistant, who translates so many dreams into practical calendar realities and travel plans. I have also learned to trust in the kindness of strangers, who quickly become friends...people across the church who greet me, who make me welcome and offer such rich hospitality. Indeed, I frequently do sense how faithfully my life is delivered, even though I can't read the address. And I am very grateful.

Gary Paterson  
Moderator

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**ADDENDUM C**  
**General Secretary's Accountability Report to the Executive of the General Council:**  
**May 2013**

Dear Friends in Christ,

As we continue the challenging work of this triennium, I have been reflecting on the feelings of hope and loss we often experience during times of change. That these seemingly conflicting responses can exist in the same moment is poignantly captured in accounts of the rebuilding of the temple after the Babylonian exile:

And all the people responded with a great shout when they praised the Lord, because the foundation of the house of the Lord was laid. But many of the priests and Levites and heads of families, old people who had seen the first house on its foundations, wept with a loud voice when they saw this house, though many shouted aloud for joy, so that the people could not distinguish the sound of the joyful shout from the sound of the people's weeping, for the people shouted so loudly that the sound was heard far away. Ezra 3:11-13

We, too, are living in a time of change as our church faces demographic, cultural, and financial shifts that challenge us to live out God's mission in different ways than we have in the past. How to respond to these shifts will be a key theme of your May meeting. I invite you to approach this meeting in a spirit of hope and with the knowledge that God is with us in all times.

**Comprehensive Review**

Since I last updated you in October 2012, I have been spending considerable time on the work of the Comprehensive Review Task Group, which the 41st General Council mandated to review all facets of the church. The task group, which has been meeting monthly, has been looking at key issues our church is facing, such as what makes a faith community vital and how best to nurture and support ministry leaders. To do its work fully, the task group needs to know the ideas and opinions of members of the church. By the time of the May Executive meeting, a broad conversation with pastoral charges, congregations, community ministries, and other faith communities will have begun. These conversations will focus on what is working in the church, what isn't, and what new approaches to structure or ministry might serve us better.

We have retained Jane Rounthwaite and Marilyn Dumaresq of The Osborne Group to provide project management and meeting facilitation for the task group. Staff of the General Council Office are working closely with them to ensure that the task group has all the material it needs in the form that is needed, and to share expertise and knowledge. The Rev. Cathy Hamilton, the chair of the task group, will share a more detailed update about the task group's work at your meeting, and members of the task group will have time with all Conference annual meetings later in May.

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The Comprehensive Review is the most important focus for my work at this time, and I think it should be the most important focus of work for the Executive, as well. I hope that Cathy Hamilton's presentation will lead you to think about what work of the Executive, the Permanent Committees, and working groups should be lifted up to support the Comprehensive Review Task Group's processes, and what might be delayed for the time being. (See my comments at the end of the section about the Ministry Compensation Implementation Plan.) Clearly this will involve many "balancing acts," as we need to continue to function as a church living in the world through this time of change.

### **2014 Budget**

I wrote to you in February as a "heads up" that you will be asked to consider significant budget cuts when you meet in May. Although we would all prefer to know what directions the Comprehensive Review may take before we make more changes, unfortunately we do not have that luxury. To live within a realistic budget in 2014, certain decisions will need to be made this May and implemented soon afterwards. We are facing significant financial pressures, including declining Mission and Service givings, decreased returns on investments, increasing costs, and a need to reduce our dependence on financial reserves. I will be asking you at this meeting to consider a proposal for the 2014 budget that would include significant reductions in staff and grants, the two largest budget items.

These steps, while painful, are necessary to ensure the continuing sustainability of General Council operations while the Comprehensive Review Task Group engages the church in a broader conversation about our future. You will receive the proposal and background at the meeting, and will have opportunities to discuss the material and ask questions.

### **Stewardship and Philanthropy**

I note with gratitude the total levels of stewardship and giving across the church in times of continually decreasing membership. The 2012 Mission and Service revenue was \$29,347,390. This represented a decrease of \$1,175,392 from 2011 in a year when the operating budget called for an increase.

In response, as outlined in the report of the Finance Committee, the work of the Philanthropy Unit will focus even more strongly on Mission and Service revenue generation in 2013–2014, and future operating budgets will base their expenditure planning on more conservative revenue numbers. In addition, the need to reduce expenses to be within projected revenue without depending upon the reserves cannot be delayed beyond 2013.

### **Ecumenical Relations**

Staff have been nurturing and deepening ecumenical relationships in a number of areas:

- The Presiding Bishop of the Methodist Church of Ghana, the Rev. Dr. Emmanuel Asante, will be joining you at your May meeting to sign a memorandum of agreement between The United Church of Canada and the Methodist Church of Ghana. The agreement is a way of working with faith communities that want to retain their relationship with their home denomination as well as participate in the United Church.

- Late last fall, I wrote to six other denominations to invite them to enter into a conversation about mutual recognition of ministry. The other denominations are the United Church of Christ in the Philippines, the Presbyterian Church in the Republic of Korea, The Presbyterian Church in Canada, the United Church of Christ, The United Methodist Church, and the Presbyterian Church (USA). The details of these new relationships may take some time to develop, but all of those to whom I wrote have indicated they are interested in working together on this. Recently, the Rev. Bruce Gregersen and the Rev. Alan Hall from the General Council Office, and Ha Na Park, a candidate for ministry in British Columbia, travelled to South Korea at the beginning of March to begin the conversation with the Presbyterian Church in the Republic of Korea.
- In early February, I participated in a two-day consultation with the United Church of Christ, the United Reformed Church (UK), and the Uniting Church in Australia. We discovered we come from similar traditions and are facing similar challenges, and have committed to continue talking and sharing news about our denominations.

### **Ministry Compensation Implementation Plan**

This new compensation model, approved by the Executive of the General Council in March 2012, is a paradigm shift for how the church will view and understand compensation for years to come. A key feature of it is the integrated salary, an approach that combines the current base salary and housing into a total salary figure. Conferences and presbyteries will be invited to review local cost-of-living assignments of each pastoral charge and provide feedback based on their local knowledge of the area.

In January 2013, a letter was sent to all not-yet-ordained, commissioned, or recognized students to communicate the new minimum salary schedule and changes to credited service that will become effective as of January 1, 2014. Our current six-step salary schedule allows some students to acquire service credits as they proceed through their years of education and training. The new salary schedule is divided into two steps: one to two years, and more than three years. Students will no longer acquire service credits until fully ordered or recognized and entering ministry. This change ensures that students will enter their vocation of ministry at an equal category of credited service.

The plan is that General Council Office representatives will share news about the implementation plan at Conference annual meetings, and webinars will be designed for ministry personnel and congregational leaders to learn about this new model in the fall.

What I have outlined above is the plan for implementation of the decisions that have already been made on the new salary model. I have raised the question with the Chair of the Permanent Committee on Ministry and Employment Policies and Services whether the Executive should consider deferring implementation until the work of the Comprehensive Review has progressed further. At this point, it is not possible to tell whether it will be consistent with the directions that will be recommended by the Comprehensive Review Task Group. Further, during the next year or two, the Comprehensive Review Task Group will be engaging directly with congregations on

big-picture issues, and General Council Office engagement with congregations on this more focused area of change could create confusion.

Whether or not implementation is delayed, staff will continue with the research and development work that would prepare for implementation of the integrated salary plan.

### **Third-Party Pension and Benefits Administration**

General Council Office staff continue to work closely with the Aon Hewitt to resolve outstanding service issues, with the oversight of the Pension Plan Advisory Committee. It is hoped that regular monthly invoices to the 4 percent of pastoral charges that are not using the pastoral charge payroll service will be operational by the end of the year, after which the cost recovery fee previously authorized by the Executive will be applied. In the meantime, interim statements are being sent periodically to remind these pastoral charges and other participating organizational employers of the legal requirement to pay the amount owing, especially as it relates to the pension plan.

### **University of Winnipeg Faculty of Theology**

Officials at the University of Winnipeg have advised us that they are proposing to disband the Faculty of Theology as a result of a large year-over-year shortfall. This decision would require the approval of the General Council through its Executive (or, given the timing later this spring, more likely the Sub-Executive).

The university is proposing that faculty members be integrated into other departments and theology degree and diploma programs continue to be offered. The United Church of Canada would maintain its role in the governance of the university by appointing representatives to the Board of Regents, as it has always done. The university is committed to maintaining the accreditation of its M.Div. program with the Association of Theological Schools. The Carl Ridd chapel would continue as a dedicated worship space, and provision for the Conference archives is being made in the newly renovated archive space at the university. University President Lloyd Axworthy acknowledged the University of Winnipeg's great historical debt to the church and reiterated the university's commitment to maintain a strong relationship with the church. I understand that President Axworthy will be discussing these plans within the next few weeks with the Executive of the Conference of Manitoba and Northwestern Ontario and its representatives on the Executive of the General Council.

### **Covenant with *Observer***

We have been discussing a new covenant relationship between the United Church and *The Observer* (Observer Publications Inc.). Under the terms of the proposed covenant, changes would be made to the governance structure of *The Observer* to address a number of concerns. These concerns include the unwieldy size of the corporate membership, lack of clarity around ownership issues such as trademarks and other assets, and the threat posed to *The Observer's* registered charitable status because of the control exercised by the Executive of the General Council over *The Observer's* board of directors.

The proposed covenant would address all of these concerns in a way that is mutually beneficial to the United Church and *The Observer*. In terms of corporate structure, a majority of the

members of *The Observer's* board of directors would still have to be United Church members. The approval of the Executive of the General Council would be required for at least 30 percent of the individuals nominated to be directors before they may be elected to office. Currently, the Executive has the right to approve the entire elected board. In addition, the General Council or its Executive would be entitled to elect 10 of the corporate members of *The Observer*. These changes would maintain significant involvement by the United Church in the governance of *The Observer*.

I anticipate the proposed covenant will be ready for the Sub-Executive of the General Council to consider in June.

### **Responsible Investment**

Staff are developing a statement on responsible investment in response to the direction of the 41st General Council. As part of this process, we are taking time to listen to and seek input from different voices in the church, including the Mining the Connections Working Group in Maritime Conference, the Working Group on Socially Responsible Investment and Resource Extraction, and the Pension Board. I will update you at the May meeting about our progress on this work.

### **Travel Rate**

For 2014, the travel rate will remain unchanged at \$0.41 per kilometre. The travel rate is the rate at which the General Council reimburses General Council Office staff and elected members for the use of private vehicles for church business. It is also the minimum rate at which pastoral charges are to reimburse ministry personnel for travel.

### **Israel and Palestine**

General Council Office staff continue to work on implementing the directions of the 41st General Council, including the motion on Israel and Palestine. In the correspondence log, you will see that we have received considerable mail from people who are urging that this work proceed quickly, and have also heard from others who are unhappy with the decisions made.

As a first step, I wrote in February to Foreign Affairs Minister John Baird to ask that products produced in Israeli settlements in the West Bank be clearly identified and distinguished from products made in Israel so church members can make informed choices when they shop. A corresponding "Take Action" on our website invites United Church members to write to Minister Baird to support this request. Information has also been posted on the United Church website about speakers who are available to visit congregations and others in the church to talk about Palestine and Israel, United Church policy and decisions, and how our church can contribute to peace and justice in this region. Discussions are underway to explore possible ecumenical responses on issues such as a call for settlement freeze, and possible joint economic action measures. At this Executive meeting, I will be seeking direction from you on the timing of implementing the next steps.

### **Office Space**

We are negotiating with our landlord to extend our lease at our current location until we can relocate to a redeveloped Bloor Street United Church, which is expected to be ready in late 2018. In the meantime, we will be reducing our rental cost by giving up surplus space and finding

cheaper alternatives. Plans have been finalized to relocate the archives to the Toronto Christian Resource Centre over the summer, a step that will save rent and benefit this community ministry.

### **Staff Changes**

I also want to update you on some staffing changes in the General Council Office management group.

As you know, the Rev. Carol Hancock left her position this spring as General Council Officer, Conciliar Relations, after 10 years of service at the General Council Office, a decision she informed me of last fall. Her departure is a huge loss to the General Council Office and the church. I do not plan to make any decisions about staffing this position for the time being.

I have met with the Conference Executive Secretaries and Speaker to discuss interim arrangements for their supervision and for the important work of nurturing and sustaining conciliar relationships, which Carol has led so ably. I will be meeting regularly with the Executive Secretaries and Speaker by conference call, and have also invited an Executive Secretary to attend regular meetings of the General Council Office management group. The regular contacts with Conference Presidents, Presidents-Elect, and Leading Elders will continue, and I and other management colleagues at the General Council Office look forward to playing a greater role in these relationships.

As you are aware, last fall I approved a process for staff to work together on a more effective model for managing our mission program work, and this winter I accepted their advice to bring all of that work into a single unit. The creation of the Church in Mission Unit recognizes Canadian and global work are becoming increasingly interconnected, and formalizes the collaborative relationships staff in the two units have already built to better enable the church to live out God's mission in our changing world. The Rev. Michael Blair has been appointed Executive Minister of the new unit and is leading the planning and transition to the new model, which is expected to be fully implemented by this summer. The Permanent Committee on Programs for Mission and Ministry has created a working group to examine the elected structure that will accompany the new unit.

I am pleased to let you know that the Rev. Maggie McLeod is returning to work in April as Executive Minister of the Aboriginal Ministries Circle after an extended leave. I give thanks for Maggie's return to health and express my gratitude to Peggy Monague, who led the Aboriginal Ministries work while Maggie was away.

### **General Secretary's Supervision Committee**

I have advised my supervision committee of my decision to forego my sabbatical plans for the time being. I believe it is important for me to be present in the work during this important time in the life of the church. I appreciated the opportunity to discuss this issue thoroughly with the committee, and I continue to be grateful for their support, advice, and guidance on a full range of matters.

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## ADDENDUM D

### Conference/Other Group Updates

The focus of this time was to share a brief, three-minute report regarding: *Highlights of Intercultural Ministries that are happening within your Conference.*

#### London Conference

- Korean congregations in Windsor and London have strong ties with South Sudan and the food bank
- Right Relations Committees and Conference staff are planning a “Right Relations Walk” in the fall of 2013
- Ongoing work and partnerships with First Nation communities
- Continued work with the Fairfield Museum
- Rainbow Camp is planning an affirming camp
- Middlesex Presbytery has been engaged in honouring theological diversity

#### Maritime Conference

- Looking to establish a French ministry in Moncton, New Brunswick
- Continued and ongoing work to establish the Conference office as a place of welcome for First Nations people
- Behold! Many Circles, One Sacred Hoop will be held in Halifax October 24–27, 2013

#### Conference of Manitoba and Northwestern Ontario

- Noted the continued struggle for the Conference as well as church communities to faithfully acknowledge ethnic and intergenerational issues
- Noted that intercultural work being done in downtown congregations such as Knox United and Broadway Disciples
- Along with that Knox United Church in Brandon, MB, ongoing commitment to work in conjunction with Aboriginal communities to strengthen their faith communities

#### Alberta & Northwest Conference

- Referenced the Conference decision last spring to work into a new model “Mission in Transition”
- Voting members on the Executive have been expanded to include Ethnic Ministry and Living into Right Relations

#### Montreal & Ottawa Conference

- Multiple intercultural congregations
- 2012 Annual General Meeting Rev. Doug Stewart gave a workshop on being an intercultural church
- We have an enriched English/French, Catholic/Protestant relationship and continue to learn from this work

- Continuing to work with First Nations people and live in right relations

#### All Native Circle Conference

- National Task Force on Right Relations is winding down with staff
- Involving other cultural groups on a monthly basis to discuss movements like Idle No More
- In order to have right relations you have to know the culture, you must walk in their shoes
- Ongoing work with Indigenous Justice and Residential Schools
- Blanket Exercise and the need to continue this work with First Nations
- The concern around media and the depth of racism and the ongoing work around ecumenical intercultural awareness

#### Hamilton Conference

- Oversight of working with intercultural and diverse communities
- Asking the question what does our church mean by asking what is an intercultural and diverse community?
- Working to transform ourselves to be an intercultural church
- Congregations are working to embrace their own intercultural communities

#### Manitou Conference

- Ongoing and continued commitment to right relations
- Minute for Right Relations is written each month
- North Bay Presbytery was very involved in the Idle No More movement
- With the home group initiative Manitou Conference will continue to have Right Relations as a priority in the Conference
- Within the Conference there are two affirming congregations
- In August 2013 the Conference will host the Affirm United AGM with the theme being “Singing a New Song”

#### Newfoundland and Labrador Conference

- Gower Street United Church by the end of the 19th century was home to the largest Chinese congregation
- This congregation has been supporting this community for many years and continues to do so and now is part of the mosaic
- Right Relations work continues to be strong focus of the Conference
- As a result of a new ministry and a new way of being community in October 2008 Former Moderator David Giuliano offered the United Church Apology at the opening of the Bay St. George Mi’kmaq Cultural Circle
- The welcoming of clergy from many countries
- Aboriginal Ministries Council recently met in Labrador

#### Saskatchewan Conference

- In the process of becoming an affirming court

- Establishment of an active home group that is working with Justice and Right Relations
- Intercultural work is being done using social media to assist with distributing information

#### British Columbia Conference

- Is looking forward through an intercultural lens
- The Conference office has a contracted position for Ethnic and Intercultural Ministries that offers direction and support
- Truth and Reconciliation event will be held in Vancouver September 2013
- Communication strategies have been put in place by the United Church, Anglicans, Presbyterians, and Roman Catholics so that teams of ecumenical ambassadors will be calling and encouraging people and churches to be part of this event
- City of Vancouver has declared a year of reconciliation

#### Bay of Quinte Conference

- Deaf Ministry is one of the oldest intercultural ministries within the Conference
- The Conference has taken on a strong sense of ownership to “Living into Right Relations”
- Congregations and presbyteries have been encouraged to establish relationship with First Nation peoples
- The Conference is going to work towards stronger interfaith dialogue in a multifaith world

#### Francophone Representation

- The excitement of Kristine Greenaway joining Ministries in French
- Ottawa congregations continue to embrace and work into multicultural and diverse ethnic communities within their presbyteries

#### Ethnic Ministries

- Noted the diversity of our communities and how to minister to this diversity
- Our population has grown, yet membership in the United Church is declining; how do we transform ourselves?
- Acknowledged the excitement around the upcoming BEHOLD gathering in Halifax
- Ethnic Ministries is working very hard to work into this time of change and transformation

#### Member at Large

- No specific geographic area
- Working with the youth

#### Toronto Conference

- Intercultural ministry is active within the Conference
- Campus ministries involve students from other countries and are working to expand on this
- Varied and frequent workshops on Intercultural work

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**ADDENDUM E**  
**PERMANENT COMMITTEE ON FINANCE ACCOUNTABILITY REPORT**

**Origin: Permanent Committee on Finance**

**Executive Summary**

As has been reported for the last few years, our overall financial picture remains very challenging. The 41st General Council direction for a Comprehensive Review was a vital step forward. Providing financial and strategic information, as requested during the review process, has been and will continue to be a top priority in the coming months. We remind the Executive that the 2013 budget process adopted in November was the best means to deal with this challenging environment. Historically, the Executive of the General Council approved operating budgets in the fall of each year for the following year. This approach worked when we had adequate reserves and a relatively stable revenue picture, but in our current environment we need more flexibility to respond to emerging realities. Accordingly, the Executive agreed to approve a budget outlook last November and approve the definitive operating budget for 2013 at the May meeting of 2013 once the revenue picture for 2012 became known.

2012 Mission and Service revenues fell \$1.17 million from 2011 levels while the budget called for an increase. This contributed to an operating deficit of \$526,000 despite expense savings and cost avoidance of \$1.4 million. This has exacerbated our already limited reserve capacity as the General Council has been intentionally using Morrison Bequest monies and other available financial reserves over the last decade to incrementally fund ongoing budgeted work. Given the weaker revenue picture and the need to slow down reserve depletion, it is now apparent that the original, optimistic goal of a breakeven operating result over the period 2011–2013 is not possible. It is also apparent that we will need to achieve greater cost savings ahead of any Comprehensive Review findings.

**The General Secretary will be proposing significant cost reduction action at the May General Council Executive meeting. Due to the sensitivity of the recommendations, including staff impacts, this information will be dealt with in camera.**

The financial exhibits in this report show the operating picture if no action is taken.

- 2012 we show an unaudited operating deficit of \$526,000
- For 2013—if no action is taken—we project a further operating loss of almost \$3 million and a much larger deficit in 2014.
- Reserve depletion breaches our policy threshold in early 2014, and reserves are potentially exhausted by the beginning of 2016.

Therefore, cost reduction recommendations and updated exhibits will be provided to the Executive for in camera discernment in May. As we reported last fall, significant expense reduction and restructuring will be required in any case. The interim proposals are ones that staff

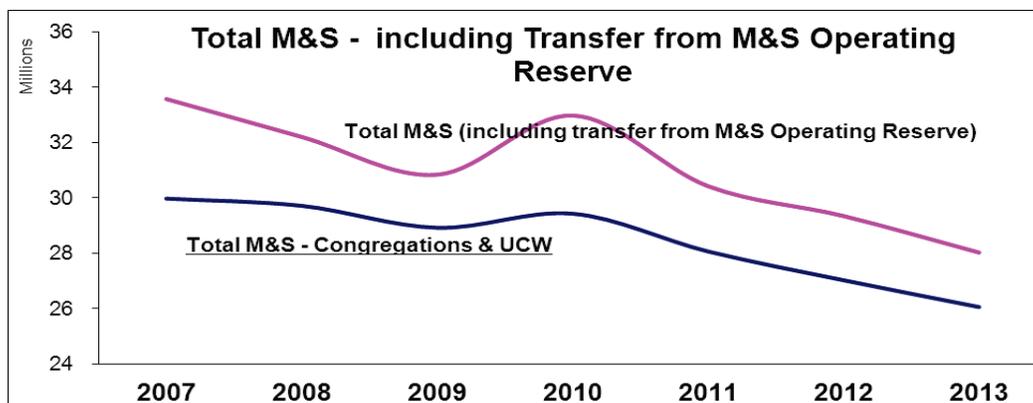
leaders feel would not pre-judge or overly impact the recommendations of the Comprehensive Review Task Group.

## Philanthropy Unit

### *God's Mission, Our Gifts*

#### Mission and Service Donations

We have announced a total of \$29,347,390 in 2012 Mission and Service Fund donations. The following note went out to all of the pastoral charges: “The people of The United Church of Canada gave generously for M&S in 2012! Together we gave \$29,347,390 for United Church Mission and Service work in our neighbourhoods, across Canada, and globally. The campaign wrapped at the end of January 2013 with congregational gifts totalling \$27,026,390, plus bequests of \$2,321,000 applied to the 2012 M&S ministries. Even in the midst of financial struggles throughout the country and in our congregations, people have been generous. Our generosity has changed people’s lives. Our generosity shows M&S as a lively part of our church life and our faith expression. A special note of thanks to all ministry personnel, M&S Enthusiasts, UCW members, and many lay leaders for your faithful and creative leadership in promoting M&S. Thank you for your good and loyal work in support of our church’s Mission and Service.”



Amidst this gratitude we note that the final results were \$1,175,392 below last year’s actual revenue and even further below GCO’s planning number. The results were below last year’s in 10 of the 13 Conferences. In addition, in late 2011 we began noticing the inclusion of bequests and sale of properties with the annual congregational giving. We began tracking these one-time gifts as separate from the annual gifts and saw that \$351,795 in one-time gifts were received. In 2012, with a full year of tracking, \$833,387 in one-time donations are included in the results. This along with the new M&S Endowment Fund in the Foundation receiving \$1.6 million in assets in 2012 marks a broadening or diversification of M&S revenues at a time when the annual giving is steadily decreasing.

We have seen a very slow and even decline in both total congregational giving and in M&S giving. These declines are slower than the decline in total membership.

### **Integrated Revenue Generation Plan 2013–2014**

The new 2012–2013 Integrated Revenue Generation Plan has been created to address the current challenges and to build upon the current momentum of the work in progress. The plan is attached, and highlights of the plan include:

1. Stewardship and M&S research will be completed and will be acted upon with a focus to reinforce the 45% of church donors who support M&S and appeal strongly to the 55% who do not.
2. The strong theological basis for stewardship and all giving will be continued and further developed.
3. Significant increase in energy, resources and staffing within the unit will be assigned to maximize M&S revenue in 2013 and 2014, with a particular focus on increasing participation beyond 45%.
4. Enhanced reach to congregations to support stewardship and M&S will be provided through online tools and Web-based support.
5. Rapid scaling up of the Foundation to \$40 million in assets and \$18 million in co-investments will provide the opportunities for enhanced services, custom offerings, more strategic granting, and an objective of eventual self-funding.
6. With the increased earned income by the Foundation, the unit will rapidly cease the draw upon reserves to fund the legacy giving program, terminating the draw on reserves shortly after the first year of a three-year program.
7. The information base necessary to support the above will be supported by renewed working partnerships within GCO.

**Planned gifts** totalling \$2,649,416 were received at GCO for a range of destinations, with just over \$1,350,128 committed to M&S. The number of planned gifts was double that of 2011 (236, up from 118); however, the total amount given was down from \$3,469,416 in 2012.

**Emergency Response Gifts** totalling \$232,698 were received in 2012. In absence of emergencies of the scale and visibility of prior years, these were primarily ongoing gifts to Africa.

**Mission and Service Direct Giving** received gifts totalling \$733,937, down from last year's \$802,292, which was the highest ever for this direct mail. The number of gifts was up in 2012 to 5,141 from the previous year's 4,206. So, like planned gifts, we received more gifts with a smaller average size.

**Gifts with Vision Gift Catalogue** received \$362,568 from 6,951 donors in its second year of testing, a significant increase over last year's results of \$76,868 from 823 donors. The 2011 program was tested in three Conferences, and in 2012 was tested in all Conferences except London Conference (which will be joining the test in 2013). Both mail and online gifts performed well, and once again input to the catalogue was overwhelmingly positive.

### **United Church Foundation**

The Foundation's story over the last few years is one of strong growth. In 2010 the assets doubled, in 2011 they continued their very strong growth, and in 2012 the assets increased two-and-a-half fold. The majority of the growth in 2012 was due to the proceeds from the Griffith

McConnell Residence and its Good Samaritan Foundation in Montreal. We closed 2012 with over \$13 million in assets.

In 2013 we are poised to grow again significantly with the transfer of \$28 million in trusts and endowments from the church over to the Foundation. In addition we have almost 80 co-investing congregations and organizations that have lodged over \$18 million with our investment manager, Fiera. These co-investors are currently migrating to the investment company's retail arm, Investor Solutions. Fiera's Private Wealth division has also joined the co-investing program and will provide customized service to United Church organizations and partners with assets between \$2 and \$10 million. Their fee is 1%, and they will donate the equivalent of 50% of their fee to the Foundation.

Preliminary results from 2012 show total Foundation receipts at \$10.2 million: \$8.6 million for endowments and long-term funds, \$1.6 million as gift funds. The endowment gifts show a large increase over 2011, whereas the gift funds are lower. In 2011 we did receive a large one-time gift of \$722,000, which comprises the majority of the difference in gift fund use between the two years. Also, the Foundation opened 35 new donor advised funds in 2012, which allow donors to direct gifts to their charities of choice annually.

### **2013 Budget Outlook**

The 2013 Budget is found as Appendix FIN1 at the end of this report. We continue to use a "rolling three-year" budget outlook to support strategic planning.

With revenue falling short of what we hoped, we obviously will not meet the break-even target financial result for the three-year (2011–13) plan, and of course, the longer-term outlook is problematic. We are showing the current budget outlook with the understanding that significant cost reductions will be discussed in camera in May.

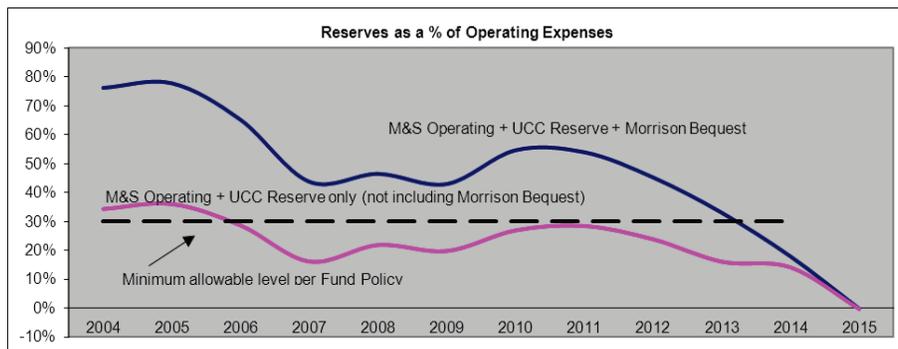
The 2013 budget currently reflects:

- A further decline in Mission and Service revenue of \$1 million per year. It is important to note that we are uncoupling "fundraising targets" from what we will actually use in the budget. We hope the decline might only be in the magnitude of \$500,000 per year, but we need to hope for the best and plan for something less than that.
- 2.9% increase for cost of living allowance per policy, and approved by Executive of General Council last fall
- 2% increase in employer pension contributions, as approved by the Executive of General Council
- Maintaining all external grant programs at 2012 levels to allow discernment of significant reductions that will likely be required in 2014
- \$200,000 annual operating budget to support the work of the Comprehensive Review Task Group. As is our practice for important one-time initiatives, this will be funded from reserves.
- \$600,000 one-time costs to relocate the national Archives to a lower-cost site, which will yield a net saving of over \$1 million over the next four years. Half of this will be funded by the Archives Reserve.

- A loan from reserves of \$400,000 for the second year of three years to fund the Legacy Initiative fundraising expenses, the amount to be repaid in five to seven years. This initiative will add two more Fund Development Officers working at the congregational level, where they are most needed, as well as two administrative staff and associated direct costs.
- A reduction of \$35,000 per year for five years in the amount transferred from the charitable annuities program, reflecting the smaller size of the program and per the report by the actuary. This program continues to be backed by a conservative portfolio of bonds earning a competitive rate of return.

The revised 2013 budget proposals we will present in May will include:

- Significant reductions to all 2014 grant programs, which comprise almost 40% of our overall budget. Notice has been repeatedly provided to our partners.
- Significant staff reductions, including severance and other transition costs
- Space-saving efforts to reduce rental and other fixed costs.



**The chart shows we will breach our 30% of operating costs reserve policy in 2014 unless expenses are cut or revenue exceeds plan; and that reserves would be depleted by the end of 2015.**

### Extending the Three-Year Plan to 2015

The Permanent Committee on Finance has directed staff to continue to work to extend the current three-year plan to 2015 and beyond. The numbers shown to date are for illustration purposes only and reflect the need for substantial cost reduction.

### Treasury Fund Investments

The annual return on Treasury investments for 2012 was 8.45%, which was 0.83% better than the benchmark for similar funds. The pension plan and the Foundation also achieved solid returns, 9.02% and 9.17% respectively. The 2013 year-to-date results are—at time of writing—quite good, but the investment climate is volatile. As previously reported, a very significant 2012 milestone was the completion of an independent review of our investment manager, which endorsed our manager on both investment performance and responsible investment leadership. The review of Fiera was conducted by Mercer—an acknowledged leader in the independent evaluation of investment managers, but especially well known for their thought leadership in responsible investing. The Church Treasury Investment Committee has continued to actively pursue responsible investing initiatives (RI) unilaterally and in partnership with the Working Group on Socially Responsible Investment and Resource Extraction. In addition to participating

in SHARE's core engagement program, we are generally pursuing a more activist shareholder stance: voting our proxies and lending our name to a variety of letter-writing campaigns consistent with our views on climate change, human rights, and other concerns. SHARE is the leading Canadian provider of such services and acts as adviser to many religious denominations and ecumenical groups. <http://www.share.ca/services/shareholder-engagement/current-engagement-topics/>.

In the fall, the Executive approved the filing of shareholder proposals related to executive compensation. Since filing the proposals there has been a lot of back and forth between filers and the banks' officers. Eventually the filers agreed to withdraw the proposals, when each bank agreed to enter into a process of consideration of what kinds of metrics would make sense. Our feeling is that negotiation will move us further ahead in the long term rather than pressing for a vote at the next round of annual meetings. There is a growing level of interest and potential support for the direction in which we are trying to move. If things came to an immediate vote this year many institutional shareholders may not be ready to support us.

### **Audit Update**

The preliminary audit work in late 2012 has gone well, with progress reported in a number of key areas. We have been working with PriceWaterhouseCoopers to identify and implement opportunities for improvement in the overall audit process and our internal processes. This will be an area of continuing attention for each of staff, the Audit Committee, and the Permanent Committee. Steps have also been taken to strengthen the linkages between the Audit Committee and the Permanent Committee. We are fortunate that Hugh Johnson has agreed to serve on both committees.

### **Finance and Philanthropy Staffing**

Erik Mathiesen has now completed his first year of service as Executive Officer, Finance. We have not replaced Erik's Mission through Finance role, and with our budget challenges will now eliminate that position. We will continue to support congregations and treasurers in the areas of compliance, best practices, etc., but will increasingly use webinars and a call centre model. Key Philanthropy positions were filled in 2013 with Cheryl Curtis and Sarah Graham Walker joining the team.

### **Information Technology and Systems**

IT here at the church is constantly looking at ways in which we can better serve those whom we support. Sometimes that means we improve the systems we have implemented in the past, and other times that means we work with units and members across the church to implement new systems to suit new needs. Some of the items we have worked on this past year include migrating away from our older and slower servers to newer and faster ones as well as improving Internet connections to better suit Web and video conferencing across the church. One of the examples of an improved system being worked on now is Online PAR. We are looking to empower our local congregations to update their donations locally by moving PAR to an updated online version. Like all transitions involving change, this has not been without its challenges, but after a year of work this is nearing its completion.

### **Insurance Initiative**

We continue to actively market the benefits of participating in the national insurance program. The loss ratio has improved—so far—over the last two years, and there is evidence that other providers have increased rates markedly. The broker has projected adding 85–100 congregations over the next 12 months. Consistent with the mandate of the fund, we have allocated over \$425,000 from the Self Insurance Fund to extend the “free” Directors and Officers Liability insurance for one more year and avoid a premium increase for participants.

### **General Council Office Relocation**

A Memorandum of Understanding has been signed with Bloor Street United Church consistent with the terms and conditions approved by the Executive in March 2012. At this time, the projected move date is November 2018.

Negotiations are underway to extend the lease at our current location and to downsize the amount of space we choose to renew. Any professionally done reorganization would cost over \$1 million, so we plan instead to squeeze in as best we can without significant spending. We anticipate giving back half the fourth floor. We also finalized the agreement to move the Archives to the Toronto Christian Resource Centre.

### **Loan Guarantees**

- **Facilitative Loan Guarantees** (per policy): Loan Guarantees of \$586,000 are outstanding to Wellington Square and Cayuga Community Church. The original guarantee amount was \$2.2 million. Both are on or ahead of schedule. The guarantee to the Dow Centre/St Luke’s in Sarnia was retired ahead of schedule.
- **Symons Valley loan:** Per 2008 Executive of General Council directive, \$500,000 of national loan funds have been deployed to reduce the Royal Bank loan to \$2.2 million, and a local capital campaign is underway to match this contribution. The congregation is growing, but not at the hoped-for rate. Calgary Presbytery is continuing to work on longer-term local financing.

### **Overall Financial Position**

The financial summary in Appendix I reflects the revenues and expenses associated with the Operating Budget. Revenue and expenses from major self-funding work, such as Pension and Group Insurance, have been unbundled (shown as expense with offsetting revenue).

- **Retail Sales** continue to trend downwards. In 2012, we closed the Distribution Centre and entered into an ecumenical partnership for this work.
- **Recovery of Admin** costs includes salaries and other charges rebilled to Conferences and the Pension Fund, etc.
- **Other Revenue** includes property tax rebates, GST rebates, commissions, and shipping and handling charges.
- **Reserve Transfers** includes all transfers, including designated funds, the Morrison bequest, trusts, and endowments.
- **Grants** include all payments to external entities, including the Conferences, Canadian and international partners, and theological schools. This expense category is usually fully

spent, and we have committed to maintaining grants at the existing level for 2013 and communicated the likelihood of cuts for 2014 onwards.

- **Staff Costs** are \$250,000 under budget as intentional management of vacancies offset severance payments.
- **Travel and Committee Meetings:** The GC41 expenses came in about 10% under budget due to tenacious expense management and some late fee reductions from the venue.
- **Professional Fees** are over budget due to higher legal fees and incremental audit fees.
- **Property:** Recurring costs such as insurance and property tax are on target. Investments in Aboriginal church and manse repairs are not budgeted per se, as they are funded from the Real Property Fund.
- **Investment Expenses:** Bank fees reflect increased use of credit cards for payment. This budget line may need to be increased over time. Note we do not budget or report investment manager fees, but rather net these against investment income.

### Three-Year Plan Update

Surplus / (Deficit)	Fall 2010 Original 3 Year Plan	Spring 2012 Budget Approval	Fall 2012 Outlook	SPRING 2013
2011	1,126 approved	243	803	803
2012	(124)	(156) approved	76	(526)
2013	(1,002)	(397)	(1,222)	(2,991)
Total	0	2	(343)	(2,714)

This exhibit attempts to summarize the iterative nature of financial management and the adjustments made to try and stay on target for the years 2011–2013.

The original three-year plan approved in fall 2010 targeted a breakeven budget over the three-year period after a painful staff restructuring and across the board reductions in our grant programs. The realized savings in the first year offset deficits later on.

It is now apparent that with the revenue shortfalls we have experienced we will not achieve the three-year plan of “breaking even.” The term “breaking even” can be misleading in our financial context because we have been continuing to draw down reserves to achieve this result. We anticipate some very difficult decisions will need to be made in this triennium to achieve a financially sustainable church. We pray that out of these difficult decisions come new beginnings.

Submitted by: Brian Cornelius, Chairperson, on behalf of the committee

### Members for 2009–2012

Brian Cornelius, Chairperson (GCE)	Peter Hardy	Claude Hender (GCE)	John Hurst
Hugh Johnson	Randy Manikel	Elsie Manley-Casimir	Ian McPherson
Marion Pardy	David Rutherford	Erik Mathiesen, Staff Resource	David Armour, Staff Resource

**APPENDIX I  
Budget Analysis & Updated Three Year Plan - BEFORE NEEDED COST REDUCTIONS ARE MADE**

The United Church of Canada - General Council Office - Operating Budget -

	2010	2011	2012	2012	2013	2013	2013	2014	2015
	Actual	Actual	Budget (as approved)	Forecast	Last Fall	Now	Revised Outlook (base line)	Revised Outlook (base line)	Revised Outlook (base line)
<b>Revenues:</b>									
M&S Contributions & Transfers	33,081	30,425	31,136	29,347	30,282	28,028	27,063	25,992	25,992
Retail Sales	2,021	1,968	1,837	1,727	1,609	1,621	1,575	1,549	1,549
Other Revenues & Recoveries	4,220	4,347	3,960	3,985	3,083	3,716	3,666	3,712	3,712
Transfers from Reserves	5,139	5,632	5,815	5,612	6,860	5,750	4,520	4,591	4,591
<b>Total Revenues</b>	<b>44,461</b>	<b>42,372</b>	<b>42,748</b>	<b>40,671</b>	<b>41,834</b>	<b>39,115</b>	<b>36,824</b>	<b>35,843</b>	<b>35,843</b>
<b>Expenses</b>									
Grants	17,897	17,180	16,624	16,207	16,580	16,204	16,204	16,204	16,204
Staff Costs	16,591	14,637	15,679	15,132	16,109	15,464	15,599	15,833	15,833
All Other Expenses	9,740	9,752	10,289	9,879	10,367	10,464	9,641	9,641	9,641
<b>Total Expenses</b>	<b>44,228</b>	<b>41,569</b>	<b>42,592</b>	<b>41,218</b>	<b>43,056</b>	<b>42,132</b>	<b>41,444</b>	<b>41,678</b>	<b>41,678</b>
Excess of Revenue over Expenses	<b>233</b>	<b>803</b>	<b>156</b>	<b>(547)</b>	<b>(1,222)</b>	<b>(3,017)</b>	<b>(4,620)</b>	<b>(5,834)</b>	<b>(5,834)</b>
<b>Reserve balance</b>									
M&S Operating Reserve	2,170	3,286	2,460	2,460	2,460	67	70	67	67
Morrison Bequest	11,500	10,136	9,125	9,125	9,125	7,137	1,549	23	23
UCC General Reserve	9,002	8,023	7,707	7,707	7,707	6,715	5,782	(243)	(243)
<b>Total</b>	<b>22,672</b>	<b>21,445</b>	<b>19,292</b>	<b>19,292</b>	<b>19,292</b>	<b>13,919</b>	<b>7,401</b>	<b>(153)</b>	<b>(153)</b>

## APPENDIX FIN 2 Draft 2013 Integrated Revenue Generation Plan

### Highlights:

- Stewardship and M&S research will be completed and acted upon with a focus to reinforce the 45% of church donors who support M&S and appeal strongly to the 55% who do not.
- The strong theological basis for stewardship will be continued and further developed.
- Significant increase in energy, resources, and staffing within the unit will be assigned to maximize M&S revenue in 2013 and 2014, with a particular focus on increasing participation beyond 45%.
- Enhanced reach to congregations to support stewardship and M&S will be provided through online tools and Web-based support.
- Rapid scaling up of the Foundation to \$40 million in assets and \$18 million in co-investments will provide the opportunities for enhanced services, custom offerings, more strategic granting, and achieving the objective of eventual self-funding.
- With the increased earned income by the Foundation, the unit will rapidly cease the draw upon reserves to fund the legacy giving thrust, terminating the draw on reserves shortly after the first year of a three-year program.
- The information base necessary to support the above will be supported by renewed working partnerships within GCO.

### 1. Primary Objective of the Plan:

Maximize all donated revenue to The United Church of Canada by increasing the active engagement in stewardship as a vital part of the faith journey.

### 2. Strategies:

- a) Simplify and clarify the call to action with a strong theological and faith-based foundation.
- b) Maximize stewardship throughout the church through strong leadership and support.
- c) Maximize Mission and Service giving through strong leadership and support.
- d) Maximize legacy and major giving as a strong long-term form of stewardship.
- e) Maximize the Foundation's capacity to manage long-term gifts and funds to support individuals, congregations, presbyteries, Conferences, and GC.
- f) In partnership with the other units, develop the information base within GCO to support the analysis, strategy, and communications required for fundraising.

### 3. Tactics:

- a) Simplify and clarify the call to action with a strong theological and faith-based foundation**
  - i) continue to provide a strong theological basis for stewardship, M&S, and legacy giving
  - ii) complete the stewardship and M&S research and integrate the results into all materials and content
  - iii) simplify the message of supporting the work of the church using "God's Mission, Our Gifts"
  - iv) focus materials and resources with priority to providing resources to congregational ministry and to the Mission and Service of the church

**b) Maximize stewardship throughout the church through strong leadership and support**

- i) reignite stewardship support with an online toolkit for stewardship leaders
- ii) enhance services through Web-delivered workshops and development sessions
- iii) provide tight alignment of stewardship messaging, leadership, and support with M&S messaging, leadership, and services
- iv) continue to focus resources, tools, training, and staffing to congregations
- v) maximize pre-authorized giving (PAR) with the new online capabilities
- vi) continue to enhance donor experience by improved donor services, improved donor database, and continuing to improve and promote online giving.

**c) Maximize M&S giving and participation through strong leadership and support**

- i) integrate the results of the stewardship and M&S research into M&S 2013 plan
- ii) enhance the visibility of M&S by thanking, connecting, and asking programs including the 2013 thank you program, increased visibility of M&S throughout the work of the church and the 2013 goal-setting process with a strong focus on increasing donor participation in M&S beyond 45%
- iii) enhance the ability to provide tangible links back to congregations for the M&S work carried out in Canada and around the world
- iv) enhance communications with congregations, ministers, M&S enthusiasts, UCW, and donors
- v) increase staffing assigned to M&S by reassignments within the unit
- vi) continue to build Gifts with Vision and Emergency Giving as extensions of M&S and as strong alternatives to the rapidly increasing congregational giving to other non-United Church charities

**d) Maximize legacy and major giving as a strong long-term form of stewardship**

- i) continue the legacy giving initiative with the launch of new materials in 2013
- ii) given the state of the church's reserves—reduce reserve-based funding of the legacy giving initiative as quickly as possible in 2013, and fold the program into the unit's operating budget following its first full year of the three-year test
- iii) further integrate legacy giving into Stewardship, M&S, and the Foundation
- iv) continue to balance the legacy giving investment with the short-term M&S revenue requirements
- v) continue to develop a strong partnership with the Foundation in legacy giving

**e) Maximize the Foundation's capacity to manage long-term gift funds to support individuals, congregations, presbyteries, and Conferences**

- i) provide careful attention to the support required by the rapid scaling up of the Foundation's assets over the past two years from \$4 million to \$13 million at close of 2012 to \$40 million by mid-2013
- ii) continue to provide the earned income of the Foundation to the church to offset the Foundation's operating costs with a short-term target of being fully self-funded
- iii) provide stronger marketing for the creation of customized medium- and long-term designated funds to support the work of the church

- iv) provide stronger marketing to all courts and organizations of the co-investment opportunities now available for co-investors of differing asset scales
- v) continue to build the Foundation's capacity for strategic granting to support innovation and new models of ministry
- vi) profile the opportunities that the Foundation can provide for the proceeds of the sale of properties and gifts of bequests in the mission of the church

**f) In partnership with the other units, develop the information base within GCO to support the analysis, strategy, and communications required for fundraising**

- i) assign a staff member to be the unit lead for each partnership
- ii) develop clearly articulated shared objectives of each partnership
- iii) confirm that the requirements for effective fundraising are identified
- iv) develop a measurable, deliverable partnership plan with each unit
- v) establish regular reporting of the financial, IT, Web, production, and program information

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**ADDENDUM F**  
**A BRIEF THEOLOGICAL REFLECTION**  
**Delivered by The Most Rev. Professor Emmanuel Asante,**  
**Presiding Bishop, Ghana Methodist Church**

**Text: Luke 18:35–43**

**Key Text**

*“Jesus stopped and ordered the man to be brought to him. When he came near, Jesus asked him, ‘What do you want me to do for you?’ ‘Lord, I want to see,’ he replied.” Luke 18:40–41*

My reflection this morning is based on the response of the blind man: “Lord, that I may see.” Friends, discerning God’s agenda, in the sense of what God is doing and identifying oneself with, it is key to any authentic mission or ministry. Ministry is participating in God’s mission.

This conception of mission immediately raises the question: what is God doing? What is God’s agenda for our time? Even though we have always conceptualized God as an immutable God, we have also considered him as a dynamic and not a static reality. The God we serve is a God of history. Such a God cannot be considered in static terms. The immutable God we serve is a historically dynamic reality whose agenda is hardly static. The God we serve is not insensitive to time, place, and history.

So what is God doing in the 21st-century Canada? I believe that our calling is to participate in God’s agenda, an agenda which has to do with the 21st-century Canada. This calls for a clear understanding of the nature of the 21st-century Canada. Certainly there is a big difference between Canada then and now. So what constitutes ministry in a changing community like Canada? It cannot be business as usual because we are dealing with a fleeting community, a community that is dynamically complex. We are here talking about a global community that is hardly external to our parochial world. We are talking about an inclusive community, a multicultural, multi-religious community. But there is also the need for a broader definition of multi-nature, which must include what I wish to call intergenerational culture involving the aged, the aging, and the youth. There is also the need to take into consideration the rural and urban cultures, not losing sight of the fact that within the church itself are people of differing theological persuasions, conservatives, ultra-conservatives, liberals, and even fundamentalists. In other words, we cannot conceptualize God’s agenda for the 21st century in exclusive terms. God’s agenda for the 21st century must be unquestionably holistic and inclusive. So, in my view, the Canadian reality is among other things culturally, philosophically, and theologically heterogeneous. This cultural, philosophical, and theological heterogeneity, in my considered view, must define and inform the church’s mission policy. The church’s mission policy, if I may proffer some advice, must answer the following questions: What is the context of ministry for us today? How different are we from the community of yesteryears? What are the challenges of ministry in the 21st-century Canada? How do we respond to the identified, perceived, and anticipated challenges of ministry?

I do not know how you will answer these questions. I am not even sure whether you will answer them. But assuming that you would answer them or have answered them in consideration of your mission policy, I would say that if you have not considered the categories of holism, adaptability, inclusivity, and discernability, that distinctness that makes perception easy, and of course sensitivity to the rapidly changing situation and the dynamic and complex nature of the contemporary Canada, then perhaps you may not have considered the questions in the manner that they should be considered.

So we need to pray to the Lord to open our spiritual and intellectual sight that we may see what the historically dynamic God is doing in our time and identify with his inclusive and holistic agenda. Certainly it cannot be job as usual. So our prayer should be Lord, open our eyes that we may see what you are doing in our time in order that we may participate in it.

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## **ADDENDUM G**

### **Nominations Report**

#### **Origin: Nominations Committee**

#### **1. Recruitment and Discernment Summary, Spring 2013**

The Nominations Committee met May 2–3 to select leaders for the church using the practices of spiritual discernment. The committee followed the principles, policies, and procedures set out by the Executive of the General Council for recruiting and selecting members to serve.

#### **Background**

The Nominations Committee met May 2–3 to select leaders for the church using the practices of spiritual discernment. The committee followed the principles, policies, and procedures set out by the Executive of the General Council for recruiting and selecting members to serve. The Nominations Committee's recommendations for appointments and reappointments are presented in the Nominations Report.

The Nominations Committee is additionally submitting a recommendation on behalf of the Nominating Committee of The United Church of Canada Foundation to appoint two Directors to the Foundation. The Foundation's Nominating Committee consults with the Board of Directors in presenting its recommendations. In accordance with the bylaws of the Foundation, "All directors shall be approved by the General Council of The United Church of Canada."

#### ***Recruitment***

- 18 positions required appointments or reappointments to 11 different committees, task groups, or representative roles of the United Church
- 35 expressions of interest in appointment or reappointment were received from 34 individuals (19 women, 16 men; 11 ordained ministers and 24 lay people. In this call, no expressions of interest were received from diaconal ministers or designated lay ministers.)

**Discernment**

- The committee prayerfully considered each nominee. Using the spiritual discernment values outlined by the Executive, the Nominations Committee considers the gifts, experience, and sense of call of each nominee; the criteria and expertise named in the terms of reference; the church's commitments to diversity, becoming an intercultural church, and supporting young leadership; the current membership of the group (if any); feedback from the appointed and staff leaders of the committee; consultation with the Conference Executive Secretaries and Speaker; and the knowledge and insights of the members of the Nominations Committee. Throughout all, the committee holds itself open to the promptings of the Holy Spirit to guide their discernment.
- 18 people are recommended for appointment or reappointment (9 women and 9 men; 4 ordained ministers and 14 lay members).
- All who were not appointed were held in prayer with appreciation for their gifts, their willingness to serve, and all of the many ways that they already serve. They will be encouraged to express interest again as they feel called.

**2. Recommendations for Appointment and Reappointment**

The Nominations Committee recommends the appointment or reappointment of the following people to the committees and task groups of the General Council and as representatives of The United Church of Canada, with the stated terms.

**The Manual Committee (December 2015)**

*(10 nominations for 1 position)*

- Peter Bishop (Lay, Montreal and Ottawa)

**Conference Records Review Task Group (June 2014)**

*(3 nominations for 3 positions)*

- Barbara Reynolds (Lay, Montreal and Ottawa)
- Pamela Mykityshyn (Lay, Alberta and Northwest)
- Katherine Moore (Lay, Alberta and Northwest)

**Pension Board, chair (June 2015)**

*(3 nominations for 1 position)*

- Marcus Robertson (Lay, Bay of Quinte)

**Pension Board, specialist (June 2016)**

*(2 nominations for 2 positions)*

- Douglas Greaves (Lay, Toronto)
- David Gilliland (Lay, Toronto)

**Pension Board, member-at-large (June 2016)**

- Glen Elliott (Lay, Hamilton), *third term*

**Pension Plan Advisory Committee (June 2016)**

- Tracy Leask (Lay)

**Investment Committee - Pension (June 2016)**

- Andy Moysiuk (Lay), *third term*

**The Audit Committee (42nd General Council, August 2015)**

(2 nominations for 2 positions)

- Garnet Webster (Lay, Hamilton)
- Leah Weiss (Lay, Manitoba and Northwestern Ontario)

**Canadian Forces Chaplaincy Committee (June 2015)**

- Barbara Reynolds (Lay, Montreal and Ottawa), *third term*

**Representatives of The United Church of Canada to:****The Canadian Foodgrains Bank (June 2016)**

(5 nominations for 1 position)

- Margaret Tusz-King (Lay, Maritime)

**The Canadian Centre for Ecumenism (June 2016)**

(1 nomination for 1 position)

- Elisabeth Hummel (Ordained, Montreal and Ottawa)

**Church Council on Justice and Corrections (June 2016)**

- Nancy Steeves (Ordained, Alberta and Northwest), *second term*

**The Roman Catholic–United Church Dialogue (June 2016)**

(4 nominations for 2 positions)

- Foster Freed (Ordained, British Columbia)
- Ross Smillie (Ordained, Alberta and Northwest)

**Directors of The United Church of Canada Foundation (May 2016).** *Submitted on behalf of the Nominating Committee of The United Church of Canada Foundation:*

- Robert Tabah (Lay, Montreal and Ottawa)
- Bill MacLachlan (Lay, Alberta and Northwest)

**Steering Group on Recruitment (June 2014)** The appointments of all currently serving members of the Steering Group on Recruitment be extended to coincide with the mandate extension approved by the Permanent Committee on Ministry and Employment Policies and Services.

**3. Appointments Made by Other Courts or Authorized Groups (for information)**

The following appointments have been made by other courts or authorized groups.

**Judicial Committee (General Council 44, August 2021)**

- Cynthia Randall (Ordained, Toronto), *as appointed by Toronto Conference*

#### 4. Recognition of Service (for information)

The Nominations Committee extends appreciation to the following people whose terms are ending or completed between December 2012 and June 2013:

- Bill Rogers – Executive of the General Council, Manitou Conference
- Grant Queskepow – Executive of the General Council, Aboriginal Ministries Council
- Bill Ford – Transfer Committee, Chairperson
- William Bruce – Judicial Committee, Toronto Conference
- Charles Black – Pension Board, Chairperson
- Paul Batho – Pension Board
- Gordon McManus – Pension Board
- Allan Buckingham – Roman Catholic–United Church Dialogue
- David Lee – Roman Catholic–United Church Dialogue
- Ric Matthews – Partners in Mission Unit-Wide Committee
- Bill Phipps – Partners in Mission Unit-Wide Committee
- Vicki Obedkoff – Partners in Mission Unit-Wide Committee
- Karl Lam – Communities in Ministry Unit-Wide Committee
- Shannon McCarthy – Recruitment Steering Group, Chairperson

We extend gratitude for the service of the members of the **Task Group on United Church–Hindu Relations**, which will soon be completing its mandate:

- Aruna Saroea Alexander
- Paul Younger
- Sita Dookeran
- Diane Dwarka

#### 4. Members to Whom Expressions of Care and Support Were Sent (for information)

Donations or flowers were sent on behalf of the Executive and the relevant committee or task group to note significant events in the lives of the following elected and appointed members.

- Mary Royal Duczek, Executive of the General Council – a gift was sent to Mary and Adam with blessings for their marriage
- Ross Lockhart – a gift was sent to Ross and his wife Laura in celebration of the birth of their daughter Sadie Rebekah
- Eric Hamlyn, Permanent Committee on Ministry and Employment Policies and Services – flowers were sent with thoughts and prayers after the death of his father Howard Alfred
- Mardi Tindal, Executive of the General Council – flowers were sent with thoughts and prayers after the death of Mardi’s father-in-law, George Tindal
- Gary Paterson, Executive of the General Council, a donation was made to the Oak Bay United Church Memorial Fund in memory of Gary’s mother Marjorie Paterson
- Flowers were sent to seven other appointed members on behalf of the Executive and the relevant committee or task group, with best wishes for good health and recovery for themselves of members of their family

We remember with gratitude the lives and service of those of our elected and appointed members who passed away in recent months.

- Maria Joyea (Shepherd) – former Leading Elder, All Native Circle Conference

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Thursday, May 16, 2013 – 12:00 noon  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:00 p.m. ET until 12:47 p.m. on Thursday, May 16, 2013, by teleconference call. The Moderator Gary Paterson presided.

**Attendance**

**Voting Members:** Shirley Cleave, Bev Kostichuk, Marie-Claude Manga, Charles McMillan, Gary Paterson, Florence Sanna, Nora Sanders, Erin Todd

**Regrets:** Thom Davies, John Kim, Nelson Hart, Lynella Reid-James, Mardi Tindal

**Welcome**

Moderator Gary Paterson welcomed the Sub-Executive of the General Council to the meeting. In a time of prayer, he remembered Bev Kostichuk's minister, The Rev. George Holliday, Retired Supply serving the Crossroads Pastoral Charge, who was in a fire and is now in hospital.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l'Église, et par l'autorité qui m'a été conférée par le 41<sup>e</sup> Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41<sup>st</sup> General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Shirley Cleave** **2013-05-16-078**

That Erik Mathiesen, Joe Ramsay and Steve Willey be the corresponding members and that Karen Smart be the recording secretary for this meeting of the Sub-Executive of the General Council.

**CARRIED**

**Minutes of the Sub-Executive of the General Council**

**Motion: Nora Sanders/Florence Sanna** **2013-05-16-079**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on April 19, 2013.

**CARRIED**

## **2012 Audited Financial Statements**

Erik Mathiesen shared that the Audit Committee met on Monday and went through the financial statements and reports and are recommending them for approval by the Sub-Executive with one late change. A point 18 is added to the report that reads:

### **18. Subsequent event**

Subsequent to December 31, 2012, the General Council Executive of the United Church and The United Church of Canada Foundation agreed to transfer the majority of the Trust and Endowment Funds of the United Church to The United Church of Canada Foundation in 2013.

Florence pointed out that the Statements “The United Church” should say “The United Church of Canada.”.The amended clause reads:

### **18. Subsequent event**

Subsequent to December 31, 2012, the General Council Executive of The United Church of Canada and The United Church of Canada Foundation agreed to transfer the majority of the Trust and Endowment Funds of The United Church of Canada to The United Church of Canada Foundation in 2013.

Erik reported the deficit position of these financial statements led to the decisions regarding the budget that were made 10 days ago.

In the past this report has shown the Group Insurance premiums as revenue and the claims as expenses. A change was made this year, which has the full support of the auditors. This year the Group Insurance entries are shown as Liabilities and Fund Balances.

Nora noted how much better the tone at the Audit Committee Meeting was this year. The committee offered wonderful affirmation for Erik and his staff. Nora offered thanks to Erik and his staff, especially Bob Savaria and Ann Yohan, for working tremendously hard this year.

The Moderator shared that Brian Cornelius asked him to share his endorsement report with the Sub-Executive.

Charles asked who would sign the statement. It was confirmed that Gary and Nora will be the signatories.

### **Motion: Marie-Claude Manga/Erin Todd**

**2013-05-16-080**

The Audit Committee recommends that the Sub-Executive of the General Council approve the 2012 audited financial statements of the National Accounts of The United Church of Canada.

### **CARRIED**

Erik excused himself from the meeting at 12:20 p.m.

### **Test Sites for Effective Leadership and Healthy Pastoral Relationships**

Nora Sanders opened the discussion of this proposal by sharing that this is a good news proposal. Almost all of the Conferences are taking part. She invited Alan Hall to provide background information.

Alan Hall shared that all Conferences were invited to gather in November 2012. 11 of 13 attended this gathering. At the end, all but Saskatchewan Conference chose areas that they were willing to test. Saskatchewan will offer testing in other ways during a time of great change in their structure. This proposal is to allow this testing to take place. It allows for the *Manual* policies for this area of work to be waived for these pilots and that the General Secretary be able to authorize further exemptions to allow the testing to proceed.

**Motion: Bev Kostichuk/Florence Sanna**

**2013-05-16-081**

**The General Secretary of the General Council proposes that:**

1. The following Conferences be authorized to engage in a process for testing the principles of the Effective Leadership and Healthy Pastoral Relationships approved by the 41st General Council:
  - a. Maritime
  - b. Montreal and Ottawa
  - c. Bay of Quinte
  - d. Toronto
  - e. Hamilton
  - f. London
  - g. Manitou
  - h. Manitoba and North Western Ontario
  - i. Saskatchewan
  - j. British Columbia
  - k. All Native Circle
  
2. That the Conferences of Bay of Quinte, Toronto, Hamilton, London, Manitou, British Columbia be exempted from the polity and bylaws of the United Church *Manual* as detailed in the background section below for the duration of the testing period for the Effective Leadership and Healthy Pastoral Relationships proposal approved by the 41st General Council;
  
3. That, upon request, the General Secretary be authorized to grant further exemptions from polity and by-laws related to Conference or Presbytery responsibilities for pastoral relationships, needs assessments, and the oversight and discipline of ministry personnel in order to enable testing of the Effective Leadership and Healthy Pastoral Relationships proposal approved by the 41st General Council.

**CARRIED**

Joe Ramsay and Alan Hall left the meeting at 12:27 p.m.

**University of Winnipeg Faculty of Theology**

Nora Sanders presented the following proposal:

The General Secretary, General Council proposes:

That the Sub-Executive of the General Council of The United Church of Canada approve the University of Winnipeg's discontinuance of the Faculty of Theology by its Board of Regents, on the understanding that the University will establish a centre for theological studies of the University of Winnipeg in its stead.

Nora Sanders shared conversations and a letter she has received from barb janes. Nora Sanders also read an e-mail from the acting Executive Secretary, Bill Gillis, of the Conference of Manitoba and Northwestern Ontario. From this correspondence, it is clear that there are a number of questions to be answered. Nora Sanders questioned whether the executive may wish to defer this matter until a later executive, which will likely take place in June. Should the Sub-Executive decide to defer it, Nora Sanders advised that she will ask Steve Willey to do further work. Florence Sanna suggested we need to defer this decision in order to get clarification and to have time for consultation.

**Motion: Florence Sanna/Shirley Cleave**

**2013-05-16-082**

That the proposal regarding the University of Winnipeg, Faculty of Theology be deferred.

**CARRIED**

**Signing officers for The United Church of Canada**

**Motion: Nora Sanders/Marie-Claude Manga**

**2013-05-16-083**

Nora explained with recent senior staff changes there is room for a replacement signing officer.

The General Secretary, General Council proposes:

That the Sub-Executive of the General Council appoint the Executive Minister, Church in Mission, as a General Council officer with authority to execute documents under corporate seal on behalf of The United Church of Canada.

**CARRIED**

Moderator Gary Paterson thanked everyone for making time for this meeting. The Sub-Executive of the General Council was invited to look forward to a meeting in June 2013. Bev Kostichuk was asked to keep us posted about Rev. George Holliday's situation. The Sub-Executive meeting ended in prayer by the Moderator Gary Paterson at 12:47 p.m.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Thursday, June 20, 2013 – 12:30 pm  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:30 p.m. ET until 1:32 p.m. on Thursday, June 20, 2013, by teleconference call. The Past Moderator Mardi Tindal presided.

**Attendance**

**Voting Members:** John Kim, Bev Kostichuk, Charles McMillan, Lynella Reid-James, Nora Sanders, Mardi Tindal, Erin Todd

**Regrets:** Shirley Cleave, Thom Davies, Nelson Hart, Marie-Claude Manga, Gary Paterson, Florence Sanna

**Welcome**

Past Moderator Mardi Tindal welcomed the Sub-Executive of the General Council to the meeting with a time of check-in and prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 41<sup>e</sup> Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41<sup>st</sup> General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/John Kim** **2013-06-20-084**

That Bill Gillis, Karen Smart, and Steve Willey be the corresponding members and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Charles McMillan/Erin Todd** **2013-06-20-085**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on May 16, 2013.

**Carried**

**Re-appointment of Board of Directors of Observer Publications Inc.**

**Motion: Bev Kostichuk/John Kim** **2013-06-20-086**

That the Sub-Executive of the General Council approve the re-appointment of the following directors to the Board of Directors of Observer Publications Inc.:

Rev. John Ambrose  
Rev. Wayne Cole  
Rev. Karen Hilfman Millson  
Kim Kaschor  
James Lawson  
Martha Martin  
Nancy Wyse

**Carried**

**Covenant Between The United Church of Canada and Observer Publications Inc.**

Nora Sanders spoke to this motion.

**Motion: Nora Sanders/Lynella Reid-James**

**2013-06-20-087**

The General Secretary, General Council proposes:

That the Sub-Executive approve The United of Canada entering into a new covenant relationship with Observer Publications Inc. ( the “Observer”) on the following terms:

- (a) a majority of the members of the Observer’s board of directors must be members of the United Church (ordered or lay);
- (b) the approval of the Executive of the General Council is required for at least thirty percent of the individuals nominated to the Observer’s board of directors before they may be elected;
- (c) the General Council or its executive is entitled to elect ten of the individuals who will serve as members of the Observer corporation; and
- (d) such other terms as may be mutually beneficial to the United Church and the Observer, as finalized by the General Secretary and senior staff of the Observer.

**Carried**

**Appointments to the Board of Regents for the University of Winnipeg**

**Motion: Bev Kostichuk/Charles McMillan**

**2013-06-20-088**

The General Secretary, General Council proposes:

That the Sub-Executive of the General Council Executive appoint Brenda Suderman (former student representative), and Zach Fleischer (incoming student representative) as United Church of Canada representatives to the University of Winnipeg Board of Regents as provided for in section 5(2)(f) of the University of Winnipeg Act (1998).

**Carried**

**University of Winnipeg Faculty of Theology**

Nora Sanders, Steve Willey, and Bill Gillis provided background information relevant to this motion. People are feeling grief and loss with regard to this historic faculty and the building that housed the program. Questions that came up at the last Sub-Executive of the General Council meeting were sent to the University of Winnipeg by acting Executive Secretary Bill Gillis from Manitoba and Northwestern Ontario Conference, and responses were provided. Winnipeg Presbytery wrote to the General Secretary indicating that they had passed a motion disapproving of the changes, but without elaborating on the reasons. Bill Gillis had been in attendance at that presbytery meeting and was not able to report any additional concerns that had not been previously identified. Steve Willey has conferred with the United Church members of the Board of Regents, and with the representatives to the General Council Executive from Manitoba and Northwestern Ontario Conference, and reported on those conversations.

The Sub-Executive of the General Council noted the desire to continue to have an active relationship between The United Church of Canada and the University of Winnipeg as it becomes the new Centre for Theological Studies. Past Moderator Mardi Tindal reflected on the grief and loss: we honour history, treasure past relationships, and grieve when changes come.

**Motion: Bev Kostichuk/Erin Todd**

**2013-06-20-089**

That the Sub-Executive of the General Council of The United Church of Canada with regret approve the University of Winnipeg's discontinuance of the Faculty of Theology by its Board of Regents, on the understanding that the University will establish a centre for theological studies of the University of Winnipeg in its stead.

**Carried**

Lynella Reid-James left the call at 1:28 p.m.

Past Moderator Mardi Tindal ended the meeting with a prayer at 1:32 p.m.

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Past Moderator, Mardi Tindal

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General Secretary, Nora Sanders

**MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
November 16–18, 2013**

The Executive of the General Council of The United Church of Canada met from 8:30 a.m. on Saturday, November 16 to 4:00 p.m. on Monday, November 18, 2013, at the General Council Offices, Etobicoke, Ontario. The Moderator Gary Paterson presided.

**Attendance**

Nicole Beaudry, Adam Brown, Janice Brownlee, Graham Brownmiller, Shirley Cleave, Jess Cobb, Brian Cornelius, Thom Davies, Laura Fohse, Susan Gabriel, Ivan Gregan, Charlotte Griffith, Vilvan Gunasingham, Adam Hanley, Andrea Harrison, Nelson Hart, Barb Janes, Ray Jones, Donna Kennedy, Mel King, Bev Kostichuk, Steve Lowden, Marie-Claude Manga, Kellie McComb, Charles McMillan, Tracy Murton, Bob Mutlow, Gary Paterson, Lynella Reid-James, Mary Royal Duczek, Nora Sanders, Florence Sanna, Michael Shewburg, Bill Steadman, Anna Stewart, John Thompson, Norma Thompson, Mardi Tindal, Erin Todd, Pauline Walker, Roy West, Jim White, Doug Wright, John H. Young

**Corresponding Members**

David Allan, Michael Blair, Bill Doyle, Beverley Green, Bruce Gregersen, Doug Goodwin, Alan Hall, Peter Hartmans, David Hewitt, Cheryl Jourdain, Will Kunder, Lynn Maki, Martha Martin, Erik Mathiesen, Faith March-MacCuish, Shannon McCarthy, Bill Smith, Cheryl-Ann Stadelbauer-Sampa, Whit Strong, Nichole Vonk

**Regrets**

Alvin Dixon, John Kim, Rosemary Lambie, Martha Pedoniquotte, Colin Phillips, Ramzi Zananiri

**Saturday, November 16, 2013**

**Worship**

Worship was led by the Greenbelt team of Martha Martin, Kellie McComb, Tracy Murton, Mary Royal Duczek, and Michael Shewburg. The scripture text chosen to be woven throughout this meeting of the Executive of the General Council was Deuteronomy 30:11–20.

**Welcome**

The Moderator welcomed the Executive to gather on the traditional land of the Mississauga of New Credit First Nations. As a mixture of strangers and friends, he asked all to join in community for a moment of silence to prepare for the meeting.

A special welcome was extended to those who are at their first meeting of the Executive of the General Council of the triennium: Mel King and Martha Martin. For this meeting Whit Strong was the alternate for Rosemary Lambie, Conference Executive Secretary, Montreal & Ottawa Conference. The Conference Representative for Newfoundland and Labrador, Claude Hender, has resigned for personal reasons, and a new representative is still to be named.

The Moderator constituted the meeting in both languages.

### **Governance – Agenda**

Shirley Cleave, chair of the Permanent Committee on Governance and Agenda, gave an overview of the agenda for the next three days. Table groups were then invited to consider the following question: “What are signs of life in your, congregation, presbytery, and Conference home?”

### **Procedural Motions and Opening Motions**

Nora Sanders introduced the procedural motion.

### **GS 36 PROCEDURAL MOTIONS**

**Motion: Nora Sanders/Florence Sanna**

**2013-11-16-090**

#### **Worship, Music, and Theological Reflection**

That the worship leadership for this meeting be provided by Tracy Murton, Mary Royal Ducek, Martha Martin, Kellie McComb, Gary Paterson, Michael Shewburg,

That the music leadership for this meeting be provided by Andrew Aitchison and a choir from Trent University.

That the theological reflector for this meeting be Bruce Gregersen.

#### **Resource People**

That Resource people for this meeting be the Executive Ministers and Officers, Cathy Hamilton, Bruce Hutchinson, Marcus Robertson, Diane Bosman, Bronwen Corlett, Adele Halliday, Cynthia Gunn, James Scott, and Karen Smart.

#### **Administrative Staff/Volunteers**

That the administrative staff for this meeting be Susan Fortner, Susan Sigal, Stephanie Uyesugi, Shirley Welch, and Susan Whitehead. That the administrative volunteers be Gary McKay, Karen McLean, and Jean Wilson. The minute secretary for this meeting be Susan Fortner.

#### **Chaplain**

That the Chaplain for this meeting be Erin Todd.

#### **Friend in Court**

That the Friend in Court for this meeting be Marie-Claude Manga.

#### **Reference and Counsel**

That the Reference and Counsel for this meeting be Graham Brownmiller and Florence Sanna.

#### **Sessional Committee Co-Chairs**

That the co-chairs of Sessional Committees for this meeting be:

Blue Sessional Committee: Adam Hanley and Erin Todd

Yellow Sessional Committee: Jess Cobb and Doug Wright

Red Sessional: Bill Steadman and Norma Thompson

**Agenda**

That the Executive of the General Council adopt the agenda for this meeting and that changes to the agenda, which may be necessary as the meeting evolves, be made on the recommendation of the Agenda Table.

**CARRIED**

**GS 35 OPENING MOTIONS**

The General Secretary presented the opening motions. Mary Royal Duczek asked that proposed PMM3 Elected Member Structure be lifted from the Consent Agenda.

**Motion: Nora Sanders/Michael Shewburg**

**2013-11-16-091**

The General Secretary, General Council proposes:

That the Executive of the General Council:

5. Approve the minutes of the Executive of the General Council meeting held May 4–6, 2013.
6. Receive for information, the minutes of the meetings of the Sub-Executive of the General Council held March 21, April 19, and May 16, 2013.
7. Receive for information the following:
  - General Secretary, General Council's Accountability Report
  - 42nd General Council Planning Committee Accountability Report
  - Committee on Indigenous Justice and Residential Schools Accountability Report
  - Pension Board Accountability Report
  - Aboriginal Ministries Council Accountability Report
  - Theology and Inter-Church Inter-Faith Committee Accountability Report
  - Permanent Committee on Finance Accountability Report
  - Permanent Committee on Governance and Agenda Accountability Report
  - Permanent Committee on Ministry and Employment Policies and Services Accountability Report
  - Permanent Committee on Programs for Mission and Ministry Accountability Report
  - Consultation on Disabilities Report
  - Socially Responsible Investment and Resource Extraction Report
  - Correspondence to the Executive of the General Council to November 2, 2013
8. Adopt the following proposals:
  - MEPS 3 - Group Insurance Design Changes ([NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)])
  - MEPS 4 - Human Resources Job Evaluation Policy (page 110)
  - MEPS 5 - Changes and Additions to Admission Policies and Procedures (page 111)
  - MEPS 6 - Response to ANW 12 – Presbytery Staff (page 112)
  - MEPS 7 - Diaconal Ministry First Placement Data (page 113)
  - MEPS 8 - Discontinued Service List (pages 114–115)

**CARRIED**

**Comprehensive Review Task Group**

Cathy Hamilton, chair of the Comprehensive Review Task Group, led table groups and senior staff through their future work plan, including a discussion designed to provide the

**REF - 180**

Comprehensive Review Task Group with feedback.

Cathy also introduced the new online platform, “United Future,” through which individuals from across the church can participate in conversations about the future of the church and share their hopes, fears, dreams, and visions.

### **Adjournment for a Special Meeting, the 2nd Sitting of the 41st General Council**

**Motion: Shirley Cleave/Bev Kostichuk**

**2013-11-16-092**

The General Secretary, General Council proposes:

That the Executive of the General Council adjourn until the close of the Special Meeting (2nd sitting) of the 41st General Council, 2013.

**CARRIED**

### **Reconvening the Meeting of the Executive of General Council**

After the completion of the special meeting of the 41st General Council, the meeting of the Executive of the General Council resumed.

### **Committee on Indigenous Justice & Residential Schools**

Jamie Scott, General Council Officer, Residential Schools, spoke to the work of the Committee on Indigenous Justice & Residential Schools and Aboriginal Ministries Council. He introduced barb janes and Mel King, the new co-chairs of the committee. Prayers were offered for Alvin Dixon. Consultations have taken place this past fall to seek guidance on the next steps in the journey of reconciliation and right relations.

Ray Jones, Aboriginal Ministries Council, framed his remarks around the fact that justice for Aboriginal people is our moral imperative and that as a church community are called to remember the 1986 apology: “We ask you to forgive us and to walk together with us in the Spirit of Christ so that our peoples may be blessed and God’s creation healed.”

barb janes, introduced the next steps on the journey to reconciliation and right relations: the Doctrine of Discovery, new office space for the Aboriginal Ministries Council, “Treaty as Covenant” Church, land reparation, and healing. Table groups were invited to consider the question: “What are the next steps that the Spirit is calling the United Church to take on its journey to reconciliation and right relations?”

### **Moderator’s Accountability Report (*Addendum A after these minutes*)**

The Moderator began his remarks by speaking of his pilgrimage to the Greenbelt event in England this past summer. He lifted up the work the Comprehensive Review Task Group and his time at Heartwood Community Café (where the congregation of Trinity United in Vancouver purchased the café to find new ways of being a sacred community of people). The Moderator also spoke of his time at the World Council of Churches 10th Assembly in Busan, South Korea. He concluded his report with his reflections on the Affirm United/S’affirmer Ensemble’s 2013 Conference and Annual General Meeting held at St. Andrew’s United Church in North Bay, Ontario, this past summer.

The Past Moderator, Mardi Tindal, offered a prayer of thanksgiving for the Moderator.

**Omnibus Motion Remits (*attachment found as Addendum B, after these minutes*)****GS 39 FORMAT OF REMITS****Motion: Nora Sanders/Florence Sanna****2013-11-16-093**

The General Secretary, General Council proposes:

That the Executive of the General Council approve the form of remits attached as Remits 7, 8, and 9 as authorized by the 41st General Council 2012 and 2013.

**CARRIED****General Secretary's Accountability Report (*Addendum C, after these minutes*)**

Nora Sanders, General Secretary, General Council spoke to her accountability report, framing her remarks around Deuteronomy 30. The church is facing a shortage of funds, which is a challenge and a blessing as it causes us to look for new ways of being.

Nora spoke about her role as General Secretary in the work of the Comprehensive Review Task Group. This includes the ongoing support work that the General Council office staff provides to the task group.

Nora spoke to the staffing changes that were made last spring following budget decisions made by the Executive of the General Council in May 2013. She also noted that office space reductions are being made to the 4th floor, which will reduce rental costs.

Nora updated the status of the implementation of GS27 – Palestine/Israel Education and Economic Action. The campaign, which is entitled “Unsettling Goods: Choose Peace in Palestine and Israel,” has been launched. Background and educational material will be posted on the United Church website to assist in moving the implementation of this economic action forward. Websites have been created by valued members of our church both supporting this position and offering a new point of view.

In concluding her remarks she spoke to: the individual generosity of our members who have donated monies to the Philippines Typhoon Haiyan Relief fund, the work that took place last June in Toronto as theological educators gathered to look at new ways of preparing for ministry, and the active discussions that are taking place around full communion with other church denominations. The upcoming Staff Leaders (comprised of the Management Group at the General Council Office and the Conference Executive Secretaries and Speaker) meeting will be held in Edmonton, Alberta, so that they will be able to attend the final National Truth and Reconciliation Event, which will take place in Edmonton March 27–30, 2014.

**Theological Reflection**

Bruce Gregersen offered reflection on defining theology. The work of the church is steeped in theology. It is not whether or not we do it, but whether it is done well or not. The question to explore is whether God is calling us to risk something that truly risks the life of the church.

**In-Camera Time****Motion: Shirley Cleave/Ray Jones****2013-11-16-094**

That the Executive of the General Council move into an In Camera session with the following

**REF - 182**

membership: voting members of the Executive of the General Council.

**CARRIED**

**Voting Members Time with Moderator**

The meeting was adjourned, and those assigned to table groups were invited to stay for a discussion with the Moderator regarding reporting back to their home constituency.

**Sunday November 17, 2013**

**Worship**

Worship was led by Michael Shewburg, with table groups being asked the question: “What do you need to let go of or pick up in order to live into choosing life?”

**Motion: Shirley Cleave/John Young**

**2013-11-16-095**

That the Executive of the General Council move out of In Camera session.

**CARRIED**

**Motion: John Young/ Steve Lowden**

**2013-11-16-096**

That the report of General Secretary’s Supervision Committee be received for information.

**CARRIED**

**Permanent Committee Ministry and Employment Policies and Services (MEPS)**

**Accountability Report**

Tracy Murton, chair of the Permanent Committee on Ministry and Employment Policies and Services, spoke of her experiences at Greenbelt this past summer.

Updates on the recent work being done in Conferences on Effective Leadership and Healthy Pastoral Relationships were highlighted. In summary, the Maritime Conference is working with three presbyteries and engaging Conference staff with the pastoral relations work being done in those presbyteries; Montreal and Ottawa Conference is standardizing and regularizing the triennial oversight process used by presbyteries, with the focus on mission strategy; Manitou Conference is testing all aspects of the project but limiting it to Sudbury Presbytery; Bay of Quinte Conference is increasing the role of the Conference Personnel Minister in facilitating search and selection processes in two presbyteries; British Columbia Conference is contracting staff to manage Candidacy Pathway and Effective Leadership projects; Toronto and London Conferences are testing all aspects; and the Conference of Manitoba and Northwestern Ontario is shifting the search and screening work to the Conference from the presbyteries.

Peter Hartmans spoke directly to the implementation of effective leadership within Hamilton Conference. They are engaging congregations to work with the essence of the report.

Tracy Murton concluded her report by asking the Executive to consider several questions framed around the nurturing of souls.

**Permanent Committee on Finance Accountability Report**

Brian Cornelius, chair of the Permanent Committee on Finance, introduced the five principles that the Finance Committee grounds their work in.

Reflecting on the work of the committee since the May 2013 meeting, he reiterated, as reported by Nora Sanders, that the General Council budget for 2014 had been downsized by \$5 million. This was done by reducing grants by 17.5% and through a 17% reduction in approved staffing levels. By taking these actions it is anticipated that reserve levels will be maintained.

Brian lifted up the continuing work the committee is doing in researching the three key target groups that support the mission and service of the church. All target groups feel more committed to their local congregational mission than denominational mission or the Mission and Service Fund.

Brian highlighted the work of the Philanthropy Unit and the strategy that unit has developed in integrating a revenue plan that includes the “God’s Mission, Our Gifts” campaign. The first year focused on refreshing the communications plan associated with M&S fundraising. The second year focused on updating the data and research. This data will be compiled in the third year, developing specific strategies and goals. The overall objective of this plan is to maximize all donated revenue to the United Church, locally and through Mission and Service, by increasing the active engagement in stewardship as a vital part of the faith journey.

Brian concluded by speaking to the need to develop a sustainable model which the Comprehensive Review Task Group is wrestling with.

### **Conference/Other Group Reports**

The members of the Executive of the General Council were invited to wear church t-shirts to the meeting. Conference/Other Group reports over the course of the agenda for this meeting focused on a brief three-minute report from each group, giving “highlights on a couple of their t-shirts” and what is happening within each Conference.

### **Aboriginal Ministries Council Report**

Ray Jones, chair of the Aboriginal Ministries Council, reported on their recent meeting held at Calling Lakes Centre. He noted that when the Council meets outside of Toronto one of their goals is to integrate with the local community. To that end, he spoke of the Council’s visit to the First Nation community of File Hills Qu’Appelle.

A continuing concern among members of the Aboriginal Ministries Council is the deterioration of its church buildings, and the lack of funds for upgrades and repairs.

With thanks and gratitude, Ray lifted up the work of the Truth and Reconciliation Commission and the United Church—specifically noting the new fence around the cemetery at Wanakapew United Church. Several feasts have been held remembering those students who attended the residential school.

The 2014 National Aboriginal Spiritual Gathering will take place July 25–27, 2014, on the Oneida Nation of the Thames First Nation. This will be a time to emphasize right relations. Ray noted that many churches still do not have the new crest posted or pictured in their churches.

In conclusion, he highlighted the work the Council has been doing in working with the Comprehensive Review Task Group in answering the questions that the group asked of them.

Thanks were offered to the United Church for their support of First Nations communities affected by the spring flooding in Alberta.

Nelson Hart closed this time by offering The United Church of Canada Creed in Cree.

### **Permanent Committee on Governance and Agenda Accountability Report**

Shirley Cleave, chair of the Permanent Committee on Governance and Agenda, spoke to her report. The Permanent Committee on Governance and Agenda is mandated with proposing an agenda for these meetings, and they have worked to create agenda time to allow for new work and new ways of dealing with emerging work. An example of this is the way technology was used to reconvene the 41st General Council. A continued effort is being made to improve communications. Diane Bosman, Program Coordinator, Member Engagement, directed the Executive through The United Church of Canada webpage, which enables people from each Conference to be able to connect with their elected General Council Executive representatives.

### **GCE 26 OMNIBUS MOTION TO REFER NEW BUSINESS**

**Motion: Shirley Cleave/Norma Thompson**

**2013-11-16-097**

That the Executive of the General Council

1. Refer the following proposals to the Permanent Committee on Governance and Agenda:
  - GCE23 Appointment of the two representative of the Francophone Constituency as Commissioners to General Council;
  - GC24 Presence of the Responsible for Ministries in French at the Meetings of General Council Executives.
2. That the Executive of the General Council refer GCE 25 Reconsideration of 2014 Pulpit Supply Rate to the Permanent Committee on Ministry and Employment Policies and Services and defer implementation until the Permanent Committee on Ministry and Employment Policies and Services reports back to either the Executive or the Sub-Executive of General Council.

**CARRIED**

### **Governance Education – Proposal Method**

Shirley Cleave and Brian Cornelius led a governance education session on using the proposal process.

### **Governance Education – Intercultural Lens**

Adele Halliday, Bronwen Corlett, and Karen Smart led a governance education time that invited the Executive of the General Council to dig deeper into thinking about the intercultural lens in a fun and interactive way.

### **Permanent Committee for Programs for Mission and Ministry Accountability Report**

Mary Royal Duczek, chair of the Permanent Committee on Programs for Mission and Ministry, reflected on her time at the Greenbelt event.

In her role as chair she reported on her time at TURNing Over the Tables, October 2013 in Quebec City. She stressed the importance of attending these types of meetings where there are opportunities to share with one another and our partners. Another opportunity to meet and hear from our partners was at the recent Partner Council meeting. By building relationship in other parts of the world, we open up our world and our vision.

Other work highlighted was the Gathering Together: Report of the National Consultation for People with Disabilities and Their Allies and the report of the Adoption Task Group. The committee continues to work on exploring new ways of how to work more effectively and prioritizing the work that comes before the committee.

Mary concluded her remarks by expressing the committee's appreciation to Bruce Gregersen for his support and leadership. Bruce will be retiring shortly after this meeting.

### **Worship**

The Executive of the General Council ended the day with evening worship. The Moderator introduced the guest choir from Trent University, under the leadership of Peter MacKinnon. The choir led a hymn sing and presented two beautiful anthems. The Moderator thanked the choir for sharing their ministry of music. The Worship Team invited those present to visit as many of the 25 spiritual practice stations as they felt moved to visit and to leave when they were ready.

## **Monday, November 18, 2013**

### **Theological Reflection**

Bruce Gregersen reflected on a new heaven and new earth. He invited those present to think about how they see themselves. He invited them to refrain from seeing themselves as small church, but to look for a clear denominational identity.

### **World Council of Churches**

Gail Allen, Program Coordinator, Interchurch & Interfaith Ecumenical Officer; Adele Halliday, Team Leader, Transformational Ministry; and Patti Talbot, Program Coordinator, People in Partnership, shared highlights of their time at the World Council of Churches 10th Assembly in Busan, South Korea.

The Assembly is a gathering of 345 member churches with over 3,000 participants from around the world celebrating in dialogue and reflection through common prayer. Bible studies, thematic plenaries, ecumenical conversations, business sessions, workshops, and a weekend pilgrimage took place over the 10 days of the event.

Approximately 30 United Church people participated in various capacities. The voting delegates from The United Church of Canada were Jordan Cantwell (Saskatchewan), Hannah Lee (Toronto), Lorna Pawis (All Native Circle), and Miriam Spies (Hamilton). The Moderator and people from at least 10 Conferences also attended the Assembly.

Miriam Spies was elected as a member of the Central Committee. As such, she will regularly report on the work of the Assembly to the Executive of the General Council.

### **Governance – Becoming Affirming**

Bruce Hutchinson introduced the next step in the Executive's affirming process.

The Rev. Robin Sherman shared her deeply personal journey of inclusion and exclusion. She spoke to why we as a church should engage in the affirming process. Table groups were then asked, "Where have you noticed or experienced assumptions or behaviours that have resulted in exclusion?" Bruce Hutchinson also asked the group what they would like to have addressed in future sessions?

### **Sessional Reports**

The Red Sessional leadership team, co-chaired by Bill Steadman and Norma Thompson, presented the following motions as amended by the Red Sessional group during their sessional time on Sunday.

#### **GS40 LOAN GUARANTEE FOR RIVERBEND UNITED**

**Motion: Lynella Reid-James/Michael Shewburg**

**2013-11-16-098**

That the Executive of the General Council approve the attached financial resolution by which The United Church of Canada guarantees a \$1.1 million construction loan arrangement on behalf of Riverbend United Church in Edmonton.

**CARRIED**

#### **PMM 3 PROPOSED ELECTED MEMBER STRUCTURE** (*see Addendum D after these minutes*)

Membership was amended from 25 to 28.

**Amended Motion: Norma Thompson/Bill Steadman**

**2013-11-16-099**

That the Executive of the General Council

1. Amend the current terms of reference of the Permanent Committee on Programs for Mission and Ministry to establish a membership of 28, including three persons appointed from the General Council Executive (see Appendix PMM 3, page 106 [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)]);
2. Terminate all current appointments to the Permanent Committee on Programs for Mission and Ministry at its November 2013 meeting;
3. Request that the Nominations Committee appoint a new Permanent Committee on Programs for Mission and Ministry, including the chairperson, at or immediately following the November 2013 meeting of the General Council Executive; and
4. Direct the Nominations Committee to appoint the membership of the Permanent Committee on Programs for Mission and Ministry, to the extent possible, from those who are presently members of the Permanent Committee on Programs for Mission and Ministry, the Communities in Ministry Unit-Wide Committee, and the Partners in Mission Unit-Wide Committee.

**CARRIED**

#### **PMM 5 SOCIALLY RESPONSIBLE INVESTMENT AND RESOURCE EXTRACTION**

The original motion was amended to first receive the report, then approve the recommendations.

**Amended Motion: Bill Steadman/Norma Thompson**

**2013-11-16-100**

That the Executive of the General Council

1. receive the report of the Socially Responsible Investment and Resource Extraction Task Group.

**CARRIED**

**PMM 5A SOCIALLY RESPONSIBLE INVESTMENT AND RESOURCE EXTRACTION**  
(*see Addendum E after these minutes*)

**Amended Motion: Bill Steadman/Norma Thompson** **2013-11-16-101**

2. and approve the recommendations from the working group (Appendix PMM5 1 beginning on page 80 [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)]) and direct the General Secretary to implement the recommendations as possible within existing resources.

**CARRIED**

**Theology and Inter-Church Inter-Faith (TICIF) Report**

Bill Steadman, chair of the Theology and Inter-Church Inter-Faith Committee, highlighted several pieces of work. The committee is made up of 14 people from across the country. At this time there is no representation from British Columbia Conference. The committee has received the draft study on Hindu–United Church Relations and sees this as an important step in continuing dialogue as well the important dialogues with the Anglican and Roman Catholic Church and the Israel/Palestine dialogue.

Ongoing work is being done on the issue of “membership.” This is a topic that has been looked at over the past 30 years at most General Councils. Part of that work is reviewing the role of Baptism in the membership continuum. Questions that are being asked is this a key step to membership. In conclusion, Bill stated that the role of the committee is to help the church ask the questions and then keep revisiting the answer.

**GCE 22 NOMINATIONS REPORT AND PROPOSAL** (*see Addendum F after these minutes*)

**Motion: Florence Sanna/Graham Brownmiller** **2013-11-16-102**

The Nominations Committee proposes that the Executive of the General Council

3. Receive for information the Nominations Report
4. Appoint or reappoint the people recommended in the Nominations Report to the committees and task groups of the General Council and as representatives of The United Church of Canada, with the stated terms.

**CARRIED**

**Sessional Reports**

The Blue Sessional leadership team co-chaired by Adam Hanley and Erin Todd presented the following motions as amended by the Blue Sessional group.

**G&A 3 GUIDING PRINCIPLES – 42ND GENERAL COUNCIL**

**Motion: Adam Hanley/Erin Todd** **2013-11-16-103**

That the Executive of the General Council approve the Guiding Principles for the 42nd General Council, Corner Brook, as:

The 42nd General Council, Corner Brook - Guiding Principles

In all that we do, both before and at General Council, it will be in the spirit of making The United Church of Canada more faithful and stronger in its commitment.

We profess in *A New Creed*:

*We are not alone*

*We live in God's world.*

*We believe in God:*

*who has created and is creating.*

In this time of recreation, the work of the Comprehensive Review will be the primary piece of business before the 42nd General Council. The 41st General mandated this task group with the overall task "to examine the comprehensive vision and circumstances of The United Church of Canada and develop a report and recommendations for the 42nd General Council 2015 that will best enable the church to live faithfully in God's world at this time in the church's life." The GC42 Planning Committee will work to find ways to manage the workflow coming to this General Council to ensure the time required is available to address the work of the Comprehensive Review.

The time has come to *make new*. Trusting in God:

We will allow for the grace and space to engage in faithful work:

- The agenda will allow space for the Holy to enter into our work
- The way to do the work of General Council will fully integrate business and worship, discernment and community building
- We will engage in the core questions facing The United Church of Canada at this time

This General Council is meeting together for the first time, and we will meet together in friendship and peace:

- We will begin with communication and education before people arrive at Corner Brook
- Our communication during General Council will be done with intention and care, to help people understand and fully engage in the process
- We will build community, by building a sense of connectivity within the General Council Circle and with other circles of The United Church of Canada

We will work in a spirit of abundance and thankfulness:

- We will recognize the gifts given to the church over the years
- We will recognize that we are surrounded by blessings
- We will be good stewards of funds, natural resources, and people's time and energy, both before and during the General Council meeting

We will focus on the United Church's sense of the future, tackling questions about our future with integrity and hope:

- The future belongs to many people, and we will strive to hear many voices in the work of the General Council
- We will look for the opportunity to grow as we face change
- We will strive to inspire leadership during and beyond the General Council

- We will trust others and encourage others to trust our process through transparency and open communication

**CARRIED**

**G&A 2 CELEBRATING THE 50TH ANNIVERSARY OF UNION WITH THE  
EVANGELICAL UNITED BRETHREN CHURCH RESPONSE TO HAM1 --  
INCLUSION OF THE EVANGELICAL UNITED BRETHREN CHURCH SYMBOL IN  
THE UNITED CHURCH OF CANADA CREST**

The motion was amended in point 2 to include the Evangelical United Brethren symbol in *The Manual*.

**Motion: Adam Hanley/Erin Todd**

**2013-11-16-104**

The Permanent Committee on Governance and Agenda proposes that the Executive of General Council:

Recommend that the original proposal be accepted by the Executive of the General Council  
Direct the General Secretary to:

1. Ensure appropriate plans are made to celebrate the 50th anniversary of the Union of The United Church of Canada and the Evangelical United Brethren Church in 2018, including but not limited to, sharing the history of this faith community and their journey to unite with the United Church of Canada.
2. Update the section in *The Manual* entitled The Formation of the United Church of Canada to highlight this union more fully and add the symbol of the Evangelical United Brethren Church.
3. Receive the proposal entitled “Inclusion of the Evangelical United Brethren Church Symbol in the United Church of Canada Crest” for information and take no further action.

**CARRIED**

**GS38 PROPOSAL FOR YOUTH FORUM – 42ND GENERAL COUNCIL**

**Motion: Adam Hanley/Erin Todd**

**2013-11-16-105**

That the General Secretary and the Youth Forum Working Group be asked to explore further funding options which would allow for larger numbers of young people participating in the pilgrimage and the 42nd General Council.

**CARRIED**

**Pension Board**

Nora Sanders introduced Marcus Robertson, chair of the Pension Board, noting that Marcus was previously chair of the Pension Plan Advisory Committee and is a Fellow of the Canadian Institute of Actuaries and of the Society of Actuaries. He recently completed terms on the Board of Directors of the Society and the Member Services Council of the Institute and is a current member of the Society’s Education Committee and the Institute’s Pension Advisory Committee.

Marcus began his report by noting that the Pension Board has experienced significant changes in the membership with terms ending and replacements being named. The two members at large will end their terms at the end of this year.

Highlighting the continuing work of the Pension Board he spoke to the decision made that no past service increases take place effective January 1, 2014. He noted that the financial situation of the Plan continues to gradually improve. It has not yet reached a point where Plan benefit improvements (increased pensions) can be approved. The Pension Board, along with senior GCO staff, will continue working with Aon Hewitt to develop a proposal for a new agreement as the current contact with Aon Hewitt expires on June 30, 2014.

Marcus concluded his remarks by noting the Pension Board's continued commitment to ensure that the Fund is invested according to responsible investment principles. The Pension Board members and senior staff have met with Shareholder Association for Research and Education (SHARE) and plan to participate in a conference call with executives at Goldcorp to discuss a range of issues and concerns.

### **In Memoriam**

The Executive gratefully acknowledge the following members of our Church family who have left bequest gifts, annuity residues, and insurance proceeds (May 2013–October 2013).

#### **Mission and Service**

Jean P. Angus  
 Alberta M. Auger  
 Helen Margaret Geisler  
 William Arthur Hares  
 Edith Edna Johns  
 Elizabeth Lundy  
 Edna Agnes McDonald  
 Henry McFarlane Morrow  
 Roger Graham Perkins  
 Willa H. Reid  
 Daphne Margot Rogers  
 Isla Grace Saxby  
 Ethelwyn Adelaide Barbara Scott  
 Dorothy Hudson Snodgrass  
 Archibald MacSween Stalker  
 Ruth Gladys Stirling  
 Mardelle Lavon Elizabeth Verchere  
 Ruth Wilkins  
 Iva Jane Wood

#### **General**

Patricia Anne Garnett  
 Marion Elizabeth Moodie

#### **United Church of Canada**

Oliver R. Hodge  
 Alma Carson Hudson  
 Zella Josephine Leavey  
 Louise McGill  
 Kathleen Grace Soucoup  
 Marjorie Anna Sparling

#### **United Church Mission**

John Raymond McFadden

#### **Division of World Outreach**

Eleanor Ethel Ferguson  
 Don and Carrile Yorston

#### **Division of Mission in Canada**

Phyllis Boyd  
 Jessie Selina Current  
 Edna Carrie Jaques  
 Helen Cleone Neff  
 Isle Thompson

## Sessional Reports

The Yellow Sessional leadership team co-chaired by Jess Cobb and Doug Wright presented the following motions as amended by the Yellow Sessional group.

### PMM 4 ADOPTION TASK GROUP

The motion was amended, separating the two parts of the original motion into separate motions. In the first amended motion point #2 was added as well as the inclusion of the word "father" in point iii.

**Motion: Jess Cobb/Doug Wright**

**2013-11-16-106**

That the Executive of the General Council:

Receive the report of the Adoption Task Group concerning United Church-run maternity homes, and

1. Direct the Theology and Inter-Church Inter-Faith Committee to research and devise a position paper regarding adoption and create a United Church of Canada statement on adoption. Give consideration to other denominational statements on adoption and to the UN Convention on the Rights of the Child.
2. Recognizing the pain and hurt experienced by some due to adoptive practices in this era (1940–1980), direct the General Secretary to:
  - i. Develop liturgical resources to be used in acknowledgement of hurt and pain and the hope for healing related to the separation of families through adoption.
  - ii. Invite faith communities to offer services of healing and reconciliation for pain and loss suffered through adoption practices. As well, encourage faith communities to offer services that recognize and honour parents who have lost children through adoption.
  - iii. Encourage faith communities to provide opportunities for mothers, fathers, and others affected by adoption practices to tell their stories to members and leaders of faith communities, with adequate counselling support available onsite.
  - iv. Provide online resources on the United Church website directing individuals to appropriate organizations, groups, and resources that offer counselling and family reconciliation services as well as healing for those who have experienced pain through adoption practices and policies.
  - v. Continue the use and monitoring of the My Story inbox as a way for those affected by adoption to tell their stories and receive a response. Devise opportunities to publicize its availability to families separated through adoption as well as adoptees and adoptive parents. Develop a voluntary pastoral care team to respond to individuals as requested.
  - vi. Continue to work with colleagues from other denominations that operated maternity homes to determine joint actions, where possible.
  - vii. Conduct further research regarding the implications and efficacy of:
    - a. A call for the retroactive opening of adoption records in all provinces and territories in collaboration with partners.

**REF - 192**

- b. An apology to those adversely affected by historic adoption practices, and the role maternity homes operated by the United Church of Canada played in carrying out these practices
- c. A call for a nationwide public inquiry into historic and present adoption practices.

**CARRIED**

#### **PMM 4A ADOPTION TASK GROUP**

The motion was amended to make public the research that went into the report.

**Motion: Jess Cobb/Doug Wright**

**2013-11-16-107**

That the Executive of the General Council:

1. Make public the Archival Researcher report, United Church Maternity Facilities:
  - a) Review of Historical Adoption Policies and Practices, and
  - b) Accounts from Former Residents.

**CARRIED**

#### **GS 37 LIMITING COST OF LIVING INCREASE FOR 2014 TO 0.75%**

**Motion: Jess Cobb/Doug Wright**

**2013-11-16-108**

That the Executive of the General Council take no action on proposal GS37.

**CARRIED**

#### **PMM 6 CONSULTATION ON DISABILITIES**

The motion was amended to add point 3.

**Amended Motion: Jess Cobb/Doug Wright**

**2013-11-16-109**

That the Executive of the General Council receive the report of the United Church's consultation on disabilities (entitled Gathering Together: Toward a Culture of Mutuality and Full Participation for Persons with Disabilities and Their Allies), and approve the following recommendations:

1. Invite the Theology and Inter-Church Inter-Faith Committee to engage the United Church in an exploration of a theology of disability, which could include concepts such as healing, cure, sin, and normalcy, and to make it widely available in the church, and
2. Forward the following to the General Secretary, General Council for implementation as possible within existing resources:
  - a. implement processes to further support for students and candidates with disabilities including, but not limited to
    - training and resources for Education & Students Committees;
    - offering accompaniment for students, such as matching students with ministry personnel with disabilities;
    - considering the intersections between the candidacy pathway and any future training initiatives; and
    - developing best practices for workplace accommodation for ministry personnel with disabilities, including processes of what is helpful to do in Conferences.
  - b. explore ways of supporting congregations whose ministry personnel develop a disability; such support could include

- additional training for Conference personnel ministers on congregational support, so that each congregation does not do its own individual research on policies and grants;
  - offering additional support for ministry personnel with disabilities, including ministry personnel on long-term disability leave;
  - reviewing current policies, support structures, and insurance for ministry personnel with disabilities; and
  - considering a centralized fund for congregations seeking to make their congregational space more accessible.
- c. develop a concrete plan to make the current General Council Office an accessible space, not limited to but including
- fully accessible washrooms;
  - automatic door controls; and
  - Braille buttons and other relevant signage; and that this office space is made more accessible in consultation with people living in disabilities in the United Church; and that future office spaces are designed to be fully accessible through consultations with people living with disabilities throughout the design process.
  - develop an accessibility audit that would be used at all national events and gatherings, and that an adapted accessibility audit be created for congregations.
  - engage a church-wide process for engagement, including but not limited to worship materials, educational resources, and advocacy.
3. Request an update for actions to date as of the May 2014 meeting of the Executive of General Council.

**CARRIED****GCE 27 CORRECTIONS TO THE REPORT ENTITLED “GATHERING TOGETHER: TOWARD A CULTURE OF MUTUALITY AND FULL PARTICIPATION FOR PERSONS WITH DISABILITIES AND THEIR ALLIES”****Motion: Shirley Cleave/Adam Hanley****2013-11-16-110**

That the Executive of the General Council replace the report entitled “Gathering Together: Toward a Culture of Mutuality and Full Participation for Persons with Disabilities and Their Allies,” which was part of the consent agenda adopted on Saturday, November 16, with a revised version to correct the names of the Planning Committee and correct spelling.

**CARRIED****Governance – Reporting Back Home, Evaluation**

Shirley Cleave introduced the closing question for the table groups, “Where do you find new life or where was there evidence of us choosing new life in the course of this meeting?”

The Moderator and Nora Sanders extended their thanks and courtesies to the staff and volunteers who supported this meeting.

**CLOSING PROCEDURAL MOTION****Authorizing the Sub-Executive of the General Council****Motion: Sanders/Ivan Gregan****2013-11-16-111****REF - 194**

That the Executive of the General Council authorize its Sub-Executive to deal with the business placed before it by this meeting of the Executive and any emergent business that may arise prior to the next meeting of the Executive of the General Council.

**CARRIED**

**Theological Reflection**

Bruce Gregersen reflected on Doug Hall’s latest book on Christianity, speaking to the possibility that if you create open space then the church may find a place to renew itself.

**Worship**

Closing worship was led by Kellie McComb using a liturgy from the Corrymeela Community. She offered words of thanks for the opportunity to experience and take part in Greenbelt—a community committed to social justice, a welcoming community, and a place not bound by place or location.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

## Addenda

Addendum A	Moderator's Accountability Report
Addendum B	GS 39 Format of Remits
Addendum C	General Secretary's Accountability Report
Addendum D	PMM 3 Proposed Elected Member Structure
Addendum E	PMM 5 Socially Responsible Investment
Addendum F	Nominations Report

### ADDENDUM A

#### Moderator's Accountability Report to the Executive of General Council – November 2013

It's been an exciting and energizing time since I last reported in to you—meetings, travelling, listening, talking, presenting, preaching, filming YouTubes, more listening, writing letters and blogs. Since last May, I've been in nine different Conferences, and attended events in the States (the General Assembly of the Metropolitan Community Church) and England (Greenbelt) and Korea (World Council of Churches). Perhaps the first thing to say in this report is that I remain so very thankful for the privilege and honour of being Moderator—I love this United Church of ours.

Fortunately, I've also had time with friends and family—I've walked the beaches of Vancouver, gone down roller coasters at Disneyland with grandchildren, and danced with my spouse under a full moon while cruising on the Seine River in Paris. Life is full—and I am very grateful.

My Advisory Committee keeps reminding me of the central task of this ministry—“to give leadership to the United Church, especially in spiritual things, quickening in the hearts of the people a sense of God as revealed in Christ, and heartening and strengthening the whole United Church....” The question, always, is how best to do that.

So...some of that work takes place at General Council Office...being part of the committee structures that so faithfully try to discern the nudging of the Spirit and the needs of the church. I see myself as an “in-house pastor,” and am intentional about trying to connect with individuals, making an effort to remember names, to know and connect when someone is facing personal, work, or family challenges. I appreciate the opportunity of sharing in Wednesday morning worship, and hanging out at coffee times on the 2nd, 3rd, and 4th floors. *(Given that we are in a time of cutbacks and shrinking resources, we need to recognize that our staff live with a high level of tension, knowing that changes are coming, and indeed, supportive of those changes as they continue to offer incredibly creative and faithful service! They deserve our appreciation and support.)*

Some of the work of “quickenning the hearts” takes place through visiting the Conferences. I've been at the Annual General Meetings of Manitoba and Northwestern Ontario and of Manitou; had a great week travelling in Saskatchewan (who knew that the northern half of that province was forest and lake?); preached in British Columbia, Toronto, and London Conferences; and

spent a few days visiting in the Maritimes. I've attended a whole variety of national events across the country, not just as a "potted plant" but active, engaged, and presenting:

- Conference for Canadian Forces Chaplains
- Energy from the Edges (for all those engaged in community ministries)
- Worship Matters
- Consultation on Theological Education
- National Affirm United/S'affirmer Ensemble
- Connections (camping consultation)
- Behold! (intercultural ministry)

It has been exciting to see the breadth and depth of our work as a church.

*(Aside—the General Council Office organizes a considerable number of national events. Often participants are able to attend because the event is significantly subsidized, frequently by supporting those who come as workshop leaders, home-group facilitators. This past year there has been a challenge in ensuring that a "critical mass" is able to attend. And yet, I believe such events are important—bringing people together from across the country, offering support for leaders, highlighting key areas of ministry. I wonder about the possibility of thinking of a "Big Tent" event, where all these streams of ministry—e.g., worship, camping, justice, intercultural, youth, More Franchises—are gathered for one grand event—that might have the flavour of a United Church "Greenbelt" event. I also wonder about the place of regional events...like Epiphany in Victoria, or smaller, more local events, like Ministry in Motion (southern Ontario) and how, especially as we look to the future, with fewer financial resources, we can find the best balance between national and local.)*

I've also been able to do a number of "area preaching-events"—Wonder and Awe at the end of June for Victoria Presbytery; at Naramata, where southern Okanagan churches came together for an outdoor service; at Fairfield (near Chatham) where churches of Kent Presbytery and beyond came together to mark the 200th anniversary of the Battle of the Thames. I'll be doing something similar in Guelph for the first Sunday of Advent. *(I wonder if there's a word here for our church—the excitement of doing worship together, with more numbers, different music, new energy, a sense of the day's being special; and what does it mean to be The United Church of Guelph?)*

I am very grateful to have been able to participate in the Truth and Reconciliation Commission Event in Vancouver this past September. I have previously taken part in "listening circles," and I have known the history of Indian residential schools. But this event broke open my heart—perhaps it was the length and intensity of the event; plus the variety of people who had gathered and the stories they told, in large gatherings or in smaller, more intense circles; plus the Expressions of Reconciliation, a witness to efforts to respond and make a difference; plus the presence and words of Honorary Witnesses; plus the Sunday Walk for Reconciliation, preceded by our gathering together as members of the United Church, eight or nine hundred strong, for a time of worship. *(The question that stays with me is how the "long haul work" of Reconciliation and Right Relations will remain at the heart of the ministry and call of the United Church, especially as the TRC process is coming to an end, and as we face a time of change and restructuring, with more limited financial resources.)*

A key part of my work is “communication”—trying to let ordinary people at every level of the church, especially at the congregational level, catch a glimpse of the larger church—the issues and the excitement, the bad news and the good news. There has been a real sense of “dis-connection” across the church, perhaps a natural outcome of the struggle and hard times that so many congregations are experiencing, hence my extensive travelling. And then there’s my blog, which is a way for me to share reflections on what I’m doing, where I am experiencing hope and challenge. *(So...clearly, the need for extensive, transparent, authentic, and informative communication has never been higher. If we are going to embrace the changes that are coming upon us—whatever they will be—then we need to ensure that everyone knows what’s going on, and that we understand that we are doing this together.)*

People want to hear about the state of the church—what’s happening, how others are responding, examples of experiment, and signs of hope. It’s a hard time for the United Church...for all liberal, Protestant, mainline denominations; in fact, for all denominations in the Western world. From what I am seeing and hearing, people are clear about the need for change, and in many places they are excited. I am hearing two contrasting themes—one, “This is the most exciting time to be church; it’s like the early church as described in the Book of Acts, when everything was open and possible.” And, on the other hand, “I’m glad there is new life in some parts of the church, but here the patient is terminal.” Both statements are true – the future will see many of our congregations closing, while others will discover what it means to be changed, transformed, renewed. And it will take strong leadership, and there will be disagreements and struggle—like there were in the days of the early church.

Hence the work of the Comprehensive Review—it feels so important for me to be a working participant of the Task Group. We continue to meet for two days every month, at which times we receive enormous amounts of input—from the Congregational Consultation process; from staff, offering updates on other “work on the edge” that is occurring in this triennium (e.g., Effective Leadership, Discernment and Candidacy); from other denominations; from various stakeholders; from outside resource people. *(It’s clear to me that this is the central task of my call to be Moderator, and it’s what I am thinking about most of the time; it’s the core of so much of what I share as I travel around the country. I seek to find the balance between realistic honesty about where we are, and a message that is rooted in hope—a hope that can only be centred in God—who is doing a new thing!)*

Interestingly enough, Isaiah 43 will most likely be the scriptural centre of General Council 42—verses 15 to 21, which talk about the promise of this “new thing” that God is doing; and the opening verses (1–8), words of reassurance that no matter what challenges and endings we are experiencing, we can trust that God will be with us. The GC42 Planning Team has had a couple of meetings, and both the dreaming and logistics are beginning to take rudimentary shape.

I also want to highlight the experience of Greenbelt—“let me count the ways!” It was awesome. Really! One hundred and fourteen United Church ministry leaders, on a pilgrimage. If the only thing that resulted from the event was the enlivening these leaders experienced, it would be enough. We know that in these difficult times, support, strengthening, and education for our ministry leaders is so necessary—and Greenbelt delivered that in spades. Those who attended

Greenbelt have talked a lot about the joy of collegiality, the opportunity to be with other ministry leaders (not as opposed to lay people and congregants, but as a different and equally important need), and the chance to simply “absorb” without having to lead a workshop or be a group facilitator...or to do endless business. However, I do believe that we will begin to see “greenbelt shoots”—I’ve heard that the group from Ottawa is planning a “mini-greenbelt”; I’ve met with a group of under-40 ministers in southern Ontario to talk about possibilities; I’ve connected with some of the Maritime Greenbelters when I was at Behold; and I’ve heard from Tatamagouche that they are exploring the possibility of something happening next fall. Meanwhile, the “learning cohorts” are continuing to meet (participants covenanted to have three Web meetings before Greenbelt and three after). All of which is to suggest that energy is bubbling...and who knows quite what will emerge?

Last month, the Rev. John Lawson, as chair of the Moderator’s Advisory Committee, reflecting on the challenge of “quicken in the hearts of the people a sense of God as revealed in Christ,” offered up a line of Psalm 119 for reflection on our October telephone conference (using the King James Version):

*Turn away mine eyes from beholding vanity; and quicken thou me in thy way.*

A verse that has become a prayer for my own journey, and also a prayer for our church. The question that walks with me as Moderator is how best might I be open to the working of the Spirit, in me and through me, for I am certain that it is God’s intention to quicken the heart of this United Church—whether we want it or not!

Gary Paterson  
Moderator

## ADDENDUM B

### GS39 Format of Remits

**The General Secretary, General Council proposes:**

**That the Executive of the General Council approve the form of remits attached as Remits 7, 8, and 9 as authorized by the 41st General Council 2012 and 2013.**

### FORM OF REMITS:

#### **Remit No. 7 – Election of General Council Commissioners–President-Elect/Leading Elders**

##### **Background:**

The President-Elect or Leading Elder-Elect of each Conference is currently an *ex officio* commissioner to the General Council.

In some Conferences, there is no President-Elect or Leading Elder-Elect at the time of the regular meeting of the General Council. There is, however, a President or Leading Elder.

The 41st General Council 2012 authorized a remit to change this policy so that the President or President-Elect or Leading Elder or Leading Elder-Elect of each Conference is an *ex officio* commissioner to the General Council.

This would require a change to section 8.3.1 of the Basis of Union.

In Conferences where there is no President-Elect or Leading Elder-Elect at the time of the regular meeting of the General Council, this change would allow the President or Leading Elder of the Conference to serve as an *ex officio* commissioner instead of the President-Elect or Leading Elder-Elect.

**The Question:**

Does the Presbytery agree that:

- (a) the President or President-Elect or Leading Elder or Leading Elder-Elect of each Conference be an *ex officio* commissioner to the General Council; and
- (b) the Basis of Union be amended to reflect this policy, as follows:

<u>Existing wording</u>	<u>Changes shown</u>	<u>Proposed wording</u>
8.0 The General Council shall consist of:	8.0 The General Council shall consist of:	8.0 The General Council shall consist of:
8.3.1 the President-Elect or Leading Elder-Elect of each Conference, who shall be <i>ex officio</i> commissioners; and	8.3.1 the <b>President or President-Elect or Leading Elder or</b> Leading Elder-Elect of each Conference, who shall be <i>ex officio</i> commissioners; and	8.3.1 the President or President-Elect or Leading Elder or Leading Elder-Elect of each Conference, who shall be <i>ex officio</i> commissioners; and

**Remit No. 8 – Election of General Council Commissioners – Designated Lay Ministers**

**Background:**

The membership of the General Council currently includes members of the Order of Ministry and Designated Lay Ministers, as elected by the Conference, with the proportion of each being determined by their numbers.

The 41st General Council 2012 and 2013 authorized a remit to change this policy by deleting the requirement of “the proportion of each being determined by their numbers.”

This would require a change to sections 7.6.8 and 8.1.1 of the Basis of Union.

**The Question:**

Does the Presbytery agree that:

- (a) the membership of the General Council include members of the Order of Ministry and Designated Lay Ministers elected by the Conference, but without the requirement that “the proportion of each being determined by their numbers” as currently provided in sections 7.6.8 and 8.1.1 of the Basis of Union; and
- (b) the Basis of Union be amended to reflect this policy, as follows:

<u>Existing wording</u>	<u>Changes shown</u>	<u>Proposed wording</u>
7.6 It shall be the duty of the Conference:	7.6 It shall be the duty of the Conference:	7.6 It shall be the duty of the Conference:
.....	.....	.....
7.6.8 to elect to the General Council an equal number from each of two groups:	7.6.8 to elect to the General Council an equal number from each of two groups:	7.6.8 to elect to the General Council an equal number from each of two groups:
(1) members of the Order of Ministry and Designated Lay Ministers, with the proportion of each being determined by their numbers; and	(1) members of the Order of Ministry and Designated Lay Ministers, <del>with the proportion of each being determined by their numbers;</del> and	(1) members of the Order of Ministry and Designated Lay Ministers; and
(2) lay members other than Designated Lay Ministers; and	(2) lay members other than Designated Lay Ministers; and	(2) lay members other than Designated Lay Ministers; and
.....	.....	.....
8.0 The General Council shall consist of:	8.0 The General Council shall consist of:	8.0 The General Council shall consist of:
8.1. an equal number, elected by the Conference, from each of two groups:	8.1. an equal number, elected by the Conference, from each of two groups:	8.1. an equal number, elected by the Conference, from each of two groups:
8.1.1 members of the Order of Ministry and Designated Lay Ministers, with the proportion of each being determined by their numbers;	8.1.1 members of the Order of Ministry and Designated Lay Ministers, <del>with the proportion of each being determined by their numbers;</del>	8.1.1 members of the Order of Ministry and Designated Lay Ministers; and
		8.1.2 lay members other than Designated Lay Ministers;

and

and

8.1.2 lay members other than Designated Lay Ministers;

8.1.2 lay members other than Designated Lay Ministers;

**Remit No. 9 – Ordination/Commissioning Dependent Upon Settlement or Call Only**

**Background:**

The options available to Ordinands and Commissionands in the transfer/settlement/first call process currently are settlement, call, or appointment.

The 41st General Council 2012 adopted the policy that the only two alternatives available to Ordinands or Commissionands in the transfer/settlement/first call process be settlement or call. The option of appointment would be deleted.

This would require a change to section 9.4.2 of the Basis of Union.

**The Question:**

Does the Presbytery agree that:

- (a) the only two alternatives available to Ordinands or Commissionands in the transfer/settlement/first call process be settlement or call; and
- (b) the Basis of Union be amended to reflect this policy, as follows:

<u>Existing wording</u>	<u>Changes shown</u>	<u>Proposed wording</u>
9.4.2 It shall also be the duty of this [Settlement] Committee to consider all applications for settlement from:	9.4.2 It shall also be the duty of this [Settlement] Committee to consider all applications for settlement from:	9.4.2 It shall also be the duty of this [Settlement] Committee to consider all applications for settlement from:
....	....	....
(2) Candidates for the Order of Ministry who have chosen, by the date during the year in which they are recommended for commissioning or ordination, set by the General Council, to seek a call or an appointment; or	(2) Candidates for the Order of Ministry who have chosen, by the date during the year in which they are recommended for commissioning or ordination, set by the General Council, to seek a call <del>or an appointment</del> ; or	(2) Candidates for the Order of Ministry who have chosen, by the date during the year in which they are recommended for commissioning or ordination, set by the General Council, to seek a call; or

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## ADDENDUM C

### **General Secretary's Accountability Report**

**Origin: General Secretary, General Council**

#### **Introduction**

I am writing on the day after Thanksgiving, trying to cover the things I think you will want to know when you meet a month from now. I hope this material will be helpful, but if there is anything you are wondering about, feel free to be in touch with me at any time, or ask me about it when I report orally at the meeting.

My reports as General Secretary are really reports on behalf of all staff who carry out the work of the General Council, and it is their excellent work that is reflected in what follows. The period after last May's Executive meeting was not an easy time in our office as we said goodbye to colleagues whose positions were eliminated for budgetary reasons. The remaining staff have demonstrated admirable commitment to the continuation of their work, and gradually we are adapting to the new approaches necessitated by our smaller workforce.

Even as the Comprehensive Review Task Group dreams about new ways of doing things in the future, at this meeting we will already be trying out a new way of convening a General Council meeting in a way that could not have been imagined by those who came together to form our beloved United Church in 1925.

I am excited about that. Change can be hard, but it can be stimulating, too. We are living in a time of endings, yes, but also of new doors opening.

#### **Comprehensive Review**

The Comprehensive Review Task Group has continued to meet monthly, with the exception of a well-deserved break in August, to explore the challenges our church faces and begin to develop possible structural options. Since spring 2013, the task group has been listening to the hopes, dreams, and struggles of people across the church through the faith community conversations, and in discussions with Conference annual meetings, the Aboriginal Ministries Council, the United Church Women, senior staff of Conferences and the General Council Office, and others. Based on these conversations and its research, the task group is preparing to share in early 2014 some possible structural options for discussion and feedback, which you will hear more about from the task group's Chair, Cathy Hamilton, at your meeting.

The task group members are a diverse and talented group of United Church people, and I'm deeply grateful for the leadership they are giving the church at this significant time in our history. It's an honour for me to support their work, and also a challenge because they are working very hard. I am grateful for the skills and expertise of project managers from the Osborne Group, and the diligence of the staff and volunteers who are helping to support this work and the consultations.

### **Working for Peace in Israel and Palestine**

Last May, you directed that we move ahead with an education and action initiative, which was mandated by the 41st General Council, to support the end of the Israeli occupation of Palestinian territories and work for a just peace for Palestinians and Israelis.

Staff have followed up by identifying goods produced in settlements by three manufacturers, Ahava, SodaStream, and Keter, to be the focus of the economic action portion of this work. In June, letters were sent to those three manufacturers, requesting meetings to discuss the church's concerns about the settlements, urging the companies to cease production in the settlements, and asking them to accurately label their products as being made in the settlements so consumers can make informed choices. Similarly, letters to retailers Canadian Tire, Home Depot, The Bay, and Walmart Canada asked for meetings, encouraged the retailers to stop selling identified settlement products, and asked them to work with suppliers to ensure accurate labelling.

This engagement process has been slow. As of mid-October, only one manufacturer, SodaStream, has responded, inviting staff to visit its manufacturing facility near the settlement of Ma'ale Adumim. Staff are following up on this invitation. Executive member Bill Steadman and two staff members had a good meeting with Walmart Canada in August, and dialogue is ongoing. Staff continue to press for meetings with the other retailers.

As this corporate engagement process continues, staff are preparing to invite people across the church to work for peace in Israel and Palestine through an initiative called "Unsettling Goods: Choose Peace in Palestine and Israel." It includes a range of actions, as directed by the 41st General Council, including:

- Inviting a United Church member who has lived in Palestine/Israel to speak in your congregation
- Avoiding buying products made in the settlements by Ahava, SodaStream, and Keter
- Asking retailers to stop selling products made in the settlements by Ahava, SodaStream, and Keter
- Supporting Palestinian livelihoods by buying fair trade products or planting olive trees
- Speaking with United Church members, people of other faiths, and community members about ways to choose peace in Palestine and Israel.

A special mailing to all pastoral charges, including a pastoral letter, a list of resources, a poster, and an action card, will be sent in time for Advent to all pastoral charges inviting United Church people to get involved. Background and more information are available at [www.united-church.ca](http://www.united-church.ca).

I should note that the Centre for Israel and Jewish Affairs, which replaced the Canadian Jewish Congress a couple of years ago, has withdrawn from the Canadian Christian-Jewish Consultation, requesting other Christian members to consider conditions for continuing to meet without the United Church. We hoped last spring that there might be an opportunity for one-on-one engagement, or for work within the Consultation on some mutual project, and have tried to keep the door open to these possibilities, but without success. Meanwhile we are maintaining individual conversations and relationships with members of the Jewish community in Canada,

**REF - 204**

exploring relationships with other Jewish organization, and encouraging United Church ministers and members to foster interfaith relationships in their own communities.

### **Emergency Appeals**

*Syria Refugee/Displaced Persons Crisis:* To date, the United Church has donated \$75,000 to ACT Alliance from the church's Emergency Response Fund and raised an additional \$70,000 through a church-wide appeal that was launched in September. The majority of the funds were distributed to ACT for its work in support of Syrian refugees in countries neighbouring Syria and displaced persons within Syria. Funds were also shared with the Middle East Council of Churches, a United Church partner, for its work in support of Syrian refugees, and \$15,000 of the United Church's equity in the Canadian Foodgrains Bank was contributed to the Mennonite Central Committee, a member of the Canadian Foodgrains Bank, for its work with persons displaced within Syria. The funds were, or are being, used for food, shelter, and other basic needs.

*Southern Alberta Flood Crisis:* In the aftermath of floods in southern Alberta in June, the United Church welcomed generous donations for flood-relief work. To date, about \$138,000 has been donated. These gifts have made many things possible. Much-needed household items were purchased for individuals in the Morley community who lost everything in the flood, along with new refrigeration equipment for the Morley food bank and food for the freezer. Another First Nations community rented equipment for clean-up, and help has gone to the Siksika First Nation, where individuals without housing have been assisted with funds for damage deposits and/or first month's rent. Pastoral care programs in our churches have been developed to address the needs of those affected by the flood, and assistance has been given to High River to establish a professional counselling program to provide free counselling to address the post-traumatic stress people in flooded communities continue to experience. Help has also gone to people in the inner city of Calgary, Medicine Hat, and the village of Bragg Creek. All Native Circle Conference and Alberta & Northwest Conference have expressed deepest gratitude for the generous gifts and the prayers.

### **Mutual Recognition of Ministries**

Following the approval of the Executive of General Council in March 2012 to undertake conversations with a number of denominations towards mutual recognition of ministries, initiatives have begun with the Presbyterian Church in the Republic of Korea, the United Church of Christ in the Philippines, and the United Church of Christ (USA). A visit with the Presbyterian Church in the Republic of Korea was reported to you last meeting. A draft that will form the basis of the agreement has been developed and is being reviewed by the Presbyterian Church in the Republic of Korea. In late October, meetings took place with a delegation from the United Church of Christ in the Philippines, which also has led to the development of a draft agreement.

The United Church of Christ (USA) has indicated its desire that mutual recognition of ministries be part of a full communion agreement. This development was reported to the last meeting of the Executive and you authorized these conversations to begin on that basis. The United Church of Christ (USA) proposed at its bi-annual General Synod meeting in June the establishment of full communion conversations. There was unanimous agreement (with one abstention) and great encouragement to proceed. I have appointed a reference group to represent us in the conversation

composed of Mark Toulouse, Danielle Ayana James, Cheryl-Ann Stadelbauer-Sampa, and Daniel Hayward.

The United Church of Christ (USA) will name its committee in November. The hope is that conversations will proceed smoothly to allow for the possibility of joint actions by the General Council of The United Church of Canada and the General Synod of the United Church of Christ in 2015.

### **Ministry Compensation Implementation Plan**

The new salary schedule for those who are not yet ordained, commissioned or recognized (students) becomes effective January 1, 2014. It was communicated directly to students in January 2013, was described in the May 2013 issue of *Connex*, and has been posted on the United Church website with the 2014 ministry minimum salary schedule. Another letter will be sent to students at the beginning of December to remind them of the change and explain the impact on the accumulation of service credits for movement through the categories. Under the new student schedule, students will not accumulate compensation seniority credits (movement through the A to F categories) for student supply appointments.

Preparations continue for the introduction of a new comprehensive, or integrated, minimum salary model for all ministry personnel. This initiative, which was approved in principle by the 39th General Council (2006) and authorized by the Executive of the General Council in March 2012, brings the current base salary and housing allowance/value of manse into a single salary figure. Local costs of living are reflected in the minimum levels.

Compensation specialists at the actuarial firm Mercer were retained to review and comment on the methodology used to develop the minimum salaries for each cost-of-living group. The Pension Plan Advisory Committee reviewed the impact of the change in definition of pensionable earnings. Workshops in nine Conferences this spring and fall and recent consultation with Conference executive secretaries provided extremely helpful input. As a result of these discussions, staff are now researching the inclusion of additional lower and higher cost-of-living categories. Staff are also assessing:

- the technical viability of phasing in the new model, first with new calls and appointments, and then, over a couple years, to existing pastoral relationships
- the merit of beginning implementation on July 1, 2015 rather than January 1, 2015
- how this model would apply to the unique circumstances of the All Native Circle Conference

Because of the time required to explore these suggestions, the plan to make available to presbyteries and Conferences in October 2013 the proposed pastoral charge cost-of-living zone assignments has been postponed until at least spring 2014. Based on feedback we receive to this information, staff will make further adjustments before posting pastoral charge cost-of-living zones and associated minimum salaries in the fall of 2014. The timing is delicate given that the Comprehensive Review Task Group is planning a major period of consultation in the first part of 2014, and thought may need to be given to delaying the comprehensive salary process further to avoid confusion.

**REF - 206**

I will continue to review this project and its readiness for implementation in light of the work of the Comprehensive Review Task Group.

### **Aboriginal Ministries**

Staff have met with the Frontiers Foundation to explore how the United Church might connect this organization to the Right Relations network and pastoral charges. Frontiers Foundation is a non-profit Aboriginal voluntary service organization that promotes the advancement of economically and socially disadvantaged communities. This organization has a significant history of working in close partnership with First Nations on various community-development projects.

The Executive of the General Council passed a motion in May 2013 to support the call for a national inquiry into missing and murdered Aboriginal women. I have written to the Prime Minister to express this support, and a “Take Action” campaign was launched calling for engagement in the NWAC’s petition. In mid-October, approximately 500 signatures were submitted to NWAC.

“Wampum” was a unique camp experience that occurred in July 2013. It was developed in partnership between the Aboriginal Ministries Circle and Five Oaks. Participants engaged in educational opportunities that were delivered from a First Nations perspective.

A youth leadership training program ran concurrently with the Truth and Reconciliation Commission of Canada’s (TRC) national event in Vancouver in September 2013. Six youths from across Canada received practical training in leadership skills and participated in the TRC events. The intention is that these youth will in some way offer leadership to the 2014 National Aboriginal Spiritual Gathering.

In partnership with the Mining the Connections Working Group of Maritime Conference’s Church in Action Committee, KAIROS, and the Church in Mission unit, the Aboriginal Ministries Circle was successful in recruiting a young Aboriginal person to participate in their study tour to Guatemala in November 2013. The tour will focus on the damaging effects mining has on the people of Guatemala. There is commitment by this individual to engage in various conversations to share the learnings upon her return.

An Aboriginal Leadership Retreat will take place in mid-November 2013. Participants will explore areas of leadership development and support, partnerships, communication strategies, as well as what might follow the Truth and Reconciliation gatherings, what is the future work of Right Relations, and what actions might occur to further embody the covenant made at the 41st General Council. Participants will be a small group of elected/appointed members from the Aboriginal Ministries Council, the Aboriginal member of the Moderator’s Advisory Committee, the chair of the Indigenous Justice and Residential Schools Committee, Leading Elders from the All Native Circle Conference, Chair of Sandy Saulteaux Spiritual Centre, and B.C. Native Ministries, and will be supported by senior staff from these organizations. A summary of this conversation will be forwarded to the Comprehensive Review Task Group.

**Philanthropy**

The Integrated Revenue Generation Plan that the Philanthropy unit first developed in late 2011 to support all congregational and church-wide revenue generation is being revised for 2013–2014 and extended to include measurable work of the financial development officers in each area. The Mission and Service campaign is in full swing and is focused on increasing participation through an “Each One, Ask One” campaign with stronger and clearer materials, a broader distribution, and a stronger call to action. (Currently, only 45 percent of individuals who financially support the church give to the Mission and Service of the church.) The range of stewardship support and resources has also been expanded significantly with training webinars, a promotional poster, and an online resource toolkit.

The unit is breaking new ground by pursuing a fully integrated approach to whole-life stewardship and Mission and Service. This builds on the widely held belief, confirmed by the unit’s research, that stewardship includes giving to both local congregation and the Mission and Service of the church. Significant research on stewardship and Mission and Service is continuing with the recent completion of a congregational survey. The actionable recommendations that the unit develops from the 2012–2013 research are being included in the Integrated Revenue Generation Plan.

**Finance**

You are aware of the challenging financial circumstances of the church from the report of the Permanent Committee on Finance, and the briefing you received before the decisions made at the last meeting of the Executive in May. We have followed through in implementing those difficult decisions, and communicating them to the affected partners and stakeholders. Along with the Chief Financial Officer Erik Mathiesen and management colleagues, we are reviewing expenditure and revenue patterns regularly, and working hard to keep spending down while still lifting up the work of the denomination.

Budget management in our context is always complicated by the timing of a significant portion of donations to Mission and Service arriving at the end, or after the end, of the year in which we have spent the money. For example we will not have final revenue figures for 2013 until a month or more into 2014.

**Office Accommodations**

Over the summer, The United Church of Canada Archives moved to the Toronto Christian Resource Centre in downtown Toronto, and we made moves within the General Council Office in preparation for giving up half of the fourth floor at the end of December. Staff continue to plan for the eventual relocation of the General Council Office to a planned redevelopment of Bloor Street United Church in Toronto. We anticipate beginning to work on a lease before the end of 2013.

**Conciliar Relations**

As the result of a decision not to fill at this time the position of General Council Officer, Conciliar Relations, I have taken on the additional role of supervising the Conference executive secretaries and speaker. I met with them for four days in late September in Toronto, both as part of the larger Staff Leaders gathering with senior General Council Office staff, and on their own. I

deeply value the leadership and expertise they bring to their work, and look forward to getting to know them better through regular conference calls. We are also continuing with periodic calls with Conference presidents. Although circumstances at home have limited my ability to travel, I did attend a meeting of the Manitou Conference Executive in October 2013 in Sudbury, and I appreciated that experience very much.

### **Affirming Process**

A small staff group has met with a representative of Affirm United, but further work to develop a staff engagement plan was delayed by staff changes. Further work will be done later this fall.

### **Tracking Sheets**

When you meet in November, you will see on your table a colour copy of a tracking sheet that shows the status of all the business of the triennium from both the 41st General Council and from the Executive. Staff have printed it in colour for ease of reading, and it is also available in black and white in your workbook.

### **Theological Education**

We learned recently that the Queen's School of Religion, citing declining enrolment in theology programs, has proposed to the Dean of Arts and Science at Queen's University that new admissions to the Master of Divinity, Master of Theological Studies, and Bachelor of Theology programs be temporarily suspended.

In 2011, the Executive of the General Council gave its approval to the reintegration of the academic programs of the Queen's School of Religion with those of Queen's University. Under this new arrangement, the personnel, assets and liabilities of the School were transferred to the University. This reintegration was a big change, but it was just one development in a series of changes over the previous decade. The proposed suspension of the theology program appears to represent the culmination of this era of change.

We have been advised that currently enrolled theology students will be able to complete their degrees, and that theology faculty members will be able to continue in their teaching positions. Nevertheless, the proposed suspension of admissions to the theology program represents a loss that will be deeply felt by all those who have a connection with the Queen's School of Religion.

On another note, I appreciated the opportunity to take part in the Consultation on Theological Education that took place in late June, and am grateful for the work of the Theological Education Working Group as they consider the big picture and develop options for the future.

### **General Council Office Staffing**

This meeting will be Bruce Gregersen's last Executive meeting before he retires at the end of December. I will miss Bruce's wisdom, experience, and commitment to our church, and wish him all the best on the next part of his journey.

I also want to welcome Kristine Greenaway, who joined the General Council Office in September as the new Responsable des Ministères en français/Ministries in French. Kristine

worked most recently as head of communications at the World Communion of Reformed Churches in Geneva, Switzerland.

I look forward to seeing you in November.

Nora Sanders

## ADDENDUM D

### APPENDIX PMM 3

#### **Permanent Committee on Programs for Mission and Ministry Terms of Reference – Proposed Elected Member Structure**

##### **Mandate**

The Executive of the General Council works closely with four permanent committees. The mandate of each of these committees is to

- review related work coming before the Executive of the General Council
- advise and guide the Executive on matters related to the specific mandate
- coordinate and present policy recommendations
- ensure and model the principle of collaboration between staff and committee members
- make decisions as delegated in the area assigned, and delegate other functions to working units, *program development advisory groups*, *task groups*, or sub-committees
- carry out other functions as requested

The Permanent Committee on Programs for Mission and Ministry is responsible for

- coordinating and integrating the directions and priorities set by the Executive for program work, including resource production and distribution
- maintaining connections with education and outreach personnel and with appropriate committees throughout the church
- bringing to the Executive coherent, integrated, and manageable recommendations on program priorities
- ensuring that resources are created and distributed in keeping with the program priorities
- supporting the program and resource units as they carry out their work with creativity and collaboration, while maintaining a constructive dialogue with unit leaders of the program and resource production units as well as the Permanent Committee on Governance and Agenda

##### **Membership**

The committee is made up of **25** voting members who reflect the diversity of The United Church of Canada (diversity with respect to gender, race, ethnicity, age, geography, and vocation)

**including** three voting members of the Executive of the General Council. The chairperson is a voting member of the Executive of the General Council.

### **Member Skills and Experience**

This committee is seeking members who have experience with faith formation; congregational development; support to local ministries; institutional ministries; ethnic ministries; francophone ministries; justice, global, and ecumenical relations; or Aboriginal ministries.

Committee members will be active participants in a local pastoral charge or ministry, familiar with the polity of The United Church of Canada, predisposed to collaboration and teamwork, sensitive to diversity issues, leaders in a court of the church, passionately committed to the mission of the United Church, and willing to discern God's yearnings for this work.

### **Expectations and Term**

The committee meets twice a year for three or four days at the General Council Office in Toronto. Other meetings occur by conference call and e-mail exchange. The term of this appointment is from the 41st General Council, August 2012, to the 42nd General Council, August 2015, with the possibility of reappointment for an additional term.

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### **Accountable to the Executive of the General Council**

*Terms of Reference reviewed, GCE, May 2007*

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## **ADDENDUM E**

### **APPENDIX PMM5 – Responsible Investment**

**Recommendation 1 – The United Church of Canada create and ensure resources for the continuing work of a responsible investment body, to be known as the Responsible Investment Reference Group (the “Reference Group”).** The Reference Group would have the primary purpose of providing non-binding observations to the General Council Executive and the investment committees of the United Church General Funds, Pension Plan and Foundation, in matters relating to responsible investments in all economic and trade sectors. The Reference Group would have the role of considering investment policies and informing the Church's work and campaigns for social and ecological justice in matters of corporate social responsibility and particularly responsible investment across Canadian society.

Recommended terms of reference for a Responsible Investment Reference Group are provided in the Background Material at Appendix PMM5 1a at pages 78k-i to 78k-ii [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)].

*Commentary:* The subject of responsible investment, both in the United Church and in Canadian and international civil society is assuming increasingly complex dimensions, ones requiring a capacity to ensure sound principles are developed and applied in the making of the Church's investments and to faithfully work for justice in immediate matters of concern and structurally over the long term. A Responsible Investment Reference Group, comprised of elected and appointed United Church persons, would be accountable as a committee or sub-committee to the

Executive of the General Council within the polity of the Church. The Reference Group would serve as a focal point, exercising leadership and research skills in furthering the Church's investment policies and public witness of corporate social responsibility.

In offering this recommendation, the Working Group is mindful of limits to the Church's resources and the ongoing considerations of the General Council Comprehensive Review which began in 2012.

**Recommendation 2 – The United Church of Canada accede to the United Nations Principles for Responsible Investment (the “Principles”).** Intended for adoption by institutional investors, the Principles would require the United Church to accept that:

*As institutional investors, we have a duty to act in the best long-term interests of our beneficiaries. In this fiduciary role, we believe that environmental, social, and corporate governance (ESG) issues can affect the performance of investment portfolios (to varying degrees across companies, sectors, regions, asset classes and through time). We also recognise that applying these Principles may better align investors with broader objectives of society. Therefore, where consistent with our fiduciary responsibilities, we commit to the following:*

- Principle 1: We will incorporate ESG issues into investment analysis and decision-making processes.*
- Principle 2: We will be active owners and incorporate ESG issues into our ownership policies and practices.*
- Principle 3: We will seek appropriate disclosure on ESG issues by the entities in which we invest.*
- Principle 4: We will promote acceptance and implementation of the Principles within the investment industry.*
- Principle 5: We will work together to enhance our effectiveness in implementing the*
- Principle 6: We will each report on our activities and progress towards implementing the Principles.*

*In signing the Principles, we as investors publicly commit to adopt and implement them, where consistent with our fiduciary responsibilities. We also commit to evaluate the effectiveness and improve the content of the Principles over time. We believe this will improve our ability to meet commitments to beneficiaries as well as better align our investment activities with the broader interests of society.*

***We encourage other investors to adopt the Principles.***<sup>1</sup>

*Commentary:* The UN Principles for Responsible Investment are an expression in the international community of beliefs and policies which parallel those developed over the past 40

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<sup>1</sup> The Principles for Responsible Investment were developed by an international group of institutional investors reflecting the increasing relevance of environmental, social and corporate governance issues to investment practices. The process was convened by the United Nations Secretary-General. Details about the Principles and the investing organizations which have subscribed to them can be seen at: <[www.unpri.org](http://www.unpri.org)>

years by The United Church of Canada. A publicly announced accession to the Principles would commit the United Church to greater accountability in investment decision-making, and offer public witness of a commitment to responsible investing at a time when such an act would foster awareness and contribute to the collective example in Canadian society of other organizations which have adopted the Principles. Adopting the Principles would also usefully highlight the work of the UN Global Compact processes for corporate social responsibility and the implementation of the *UN Guiding Principles on Business and Human Rights*.<sup>2</sup>

**Recommendation 3 – The United Church continue to expressly pursue responsible investment, both in the making of investments across courts and funds of the Church itself, and in public witness and action, in partnership with selected organizations, notably including (but not limited to) KAIROS and the Shareholder Association for Research and Education (SHARE).**

*Commentary:* The United Church cannot undertake effective responsible investment on its own. The complexities of setting policy to make investment decisions and the inevitable challenges of specific investments demand a coordinate approach. Moreover, the Church’s public voice in the pursuit of responsible investment is amplified by working with other well-situated and respected organizations.

**Recommendation 4 – The United Church of Canada work toward understanding and adoption of the principles of free, prior and informed consent (FPIC) for the engagement of Indigenous land, ecological and social rights, in particular urging and supporting Canadian governments and corporations to accept such principles and safeguard the rights inherent in them, including through legislation and formal commitments.** The United Church should seek wherever possible to undertake initiatives toward this goal in partnership with other faith groups and civil society organizations.

**Recommendation 5 – The United Church put an abiding concern for Indigenous peoples’ rights to environmental, social and governance security at the fore of investment decision-making and work in the pursuit of corporate social responsibility.** The United Church would ideally work for an expanded place for the principles of free, prior and informed consent (FPIC) by Indigenous peoples (including Canada’s First Nations) in its investment decision-making. This recommendation should be incorporated into The General Funds Investment Policy by amending it to include the following statement on Implementation of Responsible Investment: “The Investment Committee shall endeavour to reflect the abiding concern of the United Church for Indigenous peoples’ rights to environmental, social and governance security. It shall consider the most effective use of all available investment strategies for the promotion of the principles of free, prior and informed consent by Indigenous peoples (including Canada’s First Nations) as an obligation upon all states and corporations for the approval of natural resources projects affecting such peoples’ lands or territories and other resources, particularly in connection with the development, utilization or exploitation of mineral, water or other resources.”

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<sup>2</sup> The *UN Guiding Principles on Business and Human Rights* can be seen at: <[www.business-humanrights.org/UNGuidingPrinciplesPortal/Home](http://www.business-humanrights.org/UNGuidingPrinciplesPortal/Home)>

*Commentary:* There is much work that remains to advance norms that “safeguard the right of Indigenous peoples to determine and develop priorities for the development or use of their lands”. If we are to be true to the Church’s journey with Canada’s First Nations – and Indigenous peoples globally – then a constant assertion and working to ensure Indigenous peoples’ rights to the land, in its social, cultural, linguistic and spiritual dimensions must be at the fore of investment related activity and the pursuit of corporate social responsibility. Initiatives to foster dialogue in Canadian society about the rights of Indigenous peoples, together with a broader adoption of the United Nations Declaration on the Rights of Indigenous Peoples, 2007 are pressing tasks with important dimensions in corporate social responsibility. Engaging with international solidarity and ecumenical networks working to advance the rights of Indigenous peoples is a critical dimension of this work. All of this would ideally have a salutary effect on truth and reconciliation with Canada’s First Nations.

**Recommendation 6 – There be a continuing development of United Church responsible investment policies, a discourse that includes how to equip United Church people in the making of investment decisions and public witness in matters of corporate social responsibility.** While leadership for such work should be a primary responsibility of the proposed Responsible Investment Reference Group, the obligation to continually assess investment policy is one shared across all courts of the Church.

*Commentary:* This recommendation calls the entire body of the United Church to greater coordinate action in both investment policy-decisions and for social and ecological justice work in the pursuit of more ethical investment responsibility by others, including in Canadian civil society, the United Church’s global and domestic partners, and across transnational organizations concerned with and advancing the work of corporate social responsibility. The Working Group sees a coordinating approach to be taken by the Responsible Investment Reference Group in fostering the discussion and the tangible development of investment policies and responses.

**Recommendation 7 – The United Church, across all of its courts, undertake a purposeful and continuing dialogue for the education of Church people and the promotion of public witness for responsible investment.**

*Commentary:* Responsible investment is a complex phenomenon that is attracting increasing attention in civil society and a growing desire for social and ecological justice among United Church of Canada members. A programmatic approach to equipping ourselves to better understand the issues, and to better advancing justice initiatives, as a Church and in partnership with others, has never been more necessary. An important dimension to this will be a periodic review and commentary by the Reference Group about educational materials and programs offered by The United Church of Canada for responsible investment, and perhaps corporate social responsibility generally.

**Recommendation 8 – The United Church of Canada Foundation develop a capacity to offer investment policy-making advice and support to investors across the United Church, including congregations and the courts of the Church.**

*Commentary:* Some United Church congregations and related organizations co-invest their holdings with the Foundation, thus gaining the advantage of being part of a larger fund guided by an experienced investment committee and staff. Other congregations and organizations prefer to manage their own funds, but sometimes without sufficient attention to their fiduciary responsibility through the development of investment policies and governance processes. The Foundation, drawing on its continuing experience of developing and implementing its investment policy and RI strategies, and possibly with the assistance of a professional service provider, could provide advice to other investors in The United Church of Canada about socially responsible investment. To this end, a modest outreach program, developed in consultation with the proposed Responsible Investment Reference Group, would serve a tangible need in the United Church.

**Recommendation 9 – The United Church continue to ensure it has the capacity to be a leading presence in Canadian civil society, in its own right and by partnership with others, for a justice-seeking discourse and work to improve corporate social responsibility.** The United Church has a rich history of faithful work and witness to social justice in economic and business issues, and that tradition and the gains realized in it must not be diminished in the face of significant complexities when joining with corporate social responsibility issues, constraints in money and people resources in the Church, or an over-emphasis on responsible investment within the Church itself.

*Commentary:* Much attention has been properly given to the role of responsible investment by the Church for more just economic systems, as one of many desired approaches to corporate social responsibility. A continuity of programming and accounting in the United Church's responsible investment work will ideally ensure space for greater consideration of corporate social responsibility as a whole and permit new initiatives, including selected campaigns, including in partnership with other Canadian organizations and in the international realm.

**Recommendation 10 – The United Church continue to be a leading voice in Canadian civil society for law reform to ensure the development of corporate social responsibility and its vital adjunct of accountability.** Bearing public witness to, and taking a leadership role, in the pursuit of legislative measures and legal redress for investment and corporate activities that damage the environment and result in human rights abuses is a compelling call to us as members of the Church.

*Commentary:* Working with others, the United Church has been instrumental in changing the landscape of legislative accountability for corporations, notably in the extractive resource industries sector. *Our work remains incomplete.* Much is needed to inform the debate for sound, well-conceived regulation of corporate activity in Canada and abroad, and to ensure Canada's place in an international order that is increasingly sophisticated in meeting environmental, social and governance concerns for corporate activity. Particular issues of law reform, including the place and obligations of resource extraction activities which affect Canada's First Peoples—for example by advancement of the principles of free, prior and informed consent (FPIC)—and the extraterritorial regulation of Canadian mining companies operating overseas are a part of the advocacy and contributing dialogue to be pursued.

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## ADDENDUM F

### Nominations Report

#### Origin: Nominations Committee

This year, we re-imagined some aspects of our nominations recruitment practices. In part this rethinking was prompted by a need to manage staff work differently, but we also wanted to find ways to try something different, allow quicker responses, and offer additional ways for people to express their interest. The new approaches include:

1. Recruiting for vacancies at any time, as needed, instead of just twice each year. The Nominations Committee will now manage much of our work by conference calls with in-person meetings when needed. This will allow a quicker and more flexible response to filling vacancies and will also help distribute the staff workload throughout the year.
2. Inviting people to submit their interest for possible future opportunities as well as the usual current opportunities. In this way we can help match people with opportunities when they arise and build relationships with people willing to serve. We hope that this approach can help us connect with a broader group of potential volunteers. It will also help ensure that people do not miss out on an opportunity that matches their gifts if they do not check the website regularly.
3. Using on-line submission forms to simplify administration. Of course, as always, people will be able to express interest or nominate others in the way that works for them.

We will be monitoring the effectiveness of these approaches, looking for improvements and welcoming feedback as we continue to try out and adjust these practices.

Throughout all practices the committee continues to be guided by the principles set out by the Executive of the General Council for recruiting, selecting, supporting and recognizing members who serve.

- 1) *Informed by the Spirit* – draws on practices of Christian spiritual formation; facilitates individual and committee, sub-committee or task group discernment
- 2) *Accountable to the General Council* – Accepts the responsibility to carry out the nominations process for the General Council according to the mandate and established principles
- 3) *Shares Leadership* – Co-facilitated by committee chairs and designated staff in the General Council Offices and Conferences
- 4) *Open and Transparent* – Clear, detailed and timely information on opportunities, selection criteria and process, and appointments; documented and disseminated through multiple communication channels
- 5) *Inclusive* – Aspires to balance voices, perspectives and interests while proactively seeking to address inequities; demonstrates an intentional struggle with historic patterns of exclusion

- 6) *Flexible* – Able to accommodate the variety of work, diversity of interests, and routine to unique circumstances
- 7) *Continuously Improving* – Through regular feedback and evaluation is able to make changes and adjustments to practices and processes based on key findings

### **Recruitment and Discernment Summary, Fall 2013**

#### ***Recruitment***

- 4 positions required appointment and 5 reappointment for 5 different committees or representative roles of the United Church.
- 20 expressions of interest in appointment (9 women and 11 men; 11 Ordained Ministers, 1 Diaconal Minister and 8 lay people) and 5 for reappointment were received.
- Three committees were in need of Executive members for cascading roles. Interest was only received for one of these committees.

#### ***Discernment***

- The Nominations Committee met twice by conference call this fall: October 29 and November 6.
- The committee prayerfully considered each nominee. Using the spiritual discernment values outlined by the Executive, the Nominations Committee considers the gifts, experience and sense of call of each nominee, the criteria and expertise named in the terms of reference; the church's commitments to diversity, becoming an intercultural church and supporting young leadership; the current membership of the group (if any); feedback from the appointed and staff leaders of the committee; consultation with the Conference Executive Secretaries and Speaker; and the knowledge and insights of the members of the Nominations Committee. Throughout all, the committee holds itself open to the promptings of the Holy Spirit to guide their discernment.
- Four people are recommended for appointment (two women and two men; two Ordained Ministers and two lay people) and five for reappointment. One Executive member is recommended for appointment to a cascading role.
- All who were not appointed were held in prayer with appreciation for their gifts, their willingness to serve, and all of the many ways that they already serve. They will be encouraged to express interest again as they feel called.

### **Recommendations for Appointment and Reappointment**

The Nominations Committee recommends the appointment or reappointment of the following people to the committees and task groups of the General Council and as representatives of The United Church of Canada, with the stated terms.

#### **General Council Planning Committee (November 2015)**

*(5 nominations for 1 position)*

- Fred Monteith (Ordained, Hamilton), Business Coordinator

*(6 nominations for 1 position)*

- Maya Landell (Ordained, London), Worship Coordinator

#### **Pension Board**

*(9 nominations for 2 positions)*

- Ian Thomas (Lay, Montreal & Ottawa) Member at Large (December 2015), 1st term
- Kit (Kathleen) Loewen (Lay, Saskatchewan) Member at Large (December 2016), 1st term

*(1 interest in reappointment)*

- Malcolm Boyle (Lay, Maritime) Specialist (December 2016), 2nd term

#### **Financial Assistance Committee (December 2016)**

*(1 interest in reappointment)*

- Vic Wiebe (Lay, Saskatchewan)

#### **Representatives of The United Church of Canada to:**

##### **The Anglican Church – United Church Dialogue (December 2016)**

*(2 interests in reappointment)*

- Andrew O’Neill (Ordained, Maritime), *3rd term, chairperson*
- Elisabeth Jones (Ordained, Montreal & Ottawa), *2nd term*

##### **The Roman Catholic Church – United Church Dialogue (December 2016)**

*(1 interest in reappointment)*

- Donna Kerrigan (Ordained, Hamilton), *2nd term*

#### **Cascading Roles of the Executive**

##### **General Secretary’s Supervision Committee (August 2015)**

- Anna Stewart (Lay, Manitoba and Northwestern Ontario)

#### **Appointments made by other Courts or Authorized Groups (for information)**

The following appointments have been made by other courts or authorized groups.

##### **Executive of the General Council**

- Janice Brownlee (Lay, Manitou), *as appointed by Conference (General Council 42, August 2015)*
- Miriam Spies (Lay, Hamilton), *as the United Church of Canada’s representative to the Central Committee of the World Council of Churches (Assembly of the World Council of Churches, 2020)*

##### **Judicial Committee (General Council 43, August 2018)**

- Lorna Standingready (Lay, All Native Circle Conference), *as appointed by Conference*

##### **Indigenous Justice and Residential Schools**

*as named by the Native Ministries Council of British Columbia Conference:*

- Ray Jones (Ordained, British Columbia)
- Barbara Wilson (Lay, British Columbia)

*as named by All Native Circle Conference*

- Susan Evans (Ordained, All Native Circle Conference)

- Julian White (Lay, All Native Circle Conference)

### **Recognition of Service (for information)**

The Nominations Committee extends appreciation to the following people whose terms are ending or completed between May 2013 and December 2013

- Claude Hender – Executive of the General Council, Newfoundland and Labrador Conference
- Carmen Lansdowne – Executive of the General Council, United Church representative to the Central Committee of the World Council of Churches
- Robert (R.G.) Madziya – Financial Assistance Committee
- Nobuko Iwai – General Secretary’s Supervision Committee
- Alvin Dixon – Committee on Indigenous Justice and Residential Schools, chairperson
- Marie Dickens – Committee on Indigenous Justice and Residential Schools
- Gerald Moneybird – Committee on Indigenous Justice and Residential Schools
- Gordon How – Pension Board, Member at Large
- Reta Robertson – Pension Board, Member at Large
- Jordan Cantwell – delegate to the World Council of Churches
- Hannah Lee – delegate to the World Council of Churches
- Lorna Pawis – delegate to the World Council of Churches
- Miriam Spies – delegate to the World Council of Churches
- Chris Bolton – Aboriginal Ministries Council, Healing Fund Council,

We extend gratitude for the service of the members of the following task groups which have completed their mandates:

### **Living into Right Relations Task Group**

- Kathryn Fournier, co-chairperson
- Rodney Smith-Merkley, co-chairperson
- Chris Bolton
- Dixie Shilling
- Bill Phipps
- Marion Best
- Donna Kennedy
- Donald Little

### **Task Group on Adoptions from United Church Maternity Homes**

- Elizabeth (Betty) Fox
- Laurel Walton
- Marilou Reeve
- Sarah Harrington, Permanent Committee representative

### **Members to whom expressions of care and support were sent (for information)**

Donations or flowers were sent on behalf of the Executive and the relevant committee or task group to note significant events in the lives of the following elected and appointed members:

- Sarah Chapman, Communities in Ministry Unit Wide Committee and Lauren Hodgson, Comprehensive Review Task Group – a gift was sent to Sarah and Lauren with blessings for their marriage
- Eric Hamlyn, Permanent Committee on Ministry and Employment Policies and Services – a donation was made to the Parkinson’s Society in memory of Eric’s mother Josie
- Flowers were sent to two other appointed members on behalf of the Executive and the relevant committee or task group, with best wishes for good health and recovery for themselves or members of their family.

We remember with gratitude the lives and service of those of our elected and appointed members who passed away in recent months

- Glen Elliott – Pension Board, Member at Large, Hamilton Conference.  
A donation in memory of Glen was made on behalf of the Executive and the Pension Board to the Owen Sound Regional Hospital Foundation.

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Faithfully Submitted, the members of the Nominations Committee:

- Florence Sanna – Newfoundland & Labrador, chair
- Pauline Walker – Maritime
- Charlotte Griffith – Montreal & Ottawa
- Norma Thompson – Bay of Quinte
- Lynella Reid-James – Toronto
- Thom Davies – Hamilton
- Doug Wright – London
- Erin Todd – Manitou
- Anna Stewart – Manitoba and Northwestern Ontario
- Laura Fohse – Saskatchewan
- Jess Cobb – Alberta & Northwest
- Graham Brownmiller – British Columbia
- Donna Kennedy –All Native Circle
- Nicole Beaudry – Ministères en français
  
- Diane Bosman & Shirley Welch (staff)

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Thursday, November 28, 2013 – 12:30 p.m.  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:30 p.m. ET until 12:45 p.m. on Thursday, November 28, 2013, by teleconference call. The Moderator Gary Paterson presided.

**Attendance**

**Voting Members:** Thom Davies, Bev Kostichuk, Marie-Claude Manga, Gary Paterson, Nora Sanders, Florence Sanna, Erin Todd

**Regrets:** Shirley Cleave, Nelson Hart, Lynella Reid-James, Mardi Tindal, John Kim, Charles McMillan

**Welcome**

Moderator Gary Paterson welcomed the Sub-Executive of the General Council to the meeting with a time of check-in and prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 41e Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41st General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Marie-Claude Manga** **2013-11-28-112**

That Karen Smart be the corresponding member and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Nora Sanders/Bev Kostichuk** **2013-11-28-113**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on June 20, 2013.

**Carried**

**Recommendations of Appointments by Nominations Committee**

Florence Sanna spoke to this motion and the background material provided.

**Motion: Florence Sanna/Erin Todd** **2013-11-28-114**

That the Sub-Executive of the General Council appoint the following members to the Permanent Committee for Programs on Mission and Ministry, until August 2015:

**That the Sub-Executive of the General Council appoint the following members to the Permanent Committee for Programs on Mission and Ministry, until August 2015:**

1. Mary Royal-Duczek (Ordained, Bay of Quinte), *chairperson*
2. Deborah Laforet (Diaconal, Hamilton)
3. YoonOk Shin Kang (Diaconal, Alberta & Northwest)
4. Moses Kanhai (Lay, Saskatchewan)
5. Bryce Hodder (Lay, Newfoundland & Labrador)
6. Deborah Poirier (Designated Lay Minister, Montreal & Ottawa)
7. Alf Dumont (Ordained, British Columbia)
8. Lynn Hamilton (Ordained, Montreal & Ottawa)
9. Manasse Habonimana (Ordained, Saskatchewan)
10. Daniel Reed (Lay, Bay of Quinte)
11. Sarah Chapman (Ordained, Toronto)
12. Scott MacAuley (Ordained, Manitoba & Northwestern Ontario)
13. Andrew Richardson (Ordained, Maritime)
14. Michael Caveney (Ordained, British Columbia)
15. Emily Duggan (Ordained, Maritime)
16. Peter Denton (Ordained, Manitoba & Northwestern Ontario)
17. William (Bill)Thomas (Ordained, Hamilton)
18. Alana Martin (Lay, Maritime)
19. Hope Rowsell (Lay, Newfoundland & Labrador)
20. Jesse Root (Lay, Newfoundland & Labrador)
21. John Durfey (Lay, Hamilton)
22. Nathan Wright (Lay, British Columbia)
23. Sarah-Anne Harrington (Lay, Toronto)
24. Michael Shewburg (Designated Lay Minister, Toronto), *GCE representative*
25. Andrea Harrison (Ordained, Montreal & Ottawa), *GCE representative*
26. Vernie Yocogan-Diano, *as named by the Partners Advisory Council*
27. Nicole Ashwood, *as named by the Partners Advisory Council*
28. Darlene Brewer (Lay, Maritimes), *as named by the Theology and Inter-Church Inter-Faith Committee*

**Carried**

Moderator Gary Paterson ended the meeting at 12:45 p.m.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Friday, December 13, 2013 – 11:30 a.m.  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 11:30 a.m. ET until 12:20 p.m. on Friday, December 13, 2013, by teleconference call. Past Moderator Mardi Tindal presided.

**Attendance**

**Voting Members:** Nelson Hart, John Kim, Bev Kostichuk, Marie-Claude Manga, Charles McMillan, Lynella Reid-James, Nora Sanders, Florence Sanna, Mardi Tindal, Erin Todd

**Regrets:** Shirley Cleave, Thom Davies, Gary Paterson

**Welcome**

Past Moderator Mardi Tindal welcomed the Sub-Executive of the General Council to the meeting with a time of check-in. Alan Hall and his family were held in prayer as they grieve the loss of his sister, Louise Aikman. Marie-Claude Manga's spouse was also held in prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l'Église, et par l'autorité qui m'a été conférée par le 41e Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41st General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Florence Sanna**

**2013-12-13-115**

That Karen Smart, Lee Corlett, Tracy Murton, and Alan Hall be the corresponding members and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Pulpit/Weekend Supply Rates**

Nora Sanders explained that this work is in response to comments received at the November meeting of the Executive of the General Council. The Permanent Committee on Ministry and Employment Policies and Services reviewed this proposal and made changes as brought forth today. Tracy Murton and Alan Hall spoke to this motion in depth. They clarified that this rate is dictated for Ministry Personnel only, not for lay people. Congregations set their own rates for lay people.

**Motion: Lynella Reid-James/John Kim**

**2013-12-13-116**

**The Permanent Committee recommends that the Sub-Executive of the General Council approve the following:**

- 1. the housing premium applied to the 2014 pulpit supply rate be withheld until the introduction of the comprehensive salary;**
- 2. that the distinction among ministry personnel status be removed from the rate and;**
- 3. that the rate be expressed as a per diem with commentary noting that it is based on cash portion (base minimum salary) of Category F order of ministry and clearly noting need to identify in advance the number of hours that will be required by the ministry unit.**

**Carried**

The ministry salary schedule is available in the United Church of Canada website. The information pertaining to the pulpit supply rate will be posted on the website in early December and Alan Hall will see it is shared with the Conference Personnel Ministers.

Erin Todd left the meeting at 12:12 p.m.

Lynella Reid-James left the meeting at 12:15 p.m.

Past Moderator Mardi Tindal ended the meeting and closed with a prayer at 12:20 p.m.

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Past Moderator, Mardi Tindal

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General Secretary, Nora Sanders

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Friday, January 31, 2014  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12 noon Eastern until 12:38 p.m. on Friday, January 31, 2014, by teleconference call. Moderator Gary Paterson presided.

**Attendance**

**Voting Members:** Shirley Cleave, Thom Davies, Nelson Hart, John Kim, Bev Kostichuk, Charles McMillan; Gary Paterson; Lynella Reid-James, Nora Sanders, Forence Sanna, Erin Todd

**Regrets:** Marie-Claude Manga, Mardi Tindal

**Welcome**

Moderator Gary Paterson opened with a prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 41<sup>e</sup> Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41<sup>st</sup> General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Shirley Cleave** **2014-01-31-117**  
That Karen Smart be the corresponding members and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.  
**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Bev Kostichuk/Charles McMillan** **2014-01-31-118**  
That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on November 28, 2013.  
**Carried**

**Motion: Florence Sanna/Lynella Reid-James** **2014-01-31-119**  
That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on December 13, 2013.  
**Carried**

**Re-Draft of the Proposal for Youth Forum – General Council 42**

Nora Sanders spoke to the proposal. The Executive of the General Council was positive about the concept but asked that the General Secretary find ways for more youth to be involved.

This proposal offers the opportunity for three youth from each Conference to be present at General Council. They would be in the court when it is in session and when it is not, programming would be in place to assure appropriate duty of care.

The Conferences are encouraged to elect these youth as Commissioners.

The General Secretary will seek funds for the youth who are not commissioners and for the pilgrimage. She has high hopes that the government youth grant funding is a possibility. The details will be worked out once the design team is in place.

This has also been reviewed by the Permanent Committee on Governance and Agenda and comes with their support.

**Motion: Bev Kostichuk/Shirley Cleave  
That Sub-Executive of the General Council:**

**2013-01-31-120**

**approve the purpose statement for Youth Forum (in Appendix PMM 1 attached), and forward it to the 42nd General Council Planning Committee and the Permanent Committee on Programs for Mission and Ministry to guide them in their work.**

- a. approve the format and program for Youth Forum described in Appendix A, and refer it to the 42nd General Council Planning committee for Youth Forum 2015.**
- b. maintain budget for this new Youth Forum program at the same spending level as for Youth Forum for the 41st General Council for all expenses except for the summer job salaries and the youth delegates attending General Council who are not commissioners.**
- c. direct the General Secretary to explore options for funding for the summer job salaries and the youth delegates attending General Council who are not commissioners.**
- d. approve the establishment of a Youth Forum Design Group, to be accountable to the Permanent Committee on Programs for Mission and Ministry and to work in close partnership with the 42nd General Council Planning Committee to plan for this program.**
- e. direct the 42nd General Council Planning Committee to work with the Permanent Committee Programs for Mission and Ministry to evaluate this program**

**Carried**

**Changing Length of Executive of General Council Meeting – May 2014**

Shirley Cleave spoke to this motion. The Permanent Committee on Governance and Agenda spent a couple of hours considering options for this meeting.

**Motion: Shirley Cleave/John Kim**

**2013-01-31-121**

**That Sub-Executive of the General Council:**

**approve the recommendation of the Permanent Committee on Governance and Agenda to reduce the length of the May 2014 meeting of the Executive of the General Council by one day. The meeting would end at 4 p.m. on Sunday, May 4 rather than on Monday, May 5, 2014.**

**Carried**

Notice will be sent out by Karen Smart to the Executive of the General Council stating that the meeting will only be two days not three as passed in the motion.

Moderator Gary Paterson ended the meeting and closed with a prayer at 12:38 p.m.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Tuesday, February 18, 2014  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 11:30 a.m. Eastern until 11:45 a.m. on Tuesday, Feb. 18, 2014, by teleconference call. Moderator Gary Paterson presided.

**Attendance**

**Voting Members:** Thom Davies, Nelson Hart, Bev Kostichuk, Marie-Claude Manga, Gary Paterson; Nora Sanders, Florence Sanna

**Regrets:** Shirley Cleave, John Kim, Charles McMillan, Lynella Reid-James, Mardi Tindal, Erin Todd

**Welcome**

Moderator Gary Paterson opened with a prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 41<sup>e</sup> Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41<sup>st</sup> General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Marie-Claude Manga** **2014-02-18-122**

That Karen Smart be the corresponding member and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Florence Sanna/Nora Sanders** **2014-02-18-123**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on January 31, 2014.

**Carried**

**Nominations Committee – Recommendations for Appointment**

Florence Sanna spoke to the motion.

**Motion: Florence Sanna/Marie-Claude Manga**

**2013-02-18-124**

1. That the Sub-Executive of the General Council appoint the following members, with terms as stated.

**Mission and Service Advisory Committee (March 2017)**

*(5 expressions of interest)*

- Carol Cunday (Lay, BQ)
- Carole Bennett (Lay, Tor)

**Investment Committee (Pension), specialists (March 2017)**

- Deborah Leckman, specialist – institutional investment

2. That the Sub-Executive of the General Council receive for information the appointment of the following members, with terms as stated:

**Judicial Committee (August 2021)**

- Lynda Goy-Flint, as named by Newfoundland and Labrador Conference
- Fannie Hudson, as named by Newfoundland and Labrador Conference

**Carried**

Marie-Claude Manga ended the meeting and closed with a prayer at 11:45 a.m.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Friday, March 21, 2014  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 2:00 p.m. Eastern until 2:17 p.m. on Friday, March 21, 2014, by teleconference call. Moderator Gary Paterson presided.

**Attendance**

**Voting Members:** Shirley Cleave, Thom Davies, Nelson Hart, Bev Kostichuk, Charles McMillan, Gary Paterson; Nora Sanders, Florence Sanna, Erin Todd

**Regrets:** John Kim, Marie-Claude Manga, Lynella Reid-James, Mardi Tindal

**Welcome**

Moderator Gary Paterson opened with a prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 41<sup>e</sup> Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41<sup>st</sup> General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Shirley Cleave** **2014-03-21-125**

That Karen Smart be the corresponding member and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Erin Todd/Florence Sanna** **2014-03-21-126**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on February 18, 2014.

**Carried**

**Nominations Committee – Recommendations for Appointment**

Florence spoke to this motion.

**Motion: Florence Sanna/Shirley Cleave**

**2013-03-21-127**

3. That the Sub-Executive of the General Council appoint the following members, with terms as stated.

**Youth Forum Coordinator (November 2015)**

*(5 expressions of interest)*

- Miriam Bowlby (Ordained, Newfoundland and Labrador)

**Pension Board (August 2015)**

*(1 expression of interest)*

- Graham Brownmiller (Ordained, British Columbia), Executive of the General Council member

4. That the Sub-Executive of the General Council receive for information the appointment of the following member, with terms as stated:

**Executive of the General Council (GC43, August 2018)**

- Sue Brodrick (Layperson), as named by Alberta and Northwest Conference

**Carried**

Erin Todd ended the meeting and closed with a prayer at 2:17 p.m.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

**MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
May 3–4, 2014**

The Executive of the General Council of The United Church of Canada met from 8:30 a.m. on Saturday, May 3, to 4:00 p.m. on Sunday, May 4, 2014, at the General Council Office, Etobicoke, Ontario. The Moderator, Gary Paterson, presided.

**Attendance**

Nicole Beaudry, Sue Brodrick, Adam Brown, Janice Brownlee, Graham Brownmiller, Shirley Cleave, Brian Cornelius, Thom Davies, Alvin Dixon, Laura Fohse, Susan Gabriel, Ivan Gregan, Charlotte Griffith, Vilvan Gunasingham, Adam Hanley, Andrea Harrison, barb janes, Ray Jones, Donna Kennedy, Mel King, Bev Kostichuk, Marie-Claude Manga, Kellie McComb, Charles McMillan, Tracy Murton, Bob Mutlow, Gary Paterson, Colin Phillips, Lynella Reid-James, Mary Royal Duczek, Nora Sanders, Florence Sanna, Michael Shewburg, Bill Steadman, John Thompson, Norma Thompson, Mardi Tindal, Erin Todd, Pauline Walker, Roy West, Jim White, Doug Wright, John H. Young

**Corresponding Members**

David Allan, Michael Blair, Beverley Green, Doug Goodwin, Alan Hall, Peter Hartmans, David Hewitt, Cheryl Jourdain, Will Kunder, Rosemary Lambie, Lynn Maki, Erik Mathiesen, Faith March-MacCuish, Shannon McCarthy, Bill Smith, Cheryl-Ann Stadelbauer-Sampa, Whit Strong, Nichole Vonk

**Regrets**

Bill Doyle, Nelson Hart, John Kim, Martha Martin, Martha Pedoniquotte, Anna Stewart, Ramzi Zananiri

**Alternates**

Del Sexsmith for Anna Stewart (Conference of Manitoba & Northwestern Ontario)

**Saturday, May 3, 2014**

**Worship**

Worship was led by Graham Brownmiller. The gospel reading Luke 24:13–35 was read by Doug Goodwin.

A covenanting service with those attending their first meeting of the triennium was led by the Moderator and Nora Sanders. Names of those elected and appointed to the membership in the Executive of the General Council: Sue Brodrick, Mel King, and Miriam Spies. Names of the duly called and appointed General Council Staff: Shannon McCarthy.

**In Memoriam**

The Executive gratefully acknowledge the following members of our Church family who have left bequest gifts, annuity residues, and insurance proceeds (May 2013–October 2013).

**Bequests to Mission and Service from the estates of:**

Jean Petrona Angus	Anne Hetherington	Eliza Passmore
Gwenneth Archibald	Marion Hewitt	Hugh Popham
Olive Bustard	Allan Dean Hunnisett	Irene Mary Robinson
T. Scott Chalmers	Masakazu Izumi	Cora Irene Scott
Marion E. Current	Shirley Jowsey	The Rev. Dr. George Everett Ward
William James Cuthbert	Zella Josephine Leavey	The Rev. Peter G. White
Catherine McDougall Daly	Elizabeth A. Lundy	E. Ruth Wilkins
Glen Roy Elliott	Luella McCleary	Marjorie J. Williston
Helen Margaret Geisler	Arnetta McCulloch	
Emilie Graff	Alfred Fred Muth	

**Bequests to other United Church of Canadian ministries from the estates of:**

Jean Petrona Angus	Alison Hanson	Marjorie Doris Stedman
Patricia Annie Garnett	Frank Hay	Dorothy Vipond
Marjorie Aileen Grant	Edna Carrie Jacques	

**Bequests to the Foundation of The United Church of Canada from the estates of:**

Marion Elizabeth Moodie	Betty Lou Cowper	Roger Arthur Snelling
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**In Memoriam gifts to Mission and Service made in honour of:**

Phyllis Adams	Anna Siemens Ginter	Margaret Norquay
Louise Aikman	Edith Groom	Shirley Paul
The Rev. David Ralph Allan	Vernon Hugh Hammond	Catherine Peters
Marion Anderson	The Rev. Harvey G. Harris	Louise Pickering
Ralph Anderson	Graham Hatcher	John Picket
Alf Anstey	Ruth Hobbs	Jim Pike
Gloria Bennett	LaVond Holgate	Dennis Pollock
Sheila Brooks	Dr. Max House	The Rev. Arnold Proud
Maria Butt	Allistair Imrie	The Rev. Eric Alexander Read
Alice Cameron	Owen Douglas Jones	Sarah Marilyn Rogers
Steve Coad	Mary Jane Joudrie	Lee Smith
Len Cole	Melle Kempe	Margaret Smith
Rex Collard	Lilly Kirschman	Roger Arthur Snelling
Ken Coulter	Robert Layton	Reta Stevenson
Florence Cowin	Ruby Longard	Elna Striethorst
Marion Current	Phil MacInnes	Antje Vermeer
The Rev. Jean Marilyn Day	Robert T.K. MacIntosh	Dorothy Vipond
Robert Dean	Betty Marsh	The Rev. Will Walker
Patricia Disher	The Rev. Ralph Marshall	Jeanne Waffle
Stuart Dorrell	Denise McCannel	The Rev. Dr. George Everett Ward
The Rev. Fred Drake	William Robert McDonald	Perce Winsor
The Rev Aubrey Gordon Edworthy	Margaret Louise McFarlane	Brant Wishart
The Rev. Ron Feltmate	Joyce Moase	Jean Wooley
Mary Foster	Eleanor Murray	
	Raymond Dean Newman	

### **In memory of those who have empowered God's mission into the future**

Since our last meeting in October 2013 the church has received \$2,308,188.18 from the estates of members of our church and by individuals giving to honour those who have died.

Bequests to The United Church of Canada to M&S – 16 gifts totalling \$571,550.90

Bequests to other United Church of Canada ministries – 6 gifts totalling \$1,131,523.55

Bequests to the Foundation of the United Church of Canada – 3 gifts totalling \$416,728.42

Gifts of annuities to M&S – 6 gifts totalling \$66,028.15

Gifts from the proceeds of insurance to M&S – 4 gifts totalling \$66,340.16

In Memoriam gifts to M&S in honour of 77 members – 307 gifts totalling \$56,017.00

### **Welcome**

The Moderator welcomed the Executive to gather on the traditional land of the Mississauga of New Credit First Nations. As a mixture of strangers and friends he asked all to join in community for a moment of silence to prepare for the meeting.

The Moderator constituted the meeting in both languages.

### **Table Group Check-in**

Bev Kosticuk invited the newly formed table groups to introduce themselves to each other. Those who attended the Truth and Reconciliation Event in Edmonton were asked to share their experiences.

### **Governance – Agenda**

Bev Kosticuk, member of the Permanent Committee on Governance and Agenda, gave an overview of the agenda for the next two days.

### **Procedural Motions**

Nora Sanders introduced the procedural motion.

### **GS 41 PROCEDURAL MOTIONS**

**Motion: Nora Sanders/Shirley Cleave**

**2014-05-03-128**

**Worship, Music and Theological Reflection**

That the worship leadership for this meeting be provided by Graham Brownmiller and leaders from BC Conference.

That the music leadership for this meeting be provided by Lydia Pedersen.

That the theological reflector for this meeting be Abigail Johnson.

### **Resource People**

That resource people for this meeting be the Executive Ministers and Officers, Bruce Gregersen, Cathy Hamilton, Bruce Hutchinson, Diane Bosman, Bronwyn Corlett, Adele Halliday, Cynthia Gunn, James Scott, and Karen Smart.

**Administrative Staff/Volunteers**

That the administrative staff for this meeting be Susan Fortner, Stephanie Uyesugi, Shirley Welch, and Susan Whitehead. That the administrative volunteers be Gary McKay, Karen McLean, and Jean Wilson. The minute secretary for this meeting be Susan Fortner.

**Chaplain**

That the Chaplain for this meeting be Thom Davies.

**Friend in Court**

That the Friend in court for this meeting be Roy West.

**Reference and Counsel**

That the Reference and Counsel for this meeting be barb janes and Kellie McComb.

**Agenda**

That the Executive of the General Council adopt the agenda for this meeting and that changes to the agenda, which may be necessary as the meeting evolves, be made on the recommendation of the Agenda Table.

**CARRIED**

**GS 40 OPENING MOTIONS**

The General Secretary presented the opening motions.

**Motion: Nora Sanders/Bev Kostichuk**

**2014-05-03-129**

The General Secretary, General Council proposes:

That the Executive of the General Council:

1. Approve the minutes of the Executive of the General Council meeting held November 16–18, 2013.
2. Receive for information, the minutes of the meetings of the Sub-Executive of the General Council held June 20, November 28, December 13, 2013, January 31, and February 18, 2014.
3. Receive for information the following:
  - General Secretary’s Accountability Report
  - Moderator’s Accountability Report
  - 42nd General Council Planning Committee Accountability Report
  - Committee on Indigenous Justice and Residential Schools Accountability Report
  - Nominations Committee Report
  - Joint Grants Committee Report
  - Aboriginal Ministries Council Accountability Report
  - Theology and Inter-Church Inter-Faith Committee Accountability Report
  - Permanent Committee on Finance Accountability Report
  - Permanent Committee on Governance and Agenda Accountability Report
  - Permanent Committee on Ministry and Employment Policies and Services Accountability Report
  - Permanent Committee on Programs for Mission and Ministry Accountability Report

- Correspondence to the Executive of the General Council to March 28, 2014

**CARRIED**

**CONSENT AGENDA (Addendum A after these minutes)**

**Motion: Nora Sanders/Adam Brown**

**2014-05-03-130**

4. Adopt the following proposals:

- FIN 4 Real Estate Evaluation and Planning Capital Assistance
- G&A 4 Appointment of Two Representative of the Francophone Constituency as Commissioners to GC42
- G&A 5 Budget for the 42nd General Council 2015
- MEPS 9 Police Records Checks

**CARRIED**

**Abstention: Michael Shewburg**

**Moderator’s Accountability Report**

Table groups were invited to discuss the piece of work from the Moderator’s Accountability Report using the questions noted below.

<p><b>Standard Table Group Questions</b></p> <p>As you read this report, is there a piece of this work that led to your heart “burning within”?</p> <p>If so, what triggered this experience for you?</p> <p>What questions arise for you?</p>
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The Past Moderator, Mardi Tindal, offered a prayer of thanksgiving for the Moderator.

**Permanent Committee on Finance Accountability Report (Addendum B after these minutes)**

Table groups were given time to discuss the questions found in Addendum A. Table groups were then given time to ask questions.

Brian Cornelius, chair of the Permanent Committee on Finance, addressed questions and concerns arising from the table group discussion.

Brian lifted up the committee’s continuing work and commitment to offer concrete and specific recommendations to support the work of the Comprehensive Review Task Group.

**FIN 3 COMMENCE ENDOWING A PORTION OF LEGACY GIFTS**

**Motion: Brian Cornelius/Ivan Gregan**

**2014-05-03-131**

That the Executive of the General Council approve a new policy whereby non-recurring gifts from the sale of properties and from bequests that are not specifically endowed by the donor or congregation will be split between operations/reserves and a long-term endowment in the Foundation. The percentage will increase annually—30% for 2014, 40% for 2015, 50% for 2016—and then review for possible continued annual increases.

**CARRIED**

**FIN 2 APPROVAL OF 2014 OPERATING BUDGET****Motion: Brian Cornelius/Ray Jones****2014-05-03-132**

The Executive of the General Council approve the 2014 Operating Budget as summarized in the “2014 Budget Proposed” Column in the attached exhibit. (*Addendum B after these minutes*)

**CARRIED****Aboriginal Ministries Council and Indigenous Justice – Building Structures of Partnership**

Maggie McLeod, Executive Minister, Aboriginal Ministries Circle, introduced a conversation around relationships between the Aboriginal Ministries Circle and General Council. She spoke to the ongoing journey the Circle is engaged in. Continued conversations are important in this time of change and renewal. We are on the threshold to something new.

barb janes spoke to the opportunity before us as ancestors of the future. She noted the continuing need to explore what has been achieved, struggles, and the hope for the future.

Ray Jones presented a chronological history starting with the First National Consultation in 1980 to the signing of covenant and the approval of the new crest at the 41st General Council.

Mel King addressed the ongoing hard conversations the church and Aboriginal communities are engaged in. He noted the different ways business is viewed by Native and non-Native people. Both communities continue working toward a shared understanding of who we are and how to achieve removing the barriers that will encourage spiritual growth.

Mardi Tindal offered a closing prayer.

**Comprehensive Review Task Group**

Cathy Hamilton, chair of the Comprehensive Review Task Group, offered an overview of the intentional work of the committee in facilitating conversations with communities of faith.

Table group discussions were centred on governance structures and processes using the standard questions noted on page 113 [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)].

Cathy Hamilton invited Bill Steadman, a member of the working group on membership, and Bruce Gregersen, Senior Advisor Theology and Faith, to explain ongoing committee work on membership within a new structure.

Table groups were asked to discuss one of the following questions:

1. Can baptism and membership (in a local community of faith) be separated?
2. Should leadership in a community of faith be limited only to those who are baptized? Or should all who are participating in a community of faith be eligible to vote on all matters before a congregation including issues that are “spiritual” in nature?
3. Is it acceptable to distinguish between membership requirements for leadership in a local community of faith and the larger church?

The responses were collected to be shared with the task group.

The Moderator and the Executive of the General Council extended their thanks for the work of the Comprehensive Review Task Group and the Working Group on Membership.

### **General Secretary's Accountability Report (*Addendum C after these minutes*)**

Nora Sanders, General Secretary, General Council, spoke to her accountability report addressing the recent challenges facing staff as they find new ways to work within an altered environment.

Nora updated the work on Mutual Recognition of Ministry and Full Covenant Agreements.

Table groups were then invited to discuss this report using the standard questions (page 113 of these minutes [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)]), and provide written questions to be addressed by the General Secretary.

### **World Council of Churches**

Miriam Spies, representative to the World Council of Churches Central Committee, shared highlights of the recent gathering of the World Council of Churches 10th Assembly in Busan, South Korea.

Over a two-week period delegates, staff, and approximately 30 staff from The United Church of Canada participated in the work of the World Council under the theme of “God of Life, Lead Us to Justice and Peace.” This work was grounded in prayer and biblical study from different traditions, ecumenical conversations, and through a variety of cultural lenses. Statements were passed on persecution of religious minorities, climate change, and the adoption of a Unity Statement. This statement acknowledged differences and a commitment to move together on a pilgrimage of justice and peace.

### **Theological Reflection**

Abigail Johnson offered a reflection on what warms our hearts? She raised the questions, what is our bread that is being broken? Who or what did they recognize? The church is travelling a road made for walking, visioning the future while being released from the path once taken.

### **In-Camera Time**

#### **Motion: Shirley Cleave/John Young**

**2014-05-03-133**

That the Executive of the General Council move into an in-camera session with the following membership: voting members of the Executive of the General Council.

**CARRIED**

### **Voting Members Time with Moderator**

The meeting was adjourned, and those assigned to table groups were invited to stay for a discussion with the Moderator regarding reporting back to their home constituency.

**Sunday May 4, 2014****Worship**

Worship with communion was led by Graham Bownmiller. An offering of \$732.25 was received for the Mission and Service Fund, with a further amount of \$1,105.72 offered as voluntary donations from expense forms, totalling \$1,837.97.

**Motion: Shirley Cleave/Adam Brown****2014-05-03-134**

That the Executive of the General Council move out of In Camera session.

**CARRIED****Permanent Committee, Programs for Mission and Ministry Accountability Report**

Mary Royal Duczek, chair of the Permanent Committee, Programs for Mission and Ministry, invited table groups to explore the following two questions:

1. What do you think the relationship between the church and the Educational Centres should be?
2. What are some of the ways you think we should be promoting Rendez-vous?

Following a time of conversation, responses to these questions together with questions regarding the accountability report were collected to be shared with the committee.

**Motion: John Young/Shirley Cleave****2014-05-03-135**

That the report of General Secretary's Supervision Committee be received for information.

**CARRIED****GS 42 MUTUAL RECOGNITION OF MINISTRIES WITH THE UNITED CHURCH OF CHRIST OF THE PHILIPPINES****Motion: Marie-Claude Manga/Vilvan Gunasingham****2014-05-03-136**

That the Executive of the General Council:

- i) *approve in principle* the following Memorandum of Understanding between The United Church of Canada and the United Church of Christ of the Philippines, and
- ii) *direct* the General Secretary to work with the United Church of Christ in the Philippines to finalize the terms of the Memorandum and develop with the UCCP the Implementation Guidelines, and , in whatever ways are appropriate implement the spirit of this agreement at the earliest opportunity; and

forward the Memorandum to the 42nd General Council (2015) for formal approval, signing and celebration.

**CARRIED**

The Memorandum of Understanding noted in the previous motion is found at *Addendum D after these minutes*.

**PMM 7 FUNDING FOR EDUCATION CENTRES****Motion: Mary Royal Duczek/Michael Shewburg****2014-05-03-137**

The Executive of the General Council directs the General Secretary, General Council to maintain

funding in the 2015 budget at the same level as 2014 to Tatamagouche, Five Oaks, and Naramata Education and Retreat Centres from the Theological Education Budget.

**CARRIED**

### **PMM 8 FRENCH LANGUAGE TRANSLATION STRATEGY**

**Motion: Mary Royal Duczek/Nicole Beaudry**

**2014-05-03-138**

The Executive of General Council:

1. Affirms a practical/functional bilingualism as the character of The United Church of Canada based on the following principles:
  - i. To allow Francophones to fully participate in The United Church of Canada (UCC) and to feel included.
  - ii. To allow Allophones who have learned French to understand and become involved in the UCC.
  - iii. To recognize and honour French as one of Canada's two official languages.
2. Affirm the protocol for communications in French as defined in the attached report.

**CARRIED**

The protocol for communications in French noted in the above motion is found at ***Addendum E after these minutes.***

### **Aboriginal Ministries Council Accountability Report**

Ray Jones, chair of the Aboriginal Ministries Council, invited table groups to explore the following question: How is God calling The United Church of Canada to participate in the revitalization of Aboriginal communities of faith at this time?

Responses to this question and questions regarding the accountability report were collected to be shared with Council members.

### **Global Partner Interview**

A pre-taped video interview with Ramzi Zananiri, our global partner from the Department of Service to Palestinian Refugees of the Middle East Council of Churches (DSPR), Israel/Palestine, conducted by Bruce Gregersen, was shared with the court.

### **Permanent Committee, Ministry and Employment Policies and Services (MEPS) Accountability Report**

Tracy Murton, chair of the Permanent Committee on Ministry and Employment Policies and Services, invited table groups to examine one of three questions:

1. How has the Effective Leadership and Healthy Pastoral Relationships Project been engaged in your context?
2. What wisdom would you offer to the Recruitment Steering Group in attracting new ministers or retaining active ministers?
3. When has your "heart burned within" as you consider the ministry personnel offering leadership in your community of faith?

**REF - 240**

Table group comments and questions regarding the accountability report were collected to be shared with the committee.

### **Governance Education – Becoming Affirming**

Bruce Hutchinson introduced the next step in the Executive’s affirming process. Michiko-Bown-Kai assisted.

Table groups were invited to engage in conversation with a series of case studies found in *Addendum H, after these minutes*, reflecting on the policy implications of those studies.

### **Theology and Inter-Church Inter-Faith (TICIF) Report**

Bill Steadman, chair of the Theology and Inter-Church Inter-Faith Committee, addressed questions and concerns arising from the table group discussion.

Table group comments and questions regarding the report were collected to be shared with the committee.

### **Permanent Committee on Governance and Agenda Accountability Report**

Shirley Cleave, chair of the Permanent Committee on Governance and Agenda, spoke to her report.

### **NEW 7 ANNUAL WEEK OF PRAYER FOR DEMOCRATIC REPUBLIC OF CONGO**

**Motion: Shirley Cleave/Marie-Claude Manga** **2014-05-03-139**

That the Executive of the General Council request its Sub-Executive to consider, as a piece of emerging business, a proposal to invite individuals and communities of faith in The United Church of Canada to participate in an annual Week of Prayer for the Democratic Republic of Congo, including advocacy and solidarity actions.

**CARRIED**

### **Governance – Reporting Back Home, Evaluation**

Shirley Cleave spoke of the Executive’s role of accountability when reporting back to their Conferences. She introduced the closing question, ‘What is it that we need to be taking back?’

Mary-Frances Denis will create a Highlights Report of the meeting that will be circulated in a few days.

The Moderator and Nora Sanders remarked individually on questions and comments they had received from the table group discussions. They then extended their thanks and courtesies to the staff and volunteers who supported this meeting.

### **CLOSING PROCEDURAL MOTION**

**Authorizing the Sub-Executive of the General Council**

**Motion: Kelly McComb/Thom Davies** **2014-05-03-140**

That the Executive of the General Council authorize its Sub-Executive to deal with the business placed before it by this meeting of the Executive and any emergent business that may arise prior

to the next meeting of the Executive of the General Council.

**CARRIED**

**Theological Reflection**

Graham Brownmiller and Abigail Johnston jointly shared in the closing worship reflecting on the road to Emmaus: Luke 24:13–24.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

## Addenda

Addendum A	Consent Agenda Proposals
Addendum B	Permanent Committee on Finance Accountability Report
Addendum C	General Secretary's Accountability Report
Addendum D	Memorandum of Understanding between The United Church of Canada and the United Church of Christ in the Philippines
Addendum E	French Language Translation Strategy
Addendum F	Becoming Affirming Case Studies

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## ADDENDUM A

### Consent Agenda Proposals

#### **FIN 4 REAL ESTATE EVALUATION AND PLANNING CAPITAL ASSISTANCE**

**Origin: Permanent Committee on Finance**

**The Permanent Committee on Finance proposes:**

**That the Executive of the General Council approve in principle an allocation \$1 million of existing Capital Assistances funds to support congregational discernment of real estate strategies and possible redevelopment. The Real Estate Evaluation and Planning Fund will be designed to assist congregations and other ministries to create a real estate plan that explores the best use of the property in relation to the mission of the congregation.**

**Background:**

Currently the EDGE Real Estate Planning Team has created a process to assist congregations in the sale or redevelopment of their property.

These projects are designed to be self-sustaining on a per project basis by leveraging a minimum fee from the congregation (\$300) plus the application of a CMHC (Canadian Mortgage and Housing Corporation) SEED fund of \$10,000 plus a \$10,000 forgivable loan. This \$20,000 is used to create a business plan, initial drawings, initial meetings with local planners, a feasible study, a round table discussion with the local stakeholders, and approximately \$5,000 of EDGE consulting work that focuses on mission alignment, conflict, and change management of any property decisions that are made.

Although this process has been well received by congregations, there is an overreliance on the CMHC funding. There are several challenges with this:

- CMHC funding is \$2,000,000 annually across the country. This equates to only 100 projects being approved annually across all provinces and organizations. There is a

chance that this funding will run out based on the internal demand for this type of service and financing.

- CMHC funding is designed to promote affordable housing. Any projects that are not residential (commercial, retail, healthcare, community-centre focused, or otherwise) do not qualify. With the variety of real estate types across Canada, this limits the number of eligible congregations and other ministries. This also limits regions where residential options will not solve the real estate dilemma.

Congregations and other ministries unable to receive or apply for CMHC funding would be eligible to apply for the Real Estate Planning Fund. These funds would be used similarly to the CMHC funding where they would be used for mission work, congregation consulting or coaching, market research, initial planning, drawings, stakeholder round tables, and other upfront work that is required to determine redevelopment opportunities.

In addition, these funds could be leveraged for rezoning, severing lots, and other work that would add value to the property in preparation of a sale.

The financial structure would be that these are a forgivable loan with the understanding that they would be repaid upon a project moving forward.

### **Objectives of Developing a Real Estate Planning Fund:**

1. Create a fund that can support real estate planning for all types of property
2. To be built within the existing United Church or the Foundation's structures
3. To be self-sustaining within three years through repayable loans, donations and rezoning opportunities.

#### **1. All Property Is Eligible**

Unlike the CMHC framework, this allows the Real Estate Planning Team to support congregations and other ministries in their real estate planning process regardless of following the CMHC criteria.

#### **2. Self-Sustaining**

The Real Estate Planning Fund would disburse grants of up to \$50,000 per project, with an average disbursement of \$20,000. There would be four main ways in order to ensure the growth and sustainability of this fund:

##### **i. Redevelopment Donations**

Over 50% of congregations and other ministries that approach the Real Estate Planning Team are exploring redevelopment opportunities. Redevelopment often includes leasing or selling of units that have a significant profit. 2% of all of these projects will be asked for as a donation or administration fee.

##### **ii. Sales**

A percentage of the congregations will elect to close or merge with another congregation. In these circumstances EDGE consultants will be able to assist the congregation in legacy

or amalgamation work. In these instances the Foundation will be a primary support through this process, making it eligible for either a donation or a percentage of the property.

**iii. Re-Zoning**

In each sales opportunity, the property will be assessed for additional value that could be realized through severing and/or rezoning the lot. When this process is supported, the additional value can be shared between the Foundation and the congregation.

**iv. Donations/Grants from Other Organizations**

Congregations or other ministries that have benefitted from leveraging their property see the value in supporting others in this work. By creating a specific fund in which organizations can donate directly to this work, there could be expected to be an increase in donations.

**G&A 4: APPOINTMENT OF THE TWO REPRESENTATIVES TO GCE OF THE FRANCOPHONE CONSTITUENCY AS COMMISSIONERS TO GENERAL COUNCIL**

**Response To: GCE23 Appointment of the Two Representatives to GCE of the Francophone Constituency as Commissioners to General Council**

**The Permanent Committee on Governance and Agenda proposes that the Executive of General Council:**

**approve that the two incoming francophone constituency representatives of the Executive of General Council be appointed as delegates to the 42nd General Council (as two of the ten commissioners in E.1.1(g) of the *Manual*), without counting among the assigned places of their home Conference.**

**Background**

Nicole Beaudry, on behalf of the Table de concertation nationale des ministères en français presented Proposal GCE 23 to the Executive of General Council in May 2013. The Executive of General Council referred the proposal to the Permanent Committee on Governance and Agenda for consideration.

The Permanent Committee on Governance and Agenda agreed that there should be francophone representation at the 42nd General Council.

Most Conferences have the opportunity to name commissioners who are ethnic and youth, but not francophone.

To ensure there is francophone representation at the 42nd General Council, it is being recommended that two of the ten members chosen by the Nominations Committee from members of the Executive of General Council be the two incoming francophone constituency representatives, who would serve the Executive of General Council during the 2015–2018 triennium.

**G&A 5 BUDGET FOR THE 42nd GENERAL COUNCIL 2015, CORNER BROOK**  
**Origin: General Council Planning Committee**

**The General Council Planning Committee proposes:**

**That the Executive of the General Council adopt the budget for the 42nd General Council 2015 in Corner Brook, Newfoundland, as \$1,293,000.00 as detailed below:**

<b>CATEGORY</b>	<b>Notes</b>	<b>GC42 # Participants</b>	<b>\$/ Participant</b>	<b>GC42 Budget</b>
Commissioners		358	1,680	601,500
Agenda & Planning		6	1,860	40,000
Global & Ecumenical Partners		15	1,000	15,000
Worship/ Music/ Other Leadership				15,000
Support Personnel	reduced by 10	50	1,860	93,000
Other Expenses				28,000
Facility Costs				252,500
Local Arrangements				14,000
Media & AV Person.		10	1,860	16,740
Youth Forum				5,722
Transfer to Youth Forum	To new program			80,000
additional participants - 26 + 4		30	1,680	50,400
Young Teens, Children + Childcare				20,000
Others & Guests		57		60,778
<b>TOTAL:</b>				1,292,640
<b>Rounded to:</b>				<b>1,293,000</b>
Transfer to Youth Forum	\$ for new program			-80,000
GC42 Planning Com. Budget:				1,213,000
<b>Cost/Day/Person</b>	Accommodation	33		
	Breakfast	14		
	Lunch	14		
	Dinner	20		
	miscellaneous/break	9		
	per diem	90		
	for 7 days	\$630.00		
<b>One Time/Person</b>	workbook	\$30.00		
	average travel	\$1,020.00		
	per person	\$1,680.00		

REF - 246

## **MEPS 9 POLICE RECORDS CHECK**

**Origin: Permanent Committee on Ministry and Employment Policies and Services**

**The Permanent Committee on Ministry and Employment Policies and Services proposes:**

**That the Executive of the General Council recommends to the 42nd General Council that the first paragraph of the Manual section J.2 Police Records Checks be amended as follows:**

~~The United Church has processes to determine suitability for ministry. One process requires individuals who are, or are seeking to be, in ministry positions to obtain a police records check on an ongoing basis.~~

The United Church is committed to providing a safe environment for worship, work, and study in all local ministries, institutions, agencies, organizations, and other bodies that operate under its name. As leaders within the church, ministry personnel hold positions of trust and authority and are often in contact with vulnerable persons. The United Church recognizes that all people are vulnerable to varying degrees at different stages in their lives. This may include people typically recognized as vulnerable, such as children, youth, hospital patients and some elderly individuals. However, it can also include otherwise healthy adults who become vulnerable because of personal circumstances.

### **History**

- **1997** - The 36th General Council put forth a mandate to the Division of Ministry Personnel and Education and the Human Resources Committee to develop a policy, protocol and educational resources for the screening of individuals in positions of trust and authority.
- **1998** - A Task Group with representation from Human Resources, the Division of Ministry Personnel and Education and the Division of Mission in Canada worked jointly on this project.
- **2000** - August the 37th General Council adopted the policy of screening and Police Records Check. National standards were developed, wide consultation performed and the General Council Executive approved implementation of the Police Record Checks policy.
- **2000** - Memorandum of Understanding entered into between The United Church of Canada and the Toronto Police Service (Level 2- Vulnerable Sector Check).
- **2004** - Letter to Conferences sent to remind Conferences, Presbyteries and Congregations about the importance of doing Police Record Checks.
- **2004** - Denominational letter developed and sent to Conferences regarding Police Records Check.
- **2004** - Policy was implemented.
- **2012** - The General Council Sub Executive approved changes to the police records check procedures as a response to changes in the police record check system.

## Background

- The 41st General Council 2012 directed that a policy be developed on the United Church's duty of care and the importance of police records check.
- The draft policy be submitted to the 42nd General Council 2015 for consideration.
- The procedural requirements for police records check be removed from the by-laws (*Manual*) and be made available in a resource document from the General Council Office. This process has been done.

All procedural requirements have been removed from the *Manual 2013*.

If adopted by the 42nd General Council, section J.2 Police Records Checks would read:

The United Church is committed to providing a safe environment for worship, work, and study in all local ministries, institutions, agencies, organizations, and other bodies that operate under its name. As leaders within the church, ministry personnel hold positions of trust and authority and are often in contact with vulnerable persons. The United Church recognizes that all people are vulnerable to varying degrees at different stages in their lives. This may include people typically recognized as vulnerable, such as children, youth, hospital patients and some elderly individuals. However, it can also include otherwise healthy adults who become vulnerable because of personal circumstances.

Ministry personnel, inquirers, and candidates are responsible for getting a police records check and giving it to a court or a committee at various times in their life in ministry. Courts and committees are responsible for ensuring that this responsibility is properly fulfilled.

There are additional policies and procedures that apply to police records checks. They include details about the types of police records checks required, the times they are required, and the courts and committees that must receive them.

## Rationale

Providing a policy statement on police records check that articulates our commitment as United Church to provide a safe environment is very helpful.

## ADDENDUM B

### PERMANENT COMMITTEE ON FINANCE ACCOUNTABILITY REPORT

**Origin:** Permanent Committee on Finance

### Theological Foundation

The Road to Emmaus is a wondrous biblical account upon which to reflect. In particular, it is fascinating how the Holy One, rising yet still unrecognized, invites those, querying and even troubled, to articulate their wonderings and their story before revealing and teaching. The Rising

Christ invites their own story to awaken the heart so that they can catch the vision embodied in the Rising One.

For those of us on the General Council Executive, one component of the present-day story that awakens the heart is our financial picture. We share with you this financial picture as we continue to discern how the Rising Christ is leading us in this particular moment of our collective life together.

### **Executive Summary**

The Committee held its annual in-person meeting November 2013 and has met twice by teleconference in 2014 to review financial results and update our rolling three-year projections.

Proposals presented include:

- a formal confirmation of the 2014 Operating Budget (FIN 2)
- a recommendation to begin endowing a portion of legacy gifts (FIN 3)
- a recommendation to allocate a portion of our capital assistance funds to supporting ministries exploring land and building options (FIN4)

Our 2013 unaudited financial statement results offer a good news, bad news story, but the overall longer term narrative is unchanged—substantial restructuring is required and soon. Strong investment returns, a well above average year for legacy gifts, and expense savings combined to produce a small surplus in our General Fund and a modest surplus overall. Since we use legacy gifts and investment income to bolster reserves, our reserve picture is not as dire as it was a year ago. Both these positive factors are by their nature volatile, and we cannot expect such strong results to recur. The bad news, though, is that across the country financial trends are generally negative, congregational M&S giving continues to decline, and our overall financial picture remains very challenging. Were it not for the unrealized gains in our investment portfolio, the financial statement operating loss would still be over \$4 million.

Our budget approach differs from our audited financial statements in that we draw investment results and legacies into our reserves. But the overall picture is the same and similarly unsustainable without further action. Providing financial and strategic information, as requested by the Comprehensive Review Task Group, has been and will continue to be a top priority in the coming months. We are also focusing immediate attention on revenue generation possibilities and the longer-term outlook and strategic plan. Progress on this front also dovetails with the Comprehensive Review.

The difficult, interim cost-reduction decisions made by the Executive in May 2013 have been implemented and communicated to all stakeholders. Despite removing over \$5 million in costs, and the strong one-time bolstering of reserves in 2013, we have only deferred our financial reserve depletion from 2014 to 2016–17. It will be imperative that any approved recommendations arising from the Comprehensive Review process be implemented in a very timely manner.

Other items of note include:

- Audit of 2012 financial statements completed more than a month earlier than 2011.

- We are aiming for the same again this year, but are challenged with illnesses of key staff impacting year end processing.
- 2014 budget outlook shows some variances from what we saw in the fall, but the overall story is consistent.
  - Transfer of the trusts and endowment portfolio (valued at over \$30 million) to the Foundation was completed in September 2013 and various transition rules and procedures are being sorted out. This also serves as a catalyst to streamline our investment accounting process and generates a one-time increase to unrestricted reserves that would otherwise have been spread over the next several years.
  - Archives move is complete and a lease signed with the ministry they now share space with (Toronto Christian Resource Centre).
  - We handled multiple Canada Revenue Agency reviews and site visits in 2013 and are seeing further audit requests for 2014 from CIDA and for HST.

### **Recommendations**

1. The 2014 Budget be approved
2. No further reduction in 2014 grants or staff levels
3. Given the somewhat improved reserve picture, we recommend maintaining 2015 grants at existing levels
4. Cost of Living Adjustment to salaries to 0.90% for 2015

The financial exhibit in Appendix I shows the updated operating picture after implementation of the cost reduction activities mandated in May 2013 and the resultant 2014 picture.

- For 2013 we budgeted for an operating deficit of \$3.4 million including one-time restructure costs on a cash basis. The actual unaudited result will be a deficit of \$1.86 million. Of this saving, approximately \$1 million relates to capitalizing office relocation costs and the balance staff cost savings from vacancies and other timing differences.
- For 2014 – the budget outlook contemplates a small surplus of \$103,000, which is down from earlier projections. Contributing elements include provision for further decline in Mission and Service, the decision to award full cost-of-living increases, and initial steps to begin to preserve some of our one-time income (FIN3). For 2015, an operating deficit of \$3.7 million is projected if no action is taken. For 2016, our first projection suggests a deficit of almost \$5.3 million and a breach of our minimum reserve policy by year-end 2016. As a practical matter, we expect to be implementing Comprehensive Review or other actions by then.

### **Philanthropy Unit**

#### ***God's Mission, Our Gifts***

#### **A. As we closed off 2013 we were thankful for God's work carried out across Canada and around the world with the gifts received in 2013.**

1. Congregational stewardship AND the Mission and Service of the church were both supported generously.
  - \$26M in annual gifts to Mission and Service (this is down \$1M from 2012)
  - \$ 2M in bequest gifts allocated to 2013 M&S

- \$28M total M&S Revenue in 2013
2. There were strong levels of generosity in areas of directed giving to M&S partners and funded ministries.
    - \$1.97M in emergency response
    - \$0.50M to Extra Measures and through Gifts with Vision
    - \$0.25M from the UCW to Mororgoro
    - \$0.15M to the M&S endowment fund in the Foundation
    - \$2.87M to M&S funded organizations beyond the unified fund.

Also

- \$3.3M in bequest gifts were received for M&S - double the prior year, this was over half of the \$6.1M in bequests received at General Council Office.

**B. The Objective of the Philanthropy Unit:** is to *“Maximize all donated revenue to the United Church of Canada by increasing the active engagement in stewardship as a vital part of the faith journey.”* The unit works to increase total giving in the church and to support all four courts, with a primary focus on supporting congregations.

**C. The work in 2014 is directed towards the following five strategies:**

1. Communicating a clear and simplified call to action for leadership at all levels of the UCC regarding Stewardship, M&S, and Legacy Giving based on a strong biblical and theological foundation. – *The weak and uneven underpinning of stewardship as a theological practice is limiting the practice of giving across the church. This will be an increasing priority for the Unit.*
2. Maximize congregational stewardship through the development and deployment of resources, tools and training for congregational and ministry leaders. – *The majority of the work of the Unit is supporting congregations in their congregational stewardship. This is focusing the energies and materials of the unit on the approximately \$267M in donations, responding to congregations when asked for assistance.*
3. Maximize M&S giving and participation through strong leadership and support – *Having gained access to congregations through #2 above and in the context of #1 above, the Unit is also focused on supporting Mission and Service Giving across the church—raising a total of \$28M in 2013. In addition the Unit provides leadership for individual directed gifts received at GCO to M&S Partners and Funded Ministries.*
4. Maximize legacy and major giving as a strong long-term form of stewardship – *This has been a long-term focus of the staff of the unit by supporting congregational programs of legacy giving through the provision of a high level of technical expertise. Of the legacy gifts received each year of \$15M–\$18M the majority of these go to congregations (roughly 80%) with some going to M&S and to GCO operations. Legacy giving includes but is not limited to bequests, annuities, gifts of life insurance, charitable remainder trusts, and gifts of stocks and appreciated properties. In addition major gifts will be a focus in 2014 and beyond.*

5. Maximize the Foundation’s capacity to manage long-term gift funds to support individuals, congregations, presbyteries, and Conferences – *The Foundation holds \$50M in assets in approximately 450 trusts and endowments. In 2013 the Foundation provided grants of \$3.4M across the church.*

There remains significant opportunity to increase participation levels in both Congregational Stewardship and the Mission and Service of the Church.

The strategy to strengthen stewardship across the church for 2014 includes:

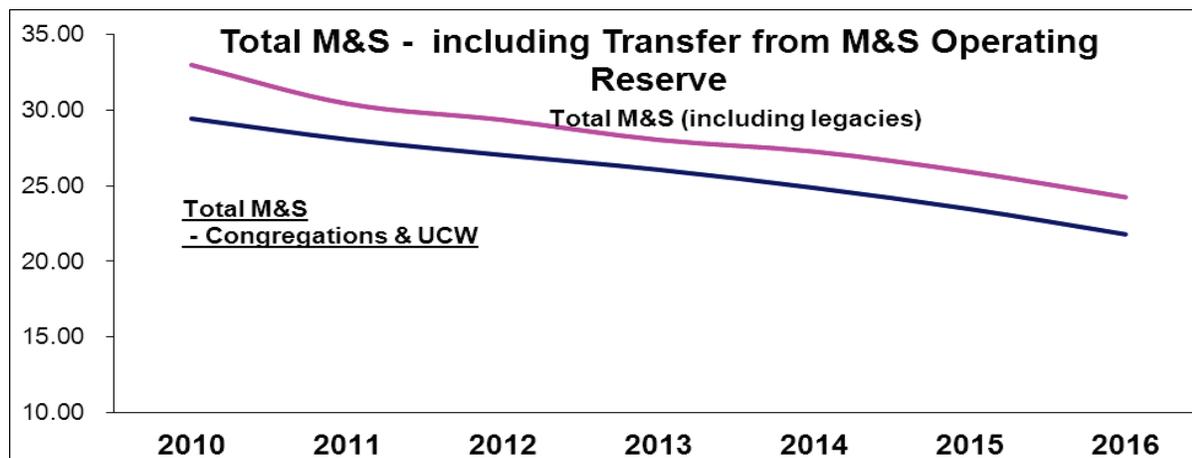
- a focus on the theological and biblical foundations of stewardship
- a focus on increasing participation in giving for the local church AND M&S
- a restructuring of the staff team and a stronger engagement of field staff in supporting the M&S giving program and major gifts
- concretely connecting the people of the church to the ministries of M&S

**Finance Unit**

***God’s Mission, Our Gifts***

***2014 Budget***

The 2014 Budget is found as Appendix FIN2 at the end of this report and repeated in proposal FIN 2. We continue to use a “rolling three year” budget outlook to support strategic planning.



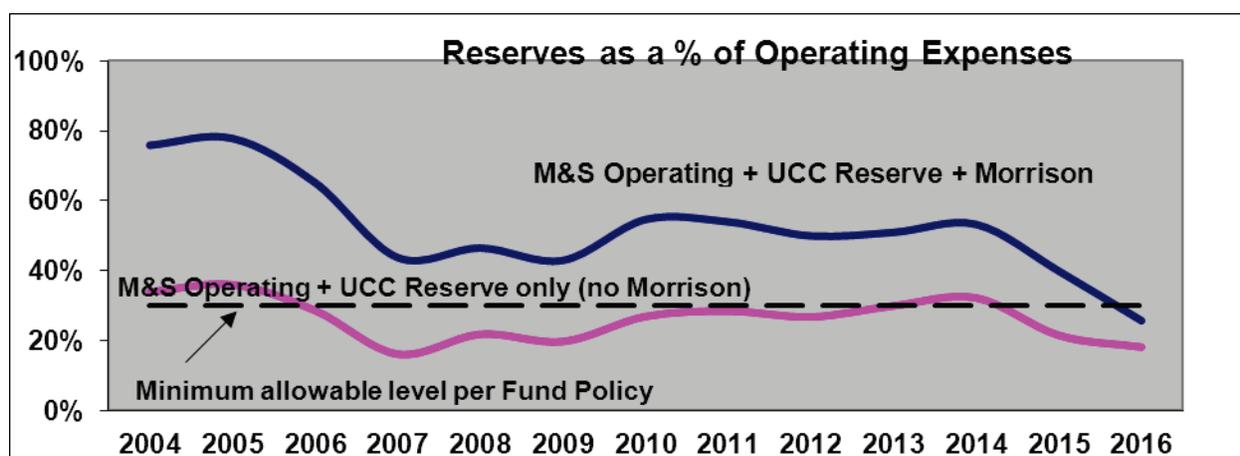
The 2014 Final budget recommendation currently reflects:

- A further decline in Mission & Service revenue of \$1.2 million for 2014, a further \$1.4 million for 2015, and still a further \$1.67 million for 2016. It is important to note that we are uncoupling “fundraising targets” from what we will actually use in the budget. We hope the decline might only be in the magnitude of \$500,000 per year, but we need to hope for the best and plan for something less than that. We would also anticipate some disruption with the rollout of Comprehensive Review recommendations.
- Beginning to endow one-time legacy gifts (FIN3) reduces 2014 revenues by \$50,000 and reduces reserves by \$200,000.

- 1.50% increase for cost-of-living allowance salary increases for 2014 as directed by GCE. Note the 2015 COLA increase will be 0.9% if we follow current practice.
- Staff and grant reductions approved in May 2013.
- \$280,000 annual operating budget to support the work of the Comprehensive Review Task Group. As is our practice for important one-time initiatives, this will be funded from reserves.
- A reduction of \$35,000 per year for five years in the amount transferred from the charitable annuities program, reflecting the smaller size of the program as per the report by the actuary. This program continues to be backed by a conservative portfolio of bonds earning a competitive rate of return.
- Rental cost savings arising from space consolidation and relocation of the Archives.

### ***Extending the Three-Year Plan to 2016***

The Permanent Committee on Finance has directed staff to continue to work to extend the current three-year plan to 2016. The numbers shown to date are for illustration purposes only and reflect the need for continued, substantial cost reduction, or alternatively, revenue growth.



**The chart shows we will slightly breach our 30% of operating costs reserve policy by the end of 2016. This is actually an improvement of \$4 million arising from favourable investment and bequest results in 2013.**

### ***Treasury Fund Investments***

Our core investment portfolio managed by Fiera Capital increased by 12.6% in 2013. Our clean water and energy funds increased by much more and are up 27% from inception. Action has been taken to reduce the risk in our bond holdings by moving to more short duration bonds. The Investment Committee will be discussing further refinement to our Investment Policy Statement and has updated the terms of reference of the Investment Committee to support membership succession planning.

We continue to emphasize Responsible Investing practices and now publish shareholder proxy voting information and other engagement activity quarterly on our website at [www.united-church.ca](http://www.united-church.ca). We continue in regular discussion with Canadian banks regarding the shareholder

proposals filed last fall. We look forward to working with the Responsible Investment Reference Group as it forms.

### ***Audit Update***

We have been working with our independent external auditor PriceWaterhouseCoopers to identify and implement opportunities for improvement in the overall audit process and our internal processes. The Audit of 2012 financial statements was completed more than a month earlier than last year with progress noted. The Audit Committee remains concerned about limited staff backup on key functions, and this concerned validated somewhat as we have lost several weeks of key staff work to illness in 2014. While cross-training continues, this will be a perennial challenge in a setting where we want to keep administration costs low.

We were also subject to considerable government audit scrutiny in 2013. We passed records reviews for HST and Payroll and are awaiting reports from a comprehensive audit undertaken by the Charities Directorate. CIDA has requested a further audit, which is underway. In addition, we commissioned an external audit validation of the trust and endowment transfer.

### ***General Insurance Initiative***

We continue to actively market the benefits of participating in the national insurance program. The self-insurance program surplus has been used to stabilize premiums for participating congregations and has also funded the Director's & Officers Umbrella Liability Insurance program for all congregations for the last three years—offering “free” coverage as an incentive to consider joining the program. Going forward, this coverage will be included for \$70 for plan participants and a \$100 per year charge will apply to non-participants. We are also expanding the self-insurance threshold for smaller claims on a trial basis.

### ***General Council Office Relocation***

A Memorandum of Understanding has been signed with Bloor Street United Church consistent with the terms and conditions approved by the Executive in March 2012. At this time, the projected move date is November 2018. The lease at our current location has been extended to January 2019 and our space downsized by 1/3.

### ***Loan Guarantees***

- **Facilitative Loan Guarantees** (per policy): Loan Guarantees of \$445,166 are outstanding to Wellington Square and Cayuga Community Church. The original guarantee amount was \$2.2 million. Both are on or ahead of schedule. The guarantee to the Dow Centre/St Luke's in Sarnia was retired ahead of schedule. Two new guarantees have been approved. One for Riverbend United Church in Edmonton (\$1.1 million) is in place, and one for Pelham United Church in Hamilton Conference is being finalized.
- **Symons Valley loan:** Per 2008 Executive of General Council directive, \$500,000 of national loan funds have been deployed to reduce the Royal Bank loan to \$2.2 million, and a local capital campaign is underway to match this contribution. The congregation is growing, but not at the hoped for rate. Calgary Presbytery is continuing to work on longer-term local financing.

***Explanations for the Overall Financial Position as Outlined in Appendix I after these minutes***

The financial summary in Appendix I reflects the revenues and expenses associated with the Operating Budget. Revenue and expenses from major self-funding work, such as Pension and Group Insurance, have been unbundled (shown as expense with offsetting revenue).

- **Retail Sales** continue to trend downwards. In 2012, we closed the Distribution Centre and entered into an ecumenical partnership for this work, which reduces our costs but also our revenues.
- **Other Revenues and Recoveries** includes salaries and other charges rebilled to government funders and the Pension Fund, property tax rebates, GST rebates, commissions, and shipping and handling charges.
- **Transfers from Reserves** includes all transfers, including designated funds, the Morrison bequest.
- **Grants** include all payments to external entities, including the Conferences, Canadian and international partners, and theological schools. This expense category is usually fully spent and have implemented and communicated the agreed cuts for 2014 onwards.
- **Staff Costs external** are split out on the basis of any separate, external funding (i.e., pension plan or government contracts for chaplains), which is generally more secure.
- **Staff costs** are all positions funded by core revenues. Staff reductions impacted core staffing only, and in 2013 reflects all severance payments related to restructuring.
- **Resources** include all development and production costs for our various print and electronic materials.
- **Travel** unrelated to **Committee Meetings** is tracked separately. For budget purposes triennial General Council meeting costs are spread over three years.
- **Office Costs** include building rent and related operating costs. For 2013 this includes one-time relocation costs for the Archives and renovation costs associated with downsizing our office space by 1/3.
- **Professional Fees** include legal, consulting, and external audit fees.
- **Property and Insurance Expenses:** Recurring costs such as insurance are on target. Investments in Aboriginal church and manse repairs are not budgeted per se, as they are funded from the Real Property Fund.
- **Investment Expenses:** Bank fees reflect increased use of credit cards for payment. This budget line may need to be increased over time. Note, we do not budget or report investment manager fees, but rather net these against investment income.

***Finance and Philanthropy Staffing***

The Finance Committee expresses its appreciation to the efforts of all staff on our behalf.

Submitted by: Brian Cornelius, Chairperson, On behalf of the committee

***Members for 2013–2015***

Brian Cornelius, Chairperson (GCE)	Peter Hardy	Claude Hender (GCE resigned)
John Hurst	Hugh Johnson	Randy Manikel
Elsie Manley-Casimir	Ian McPherson	Marion Pardy
David Rutherford		Erik Mathiesen, Staff Resource
		David Armour, Staff Resource

Appendix FIN I

The United Church of Canada - General Council Office - Operating Budget (000's) - with Approved Endowment Proposal										
	2010 Actual	2011 Actual	2012 Actual	2013 Budget	2013 Actual Prelim	2014 Budget Proposed	% reduced 2014 vs 2013 Budget	2015 Outlook	2016 Outlook	Key Assumptions:
<b>Revenues:</b>										
M&S Contributions	27,666	26,126	24,561	24,277	23,961	23,277	4.1%	22,139	20,611	2013 COLA 2.90%
M&S Contributions - UCW	1,747	1,720	1,632	1,530	1,568	1,330	13.1%	1,068	926	Pension Contributions increase 2%
M&S Bequests	3,648	2,360	2,321	1,971	1,971	2,421	(22.8%)	2,192	1,947	Archive Move \$600,000 One time
M&S one-time gifts & transfers	20	219	833	250	494	175	30.0%	150	125	Severance costs incurred in 2013
<b>Total M&amp;S</b>	<b>33,081</b>	<b>30,425</b>	<b>29,347</b>	<b>28,028</b>	<b>27,994</b>	<b>27,203</b>	<b>2.9%</b>	<b>25,549</b>	<b>23,609</b>	Comprehensive Review
Retail Sales	2,021	1,968	1,727	1,210	1,263	1,171	3.2%	1,152	1,133	2014 COLA 1.5%
Other Revenues & Recoveries	4,220	4,347	3,985	3,847	2,964	4,085	(6.2%)	3,609	3,609	Rent inducements
Transfers from Reserves	5,139	5,632	5,612	5,931	5,145	4,533	23.6%	4,161	3,798	Reduction in grants
<b>Total Revenues</b>	<b>44,461</b>	<b>42,372</b>	<b>40,671</b>	<b>39,016</b>	<b>37,366</b>	<b>36,992</b>	<b>5.2%</b>	<b>34,471</b>	<b>32,149</b>	Staff reductions
<b>Expenses</b>										Comprehensive Review
Global Grants	4,243	3,908	3,673	3,675	3,675	3,136	14.7%	3,136	3,136	Begin endowing legacies
Global Overseas Personnel	759	693	663	822	528	577	29.8%	577	577	
Cdn Mission Support	4,977	4,633	4,476	4,500	4,358	3,713	17.5%	3,713	3,713	2015 COLA 0.90%
Conference Operating	4,563	4,987	4,512	4,541	4,541	3,746	17.5%	3,746	3,746	Comprehensive Review
Theological Schools & Ed Centre	2,059	1,811	1,837	1,931	1,714	1,641	15.0%	1,641	1,641	Ongoing decline in M&S
Other Grants	1,296	1,148	1,046	1,504	1,359	1,350	9.6%	1,360	1,360	
<b>Grants</b>	<b>17,897</b>	<b>17,180</b>	<b>16,207</b>	<b>16,973</b>	<b>16,175</b>	<b>14,173</b>	<b>16.5%</b>	<b>14,173</b>	<b>14,173</b>	2016 COLA 1.50%
Staff Costs external	2,662	2,850	2,965	3,118	3,258	3,194	(2.4%)	3,223	3,271	Ongoing decline in M&S
Staff Costs	13,929	11,787	12,167	12,307	11,444	11,174	9.2%	11,275	11,444	
Resources	2,322	1,967	2,037	1,851	1,862	1,927	(4.1%)	1,881	1,881	
Travel Expenses	672	788	771	818	672	775	5.3%	669	669	
Committee Meeting Expenses	2,017	2,003	1,929	1,484	1,439	1,625	(9.5%)	2,132	1,036	
Office Costs	2,788	2,592	2,771	3,952	2,648	2,114	46.5%	2,971	3,037	Expense reduction: 2014 Budget vs 2013 Budget 13.1%
Professional Fees	1,304	1,759	1,794	1,518	1,317	1,488	2.0%	1,438	1,438	
Property & Insurance Expenses	487	406	262	253	192	259	(2.4%)	253	253	
Investment Expenses	150	247	241	160	218	160	0.0%	260	260	
<b>Total Expenses</b>	<b>44,228</b>	<b>41,569</b>	<b>41,144</b>	<b>42,434</b>	<b>39,225</b>	<b>36,889</b>	<b>13.1%</b>	<b>38,174</b>	<b>37,462</b>	2014 Budget vs 2013 Actual 6.0%
<b>Operating Surplus or (Deficit)</b>	<b>233</b>	<b>803</b>	<b>(473)</b>	<b>(3,418)</b>	<b>(1,859)</b>	<b>103</b>	<b>103.0%</b>	<b>(3,703)</b>	<b>(5,313)</b>	
<b>Available Unrestricted Reserves</b>	<b>22,274</b>	<b>21,445</b>	<b>20,575</b>	<b>13,683</b>	<b>20,431</b>	<b>19,400</b>	<b>52.6%</b>	<b>14,400</b>	<b>7,900</b>	
% of operating	50.4%	51.6%	50.0%	32.2%	52.1%	52.6%		37.7%	21.1%	

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## ADDENDUM C

### General Secretary's Accountability Report

**Origin:** General Secretary, General Council

#### Introduction

When he was at the table with them, he took bread, blessed and broke it, and gave it to them. Then their eyes were opened, and they recognized him; and he vanished from their sight. They said to each other, "Were not our hearts burning within us while he was talking to us on the road, while he was opening the scriptures to us?"

—Luke 24:30–32

Greetings fellow journeyers of the Christian way.

So many of the stories in the Bible involve things that happen to travellers in the course of their journeys. I find the story of the meeting on the road to Emmaus both beautiful and haunting.

Why didn't the travellers who met Jesus on the road to Emmaus recognize him? They knew Jesus, or at least knew all about him, but even after he explained to them about the prophecies in scripture, they still didn't recognize him. It wasn't until they sat down and ate together that they suddenly realized they were sharing a meal with Jesus.

They had so much trouble shaking their preconceived idea of the Messiah that they didn't recognize him when he was walking right beside them. As they walked along, they were so busy rehashing their own version of the events of the previous few days that they didn't recognize the central figure of those events. They were so preoccupied by what lay behind them, and perhaps also about the meal ahead at their destination, that they didn't fully see or hear the companion who was walking along beside them.

It was something about breaking bread together at that meal that opened their eyes and allowed them to recognize Jesus. When they thought back to the things he had said as they walked, they remembered the conversation along the way in a greater way than they seem to have noted at the time.

There is so much to ponder in these lines about how much we fail to see and hear what is right before us, the way that relationships can be transformed through sharing a meal, and how openness to encounters with Jesus opens us to whole new depths of feeling and experience.

#### Comprehensive Review

It continues to be a great privilege for me to support the Comprehensive Review Task Group as it leads the church in a conversation about our future. It is an exciting time as this creative and committed group begins to share its preliminary structural concepts with the church, develops

ideas in other key areas, and continues to listen. A primary focus of your May meeting will be the Comprehensive Review, and I look forward to an engaging and spirit-filled discussion.

The Comprehensive Review will continue to be a primary focus of my work, and the staff and I are committed to offering the support and resources they need as they develop a report and recommendations for the 42nd General Council in 2015.

In an effort to engage people across the church in the Comprehensive Review, we set up a new website, [www.unitedfuture.ca](http://www.unitedfuture.ca), last fall to support the work of the Comprehensive Review Task Group. Through United Future, the task group is hosting lively discussion forums and encouraging online conversations about the ideas it has shared to seek input and feedback and nurture discussions around the future of the church. We will be monitoring the ongoing use and development of United Future, and will be analyzing its potential use in other kinds of engagement.

## **Ecumenical Relations**

### **Mutual Recognition of Ministry and Full Communion Conversations**

A year ago, you authorized me to undertake explorations towards mutual recognition of ministry agreements with a number of churches in North America and globally. Formal conversations are underway with the Presbyterian Church in the Republic of Korea (PROK), the United Church of Christ in the Philippines (UCCP), and the United Church of Christ (USA). The conversation with the United Church of Christ (USA), consistent with its experience of ecumenical relationships involving mutual recognition of ministry, is now a full communion exploration. Outside of Canada, these three churches represent the largest number of ministry personnel seeking admission to the United Church.

The conversations with the Korean and Philippine churches involve different contexts and are specific to those contexts. In the case of the UCCP conversation, particular attention is being paid to the risk of loss of leadership in the Philippine church presented in such agreements. In the case of the PROK, attention is being paid to the need for adequate preparation for Korean pastors moving into the Canadian context. In both cases, the concern for mutual benefit in the relationship is being addressed. Initial drafts of agreements have been prepared and will be further reviewed and developed over the next month. Timing of approval of the agreements is challenging to coordinate, and it is possible that a request will be brought to this meeting of the Executive to grant authorization to the Sub-Executive of the General Council to give final approval for the agreements.

The United Church of Christ presents a further opportunity for ecumenical cooperation. We share a common border and many overlapping concerns. We are churches with distinctive identities in our countries, and share similar theological and social justice commitments. The United Church of Christ has congregations (although very few) in Canada, and in some locations along the border significant collaboration between our churches is already underway.

A Joint Full Communion Committee representing both churches has had its first meeting, and will meet again in June and October 2014 and January 2015. The intention is to have a formal

proposal prepared for the March 2015 meeting of the Executive, which could be sent to the 42nd General Council for final approval.

### **Canadian Council of Churches**

I continue to value being part of the governing board of the Canadian Council of Churches. I attended a meeting of the board shortly after you met last in November 2013. It's a powerful experience to sit at one table with representatives of so many denominations who follow the Christian faith in such a variety of ways.

### **Financial Update**

The overall financial picture continues to be challenging. Our financial statements for 2013 will report the best result in several years as strong investment returns, a well above-average year for legacy gifts, and expense savings produced a virtual break-even result in our General Fund and a modest accounting surplus overall. However we cannot spend unrealized investment gains, so our budget exhibit reflects a one-time strengthening of reserves and ongoing deficits. Despite removing more than \$5 million in costs from our 2014 budget and the one-time bolstering of reserves in 2013, we have only deferred our financial reserve depletion problem from 2014 to 2016. The continued decline in congregational givings to Mission and Service, which were down more than \$1 million in 2013 compared with 2012, is also a concern, and we continue to use a conservative, perhaps pessimistic, approach in estimating revenues.

The Permanent Committee on Finance and staff continue to focus on revenue generation possibilities, too, but the need for fundamental financial restructuring remains unchanged. The Committee continues to focus on the longer-term outlook and strategic plan in addition to analytic support for the Comprehensive Review Task Group as it continues its work.

You will find more detailed information in the report of the Permanent Committee on Finance.

### **Philanthropy**

The Philanthropy Unit is focused in 2014 on maximizing all donated revenue to the church by increasing active engagement in stewardship as a vital part of the faith journey. Its focus is on communicating the biblical and theological basis for stewardship while working to maximize congregational stewardship, Mission and Service giving, legacy and major gifts, and the transfer of assets to The United Church of Canada Foundation.

In 2013, total Mission and Service revenue of \$28 million was made up of \$26 million in annual giving (down \$1 million from 2012) plus \$2 million in bequest giving allocated to 2013. In addition, \$2.87 million was donated to Mission and Service partners and funded ministries beyond the unified fund through emergency response, extra measures, Gifts with Vision, the 50th anniversary project of the United Church Women to support maternal health programs in Tanzania, and giving to the Mission and Service endowment fund in The United Church of Canada Foundation. Bequest gifts of \$3.3 million were also received in 2013 for Mission and Service. In addition the Foundation closed the year with more than \$49 million in assets under management.

In 2014, the Philanthropy Unit is restructuring to maximize revenue by integrating the work of the financial development officers across the country with the program staff, adding analytical capacity within the unit, and more concretely connecting people in the church to the ministries of Mission and Service.

### **Aboriginal Ministries**

#### **Real Property**

In December 2013, I wrote to the chair of the Aboriginal Ministries Council, Ray Jones, suggesting we move toward the Council making decisions about the allocation of real property in Aboriginal communities. The Council is developing principles related to the nature and needs of ministry in particular communities, and I expect this transition will be complete in the next year.

#### **Building Structures of Partnership**

As part of conversations with the Comprehensive Review Task Group, the Aboriginal Ministries Council has begun looking at different models of Aboriginal participation in the national church. The Council had initial discussions at its meeting in March, and I expect that conversation will take some time—perhaps longer than the life of the Comprehensive Review.

#### **National Aboriginal Spiritual Gathering**

I hope to be able to attend part of the National Aboriginal Spiritual Gathering, which will be held at the Oneida of the Thames First Nation (Ontario) from July 25 to 27, 2014. Under the theme of “All My Relations,” Aboriginal pastoral charges, outreaches, and invited guests will gather to discern matters of spirituality and ministry within our church.

The gathering will include an exposure experience at the neighbouring First Nation of the Chippewas of the Thames. This opportunity will engage participants and guests in a time of education, prayer, and feasting at the Mount Elgin Residential School memorial site. Mount Elgin was one of the 14 United Church residential schools. Moderator Gary Paterson, along with local leaders, will offer their reflections at this special event.

Ongoing connections to the Oneida Pastoral Charge’s Board, Chief, and Council, as well as with the London Conference Executive Secretary, will be made as plans continue to roll out.

#### **Disabilities**

Staff in the Church in Mission Unit have developed a draft work plan on disabilities and suggestions for making the General Council Office a more accessible place for persons with disabilities. The work related to disabilities will continue to go back to a community of persons with disabilities for further feedback and refinement, and the Permanent Committee on Programs for Mission and Ministry will continue to hear updates as this work progresses.

The Theology and Inter-Church Inter-Faith Committee is engaging the work of developing a theology of disability.

#### **Unsettling Goods**

Since the November mailing of Unsettling Goods resources to all pastoral charges, General Council staff have continued to pursue corporate engagement, translate and create new resources

in French, and develop new tools and resources for Lenten reflection and action related to the campaign. Among the developments since you last met:

- SodaStream, Walmart Canada, and Home Depot Canada have now responded to requests for conversation, and follow-up engagement continues with staff and elected members. Canadian Tire, The Bay, Keter, and Ahava have, as yet, to respond.
- In early February, French-language resources were mailed to ministries in French, including a frequently asked questions information sheet, the Unsettling Goods poster, the Moderator's letter, and an action card. Online French worship resources were also made available.
- Daily personal prayers for peace and online worship resources for Lent were made available online and through Facebook. Other tools for animating the campaign were introduced, including a new Twitter advocacy strategy, the Unsettling Goods Peace Box, which includes olive oil, soap, herbs, and an information brochure, video and photo resources, and a Web badge. More information is available at [www.united-church.ca](http://www.united-church.ca).
- Staff have initiated regular conference calls and e-mail contact with Unsettling Goods "champions" who are working in congregations, communities, presbyteries, Conferences, and civil society across the country. This engagement has provided opportunities for people to share celebrations and challenges and gain new ideas for inspiring action on the campaign. As well, continuing liaison with the United Network for a Just Peace in Palestine and Israel has meant shared energy and helpful collaborations toward reaching the goals of the campaign.

### **Poverty, Wealth, and Ecological Justice**

United Church staff took part in March in an ecumenical conversation with staff from KAIROS, Citizens for Public Justice, and the Commission on Justice and Peace of the Canadian Council of Churches about how the United Church can continue doing poverty, wealth, and ecological justice work (including recent GC41 resolutions) with and through them, while not having the staff capacity to do it as we have before. Some of the goals of the ecumenical meeting included: sharing ideas and resources about who is doing what in this area; discerning how we in the United Church could work together ecumenically and most effectively; and determining who would be the lead organization on work related to particular aspects of poverty, wealth, and ecological justice.

Peter Denton, an elected member from the Permanent Committee on Programs for Mission and Ministry, is also actively involved in work at the United Nations with the United Nations Environment Program. He was invited to its regional meeting a few years ago, and the United Church has received one-time accreditation to the meeting.

To accompany some of this work related to ecological justice, staff hope to establish an Elected Working Group on Ecological Justice, and would prepare draft terms of reference for the September 2014 meeting of the Permanent Committee on Programs for Mission and Ministry.

### **Ministry Compensation Implementation Plan**

Preparations continue for the introduction of a new comprehensive, or integrated, minimum salary model for all ministry personnel. This initiative, which was approved in principle by the 39th General Council (2006) and authorized by the Executive of the General Council in March

2012, brings the current base salary and housing allowance/value of manse into a single salary figure. Local costs of living are reflected in the minimum levels.

Staff are currently updating home market value data to March 2014, and with this data, assigning pastoral charges to one of six cost-of-living groups. These assignments will be shared with Conferences, presbyteries, and pastoral charges in late spring for local input and vetting. Staff are also in conversation with All Native Circle Conference and Aboriginal Ministries Circle staff on application to the unique housing circumstances in Aboriginal communities. BC Native Ministries will also be consulted. Application of the model when a manse is provided and application to Bermuda continue to be reviewed and developed.

The Permanent Committee on Ministry and Employment Policies and Service and staff, in consultation with the Pension Plan Advisory Committee and actuaries at Mercer, continue to assess the impact of the changes to pensionable earnings on annual pension of members. In the limited instances where there will be an unacceptable negative impact, consideration is being given to how best to mitigate the impact.

I will continue to review this project and its readiness for implementation in light of the work of the Comprehensive Review Task Group.

### **Reduction of Tax Deductions Associated with Clergy Residence Deduction**

Unrelated to the new compensation model, ministry personnel eligible for the Canada Revenue Agency clergy residence deduction will be required to secure from the Canada Revenue Agency authorization for ADP, our payroll service provider, to reduce deductions at time of pay. This is an existing annual requirement of the Canada Revenue Agency with which we have not been in compliance. Given the risk this places on pastoral charges and ministry personnel, ADP has been instructed to comply with the regulation effective January 2015. Authorization should be routine. If authorization is not granted or ministry personnel elect not to request it, they remain eligible for the deduction when they file their annual tax return.

### **Third-Party Pension and Benefits Administration**

The current contract with Aon Hewitt expires June 30, 2014. The Pension Plan Advisory Committee and staff have researched alternative service provision as well as renewal with the current provider. Pension Board member Jacqui Allard, along with staff, is leading direct negotiation with Aon Hewitt. The advisory committee will consider a recommendation at its April 17 meeting, and the Pension Board will consider its recommendation on May 22.

### **Affirming Process**

I and several staff members met with the Affirm United Council in February. Discussions were helpful in continuing the process of becoming an affirming workplace at the General Council Office. An educational process will begin with all staff when we meet after this Executive meeting, and opportunities for learning will be provided throughout the year. Research is being done on the provision of a gender-neutral washroom in the office area, and external service providers with direct engagement of church members and staff will be reviewed for their awareness of inclusiveness of gay, lesbian, bisexual, and transgender people. Concurrent with this internal learning process, staff of the Ministry and Employment Unit are considering how

awareness-raising and education can be done with pastoral charges at the time of a needs assessment and have commissioned research by Morneau Sobeco on employee benefits practices for people in gender transition so as to evaluate our own benefits provision.

### **Pulpit Supply Rate**

As shared with you in correspondence in January, the Permanent Committee on Ministry and Employment Policies and Services revisited the published pulpit supply rates for 2014 and brought to the Sub-Executive a recommendation to withhold the housing premium applied to the 2014 rate until the introduction of the comprehensive salary, to remove the distinction among ministry personnel status; and to maintain the rate as a per diem with additional commentary noting that it is based on cash portion (base minimum salary) of Category F order of ministry and clearly noting the need to identify in advance the number of hours that will be required by the ministry unit. This was adopted, communicated to Conferences, and revised on the website.

The expense rates for elected members seeking reimbursement for pulpit supply have been adjusted to reflect this change.

### **Travel Arrangements for Elected Members and Staff**

Our processes for booking travel and accommodations for elected members and staff are changing to save costs and staff time. Effective June 1, 2014, elected members and staff will book all travel and hotels online through FCM Travel Solutions, a subsidiary of Flight Centre, which has 18 years of experience in Canada. We will share more information soon about this new process.

In addition, the rate of reimbursement for accommodations in Toronto will change as of June 1, 2014, to respond to suggestions we received from members of the Executive pointing to potential ways they could help with cost savings. The maximum rate of reimbursement for bed and breakfast in the Toronto area will be capped at \$110.00 per day. This amount covers the full cost of a stay at the Comfort Inn, the Hampton, or the Quality Suites. It will not cover the full cost of the Eaton Chelsea Hotel, and members and staff who choose to stay at the Eaton Chelsea will be responsible for paying the extra charge. We must book a minimum number of stays at each of these hotels to maintain the excellent rates we receive; to ensure we reach these quotas, we have decided not to renew our contract with the Marriott.

### **Travel Rate**

For 2015, the travel rate will remain unchanged at \$0.41 per kilometre. The travel rate is the minimum rate at which pastoral charges are to reimburse ministry personnel for travel. It is also the rate at which the General Council reimburses General Council Office staff and elected members for the use of private vehicles for church business.

The formula used to determine this rate is 75 percent of the average January 1 government rate from the year prior to the implementation of the rate. The first rate posted for 2014 was April. 75 percent of the April 2014 rate is \$0.395. Last year 75 percent of the average was \$0.398. I chose to keep the rate at the current \$0.41.

## **Communications**

The 41st General Council in Ottawa conveyed MAR2 “Copyright Procedures for Worship Resources” to me to explore “the creation of a single interface between congregations and copyright holders (of worship resources).” The Communications Unit has done extensive research and negotiation with all three copyright agencies that administer copyright on behalf of the authors and composers whose work is contained in *Voices United* and *More Voices*. All three agencies offered some potential monetary savings if a minimum 80 percent of congregations participate. However, since the copyright agencies are in competition with each other, there is little opportunity for creating a single interface; congregations would still be required to submit detailed reports on a regular basis to all three agencies under the specific terms of each agency. A more detailed report for discussion will be brought to the meeting (or the next meeting if time doesn’t permit).

The Communications Unit, and particularly the publishing program, is investing in training and resources to increase our capacity for digital delivery. *Mandate*, the church’s mission magazine, has piloted digital editions, and all new United Church Publishing House titles are in e-book format as well as print.

Late last year, we announced the closure of WonderCafé. Rising costs of maintenance and the changing landscape of social media (WonderCafé was launched when Facebook was still in its infancy, and Twitter was something only birds did) have prompted this difficult decision. Increasingly, our audience is on Facebook (more than 60,000 people see our postings each week) and declining on WonderCafé (although still remarkable at about 7,500 per week). Although this is a good strategic direction, we have heard from a number of members of WonderCafé who feel the unique nature of the community, particularly the anonymity it offered, will be lost in the transition to other social media platforms, such as Facebook.

## **Shared Services Discussions**

In February I convened a meeting with several other denominations to begin exploring whether there might be practical opportunities for working together in any of a variety of functions and services ranging from rental of office equipment to sharing office space. There are no decisions or announcements to make, but the initial conversation was fruitful enough that we agreed to meet again and are organizing another meeting later this spring.

## **Conciliar Relations**

I am delighted that the Conference Presidents-Elect are meeting at the General Council Office in early April. This meeting, which has become an annual event, is an exciting opportunity for them to learn about their new roles, get to know one another, and discuss common concerns.

## **Staff Leaders**

I am pleased that it has become a regular practice for a Conference Executive Secretary to attend each meeting of the General Council Office Management Group. The participation of an Executive Secretary has enriched our discussions and enhanced connections among the Staff Leaders. I have also been convening conference calls with the Executive Secretaries and Speaker from time to time, and I appreciate these opportunities to connect and discuss our shared work.

The full Staff Leaders group, which is composed of the General Council Office Management Group and the Conference Executive Secretaries and Speaker, held its regular March meeting in Edmonton so members could take part together in the final public event of the Truth and Reconciliation Commission. Given our church's significant commitment to right relations, it felt important to experience a part of this process together.

The General Council Office Management Group spent part of a day in February discussing Phyllis Airhart's new book, *A Church with the Soul of a Nation: Making and Remaking the United Church of Canada*. I commend this book to you as an excellent exploration of our history.

### **General Council Office Staffing**

Bruce Gregersen retired from his role as General Council Officer at the end of 2013. He continues on a term basis as a half-time Senior Advisor, Theology and Faith, and is continuing to work on certain projects in which he was already engaged.

I look forward to our time together in May.

In faith,

Nora Sanders  
General Secretary, General Council

## **ADDENDUM D**

### **Memorandum of Understanding Mutual Recognition of Ministries The United Church of Canada and the United Church of Christ in the Philippines**

The United Church of Canada and the United Church of Christ in the Philippines have been in a partner relationship for over 30 years. This relationship was formally structured in a Covenant of Partnership signed in 1994 at the respective governing bodies of both denominations (Appendix A). (Note to GCE—the document will be available on each table.)

Both churches have formed their identities through the physical and organic union of historic churches representing the Reformed and Methodist traditions. Both seek to be faithful to a common evangelical, reformed, prophetic, and ecumenical heritage. They now desire to deepen their shared journey through the mutual recognition and exchange of ministry personnel, and in doing so to witness to a renewed calling to be truly united and uniting churches.

The United Church of Canada (UCC) and the United Church of Christ in the Philippines (UCCP) agree to enter into an ecumenical partnership that:

*recognizes* the ordained, consecrated (UCCP) and commissioned (UCC) ministries of both denominations; and

*establishes* the framework where ordained and consecrated or commissioned ministers of each denomination can have mutual authorization while under appointment for exercising all the prerogatives of their respective ministries in each other's congregations.

In so doing the UCC and the UCCP affirm each other's ministries as true ministries of the one, holy Church of Jesus Christ, blessed by God and called to provide leadership in the church through word and sacrament, pastoral care and education.

### **Introduction**

The United Church of Christ in the Philippines and The United Church of Canada are partners in God's mission. This partnership in mission has emerged from the historic missionary movement to current expressions of the sharing of mission personnel and resources, mutual accountability, and common witness. Both denominations are committed to deepening their commitments to new forms and expressions of partnership in the world so that God's people and God's world may be blessed.

Both recognize that the world has changed remarkably in the last two generations. The Filipino population in Canada is now the third largest in the world outside the Philippines and continuing to grow significantly. The UCC is deeply concerned about connecting with this growing population so that it might receive their gifts and be transformed into a church that would better serve God's purposes in the new Canadian reality.

The UCCP is concerned for its Filipino members now resident in Canada and desires to find ways of continuing to support them pastorally. The UCCP further recognizes that there are no clear policies, nor ordered procedure for UCCP pastors immigrating to Canada and the United States and seeking church assignments. The potential loss of pastors is a deep concern for the church and therefore it welcomes this agreement as a way of mutually establishing a more orderly system of procedures.

The UCC acknowledges the presence of Filipino ministers, people and congregations already within the ministry of the United Church. This Mutual Recognition Agreement expands the possibilities for leadership in these and in new congregations as well as the possibilities for United Church ministers to gain valuable experience serving in the UCCP for a time. The UCCP also desires that the gifts of both Filipino and non-Filipino ministers of The United Church of Canada might offer gifts of ministry and service to the UCCP in the Philippines.

Both churches believe that this agreement will provide opportunity for their ministers and ministerial students to gain experience and skills in leadership in ministry that might otherwise not be available in their home contexts. Both churches believe that a mutual recognition of ministries is one step of greater cooperation towards the objective of sharing together in God's mission.

Both churches acknowledge that appointments under this mutual recognition of ministry agreement differ from personnel and resource sharing through established global partnership programs. Assignments such as those through the Overseas Personnel and Internship programs of the global partnership program of the United Church of Canada will continue through separate funding and policy agreements.

### **Global Context of Mutual Recognition of Ministry**

Both denominations face in their own context the pressures of increasing globalization and related immigration. Both seek to stand against ideologies that make globalization another form of imperial hegemony.

The UCC recognizes that Canadian policies and practices, particularly related to resource extraction, significantly affect the lives of vulnerable people in the Philippines. The UCCP, more so than any other denomination in the Philippines, has faced the implications of standing with vulnerable Filipino communities in opposition to corporate exploitation of resources. The murder of UCCP pastors and workers by private militias employed by these corporations has involved both churches in shared political interventions in each country.

Economic inequalities have also resulted in large numbers of Filipino workers, domestic and others, present in Canada often in circumstances where they are vulnerable and open to exploitation. The reality of Overseas Filipino Workers has resulted in disruption of families and communities as well as the loss of skilled workers and professionals across the Philippines, including the loss of church workers within the UCCP.

Mutual Recognition of Ministry must take into account these and other realities. It must reflect God's judgement against the mighty and proud nations and a light of hope to the poor and oppressed.

### **Understandings of Ministry**

The UCC and the UCCP acknowledge the similarities and differences that exist in their understandings and practices of ministry.

The churches believe that there is consistency in understanding of the roles and educational preparation for ordained ministry for those who have undertaken graduate study preparation (M.Div. or its equivalent) in both churches. Similarly, the UCCP and the UCC acknowledge a consistency of understanding in the nature of diaconal ministry and accept an equivalency between consecration in the UCCP and commissioning within the UCC.

The UCCP and the UCC commit to honouring the specific contexts and commitments of each other's ministry. Each denomination will encourage its ordained and diaconal ministers seeking to become a ministry partner in the other denomination to be sensitive to and honour these commitments.

These commitments include within both churches the full and equal participation of women and men in ministry, and within the United Church of Canada, the full inclusion of gay, lesbian, and transgendered ministers.

Within The United Church of Canada ordered ministers are called to a distinct role of leadership within the church. Their leadership is authorized and exercised through their membership in a presbytery (or district). Through this membership, they are called to exercise governance and leadership, shared with elected leaders, in the ministry of the church. Ordered ministers are office holders within The United Church of Canada. While there may be elements similar to employment, the essential nature of the relationship is a covenant with the presbytery, and the pastoral charge or presbytery recognized ministry, and God.

*Ordained and diaconal ministers* are ordered by the church and serve the mission and ministry of the United Church as a whole. Preparation for ordered ministry involves university level theological study and an extensive discernment and assessment process. Ordered Ministers maintain the historic connection of the United Church to the church catholic through the faithful witness to the apostolic tradition and the interpretation of a living faith. Ordered ministers carry responsibility as communicators of the tradition enacted in word and sacrament, education and service. They serve as resident theologians, called to bring the church's theological heritage into the context of God's mission in the world.

They are ordained and commissioned to the ministry of The United Church of Canada within the Holy Catholic Church. Consistent with the historic traditions of the church, in the United Church ordination and commissioning take place through the laying on of hands and once enacted, are not re-enacted.

Within the United Church of Christ in the Philippines, ordained ministers are those who have been called and set apart for the Ministry of the Word, Sacraments, Liturgy and Pastoral Care and Leadership in the Church of Jesus Christ. Their talents, gifts, and capabilities are seen to mirror the grace of God in Jesus and their contributions to the ministry are recognized and affirmed by the faith communities, as they respond to God's call by offering themselves in leadership as Ordained Ministers. The covenant of the Ordained Ministry is a full-time and lifetime commitment, and those who enter into that covenant dedicate their whole life to the disciplines and lifestyle the covenant requires.

Diaconal Ministers are those who are called and consecrated to serve in specific lines of ministry such as Christian Education, Church Music, Counseling, Chaplaincy, Early Childhood Education, Youth and Campus ministry, and some practical theological areas in Ministerial formation such as Christian Educational Ministry, Church Music, and research.

### **Eligibility for Appointment**

Mutual Recognition of Ministries means that the ministries of both denominations are considered to be eligible for appointment within both denominations.

Ministers of both denominations must be approved through the respective processes of each denomination. The appointment of a minister from either denomination is based on a letter of good standing from their respective denominations. The UCCP and the UCC commit to ensuring that such letters of good standing ensure that the denomination commends the minister to the other, that their credentials are in order, that there are no disciplinary processes in process, and

that their ministry within their home denomination has demonstrated effective and faithful qualities and character. Ministers who are appointed under this Mutual Recognition Agreement will be called Ministry Partners in the United Church of Canada and Mission Co-Workers in the United Church of Christ in the Philippines. For the purposes of this agreement, these terms are understood to be equivalent.

***Within The United Church of Canada,***

A congregation or ministry of the UCC that seeks an appointment of a UCCP minister is invited to contact the appropriate unit of the General Council Office. The application is expected to involve the participation of the presbytery and include a needs assessment and an explanation of why a UCCP minister would best serve the ministry needs of the congregation and community.

The United Church agrees that all UCCP ministers seeking to serve a UCC congregation will be placed through an official church assignment from the UCCP. That is, such assignments will be made by the UCCP, specifically the Office of the General Secretary, in response to a formal request the UCC congregation made through the General Council Office.

UCCP ministers, who are assigned in this manner to a UCC ministry, will be asked to make application to become a ministry partner within The United Church of Canada. He or she will be expected to have gained an appropriate understanding and appreciation for the ethos and polity of the United Church. To assist in this preparation, the United Church provides a range of materials available online.

Once approved as a ministry partner the UCCP minister will have the same standing as all United Church ministers. It is important to note that this status of eligibility for appointment does not predetermine or eliminate the further steps that will be required to be undertaken by the UCCP minister through Immigration Canada (Government of Canada) for a work permit in Canada.

***Within the United Church of Christ in the Philippines,***

UCCP Ministers seeking an overseas appointment within The United Church of Canada will do so following the directions of Article VI “The Ministry Without Borders” of the “Magna Carta for Church Workers of the United Church of Christ in the Philippines.”

UCC Ministers desiring an opportunity to serve within the UCCP will secure letters of good standing and recommendation from their Conference. Their application will be reviewed and submitted through the General Council Office. The Office of the General Secretary of the UCCP will receive the application and will interview the applicant to determine their suitability for ministry within the UCCP. Following this, the applicant, as a Mission Co-Worker, will be placed within the established processes of the UCCP for ministry assignment.

**Responsibilities**

Recognizing the different cultures and practices that define each other’s identity and the difficulties that are present in adapting to ministry in an unfamiliar context, the UCCP and the

UCC commit to ensuring that adequate programs exist within each denomination to support ministers assigned under this agreement. These support programs will include mentoring and accompaniment of Ministry Partners and Mission Co-workers for the first year or more of their appointment.

The UCCP and the UCC, through their presbyteries or other appropriate means, will also undertake an evaluation meeting with the appointed minister at the end of their first year of service. The intention of this evaluation is to assist the minister in reviewing the first year of ministry in the partner denomination, and determining what additional work or support might be helpful in more effectively functioning in ministry.

### **Discipline and Accountability**

Ministry Partners and Mission Co-workers, who are called or appointed to a ministry in the partner denomination, are seen for the purposes of discipline and accountability, to be equivalent to being admitted to the ministry of the denomination while under appointment.

While under appointment or call they are fully accountable to the respective judicatory bodies and subject to its discipline. Such oversight and discipline will be consistent with the polity and practices of the denomination they serve. Forms of disciplinary action will vary by context and the practice of denominations, but ultimately can lead to the removal of ministry status. In such a case, the relationship of the partner denomination with the Ministry Partner or Mission Co-worker is severed, the pastoral relationship and appointment ends, and discipline and accountability reverts to their home denomination. In all processes of discipline of a ministry partner or Mission Co-worker, the partner denomination commits to ensuring that the home denomination is informed of the outcome of such processes.

The status of a Ministry Partner or Mission Co-Worker is also dependent upon good standing with their home denomination. In the event that the letter of good standing is revoked by the home denomination, the status also ends, the relationship of the partner denomination with the minister is severed and the call or appointment is terminated.

### **Benefits and Compensation**

Ministry partners and Mission Co-workers, while under appointment in the partner denomination through this agreement will be compensated by and receive the appropriate benefits within that denomination. The partner denomination will ensure that ministry partners/mission co-workers are compensated according to the established policies of the denomination and that adequate benefits are in place for health and insurance coverage and for pension contributions as permitted.

### **Time Limit of Ministry Partner/Mission Co-Worker Status**

An appointment, made under this Mutual Recognition Agreement will be for a two-year period renewable for two additional two-year terms for a total of six years. Once the appointment is completed the minister is obligated to return to their home denomination.

In each two-year term, four to six months before the end of the term, the appropriate denominational body, using processes appropriate to the denomination, will undertake a review

of the appointment and determine its renewal for an additional two-year assignment or its conclusion. A decision for conclusion of the assignment is not eligible for appeal.

### **Implementing Guidelines**

Implementing Guidelines will be developed and approved by the respective Executive bodies of the denominations. Such guidelines will be updated periodically and include:

- Compensation, benefits and pension
- Terms of appointments
- Eligibility for consideration for formal admission (in recognition of the reality of migration but with a clear intention that the agreement not be a vehicle for emigration)
- Options for those pastors who have relocated and desire to be recognized in their new church home
- Oversight and discipline
- Cultural sensitivities
- Denominational identity, ethos, and culture
- References to the UCCP Magna Carta, Sending Forth, UCC Manual, and procedural policies
- Form for tri-lateral covenant between the denominations and the ministry partner
- Other required forms for application
- An ongoing structure to intentionally evaluate and evolve the concept and practice of mutual recognition

### **Approval of This Agreement**

This agreement is subject to approval by the appropriate governing bodies of each denomination and will take effect upon the signing of the documents by representatives of the governing bodies.

## **ADDENDUM E**

### **PMM8 FRENCH LANGUAGE TRANSLATION STRATEGY**

**Origin: Permanent Committee on Programs for Mission and Ministry**

**The Permanent Committee on Programs for Mission and Ministry recommends that  
The Executive of General Council:**

- 1. Affirms a practical/functional bilingualism as the character of The United Church of Canada based on the following principles:**
  - i. To allow Francophones to fully participate in The United Church of Canada (UCC) and to feel included.**
  - ii. To allow Allophones who have learned French to understand and become involved in the UCC.**

**iii. To recognize and honour French as one of Canada's two official languages.**

**2. Affirm the protocol for communications in French as defined in the attached report.**

**Background**

In 2012 the General Secretary, the General Council was asked by the Executive to do a consultation with the French Ministries constituency. The consultation resulted in a restructuring of the structure of Ministries in French (MiF). A couple of the issues raised by the consultation were the issue of the bilingual nature of the church and issues of translation.

The consultation report had suggested that:

“The Executive of the General Council is being asked to clarify and communicate to the church its understanding of the bi-lingual nature of the United Church of Canada, and the General Secretary is being asked to develop a clear policy for translation and identification of the appropriate resources for this to happen” [*see GCE October 2012 GS Report*]

This work was assigned to the developing National and Regional Connexional Tables. Representatives from the Regional Table in Montreal & Ottawa Conference have been working with the Responsible in developing a strategy and work plan for translation and reported to the Permanent Committee on Programs for Mission and Ministry.

Three key points underline their recommendations:

1. Complete bilingualism (professional simultaneous translation, all publications in both languages) is *not the goal*, given the investment of time and human and financial resources that would be required. What these standards of bilingualism aim for is a consistent presence of French so that “bilingual” events allow unilingual Francophones to feel at ease from beginning to end, and so that Francophones can fully participate in the life of The United Church of Canada without constant struggle.
2. Past experience has shown that the sincere and considerable efforts made to integrate French have lacked cohesion and consultation with Francophone leaders. Some examples include: publicity in French for a workshop that offers virtually no interpretation; translation of documents that are not relevant to the needs of the Francophone constituency; the refusal on the part of organizers to have table groups (one out of four) where participants can express themselves in French; a bilingual registration table for an event that takes place entirely in English; mailing multiple copies of English flyers to Francophone congregations. It is often assumed that Francophone delegates have no difficulty understanding debates in English.
3. On the one hand, the consequences of these inconsistencies can be seen in the reluctance, if not the refusal, of Allophones who use French as a *lingua franca* to see themselves included in the church's Ethnic Ministries or participate in the work of Conference and General Council committees. On the other hand, among our limited numbers of

Francophone members, it is extremely difficult to find people who are both available and sufficiently bilingual to sit on Conference and General Council Committees, however interested they might be in the work to be done.

It might be helpful to define different types of assistance that can be offered to help people understand what is being communicated in a second language—or a language of which they have no knowledge at all.

**Bilingual (written):** = English and French translations **in the same document**, side by side or one above the other.

**Translated (written):** = easily available in French as well as English.

**Simultaneous Translation:** = system of complete oral translation with headsets and professional interpreters. Given the cost, use of this system should be very limited, and only after consulting with MiF.

**Simultaneous Interpretation:** = system of interpretation with headsets and a local interpreter of good will.

**Alternating presentations:** = must absolutely avoid repeating exactly what is said in one language in the other. Alternating languages must be done in a way that allows everyone to have a good idea of what is said without tedious repetition.

**Comprehension assistance:** = an accompanying person discretely offers explanations and information (without necessarily translating everything) by quietly whispering to those needing assistance.

### **Areas Where These Standards of Bilingualism Would Be Applied**

- Official gatherings (Annual General Meetings of Conferences, General Council, and General Council Executive);
- Small group gatherings (less than 30 people), less formal;
- National and regional events (Behold, YAYA, Worship Matters, etc.);
- Mail and information;
- Resources: forms, declarations, and educational documents, etc.;
- Website.

### **Official Gatherings**

- Publicity, registration table: **bilingual**;
- Important information (schedules, orientation, cafeteria, etc.): **bilingual**;
- Main documentation: **translated**;
- Keynote addresses: simultaneous translation available via headsets if the number of participants justifies it. As much as possible, encourage bilingual presentations;
- Making it easy for French speakers to connect (cf. « Je parle français » buttons at the 41st General Council);

- English and bilingual or French table/discussion groups. (cf. Montreal & Ottawa Conference Annual General Meeting);
- Organize and offer comprehension assistance to those who need it;
- Gather all non-Anglophones at the beginning and end of meetings (and at points in between as required) for (de)briefing, exploration, and exchanges in participants' language of choice.

### ***Small Group Gatherings (under 30 people), Less Formal***

- Advertisements for the event, registration: **bilingual**;
- Important information (schedule, orientation, cafeteria, etc.): **bilingual**;
- **Preferred strategy: everyone speaks in his or her own language<sup>1</sup>**, and please encourage everyone to speak slowly and clearly;
- Alternating presentations;
- English, bilingual and/or French table/discussion groups;
- Workshops: in English AND bilingual and/or in French;
- Organize and offer comprehension assistance to those who need it.

### ***National and Regional Events***

In consultation with MiF, it is important to make a formal initial decision to allow Francophones to fully participate—or not—in the event. If the decision is made to include Francophone participants, there needs to be:

- Publicity and registration table: **bilingual**;
- Important information (schedule, orientation, cafeteria, etc.): **bilingual**;
- Main documentation: translated;
- Keynote addresses: simultaneous translation available via headsets if the number of participants justifies it. As much as possible, encourage alternating presentations;
- Ways of making it easy for French-speakers to connect (cf. « Je parle français » buttons at the 41st General Council);
- English and bilingual or French table/discussion groups;
- Comprehension assistance to those who need it;
- Gathering of non-Anglophones at the beginning and end of meetings (and at points in between as required) for (de)briefing, exploration, and exchanges in participants' language of choice.

### ***Mail and Information***

- Press releases: **bilingual**;
- Letters and news from the Moderator: **bilingual**;
- Include the words: « *La version française suit* » or « *La version française suivra bientôt* » at the beginning of all messages sent out across the church

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<sup>1</sup> It should be noted that, in a bilingual context, unilingual Anglophones will almost always identify themselves and ask for translation, whereas Francophones and Allophones will say nothing and others will not know if they understand well. It is important to raise awareness of this fact from coast to coast.

N.B. E-mail messages that begin with the words « *This message is sent blind copy to all...* » without a single word of French in them are a regular source of frustration for Francophones;

- The Moderator's videos should be subtitled in French;
- After each meeting of the Executive of the General Council, highlights should be translated and circulated across the church.

### **Resources**

**Forms:** via Internet, translated

**Statements:** translated

### **Educational Documents:**

- In consultation with MiF, an initial evaluation must be made as to the relevance of the document for Francophones overall;
- Check with MiF to see if an adaptation would not be more appropriate than a translation;
- When a document is being designed/written, check to make sure that it will be translatable into French<sup>2</sup>;
- Distribute the French version of documents as soon as possible after the distribution of the English version<sup>3</sup>;
- When a report/document, etc. is available in French, this should be clearly indicated in the English version by an easily identifiable note;
- When a report/document, etc. is in the process of being translated/adapted, the English version of the document and all publicity surrounding it (especially publicity in English) should include an easily identifiable graphic element announcing the forthcoming translation (« *Bientôt disponible en français* »). This practice would also serve as a reminder to people from across Canada that there are perhaps Francophones in their areas as well.

### **Website**

The new French website that is currently being developed will be significantly easier to navigate, and reference documents will be easier to find. One major advantage is that the site will be managed by Stéphane Gaudet in collaboration with the Communications Unit and MiF. The launch of the new site is scheduled for the fall of 2014.

### **Operational Plan for Translation**

Ministries in French offers services through a “single window” of access, which means that as soon as a General Council staff person gets the green light from MiF, that person contacts the Coordinator for Translation Services, who is then responsible for ensuring that the document is translated and proofread.

The Coordinator of Translation Services is responsible for:

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<sup>2</sup> If the document makes numerous references to culturally well-known texts in Anglophone circles, it is often impossible to translate these references or to find an equivalent in another language (for example, texts containing numerous references to lines from English hymns or Anglophone poets, etc.).

<sup>3</sup> The publicity and interest generated by a good document in English also influences the interest of Francophones in the same document. If the French version is only available 12 to 18 months later, it runs the risk of going largely unnoticed.

- translating documents that require thorough knowledge of The United Church of Canada, its policies, its decision-making bodies, and its procedures (for example, the new edition of *The Manual*);
- coordinating the work of external translators;
- proofreading the work of external translators;
- overseeing billing and payment for the services of external translators.

One of MiF's objectives is to provide documents and news and information that are necessary for the proper functioning of congregations, missions, and new French and bilingual ministries in order to allow them to carry out their mission as communities of faith; as well as participate in debates and decision-making processes of the church at the presbytery, Conference, and General Council levels. These resources include liturgical resources, documents related to denominational identity, handbooks, forms, educational resources, press releases, and news stories, as well as pages from The United Church of Canada's website.

In order to understand the expectations and respond to the needs of The United Church in French, the members of the MiF team listen carefully to Francophone and bilingual clergy and laity, as well as to the various administrative and decision-making bodies of the church. In this regard, the National Table and the Regional Table of Montreal and Ottawa Conference provide us with important information.

Some documents are directly translated from the English version. Others are adapted. In some cases, entirely different documents—that are more appropriate for Francophone contexts—are produced. Some of these replacement documents are adaptations of texts produced in French elsewhere, while others are original creations of MiF staff or freelancers.

Based on what we have seen and heard, the current priorities for the creation and distribution of resources in French are:

- **Liturgies**  
Liturgies for Sunday worship, for the church's liturgical seasons, special occasions, meetings, and prayers;
- **Faith and Education for All Ages**  
Preparation for baptism, marriage, confirmation, etc.; faith questions; introduction to the Bible; leadership preparation (training for lay people—motivation and discernment of gifts); Sunday school/Christian education for children;
- **Resources Introducing The United Church and the United Church Identity**  
For people interested in learning more about The United Church of Canada, whether they be from other denominations, immigrants, or people who don't belong to any community of faith;
- **Theological Discussion of Current Issues**  
Ecology, homosexuality, ecumenism, interfaith dialogue, etc.

### **Procedures for Determining Which Documents to Translate**

Every time the question arises as to whether or not a document, or series of documents, should be translated, the Responsable des MiF must be contacted for a discussion about the objectives and target market of the initiative.

- **At the beginning of a campaign, or as soon as a study group or a committee is formed:** it must be decided if everything will be translated, or if it is possible to create a combined approach that is better adapted to the interests and priorities of Francophones. The second option is the preferred one in most instances, especially in the case of committees or campaigns with long-term mandates in multiple phases, like the French communications strategy for the Comprehensive Review Task Group, or the Unsettling Goods campaign. This approach reduces translation costs and provides French and bilingual ministries with those documents that are most useful to them.
- **When plans are being made to create new liturgical or educational resources or documents related to United Church identity:** the Responsable des MiF will consult with the appropriate member of the MiF team to determine whether MiF will simply have the documents in question translated, or if the team should identify an existing resource or create one that would be better suited to Francophone realities.

When it is decided to use an existing resource or create a new one rather than translating the English resource, the team will need to determine if there are existing resources in French that can be either offered “as is,” or adapted. When it is most appropriate, the team will take responsibility for the creation of a resource specific to The United Church of Canada.

#### **To this end:**

- The Director for French Leadership Development will work with the Responsable to determine the best way to respond to requests: 1) for translation of theological reports of our church; 2) for translation or creation of liturgical or educational resources; or material for events such as Behold! His or her role will be to evaluate what already exists, what the current needs are, and whether or not the proposed resource (or group of resources) is relevant.
- In consultation with the Responsable and the Executive Minister, Communications, MiF’s Program Coordinator for Witness and Mission will discern which of the church’s news items and documents related to denominational identity are relevant to Francophone and bilingual ministries.

N.B. Certain resources will be identified as related to the work of two particular members of the team. In such cases, these team members will be consulted before a decision is made.

The Coordinator of Translation Services will have oversight of translation and billing. This includes proofreading translation done by external translators. In the case of a long-term project tied to a specific campaign or event, the work will preferably be assigned to a single translator.

**Note:**

- Time required for translation must be factored into production time if English versions of documents and their French translations are to be made available simultaneously. In cases where the French translation of a message, a letter, a document, a press release, etc. are not available when the English version is sent out or posted on the website, a note in French should be added to the English version announcing the date when the French version of the document can be expected.

**Translation Team (2014)**

- Judith Bricault – Coordinator of Translation Services
- Denis Fortin (Quebec City)
- Louise Carrier (Montreal)
- Roland Revet (France)
- Gilbert Beaume (France)
- Christian Nguyen (Toronto)

**ADDENDUM F****AFFIRMING MINISTRIES STUDY PROCESS****Ongoing Education****Context**

The 41st General Council (2012) approved an affirming ministry study process for the Executive of General Council and the General Council Office. The purpose of this educational process is to continue to shape the actions and decisions of the Executive as a whole into becoming a more equitable, just, and intercultural church.

As part of the ongoing educational process for this May 2014 meeting, the Executive of General Council is being invited to engage with a series of case studies, and to reflect on the policy implications of those studies. These case studies are fictional; however, they are based on a range of real-life experiences.

The case studies are assigned for conversation based on table groups, as follows:

<b>Case Study</b>	<b>Table Groups Assigned</b>
A	1–4
B	5–8
C	9–12

Time will be given at the meeting to talk about the case study and the related questions.

### **Case Study A**

Jane is a layperson who has expressed a strong interest in going into diaconal ministry. Since they were a young teenager, Jane had been very involved in various church committees at presbytery and the Conference level. Recently, Jane was appointed by their Conference as a Member-at-Large to the Executive of the General Council, and was very excited about their first in-house meeting at the General Council Office.

Jane self-identifies as a trans person; however, notes that many people often assume that Jane is a male. They want to participate fully in all aspects of church life and want to share about their own experiences in church, but still worries about how their experience as a trans person will be received at the Executive. Jane is aware that the Executive recently considered reports and policies related to gender and sexuality, and is very anxious to see how these policies will be lived out, and how they might make a difference for trans people.

#### *Discussion Questions:*

1. Having considered the report of the GLBTT Consultation, and the proposals from the Trans Gender Diversity Task Group in previous meetings, what would you recommend for creating a safe space for Jane at meetings of the Executive of the General Council?
2. What implications do you think that these two reports, and Jane's story, have for how this court functions?
3. Having considered Jane's story, how might your actions and decisions as a governor be shaped differently?

### **Case Study B**

Maria is a United Church member who participated at a regional GLBTT consultation when it took place in her town. She is eager to hear feedback of what has happened since the consultation. Through a friend, Maria heard that the Executive of the General Council recently completed a meeting, and Executive members have started reporting a summary of their meeting to the rest of the church. Maria went to the reporting meeting hoping to hear more about the consultation.

She noted that at the meeting, the Executive of the General Council member talked about some proposals that were passed at the meeting, but did not include any information related to gender or sexuality in their summary. When Maria asked the individual for more information about what the church was doing around the area of gender and sexuality, the Executive member replied that there had been work on an affirming ministry study process at the meeting, but didn't know why. They concluded their response by saying "I just thought that most people knew that the United Church does this kind of work, and having made the decision about it all in 1988, I didn't think that we still needed to be talking about it all the time."

Maria wondered if any of the discussion of the other reports that had been passed had taken gender and sexuality into consideration, and wondered what approach the church could use to continue to ensure that the whole life of the church keeps issues of equity at its forefront.

*Discussion Questions:*

1. What concrete processes would you propose to ensure that issues of gender, sexuality, and broad issues of equity are considered alongside all reports and proposals at all meetings of the Executive of the General Council? How will you continue to keep these issues at the forefront of conversations and decisions?
2. What intersections do you note between gender, sexuality, and the current reports that are at this meeting? When you report back about meetings of the Executive, what lens do you use for choosing what to share? How would you propose to talk about issues of gender, sexuality, and equity with the rest of the church?
3. Having considered Maria's story, how might your actions and decisions as a governor be shaped differently?

**Case Study C**

Moses was very excited to have been recently hired as a youth group leader at a United Church. Since beginning his work, he had a great deal of success with the youth group in terms of helping it grow and developing a healthy rapport with all the members. To date, he had only received positive feedback from the youth and their parents.

Recently, during one of his youth group meetings, one of the youth participants was sharing about her experiences of homophobic bullying at her high school. In this conversation, Moses shared that as a gay man, he also has faced homophobia and he personally experiences it as a being very painful and difficult. Shortly after this meeting, some parents became aware of Moses' sexual identity and were upset that he had not shared his sexual orientation earlier.

After several parents complained to the ministry personnel about how uncomfortable they were with the church having a gay youth group leader, Moses was fired. A friend of Moses shared with him that one day at church they overheard some people talking about Moses' dismissal. In the conversation one of the individuals said: "Well I guess nobody even thought to ask him about it. I mean, I've never met a gay person before who was Black."

*Discussion Questions:*

1. The United Church has approved a Commitment to Inclusion (Arctic 6, at the 40th General Council in 2009), which declares that the United Church is opposed to discrimination on any basis by which a person is devalued; and that each court, congregation, and other ministries are strongly urged to embrace this commitment. How would you see this non-discrimination being lived out, concretely, in Moses' case?
2. How would you see non-discrimination and a commitment to inclusion being lived out concretely in the court of the Executive of General Council? What recommendations would you offer for policies and practice?
3. Having considered Moses's story, how might your actions and decisions as a governor be shaped differently?

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Wednesday, May 21, 2014  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 1:30 p.m. Eastern until 1:55 p.m. on Wednesday, May 21, 2014, by teleconference call. Moderator Gary Paterson presided.

**Attendance**

**Voting Members:** Shirley Cleave, Thom Davies, Nelson Hart, Bev Kostichuk, Gary Paterson; Nora Sanders, Florence Sanna

**Regrets:** John Kim, Marie-Claude Manga, Charles McMillan, Lynella Reid-James, Mardi Tindal, Erin Todd

**Welcome**

Moderator Gary Paterson opened the meeting with a prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 41<sup>e</sup> Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41<sup>st</sup> General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Shirley Cleave** **2014-05-21-141**

That Erik Mathieson be the corresponding member and that Karen Smart be the recording secretary for this meeting of the Sub-Executive of the General Council.

**CARRIED**

**Minutes of the Sub-Executive of the General Council**

**Motion: Nora Sanders/Thom Davies** **2014-05-21-142**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on March 21, 2014.

**CARRIED**

**Nominations Committee – Recommendations for Appointment**

Florence spoke to the motion. The Nominations Committee met by teleconference on May 8, 2014, to consider applications. Florence shared the names with the members of the Sub-executive as recommended by the Nominations Committee for appointment. Gary Paterson

offered thanks to the Nominating Committee and those who will be serving on an additional committee.

**Motion: Nora Sanders/Thom Davies**

**2014-05-21-143**

That the Sub-Executive of the General Council appoint the following members, with terms as stated.

**Canadian Forces Chaplaincy (June 2016)**

*(7 expressions of interest for 1 position)*

- Michelle Slater (Ordained, British Columbia Conference)

**Responsible Investment Reference Group (June 2017)**

*(3 expressions of interest for 2 positions)*

- Mary Lou Harley (Lay, Maritime Conference)
- Bill Davis (Lay, Toronto Conference)
- Robert Richards, *as named by the Foundation*
- Moira Hutchinson, *as named by the Investment Committee, Finance*
- Rob Stapleford, *as named by the Pension Board*

**Pension Plan Advisory Committee (June 2017)**

*(2 expressions of interest, on the joint recommendation of the Pension Board)*

- Caroline Helbrunner, specialist
- Cindy Palmer, specialist

**Anglican Church–United Church Dialogue**

*(2 expressions of interest for reappointment)*

- Sandra Beardsall (Ordained, Saskatchewan Conference), reappointment
- Don Koots (Ordained, Alberta and Northwest Conference), reappointment

**Observer Publications**

*(10 expressions of interest)*

- Bob Mutlow (Ordained, Alberta and Northwest)
- Bev Kostichuk (Lay, Saskatchewan)
- Anna Stewart (Lay, Manitoba and Northwestern Ontario)
- Lynella James (Lay, Toronto)
- Miriam Spies (Candidate, Toronto)
- Adam Brown (Lay, Bay of Quinte)
- Norma Thompson (Lay, Bay of Quinte)
- Nicole Beaudry (Lay, Montreal and Ottawa)
- Ivan Gregan (Ordained, Maritime)
- Florence Sanna (Ordained, Newfoundland and Labrador)

**CARRIED** with two abstentions noted – Bev Kostichuk and Florence Sanna

**2013 Audited Financial Statements**

Erik Mathiesen spoke to the motion. Procedurally the group that reviews these statements is the Audit Committee. They have met and received the report from Price Waterhouse and are now

prepared to recommend them to the Sub-Executive of the General Council for approval. This approval will have two members of the Executive sign the documentation.

**Motion: Bev Kostichuk/Thom Davies**

**2014-05-21-144**

That the Sub-Executive of the General Council approve the 2013 audited financial statements of the National Accounts of The United Church of Canada.

**CARRIED**

Thom Davies offered a closing prayer.

Gary Paterson declared the meeting adjourned at 1:55 p.m. and thanked the members of the Sub-Executive for attending the meeting and blessed them on the journey ahead.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Friday June 20, 2014  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:30 p.m. Eastern until 1:04 p.m. on Friday, June 20, 2014, by teleconference call. Bev Kostichuk chaired the meeting.

**Attendance**

**Voting Members:** Nelson Hart, Bev Kostichuk, Charles McMillan, Lynella Reid-James, Nora Sanders, Florence Sanna

**Regrets:** Shirley Cleave, Thom Davies, John Kim, Marie-Claude Manga, Gary Paterson, Mardi Tindal, Erin Todd

**Welcome**

Bev Kostichuk led a time of check-in and then opened the meeting with a prayer.

**Constituting the Meeting**

Nora Sanders constituted the meeting in French:

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, je declair ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

Bev Kostichuk constituted the court in English:

“In the Name of Jesus Christ, the head of the Church, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Florence Sanna**

**2014-06-20-145**

That Bev Kostichuk serve as Chair for this meeting of the Sub-Executive of the General Council and that Erik Mathiesen, Bill Smith, and Karen Smart be the corresponding members and Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Nora Sanders/Charles McMillan**

**2014-06-20-146**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on May 21, 2014.

**CARRIED**

**Permission for Bay of Quinte Conference to Rent Space at St. Matthew's United Church**

Bill Smith spoke to the motion. He asked that the term be amended to commence August 1, 2014.

**Motion: Lynella Reid-James/Florence Sanna****2014-06-20-147**

The Sub-Executive of the General Council approve the entering into a lease or equivalent space-sharing arrangement by the Bay of Quinte Conference of The United Church of Canada with St. Matthew's United Church, Belleville, Ontario, for part of the St. Matthew's church building, on the following key terms:

- (a) for a five year term commencing on or about August 1, 2014;
- (b) at an all-inclusive rent of \$1,300.00 per month;
- (c) to be null and void if either entity ceases to exist; and
- (d) such other terms as may be mutually agreed upon by St. Matthew's United Church and Bay of Quinte Conference, and as may be acceptable to the General Secretary, General Council.

**CARRIED****Annual Week of Prayer for Democratic Republic of Congo**

Nora Sanders spoke to this motion.

**Motion: Lynella Reid-James/Charles McMillan****2014-06-20-148**

That the Sub-Executive of the General Council forward the following proposal to the Permanent Committee on Programs for Mission and Ministry to consider:

- a) How does this fit with the Church in Mission's Program mandate? Part of our mandate is to respond to appeals from partners; this issue is an ongoing, chronic concern for partners in the Democratic Republic of the Congo, and a global concern needing to be addressed (see recent Global Summit to end sexual violence in conflict—[www.gov.uk/government/topical-events/sexual-violence-in-conflict/about](http://www.gov.uk/government/topical-events/sexual-violence-in-conflict/about)).
- b) Is this a priority issue for the church? It is linked to two program foci of the church in Mission Unit—the Peace with Justice Program focus and the Resource Extraction focus.
- c) Capacity issues—there are currently at least three ongoing major campaigns led by the Unit: Unsettling Goods, Food Policy, and Open for Justice (resource extraction issues). Do we have the capacity to take this issue on as well through a focus Week in the year, including resources, animation, advocacy, etc.? There are ecumenical partners focused on this issue: the PCUSA; United Church of Christ/Disciples of Christ General Board for Global Ministries; KAIROS (not exactly sure to what extent but it is a priority).

- d) The role of Church in Mission Unit to convene, coordinate, collaborate, communicate, and work across clusters in light of individuals and groups in the church are already passionate about this and have brought it forward to the church.

**CARRIED**

**Response of the Congregation of Knox United Church, Nepean, to the Report of the Working Group on Israel/Palestine Policy as adopted by GC41**

Nora spoke to these proposals. They both came from the Conference with non-concurrence.

**Motion: Florence Sanna/Lynella Reid-James**

**2014-06-20-149**

1. That the Sub-Executive of the General Council wishes to express thanks to the Congregation of Knox United Church and to the Synode of Montreal & Ottawa Conference who have offered their perspective but given that the Executive of General Council has already approved steps contrary to this motion which are consistent with the actions of the 41st General Council, the Sub-Executive will take no action on this proposal.
2. That the Sub-Executive of the General Council wishes to express thanks to South Mountain-Hallville Pastoral Charge of the United Church and to the Synode of Montreal & Ottawa Conference who have offered their perspective but given that the Executive of General Council has already approved steps contrary to this motion which are consistent with the actions of the 41st General Council, the Sub-Executive will take no action on this proposal.

**CARRIED**

**Update to the General Funds Investment Policy**

Erik Mathiesen spoke to this motion.

**Motion: Charles McMillan/Nelson Hart**

**2014-06-20-150**

The Sub-Executive of the General Council approve the updated Investment Policy dated May 14, 2014, as recommended by the Treasury Investment Committee and approved by the Permanent Committee on Finance on June 12, 2014.

**CARRIED**

Lynella Reid-James left the conference call at 1 p.m.

Bev Kostichuk offered a closing prayer and declared the meeting adjourned at 1:04 p.m. and thanked the members of the Sub-Executive of the General Council for attending the meeting and blessed them on the journey ahead.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Thursday, Sept. 4, 2014  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 1:30 p.m. Eastern until 1:50 p.m. on Thursday, September 4, 2014, by teleconference call. Moderator Gary Paterson chaired the meeting.

**Attendance**

**Voting Members:** Nelson Hart, Marie-Claude Manga, Charles McMillan, Gary Paterson, Lynella Reid-James, Nora Sanders, Florence Sanna, Erin Todd

**Regrets:** Thom Davies, Bev Kostichuk, Shirley Cleave, Mardi Tindal

**Welcome**

The Moderator led a time of check-in and then opened the meeting with a prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 41<sup>e</sup> Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41<sup>st</sup> General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Erin Todd** **2014-09-04-151**

That Karen Smart be the corresponding member and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Nora Sanders/Charles McMillan** **2014-09-04-152**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on June 20, 2014.

**Carried**

**Nominations Committee – Recommendations for Appointment**

Florence Sanna spoke to this motion.

**Motion: Florence Sanna/Marie-Claude Manga** **2014-09-04-153**

That the Sub-Executive of the General Council appoint the following members, with terms as stated.

**Investment Committee, Finance (September 2014–September 2017), joint recommendation of the Nominations Committee and the Permanent Committee on Finance**

- Tim Bradshaw, specialist

**Nominations Committee (September 2014–August 2015)**

- Robert Mutlow (Alberta and Northwest Conference)

**Executive of the General Council, as elected by Conference**

- Jean Macdonald (Lay), as elected by British Columbia Conference (September 2014–August 2015)
- Sybil Wilson (Lay), as elected by Hamilton Conference (September 2014–August 2018)
- Paula Gale (Ordained), as elected by Newfoundland and Labrador Conference (September 2014–August 2015)\*

\* note: additional appointment of August 2015–August 2021 to be appointed by the 42<sup>nd</sup> General Council.

**Carried**

Marie-Claude Manga closed the meeting in prayer.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Wednesday, October 15, 2014  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:30 p.m. Eastern until 12:45 p.m. on Wednesday, October 15, 2014, by teleconference call. Moderator Gary Paterson chaired the meeting.

**Attendance**

**Voting Members:** Thom Davies, Bev Kostichuk, Marie-Claude Manga, Charles McMillan, Gary Paterson, Lynella Reid-James, Nora Sanders, Florence Sanna, Mardi Tindal, Erin Todd

**Regrets:** Nelson Hart, Shirley Cleave

**Welcome**

The Moderator led a time of check-in and then opened the meeting with a prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 41e Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41st General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Erin Todd** **2014-10-15-154**

That Karen Smart be the corresponding member and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Nora Sanders/Charles McMillan** **2014-10-15-155**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on September 4, 2014.

**Carried**

**Nominations Committee – Recommendations for Appointment**

Florence Sanna spoke to this motion.

**Motion: Florence Sanna/Bev Kostichuk**

**2014-10-15-156**

That the Sub-Executive of the General Council appoint the following members, with terms as stated.

**Executive of the General Council (GC42, August 2015)**

*1 expression of interest offered by the 5 invited candidates*

- John Lee (Ordained, Toronto Conference), Ethnic Ministries Constituency

**Governing Committee of Project Ploughshares, nominee (December 2015–December 2018)**

*4 expressions of interest for 1 vacancy*

- Paula Butler (Lay, Toronto Conference)

**Working Group on Theologies of Disability (August 2015)**

17 expressions of interest for 2–3 vacancies, increased to 4 vacancies

- Daniel Hayward (Ordained, Bay of Quinte Conference), *as named by the Theology and Inter-Church Inter-Faith Committee*
- Bill Steadman (Ordained, Hamilton Conference), *as named by the Theology and Inter-Church Inter-Faith Committee*
- Kyung Chang Lee (Ordained, Alberta and Northwest Conference)
- Kathleen James-Cavan (Lay, Saskatchewan Conference)
- Laura MacGregor (Lay, Hamilton Conference)
- Susan Woodhouse (Ordained, London Conference)

**Carried**

Mardi Tindal closed the meeting in prayer.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

**MEETING OF THE EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
November 15–17, 2014**

The Executive of the General Council of The United Church of Canada met from 8:30 a.m. on Saturday, November 15, to 4:00 p.m. on Monday, November 4, 2014 at the General Council Offices, Etobicoke, Ontario. The Moderator, Gary Paterson, presided.

**Attendance**

Nicole Beaudry, Sue Brodrick, Adam Brown, Janice Brownlee, Graham Brownmiller, Shirley Cleave, Brian Cornelius, Thom Davies, Laura Fohuse, Susan Gabriel, Paula Gale, Ivan Gregan, Charlotte Griffith, Vilvan Gunasingham, Adam Hanley, Andrea Harrison, barb janes, Ray Jones, Mel King, Bev Kostichuk, John Lee, Jean Macdonald, Marie-Claude Manga, Kellie McComb, Charles McMillan, Tracy Murton, Bob Mutlow, Gary Paterson, Colin Phillips, Lynella Reid-James, Mary Royal Duzcek, Nora Sanders, Florence Sanna, Michael Shewburg, Miriam Spies, Bill Steadman, John Thompson, Norma Thompson, Mardi Tindal, Erin Todd, Pauline Walker, Roy West, Jim White, Sybil Wilson, Doug Wright, John H. Young

**Corresponding Members**

David Allen, Michael Blair, Phyllis Buchner, Bill Doyle, Doug Goodwin, Alan Hall, Peter Hartmans, David Hewitt, Will Kunder, Rosemary Lambie, Faith March-MacCuish, Martha Martin, Erik Mathiesen, Shannon McCarthy, Bill Smith, Cheryl-Ann Stadelbauer-Sampa

**Regrets**

Nelson Hart, Cheryl Jourdain, Donna Kennedy Lynn Maki, Martha Pedoniquotte, Anna Stewart, Nichole Vonk, Ramzi Zananiri

**Saturday, November 15, 2014**

**Welcome**

The Moderator welcomed the Executive to gather on the traditional land of the Mississauga of New Credit First Nations. As a mixture of strangers and friends he asked all to join in community for a moment of silence to prepare for the meeting.

The Moderator constituted the meeting in both languages.

**Worship**

Worship was coordinated by Adele Halliday, Bronwyn Corlett and Alydia Smith. The scripture reading Matthew 25:31-37, with Ivan Gregan, barb janes and Marie-Claude Manga reading the litany of voices.

**In Memoriam**

The Executive gratefully acknowledge the following members of our Church family who have left bequest gifts, annuity residues and insurance proceeds (May 2014–October 2014).

**Bequests to Mission and Service from the estates of:**

James Bragan	Edith Edna Johns	Agnes Mary Roulston
Helen Carter	Lyndon Raymond Langille	Edna Grace Rowe
Marion E. Current	Zella Josephine Leavey	Margaret Jean Saunders
Hertha Falk	Edna Agnes McDonald	Archibald MacSween Stalker
Thelma J. Fast	John Raymond McFadden	Doris R. Zurbrigg
Margaret A. Haight	Sarah Dorothy Morgan	
Gertrude Husband	Albert Fred Muth	

**Bequests to other United Church of Canadian ministries from the estates of:**

Florence Helen Bell	Marion E. Current	Luella McCleary
James Bragan	Bessie Marguerite Dayfoot	Shirley Florence Paul
J.C. and N.E. Buck	Clifford Stanley Henderson	Clara B. Sanderson
Gordon Butler	Oliver R. Hodge	Margaret Jean Saunders
Dorothy Margaret Cooney		

**In Memoriam gifts to Mission and Service made in honour of:**

Phyllis Adams	Pauline Ervin	The Rev. Walter Peter Mittler
The Rev. Dr. Murray Arnill	James Fell	Alice Modin
George Astles	Alice Findlay	Margaret Montgomery
Safwat Ayoub	The Rev. Melbourne Fisher	Kaye Mullen
L. Roy Babstock	Keith Galway	Edith Murray
Raymond Balsom	Robert Gibbons	Shirley Nichol-Hellam
Dorothy Barbour	The Rev. Eldon Gunn	The Rev. John Nicols
Emily Bartlett	Levina Hanchurak	Victoria Nicklin
The Rev. H.A. (Bert) Batstone	Effie Hobden	Arnold James Palin
Marina Blackwood	Alistair Imrie	Agnes E.B. Parnham
Ruth Blewett	Winnifred Jamieson	John Picket
Isobel Bond	Buzzy Johnson	Frank Plain
Sheila Brooks	Charlie Kennedy	The Rev. Linda Reid
Shirley Brown	Jean Kobylka	Wayne Renwick
The Rev. F. Jim Burn	Audrey Kolesar	Loa Reuber
Bert Caslick	Robert Layton	Murray Rutherford
Faye Chatten	Anne Lazure	Louis Sonneveld
Zella Conell	Winnie Marie Le Drew	Violet Schneider
The Rev. Ross Connal	John Francis Luce	Mary Scribner
Gordon Conquergood	Muriel MacIntosh	Pearl Seunarine
Sheila Cooper	Vincent MacDonald	Joyce Shorter
Willis Copeland	Frances MacKinnon	Florence and Walter Turko
Jean Coutls	Dorothy MacNeill	Margaret Ann Tyndall
Douglas Cunningham	Mitch McGill	Mildred E. Waring
Marilyn Davie	Betty Marsh	
Kathy Dedrick	Catherine Mercer	

**In memory of those who have empowered God's mission into the future:**

Since our last meeting in May 2014, the church has received \$1,259,631.99 from the estates of members of our church and by individuals giving to honour those who have died.

Bequests to the United Church of Canada to M&S – 18 gifts totaling \$418,383.16

Bequests to other United Church of Canada ministries – 16 gifts totaling \$410,715.02

Gifts of annuities to M&S – 10 gifts totaling \$111,498.21

Gifts from the proceeds of insurance to M&S – 6 gifts totaling \$298,662.60

In Memoriam gifts to M&S in honour of 65 members – 192 gifts totaling \$20,373.00

**Governance – Agenda**

Shirley Cleave, chair of the Permanent Committee on Governance and Agenda, gave an overview of the agenda for the day.

**GS45 OPENING MOTIONS**

The General Secretary presented the opening motions.

**Motion: Nora Sanders/Shirley Cleave****2014-11-15-157**

The General Secretary, General Council proposes:

That the Executive of the General Council:

5. Approve the minutes of the Executive of the General Council meeting held May 3-4, 2014.
6. Receive for information, the minutes of the meetings of the Sub-Executive of the General Council held March 21, May 21, June 20 and September 4, 2014.
7. Receive for information the following:
  - General Secretary's Accountability Report
  - Interim Report on Full Communion Conversations with the United Church of Christ
  - Moderator's Accountability Report
  - 42<sup>nd</sup> General Council Planning Committee Accountability Report
  - Committee on Indigenous Justice and Residential Schools Accountability Report
  - World Council of Churches Report
  - Pension Board Report
  - Aboriginal Ministries Council Accountability Report
  - Theology and Inter-Church Inter-Faith Committee Accountability Report
  - Permanent Committee on Finance Accountability Report
  - Permanent Committee on Governance and Agenda Accountability Report
  - Permanent Committee on Ministry and Employment Policies and Services Accountability Report
  - Permanent Committee on Programs for Mission and Ministry Accountability Report
  - Memorandum of Understanding – Methodist Caribbean Church
  - Memorandum of Understanding – Methodist Church of Zimbabwe
  - Correspondence to the Executive of the General Council to October 15, 2014
8. Adopt the following proposals (*Consent Proposals found at Addendum A after these minutes*):

- MEPS 12 – Transitional Steps from Former Staff Associate Status to DLM
- MEPS 13 – Licensed Lay Worship Leader Policy
- MEPS 14 – Congregational Designated Ministry Policy
- MEPS 16 – Group Insurance Renewal Proposal
- MEPS 17 – Human Resources Policy Changes
- PMM 9 – Joint Consultation with China Christian Council
- PMM 10 – Mission Theme 2015-2017
- PMM 13 – Week of Prayer for the Democratic Republic of the Congo
- GS49 Memorandum of Understanding for Associate Relationships

9. Refer the following proposal to the Permanent Committee on Governance and Agenda:

- PMM 15 – Formation for Faithful Leadership Working Group –Competency Proposal

**CARRIED**

### **Procedural Motions**

Nora Sanders introduced the procedural motion.

### **GS46 PROCEDURAL MOTIONS**

**Motion: Nora Sanders/Shirley Cleave**

**2014-11-15-158**

#### **Worship, Music and Theological Reflection**

That the worship leadership for this meeting be coordinated by Adele Halliday and Bronwyn Corlett and Alydia Smith.

That the music leadership for this meeting be provided by Joe Ramsay, Lindsay Traichevich and Josette Blais-Jol.

That the theological reflector for this meeting be The Rev. Basil Coward.

### **Resource People**

That resource people for this meeting be the Executive Ministers and Officers, Fred Monteith, Marcus Robertson, Andrew Richardson, Cathy Hamilton, Kenji Marui, Lauren Hodgson, Vic Wiebe, Beth Symes, Diane Bosman, Bronwyn Corlett, Adele Halliday, Cynthia Gunn, Joe Ramsay, James Scott, Steve Willey, Karen Smart and Alydia Smith.

### **Administrative Staff/Volunteers**

That the administrative staff for this meeting be Susan Fortner, Stephanie Uyesugi, Shirley Welch and Susan Whitehead. That the administrative volunteers be Gary McKay, Karen McLean and Jean Wilson. The minute secretary for this meeting be Susan Fortner.

### **Chaplain**

That the Chaplain for this meeting be Thom Davies.

### **Friend in Court**

That the Friend in court for this meeting be Roy West.

### **Reference and Counsel**

That the Reference and Counsel for this meeting be barb janes and Kellie McComb.

**Sessional Committee Co-Chairs**

That the co-chairs of Sessional Committees for this meeting be:

Blue Sessional: Adam Hanley and Graham Brownmiller

Red Sessional: Norma Thompson and John Young

**Agenda**

That the Executive of the General Council adopt the agenda for this meeting and that changes to the agenda, which may be necessary as the meeting evolves, be made on the recommendation of the Agenda Table.

**CARRIED**

**Table Group Check-in**

Shirley Cleave invited the table groups to consider the questions: “What riches has God given you. Where has your heart been enlightened since we last met.” Using the scripture passage Ephesians 1:18.

**Moderator’s Accountability Report** *(Addendum B after these minutes)*

The Past Moderator, Mardi Tindal, took the chair. The Moderator spoke briefly to the force of resurrection and the need to trust the power of the spirit. Lifting up his hopes and dreams for the church, while reiterating that throughout this triennium he has experienced and witnessed the many vital communities of faith within our midst.

Table groups were invited to discuss the piece of work from the Moderator’s Accountability Report using the questions noted below.

<p><b>Standard Table Group Questions</b></p> <p>“What is it in this report that you see God is calling you to?”</p> <p>“What have you heard in these reports?”</p>
--

The Past Moderator, Mardi Tindal, offered a prayer of thanksgiving for the Moderator, Gary Paterson, who returned to the chair.

**General Secretary’s Accountability Report** *(Addendum C after these minutes)*

Nora Sanders, General Secretary, General Council, spoke to her accountability report addressing how the church at this time is called to hope in the midst of change. In acknowledging the dedicated and faithful work of the Comprehensive Review Task Group it was noted that the draft recommendations would be presented during this meeting.

Nora highlighted the continuing discussions with the United Church of Christ on full communion and mutual recognition of ministry.

Also noted was the ongoing dialogue the Working Group on Leadership Formation for Ministry is having with the United Church theological schools.

Table groups were then invited to discuss this report using the standard questions (page 135 of these minutes [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)].).

**World Council of Churches** (*Addendum D after these minutes*)

Miriam Spies, representative to the World Council of Churches Central Committee, offered background information on the Pilgrimage of Justice and Peace.

**WWC1 WORLD COUNCIL OF CHURCHES' CENTRAL COMMITTEE**

**Motion: Miriam Spies/barb janes**

**2014-11-15-159**

The World Council of Churches' Representative proposes:

That the Executive of the General Council:

1. Receive and accept the invitation of the World Council of Churches to join in the ecumenical Pilgrimage of Justice and Peace.
2. Develop a process for the integration of the Pilgrimage of Justice and Peace into the on-going work and life of the wider church, with reflection on the United Church's vision, mission, and mutual sharing of insights.
3. Seek avenues to continue to collaborate with other denominations and faith groups in Canada, with a focus on the Pilgrimage of Justice and Peace.

**CARRIED**

**Permanent Committee on Finance Accountability Report** (*Addendum E after these minutes*)

Brian Cornelius, chair of the Permanent Committee on Finance, gave an overview of the 'New Budgeting Model' as amended replacing Appendix FIN 1 (page 64) and Exhibit FIN1 (page 79) in the workbook. [NB: Page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)].

Table groups were then given time to discuss the budget as presented.

Brian addressed questions and concerns arising from the table group discussions while underscoring the committee's recommendation that the 2015 budget be adopted as presented.

**GS50 APPROVAL OF 2015 OPERATING BUDGET**

**Motion: Nora Sanders/Brian Cornelius**

**2014-11-15-160**

That the Executive of the General Council approve the 2015 Operating Budget as summarized in the "2015 Budget Proposed" Column in the attached exhibit (*Addendum E after these minutes*).

**CARRIED**

**FIN6 MINIMIZING MEETING COSTS AND CARBON FOOTPRINT**

**Motion: Brian Cornelius/William Steadman**

**2014-11-15-161**

That the Executive of the General Council endorse the principle that face to face meetings should be minimized to save money and reduce the carbon footprint associated with our governance activity.

**CARRIED**

### **Partner Council**

Mary Royal Duczek, chair of the Permanent Committee, Programs for Mission and Ministry, and Patti Talbot, Asian Partnership Program, Communities in Mission staffperson, spoke to the ongoing dialogue, discussion and reconciliation within the diverse global context. Mary and Patti also acknowledged the gratitude the members of the Partner Council felt as they were welcomed to journey with Aboriginal peoples towards justice and peace.

### **PMM11 PARTNER COUNCIL MESSAGE**

**Motion: Mary Royal-Duczek/Michael Shewburg**

**2014-11-15-162**

The Executive of the General Council receive with thanks the message from the United Church of Canada Partner Council and:

1. consider its calls:
  - ❖ Press Canadian governments to live up to the UN Declaration on the Rights of Indigenous peoples and honour agreements and treaties made with Aboriginal peoples.
  - ❖ Press Canadian governments to expedite the resolution of outstanding land claims.
  - ❖ Work for the just and equitable treatment of Aboriginal peoples in Canada particularly around issues of health care, housing and education.
  - ❖ Engage with newcomers to Canada so that they may learn about Aboriginal history and concerns and join the building of right relationships.
  - ❖ Actively engage with civil society on Aboriginal issues and concerns.
  - ❖ Seek ways to engage and empower Aboriginal youth, supporting innovative ways of learning and recovering language, tradition and heritage.
  - ❖ Find new ways of supporting communities as they work with youth at risk and others suffering from psychological trauma and addictions.
  - ❖ Join with others who aspire to justice and reconciliation for all, reaching out to all faith communities to be part of the journey towards healing.
  - ❖ Ensure that when developing strategies that respond to the church's financial concerns, the vision and work of building right relationships remains a high priority for the allocation of resources.
2. disseminate this message and calls to action from the Partner Council to those in the church already working on these issues;
3. integrate and strengthen education and awareness building of the issues named in the calls to action within the United Church of Canada, particularly in the time leading to the formal closure of the Truth and Reconciliation Commission; and,
4. strengthen the integration of right relationships with aboriginal peoples into the ethos of the United Church, including leadership education.

**CARRIED**

**Aboriginal Ministries Council Accountability Report** (*Addendum F after these minutes*)

Ray Jones, chair of the Aboriginal Ministries Council, highlighted the ongoing collaborative work of the Aboriginal Ministries Council, Finance and All Native Circle Conference in preparing the draft Real Property and Capital Plan for implementation.

He noted the energy, priority and commitment of the church to continue the journey of building right relations.

Ray reflected on the 2014 National Aboriginal Spiritual Gathering at the Oneida First Nation (Ontario) and the appreciation of those attending to having the global partners in attendance.

**Memorial for Alvin Dixon**

Eulogies were offered celebrating the life of Alvin Dixon, GCE member from BC Conference who died on July 20, 2014, by Jamie Scott, Doug Goodwin, Ray Jones, Barb Janes and John Young.

Jim White recounted briefly his life with Alvin, concluding his remarks with thanks and appreciation for the ongoing support of the United Church's faith family.

**Permanent Committee on Governance and Agenda Accountability Report** (*Addendum G after these minutes*)

Shirley Cleave, chair of the Permanent Committee on Governance and Agenda, spoke to her report, introducing the work to date of the 42<sup>nd</sup> General Council 2015.

**42<sup>nd</sup> General Council Planning Report** (*Addendum H after these minutes*)

Roy West, chair of the 42<sup>nd</sup> General Council Planning Committee, and Faith March-MacCuish, Conference Executive Secretary, Newfoundland and Labrador, spoke to the report.

Roy introduced and offered background information on the proposals being brought forward to proceed with prioritizing the work coming to the 42<sup>nd</sup> General Council 2015.

Discussion ensued around the number of Commissioners required to lift items from the consent agenda. Clarification was given on the role of sessional committees.

**G&A6 PRIORITIZING OUR WORK: OPENING BUSINESS PROCEDURAL MOTIONS FOR THE 42<sup>ND</sup> GENERAL COUNCIL**

**Motion: Shirley Cleave/Bev Kostichuk**

**2014-11-15-163**

That the Executive of the General Council recommend that:

The 42<sup>nd</sup> General Council (2015): shall prioritize its work in the following manner:

## Category 1

Proposals are those that deal directly with the Comprehensive Review Task Group report and recommendations and all related Proposals and Response forms. These will receive priority attention at the 42<sup>nd</sup> General Council (2015). They shall be referred to a Sessional Committee that shall bring its recommendations to full court for decision.

**Category 2**

Proposals are those, other than those outlined in Category 1, which contemplate substantive changes to the Basis of Union that affect denominational identity and would require the 42<sup>nd</sup> General Council (2015) to authorize a Category 3 Remit. They shall be brought before the full court for decision.

**Category 3**

Proposals are those calling the church to take a time-bound stand on national or global issues and/or on an issue for which the church does not have an existing policy or statement. They shall be referred to a Commission for decision.

**Category 4**

Proposals are those which contemplate changes to existing General Council policies and procedures, or those which more properly fall within the purview of another court of the church. They shall be referred to the Business Committee for prioritization and may be referred to the full court, a Commission, the General Council Executive, or to the court which has responsibility, for decision.

**Category 5**

Proposals are those calling the church to broader support for existing statements, policies, or procedures of the General Council. They shall be referred to the General Council Executive for decision or the General Secretary General Council for action.

**CARRIED****G&A7 REPORTS TO THE 42<sup>ND</sup> GENERAL COUNCIL**

**Motion: Shirley Cleave/Ivan Gregan**

**2014-11-15-164**

That the Executive of the General Council directs that:

Reports to be put before the 42<sup>nd</sup> General Council (2015) shall normally be between two and five pages in length.

And that, with the exception of the report and recommendations of the Comprehensive Review Task group, any report put before the 42<sup>nd</sup> General Council (2015) shall be a maximum of ten pages in length, which shall include an executive summary as the first page of said reports,

And that at the discretion of the General Secretary, General Council, background material to reports put before the 42<sup>nd</sup> General Council (2015) shall be available to all Commissioners and to the church as a whole through links to the web page for the 42<sup>nd</sup> General Council (2015) or upon request to their Conference office.

At the discretion of the General Secretary of the General Council, said background material may be included as appendices to the Record of Proceedings of the 42<sup>nd</sup> General Council (2015).

**CARRIED**

**G&A8 PROCEDURE FOR REQUESTING A CHANGE – WITHDRAWING A  
PROPOSAL FROM THE CONSENT AGENDA AT THE 42<sup>ND</sup> GENERAL COUNCIL  
Motion: Shirley Cleave/ Adam Brown 2014-11-15-165**

That the Executive of the General Council recommends to the 42<sup>nd</sup> General Council that:

The 42<sup>nd</sup> General Council adopt the following procedure in the event that a Commissioner desires that a Proposal be withdrawn from an Omnibus motion and/or that a Proposal be assigned to a body other than that recommended by the Business Committee:

- 1) The Commissioner making such a request shall normally have one minute to make their request and provide their rationale for their request.
- 2) The Moderator or his designate will ask, having heard the request and rationale, “Are there TWENTY Commissioners who support the request and rationale? Please indicate your support of this position by holding up your voting card.
- 3) If there are not TWENTY Commissioners who support the request and rationale then the request is denied.
- 4) If there are TWENTY Commissioners who support the request then the Moderator will direct the Business Committee to find a place for the work consistent with the request.

**CARRIED**

**G&A9 ADDRESSING THE WORK OF THE COMPREHENSIVE REVIEW TASK  
GROUP AT THE 42<sup>ND</sup> GENERAL COUNCIL**

**Motion: Shirley Cleave/ Bev Kostichuk 2014-11-15-166**

That the Executive of the General Council approve that:

1. The report and recommendations of the Comprehensive Review Task Group and related Response Sheets and Proposals shall be referred to a Sessional Committee of the 42<sup>nd</sup> General Council (2015);
2. The role of the Sessional Committee shall be to consider said material with a view to bringing recommendations to the full court for consideration and decision.
3. Said Sessional Committee shall be comprised of one Commissioner from each of the Conferences. Each Conference shall nominate two Commissioners, one lay and one ministry personnel, in a manner appropriate to their particular context given the following criteria:
  - An ability to think clearly and reflect theologically.
  - A strong knowledge of the ethos and history of The United Church of Canada.
  - An openness to the leading of the Spirit in the context of a rapidly changing society and church.
  - An ability to hold the tension between their own particular perspectives and the good of the whole church.
  - An ability to articulate their thoughts and beliefs, in a clear and concise manner.
  - A demonstrated ability to work in a collegial and collaborative manner.

**REF - 300**

4. Cognizant of the criteria outlined above, the Business Committee shall determine the Conference representation and have the power to add up to five members, and to appoint the chair to the Sessional Committee in addition to those named by the Conference.

**CARRIED**

**G&A10 RESPONSE TO A PROPOSAL FROM BQ – MAXIMIZE TIME FOR DISCERNMENT ON THE COMPREHENSIVE REVIEW TASK GROUP**

**Motion: Shirely Cleave/Ivan Gregan**

**2014-11-15-167**

The Permanent Committee on Governance and Agenda proposes:

That having adopted Proposals G&A 6, 7, 8 and 9, that this proposal has been received, considered and has been replaced by an alternative proposal, therefore no further action will be taken.

**CARRIED**

**Permanent Committee, Ministry and Employment Policies and Services (MEPS)**

**Accountability Report** (*Addendum I after these minutes*)

Tracy Murton, chair of the Permanent Committee on Ministry and Employment Policies and Services, invited the table groups to enter into conversation on her accountability report.

**Candidacy Pathways Report**

Joe Ramsay, Manager, Ministry Personnel Policies & Program spoke to the ongoing work of the Steering Group on Candidacy Pathway, noting a pilot project was established following the 40<sup>th</sup> General Council 2009 with a revised time frame to complete the work by the 42<sup>nd</sup> General Council 2015.

Table groups were then given time to discuss the following questions:

1. What do you affirm in the candidacy pathway model?
2. What concerns you about the candidacy pathway?
3. What needs to be clarified in the sessional committee?

**Permanent Committee, Programs for Mission and Ministry Accountability Report**

(*Addendum J after these minutes*)

Mary Royal-Duczek, chair of the Permanent Committee, Programs for Mission and Ministry, invited the table groups to enter into conversation on the accountability report.

**Theology and Inter-Church Inter-Faith (TICIF) Report** (*Addendum K after these minutes*)

Bill Steadman, chair of the Theology and Inter-Church Inter-Faith Committee, noted that work has begun on forming the Theologies of Disability Working Group. The response has been overwhelming, indicating the importance of this area of work within our church.

Bill also highlighted the ongoing work of the groups in dialogue with Anglican and Roman Catholic dialogue groups.

### **Comprehensive Review Task Group**

Cathy Hamilton, chair of the Comprehensive Review Task Group, introduced the process by which the task group would present and engage the Executive of the General Council in table group discussions over the course of the meeting.

Cathy provided clarity regarding the concepts outlined in the Comprehensive Review report, noting that this is a time of renewal and change for the church.

Presentations outlining the vision and principles for each section of the report were made by the members of the task group. The table group responses were collected and the information compiled and shared with the task group.

Kenji Marui welcomed the table groups into discussion with a reading from Ecclesiastes 4.

### **Theological Reflection**

The Rev. Basil Coward offered theological reflection. Weaving the common thread of faith and hope shaped and formed by the tensions we hold. Basil closed in prayer.

Thom Davies, chaplain for the meeting, announced the sudden death of The Rev. Mary Harris in St. John's. He led the court in reading the 23rd Psalm responsively followed by a time of prayer for her family, friends and colleagues in Newfoundland and Labrador Conference.

## **Sunday November 16, 2014**

### **Worship with Covenanting**

Worship with communion was led by Alydia Smith and Lindsay Traichevich. The scripture reading was Ezekiel 34:11-16, 20-24. An offering of \$1,067.40 was received for the Mission and Service Fund, with a further amount of \$2,152.61 offered as voluntary donations from expense forms, totalling \$3,220.01.

A covenanting service with those attending their first meeting of the triennium was led by the Moderator and Nora Sanders. Names of those elected and appointed to the membership in the Executive of the General Council: Phyllis Buchner, Paula Gale, John Lee, Jean Macdonald, Sybil Wilson.

### **Comprehensive Review Task Group**

Cathy Hamilton, chair of the Comprehensive Review Task Group outlined the process for presenting on each section of the report. Table group discussions were held with written feedback being collected following each reporting session.

### **Faithful, Effective and Learned Leaders for the Church We are Becoming** (*Addendum L after these minutes*)

Andrew Richardson, chair of the Working Group on Leadership Formation for Ministry, presented by Skype an overview of the report from the Working Group.

He noted that over the course of two years extensive discussion, research and consultation has taken place. The church's partnership with the theological schools is a valued relationship supporting continued cooperation and collaboration.

### **Theological Reflection**

The Rev. Basil Coward offered theological reflection. Talking about the journey as a people of God, how we can celebrate our ministry as we travel towards transformation. He ended in prayer.

### **In-Camera Time**

**Motion: Shirley Cleave/Adam Brown**

**2014-11-15-168**

That the Executive of the General Council move into an in-camera session with the following membership: voting members of the Executive of the General Council.

**CARRIED**

### **Voting Members Time With Moderator**

The meeting was adjourned and those assigned to table groups were invited to stay for a discussion with the Moderator regarding reporting back to their home constituency.

**Monday November 17, 2014**

### **Worship**

Worship was led by Bronwyn Corlett, Adele Halliday and Alydia Smith.

**Motion: Shirley Cleave/Adam Hanley**

**2014-11-15-169**

That the Executive of the General Council move out of In Camera session.

**CARRIED**

### **Comprehensive Review Task Group**

Gary Paterson led the table groups through a process of discussing each recommendation individually. Table groups at the conclusion of each point indicated their support by using warm or cool cards. Comment sheets were collected, to be shared with the task group.

The Moderator and the Executive of the General Council extended their thanks and appreciation for the work of the Comprehensive Review Task Group.

### **Pension Board** (*Addendum M after these minutes*)

Marcus Robertson, chair of the Pension Board, informed the Executive of the General Council both of their fiduciary obligation as legal administrator and that of the role of the pension board.

Marcus highlighted the continued work of the Risk Assessment Working Group as they continue to look at the plans for long term sustainability. This report will be tabled in 2015.

In summary he noted that there will be a number of changes in the Pension Board's membership in 2014. The Nominations Committee will be recruiting applications to fill the vacancies.

**Global Partner**

A pre-taped report was offered by Ramzi Zananiri, our global partner from the Department of Service to Palestinian Refugees of the Middle East Council of Churches (DSPR). In it he spoke of the heightened tensions in Jerusalem and the suffering of the Palestinian people.

He concluded his remarks by expressing his thanks for the ongoing solidarity from our global partners.

**Sessional Reports – Blue**

The Blue Sessional leadership team co-chaired by Adam Hanley and Graham Brownmiller presented the following motions as amended by the Blue Sessional group.

**BLUE 1 CONSENT** (*Addendum N after these minutes*)

**Motion: Graham Brownmiller/Adam Hanley**

**2014-11-15-170**

That the Executive of the General Council adopt the following proposals:

PC MEPS 15 Program of Debt Repayment for Ordered Ministry

PC PMM 14 National Strategy for Ministries in French

**CARRIED**

**PMM12 APOLOGY TO MEMBERS OF THE LESBIAN, GAY, BISEXUAL, TWO-SPIRIT, TRANS, AND QUEER (LGBTQQ) COMMUNITIES**

**Motion: Michael Shewburg/Bill Steadman**

**2014-11-15-171**

That the Executive of the General Council:

1. Approve in principle an intention to apologize to members of the lesbian, gay, bisexual, two-spirit, trans, and queer (LGBTQQ) communities for past experiences of institutional and individual homophobia, heterosexism, biphobia, transphobia, and other forms of oppression within the United Church, and
2. directs the General Secretary, General Council to develop the official wording of the apology through dialogue with members of the LGBTQQ communities, their allies, individuals who were engaged with the 2011 GLBTT Consultations, Affirm United/S' affirmer Ensemble, and members of the Racial Justice and Gender Justice Advisory Committee and report back to the March 2015 meeting of GCE, and
3. develops relevant resources to support the apology that are:
  - educational in regards to gender identity and sexuality.
  - informative of the past, present, and future work of The United Church of Canada in regards to gender identity and sexuality.
  - provide insight into the significance of this work from a Christian perspective.
  - can enable communities of faith to engage in a process of discerning how best to live into the apology, given their individual ministerial contexts.

**CARRIED**

**BLUE 2**

**Motion: Colin Phillips/Bill Steadman**

**2014-11-15-172**

That the Executive of the General Council:

**REF - 304**

1. Directs the General Secretary, General Council to explore a plan to address compensation and emergency expense funding to ministry personnel serving in remote, high cost areas and to report to the March 2015 meeting of GCE. (follow-up to Compensation Model GS48).

**CARRIED**

### **MEPS11 FUTURE DIRECTIONS FOR DIACONAL MINISTRY**

**Motion: Adam Brown/barb janes**

**2014-11-15-173**

The Permanent Committee on Ministry and Employment Policies and Services proposes that:

- a) “Settlement to Presbytery-Recognized Ministries – Policies and Procedures” in the Pastoral Relations: Engaging and Supporting Handbook, October 2013, page 34-35 be amended as follows: [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)].
  - i. the first of the three minimum criteria for a Presbytery Recognized Ministry be removed, allowing commissionands, ordinands, and current members of the order of ministry to serve in a Presbytery Recognized Ministry in an agency whether or not the agency has a covenant relationship with Presbytery;
  - ii. the covenant relationship for a presbytery-recognized ministry involve three parties: God, the presbytery, and the ordered minister.
- b) statistical data related to the initial ministry positions of Diaconal Ministers be collected and reviewed on a three-year cycle;
- c) the Program Coordinator, Ministry Recruitment has a thorough understanding of Diaconal Ministry, and the educational requirements and available programs of preparation for Diaconal Ministry;
- d) all resources and handbooks created by the General Council, Conferences, Presbyteries and General Council Office accurately and appropriately represent all ministry streams, taking special care to ensure that no one type of ministry is given preference over another;
- e) a review be undertaken to determine whether the lack of a stipend or salary during field placements is an impediment for individuals entering Diaconal Ministry.
- f) the General Council increase financial support to its Diaconal Candidates since the program for Diaconal preparation for ministry at the Centre for Christian Studies does not have any required component for which Candidates receive an income.

**CARRIED**

### **GS48 COMPREHENSIVE COMPENSATION FOR MINISTRY PERSONNEL**

**Motion: A.Hanley/G. Brownmiller**

**2014-11-15-174**

**The General Secretary proposes that the Executive of the General Council approve that:**

1. the new minimum comprehensive compensation model for ministry personnel not residing in a manse be implemented July 1, 2015 for new calls and appointments;

2. that existing calls and appointment renewals transition to the new model at the discretion of the pastoral charge and ministry personnel by July 1, 2018;
3. that the minimum comprehensive salaries (including housing allowance) under the new model be established as laid out in Appendix A
4. and that minimum salaries where a manse is provided as “free accommodation” continue to utilize the current minimum base salary schedule.

**CARRIED****Sessional Reports – Red**

The Red Sessional leadership team co-chaired by Norma Thompson and John Young presented the following motions as amended by the Red Sessional group.

**GS47 FAITHFUL, EFFECTIVE AND LEARNED LEADERS FOR THE CHURCH WE ARE BECOMING: A COMPETENCY-BASED APPROACH TO MINISTERIAL EDUCATION AND FORMATION**

**Motion: John.Young/NormaThompson**

**2014-11-15-1745**

The General Secretary proposes the Executive of the General Council:

1. Recommend to the 42<sup>nd</sup> General Council that it:
  - a. Approve the adoption of a competency-based approach to equipping and evaluating people for leadership in ministry and mission.
  - b. Affirm that assessing the academic readiness and competence for leadership in ministry and mission is a core responsibility of the church.
  - c. Affirm The United Church of Canada’s relationship with its theological schools, and education and retreat centres, and recognize their on-going contribution to the formation and education of church leadership by continuing to provide funding for representative institutions as outlined in this document.
  - d. Direct the General Secretary to establish a process to implement the competency-based approach. This process will include working with the Theological Schools Circle, and other educational partners, to realize the recommendations of the Task Group and the items identified in the Consensus Statement of the Theological Schools Circle, including the tradition of Testamur-granting schools. This process will also include integrating the competency-based approach with other leadership formation and education initiatives that have been, or may be, approved: the One Order of Ministry proposal of the Joint Ministry Group, the Report of the Candidacy Pathways Pilot Project Steering Group, and the Effective Leadership and Healthy Pastoral Relations initiative.
2. Receive the draft report of the Working Group on Leadership Formation for Ministry, and refer it back to the working group with the request that the final report, incorporating any changes that seem appropriate once the recommendations of the Comprehensive Review Task group are known, be submitted to the March 2015 meeting of the Executive for referral to the 42<sup>nd</sup> General Council.
3. Affirm the contribution of the Designated Lay Ministries Program, currently hosted at St. Andrew’s College, and continue to provide funding as long as this program is required.

**CARRIED**

**REF - 306**

**MEPS10 THE STEERING GROUP ON THE CANDIDACY PATHWAY****Motion: Norma Thompson/John Young****2014-11-15-1756**

The Executive of the General Council:

Proposes to the 42<sup>nd</sup> General Council 2015 that:

1. the implementation of a seven-phase Candidacy Pathway and its purpose to call forth, identify, accompany, equip, assess, authorize, and celebrate those persons whom God calls to and endows for the Order of Ministry, offering leadership in Christ's diverse ministries contributing to God's mission in creation (see GCE 6, 40<sup>th</sup> General Council, 2009, Appendix A, resource library);
2. the implementation of the seven-phase Candidacy Pathway be informed by the report of the Steering Group on Candidacy Pathway;
3. authorize revisions to The Manual of The United Church of Canada required to implement the Candidacy Pathway;
4. the Executive of the General Council be directed to develop a policy document for the Candidacy Pathway reflective of these recommendations and to develop a Candidacy Pathway implementation strategy; and
5. it approve the development and implementation of a seven-phase Pathway toward Recognition as a Designated Lay Minister with the purpose to call forth, identify, accompany, equip, assess, authorize, and celebrate those persons whom God calls to and endows for service as Recognized Designated Lay Ministers, offering leadership in Christ's diverse ministries and contributing to God's mission in creation.

**CARRIED****GCE28 NOMINATIONS REPORT AND PROPOSAL****Motion: Florence Sanna/Pauline Walker****2014-11-15-1776**

The Nominations Committee proposes that the Executive of the General Council

1. Receive for information the Nominations Report: Spring – Fall 2014
2. Receive for information the Nominations Report: November 2014
3. Appoint or reappoint the people recommended in the Nominations Report: November 2014 to the committees and task groups of the General Council and as representatives of The United Church of Canada, with the stated terms.

**CARRIED****ACT Alliance**

Dan Benson, Executive Minister, Communications and Pat Elson, Resource Management, Communities in Mission spoke to the churches active partnership since its inception with ACT Alliance. Our partnership with ACT allows us to expand our reach to respond to emergencies and humanitarian crisis worldwide. The ACT Alliance Global Strategy 2015-2018 was presented

during their General Assembly in the Dominican Republic in October. These commitments were endorsed by The Permanent Committee, Programs for Mission and Ministry.

**Governance – Reporting Back Home, Evaluation**

Shirley Cleave spoke to the Executive’s role in reporting back to Conferences on the Comprehensive Review Task Group Report. The task group will prepare communications package that can be shared shortly.

Mary-Frances Denis will create a Highlights Report of the meeting which will be circulated in a few days.

Table groups spent time in closing their time together and business were competed.

Moderator and Nora Sanders extended their thanks and courtesies to the staff and volunteers who supported this meeting.

**CLOSING PROCEDURAL MOTION**

**Authorizing the Sub-Executive of the General Council**

**Motion: Nora Sanders/Shirley Cleave**

**2014-11-15-1787**

That the Executive of the General Council authorize its Sub-Executive to deal with the business placed before it by this meeting of the Executive and any emergent business that may arise prior to the next meeting of the Executive of the General Council.

**CARRIED**

**Theological Reflection**

The Rev. Basil Coward invited the table groups to take a deep breath, holding the question of our ministry in context. There is hope within us, in our struggles and in our joy. He concluded is time of reflection in prayer.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

## Addenda

Addendum A	Consent Agenda Proposals
Addendum B	Moderator's Accountability Report
Addendum C	General Secretary's Accountability Report
Addendum D	World Council of Churches Report
Addendum E	Permanent Committee on Finance Accountability Report
Addendum F	Aboriginal Ministries Council Accountability Report
Addendum G	Permanent Committee on Governance and Agenda Accountability Report
Addendum H	42nd General Council Planning Committee Report
Addendum I	Permanent Committee on Ministry and Employment Policies and Services Accountability Report
Addendum J	Permanent Committee on Programs for Mission and Ministry Accountability Report
Addendum K	Theology and Inter-Church Inter-Faith Report
Addendum L	Faithful, Effective and Learned Leaders for the Church we are Becoming
Addendum M	Pension Board Report
Addendum N	Blue 1 Consent Proposals

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## ADDENDUM A

### Consent Agenda Proposals

**MEPS 12      TRANSITIONAL STEPS FROM FORMER STAFF ASSOCIATE STATUS  
TO DESIGNATED LAY MINISTER**

**Origin:        Permanent Committee on Ministry and Employment Policies and Services**

**The Permanent Committee on Ministry and Employment Policies and Services proposes:**

- 1. That the Executive of the General Council approve the termination of the transitional Prior Learning Assessment process available to former Staff Associates seeking recognition as a Designated Lay Minister without the requirement of completing the full DLM training program;**
  - 2. That the availability of the transitional Prior Learning Assessment process end on March 31, 2015;**
- and**
- 3. That the wording of the Handbook on Designated Lay Ministers be revised to remove all references to the transitional Prior Learning Assessment process, including the removal of Appendix B, effective April 1, 2015.**

**Background**

(excerpt from “Prior Learning Assessment and Recognition” document dated April 29, 2010)

Prior Learning Assessment and Recognition (PLAR) is a widely utilized process that involves the identification, documentation, assessment, and recognition of learning (i.e. skills, knowledge, and values). This learning may be acquired through formal education but also through informal study, including such things as: work and life experience, training, spiritual practices, independent reading, volunteer activity, travel, and hobbies.

One of the most important things to understand about PLAR is that it does not recognize experience. It recognizes the knowledge and skills that people gain from their experience. What is important is not what the person has done, but what they have learned through what they have done.

When the Designated Lay Ministry category became policy in The United Church of Canada, Lay Pastoral Ministers, Lay Pastoral Ministers in Training, and Staff Associates all became known as Designated Lay Ministers. While the title for all three categories was changed to Designated Lay Ministry the reality was that persons in these categories were at different stages of the process to be recognized.

Lay Pastoral Ministers in Training had a presbytery appointment and were engaged in the educational program, at that time offered through United Theological College. They continued to fulfill the requirements to be recognized as a Designated Lay Minister and were commonly known as DLM – not yet recognized.

Staff Associates serving in a presbytery appointment had fulfilled their requirements for appointment and were not engaged in a recognition process. Staff Associates were commonly known as DLM – not yet recognized.

Prior learning assessment and recognition is being offered as a tool to assist Presbytery/District Education & Students Committees to assess the education of currently appointed Designated Lay Minister (Staff Associates) for recognition.

The DLM Implementation Team has developed a contract with Dr. Tom McIllwraith, former Director of the Summer Distance M.Div. program at Atlantic School of Theology to be the Prior Learning Assessment Advisor. Tom will work with Staff Associates to develop a portfolio of learning in the areas of Being, Knowing, and Doing. He will also assist a General Council Office Assessment Panel which will provide recommendations to Education & Students committees whose decision it is to recommend readiness for recognition as a Designated Lay Minister.

**Rationale**

The General Council Office’s contract with Dr. Tom McIllwraith to provide services as the Prior Learning Assessment Advisor has now ended (at Dr. McIllwraith’s request);

- The General Council Office no longer provides funding for Prior Learning Assessment Reports prepared on former Staff Associates, nor has the resources to do so;

- Former Staff Associates have been able to access the prior learning assessment process to transition to recognition as a Designated Lay Minister since 2010;
- Any remaining Staff Associates who wish to access the prior learning assessment process to apply for recognition as a Designated Lay Minister would be able to complete that process by March 31, 2015;

Therefore the process of prior learning assessment as a means of eligibility for recognition as a Designated Lay Minister is no longer required or feasible.

**Current Wording** (from Handbook on Designated Lay Ministers 2014, page 14):

**Former Staff Associates (Designated Lay Ministers Who Are Not Recognized)**

Individuals previously appointed as staff associates are now designated lay minister applicants, as they have not yet been recognized. Former staff associates should meet with the Education and Students Committee for assessment of their qualifications and recommendations for recognition.

A prior learning assessment adviser is available through the General Council Office as well as a prior learning assessment and recognition (PLAR) panel to provide recommendations to Education and Students Committee regarding a suitable program of preparation. The cost of prior learning assessments for former staff associates is no longer subsidized by the General Council Office.

Former staff associates are not required to complete the discernment process. Please refer to Appendix B: Former Staff Associates and Prior Learning Assessment and Recognition.

**Proposed New Wording:**

**Former Staff Associates (Designated Lay Ministers Who Are Not Recognized)**

Individuals previously appointed as staff associates and who have not been recognized permanently by a Conference or presbytery are deemed to be *designated lay minister applicants*. Former staff associates are not required to complete the discernment process.

**Current Appendix B** (to be deleted):

**Appendix B - Former Staff Associates and Prior Learning Assessment and Recognition**

Prior Learning Assessment and Recognition (PLAR) is a widely utilized process that involves the identification, documentation, assessment and recognition of learning (i.e. skills, knowledge and values). This learning may be acquired through formal education, but also through informal study, including such things as: work and life experience, training, spiritual practices, independent reading, volunteer activity, travel, and hobbies. One of the most important things to understand about PLAR is that it does not recognize experience. It recognizes the knowledge and skills that people gain from their experience. *What is important is not what the person has done, but what they have learned through what they have done.*

Recognition of prior learning is primarily used to determine if a person has fulfilled the requirements of an education or training program or professional certification. PLAR can identify areas of content that do not need to be repeated. It also helps the learner in developing clear learning goals to address gaps in knowledge, skills, values, attitudes, formation and integration.

Growing in self-understanding and awareness is noted as one of the most profound benefits of using a PLAR process. The rigor of reflection through a well-supported process can be a substantial tool in deepening the learning that is being tested for through the process.

—“*Prior Learning Assessment and Recognition for Designated Lay Ministry in The United Church of Canada*,” Caryn Douglas, Lead Consultant, *Leading by Example*, September 2009

When the designated lay minister category became policy in the United Church, lay pastoral ministers, lay pastoral ministers-in-training, and staff associates serving appointments all became known as designated lay ministers. While the title for all three categories was changed to designated lay minister, people serving in these categories were at different stages of the process to be recognized.

- Lay pastoral ministers had completed their educational program and were recognized by Conference. Their title changed to Designated Lay Minister.
- Lay pastoral ministers-in-training had a presbytery appointment and were engaged in the educational program offered, at that time, through United Theological College. They continued to fulfill the requirements to be recognized as a designated lay minister and were commonly known as designated lay ministers—not yet recognized. The LPMiT program at United Theological College concluded in June 2010.
- Staff associates serving in a presbytery appointment had fulfilled their requirements for appointment. Staff associates became known as designated lay ministers—not yet recognized. As such they are required to engage in a recognition process. The inquiry and applicant stages of the process were deemed to have been completed for staff associates who were currently in a presbytery appointment or who had been appointed in the three previous years.

### **Recognition Process for Currently Appointed Designated Lay Ministers (Former Staff Associates)**

In order to engage the recognition process, staff associates must meet with their presbytery Education and Students Committee for assessment of their qualifications and recommendation regarding further educational requirements and recognition, if any. It is the Education and Students Committee’s role to make a recommendation to the presbytery regarding readiness of the staff associate for recognition as a Designated Lay Minister.

To assist the Education and Students Committee, an assessment process with a prior learning adviser is available. The adviser works with the staff associate to develop a portfolio of learning in the areas of *being*, *knowing*, and *doing*. A General Council Office Assessment Panel, working in consultation with the adviser, provides recommendations to the Education and Students Committee.

Recommendations are made in four categories:

1. Ready for recognition—no further education requirements are needed.
2. Specific number of courses needed prior to recognition.
3. Exemptions and/or recommended courses.
4. The Designated Lay Ministry Program is required.

The cost for the prior learning assessment adviser is no longer subsidized by the General Council Office. Education and Students Committees may contact the General Council Office for further information.

### **MEPS 13 LICENSED LAY WORSHIP LEADER POLICY**

**Origin:** Permanent Committee on Ministry and Employment Policies and Services

**The Permanent Committee on Ministry and Employment Policies and Services proposes:**

**That the Executive of the General Council recommend the following policy, addressing the role and purpose of licensed lay worship leaders, to the 42nd General Council for inclusion in *The Manual*, recognizing the role of the Manual Committee in editing and re-writing content to suit the style and clean language of *The Manual*:**

#### **Policy**

**The United Church of Canada recognizes that licensed lay worship leaders make a valuable contribution to the church offering occasional worship leadership and preaching in local ministry units that have need of worship leadership on a temporary basis.**

**A licensed lay worship leader is a lay member of The United Church of Canada, in good standing, who has been recommended by the governing body of their pastoral charge duly educated, and licensed by their presbytery to offer occasional worship leadership and preaching within the bounds of their presbytery.**

**The role of a licensed lay worship leader is to**

- **prepare and lead worship services;**
- **prepare and deliver sermons;**
- **work with local ministry members and staff, i.e. musicians, lay readers, church administrators; and**
- **be aware of and address congregational responses to lay leadership and service content.**

## History

A proposal went to the 41st General Council in 2012 requesting a draft policy be developed as to the role and purpose of licensed lay worship leaders. The draft policy is to be submitted to the 42nd General Council for consideration. The process for becoming a licensed lay worship leader was to be deleted from the by-laws and moved to a resource document available from the General Council Office.

Prior to the 41st General Council, much of the procedural policy pertaining to licensed lay worship leaders was removed from *The Manual* to the Licensed Lay Worship Leader resource as a part of the larger project to re-write and simplify *The Manual*.

## Background

The current by-laws contain policy about licensed lay worship leaders that addresses membership, jurisdiction (which court is responsible for decision-making), and term of licence, but do not contain any explanation as to the role and purpose of a licensed lay worship leader in the United Church.

## Rationale

There should be a policy statement in the by-laws setting out the role and purpose of licensed lay worship leaders on which all other policies and procedures would be based.

## Additional Resources

[The Manual](#), Local Ministry Unit B.7.4.5 (a); Pastoral Relations I.1.8.4  
[Licensed Lay Worship Leader](#) resource

## MEPS 14 CONGREGATIONAL DESIGNATED MINISTRY POLICY

**Origin:** Permanent Committee on Ministry and Employment Policies and Services

**The Permanent Committee on Ministry and Employment Policies and Services proposes:**

**That the Executive of the General Council recommend the following policy, addressing the role and purpose of congregational designated ministers, to the 42nd General Council for inclusion in *The Manual*, recognizing the role of the Manual Committee in editing and re-writing content to suit the style and clean language of *The Manual*:**

### Policy:

**The United Church of Canada recognizes that congregational designated ministers make a valuable contribution to the church, serving in programmatic and administrative roles in support of the mission and ministry of local ministry units. Congregational designated ministry is appointment-based ministry, which may be renewed.**

**A congregational designated minister is a baptized lay person employed by a local ministry unit, accountable to the governing body of the local ministry, except in matters of oversight and discipline where they are accountable to the presbytery.**

**The role of a congregational designated minister is to**

- **fulfill a specified ministry position;**
- **work with the ministry personnel who is called or appointed to the pastoral charge, as directed by the governing body; and**
- **comply with the polity of the United Church.**

### **History**

A proposal went to the 41st General Council in 2012 requesting a draft policy be developed as to the role and purpose of congregational designated ministers. The draft policy is to be submitted to the 42nd General Council for consideration.

### **Background**

The by-laws contain criteria for the employment of congregational designated ministers but do not contain any explanation of the purpose and role of congregational designated ministers in the United Church.

### **Rationale**

There should be a policy statement in the by-laws setting out the purpose and role of congregational designated ministers. All other policies and procedures relating to congregational designated ministers, such as employment criteria, would be based on this policy.

### **Additional Resources**

[The Manual](#), Pastoral Relations I.1.8; J.7; J.9.8; J.9.9  
[Congregational Designated Minister](#) resource

## **MEPS 16 GROUP INSURANCE RENEWAL PROPOSAL**

**Origin:** Permanent Committee on Ministry and Employment Policies and Services

**The Permanent Committee on Ministry and Employment Policies and Services proposes:**

**That the Executive of the General Council approve the following group health plan design changes, to be implemented January 1, 2015:**

- **Add eye exam coverage for Core Plan members (\$100/24 months)**
- **Increase vision care for Optional Plan members (to \$200/24 months)**
- **Reduce the out of pocket maximum for Core and Optional Plan members (to \$1,000/year)**
- **Add Best Doctors coverage under the Active plan**
- **Reduce the annual health deductible under the Core plan to \$250**
- **Reduce the annual health deductible under the Optional plan to \$50**
- **Increase pensioner physiotherapy maximum (to \$25/visit)**

It is estimated the above plan design changes will cost approximately \$765,000, which will be funded from the Group Insurance Reserves. Currently, the Group Insurance Reserves are estimated at \$29 million. It has been recommended by the Finance Permanent Committee that these reserves be drawn down over the course of the next 10 years.

**MEPS 17 HUMAN RESOURCES POLICY CHANGES**

**Origin: Permanent Committee on Ministry and Employment Policies and Services**

**The Permanent Committee on Ministry and Employment Policies and Services proposes:**

**That the Executive of the General Council approve the following changes to the General Council and Conference Offices Human Resources Policy Manual:**

- 1. The addition of a policy entitled “Whistle-Blowing Policy” as detailed below;**
- 2. The harmonization of vacation leave provisions across all employment categories, providing all new employees with fifteen days in years 1–5, 20 days in years 6 to 20 and 25 days after 20 years.**

**Background**

The Human Resources Policies in the Human Resources Policy Manual are to be reviewed every three years. Policies which have been reviewed, and for which changes are being suggested are presented to the Permanent Committee on Ministry Employment Policies and Services who may recommend that these changes are then brought before the Executive of the General Council for approval.

**Policies being presented are:**

Whistle-Blowing

The Audit Committee has requested that this policy become part of the Human Resources Policy Manual. It is a best practice used by major organizations to create a process so that employees may confidentially report matters of financial concern. This policy only refers to whistle-blowing related to potential financial fraudulent activity and/or inconsistencies in accounting policy.

Vacation

It is being recommended that all new employees start with 3 weeks of vacation. Currently, vacation entitlement is based on category rather than length of service. All employment categories would start with 3 weeks, move to 20 days after 5 years, and then 25 days after 20 years.

**The Audit Committee requested that a new policy become part of the HR Policy Manual**

## **NEW POLICY**

Whistle-Blowing Policy 3.9

Page 1 of 1

Issued xxxxx 2014

### **Whistle-Blowing Policy**

#### ***Purpose***

The United Church of Canada and its Audit Committee are committed to applying best practices used by major companies and organizations related to improving corporate governance, and creating a process to allow employees to confidentially report matters of financial concern.

#### ***Policy***

The charter of the Audit Committee of The United Church of Canada provides an opportunity for employees to confidentially report any financial fraudulent activity and/or inconsistencies in accounting policy that they may become aware of, and be assured that they will remain anonymous and suffer no reprisals.

As this policy only covers financial issues, if an employee becomes aware of other General Council and Conference Office violations not related to a financial concern such as ethical misconduct, illegal activities, conflict of interest or other policy violations, they should contact the Executive Officer, Ministry and Employment or the General Secretary.

#### ***Procedures***

The “whistle-blowing” process will be restricted to financial issues that come under the jurisdiction of the Audit Committee and include breaches of internal control, identification of internal controls that need to be strengthened, inappropriate assumption of risk, and financial fraudulent activity.

All employees are assured that they may contact any member of the Audit Committee in confidence and that their identity will only be known by that committee. From the published membership list, any member may be contacted directly. Information will then be reviewed with a sub-committee of the Audit Committee to determine an appropriate course of action.

#### **Contact Information: Audit Committee**

Janet Stockton, Chair	<a href="mailto:jStockton@bdo.ca">jStockton@bdo.ca</a>
Hugh Johnson	<a href="mailto:forensicsquint@yahoo.com">forensicsquint@yahoo.com</a>
Lindsay Mohn	<a href="mailto:lindsaymadson@gmail.com">lindsaymadson@gmail.com</a>
Mark Paetkau	<a href="mailto:mark@paetkau.org">mark@paetkau.org</a>
Garnet Webster	<a href="mailto:gwebster@websterbenefit.com">gwebster@websterbenefit.com</a>
Leah Weiss	<a href="mailto:leah.ch.weiss@gmail.com">leah.ch.weiss@gmail.com</a>

All members listed above are external members and are independent of management.

#### **Notes:**

**It is being recommended that the sentence saying that terminating employees do not receive the full monthly vacation credit if they leave after the 15th of the month be removed. This is currently not the practice.**

**The GCO/Conference office vacation entitlement is based on category, and not length of service which is not common. It is recommended that everyone start with 15 days, move to 20 days after 5 years, then move to 25 days after 20 years.**

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**RECOMMENDED CHANGE**

Vacation Policy 2.6  
Page 1 of 1  
Reviewed Spring 2014

**Vacation**

***Purpose***

The United Church of Canada provides each employee with a vacation entitlement to give employees time for rest and recreation, and in keeping with legislation.

***Policies***

The United Church calculates vacation entitlement based on the original date of hire.

For the purposes of vacation calculation, the original date of admission, commissioning, hiring, ordination or recognition, so long as there has been continuous service, will be used to determine eligibility.

The vacation year is January 1 to December 31. Employees will be given credit for the entire month of hire, regardless of the commencement date. ~~Full credit for the month of leaving will be given if the termination date is the 15th or after. Full vacation entitlement will be given on January 1 of each year.~~ Employees may take their full vacation entitlement any time between the vacation year of January to December with their manager's approval before it has been fully earned. However, if an employee leaves before the end of the year, vacation days not yet earned but taken will be deducted from the final pay. Vacation will be pro-rated for the first year of service when less than one full year.

Vacation is accrued on the following basis:

<u>15 working days (1.25 days per month)</u>	= 1–4 years of service
<u>20 working days</u>	= 5–19 years of service
<u>25 working days</u>	= 20+ years of service

~~Permanent staff in category 7, who were employed prior to December 2008, will continue to be eligible for vacation accrual as outlined above for Categories 8 and up.~~

~~Where the accrual rate is affected by a change in category, the new anniversary date will be used for calculating vacation entitlement.~~

Full credit for vacation will be based on continuous years of service, while the employee is receiving regular salary.

### ***Procedures***

- Vacation may be taken at any time during the year as agreed to by the immediate supervisor. The unit reserves the right to designate times of the year when vacations may or may not be taken.
- ~~All vacation granted will be reported by the immediate supervisor to the Executive Officer, Ministry and Employment Unit.~~ (Not necessary as this is an operational function).
- Employees may carry-over up to five days in any given year. Approval must be obtained from the Executive Officer, Ministry and Employment, for carry-over of more than five days. All employees are encouraged to take their full vacation entitlement each year.

## **CURRENT VACATION POLICY**

Vacation Policy 2.6  
Page 1 of 1  
Reviewed September 2011

### **Vacation**

#### ***Purpose***

The United Church of Canada provides each employee with a vacation entitlement to give employees time for rest and recreation, and in keeping with legislation.

#### ***Policies***

The United Church calculates vacation entitlement based on the original date of hire.

The original date of hire for Order of Ministry staff, for the purposes of vacation calculation, is the date of ordination or commissioning to diaconal ministry into The United Church of Canada or admission from another denomination, as long as there has been continuous employment within a recognized United Church ministry.

Employees will be given credit for the entire month of hire, regardless of the commencement date. Full credit for the month of leaving will be given if the termination date is the 15th or thereafter. Full vacation entitlement will be given on January 1 of each year, or pro-rated for the first year of service when less than one full year. Vacation is accrued on the following basis:

*Categories 1–7:*

15 working days = 1–4 years of service  
20 working days = 5–19 years of service  
25 working days = 20+ years of service

*Categories 8 and Up:*

23 working days = 1–19 years of service  
25 working days = 20+ years of service

Permanent staff in category 7, who were employed prior to December 2008, will continue to be eligible for vacation accrual as outlined above for Categories 8 and up.

Where the accrual rate is affected by a change in category, the new anniversary date shall be used for calculating vacation entitlement.

Full credit for vacation will be based on continuous years of service, while the employee is receiving regular salary.

***Procedures***

- Vacation may be taken at any time during the year as agreed to by the immediate supervisor. The unit reserves the right to designate times of the year when vacations may or may not be taken.
- All vacation granted will be reported by the immediate supervisor to the Executive Officer, Ministry and Employment Unit.
- Employees may carry-over up to five days in any given year. Approval must be obtained from the Executive Officer, Ministry and Employment, for carry-over of more than five days. All employees are encouraged to take their full vacation entitlement each year.

**PMM 9      JOINT CONSULTATION WITH CHINA CHRISTIAN COUNCIL  
November 2015**

**Origin:      Permanent Committee on Programs for Mission and Ministry**

**The Permanent Committee on Programs for Mission and Ministry proposes that:**

**The Executive of the General Council affirm the decision of the Permanent Committee on Programs for Mission and Ministry to receive and accept the invitation from the China Christian Council for a Joint Consultation in 2015, and to ask the General Secretary to form a United Church of Canada delegation, to be led by the Moderator and/or General Secretary.**

**Background**

The China Christian Council<sup>1</sup>, the post-denominational Protestant Church in China (CCC), has invited The United Church of Canada into an encounter of deepened relationships and

knowledge of our churches and our respective contexts. Receiving this invitation is an honour. Christianity in Asia is undergoing fundamental change as Christians there integrate scripture, tradition, experience and context. In China, there is tremendous growth happening within churches – the CCC estimates total membership in official Protestant churches to be at least 23 million. This invitation from the China Christian Council to The United Church of Canada presents an occasion for deepened church-to-church engagement, and presents an opportunity to understand China through encounter with Chinese Christians. It recognizes the existing partnership between our churches, the long history of United Church engagement with the people of China, and the potential for learning and growth between churches which have at their heart a vision of unity in diversity among Christians for the sake of God's mission in the world.

Objectives:

- To deepen the relationship between the China Christian Council and The United Church of Canada
- To enable participants to relate the work of the China Christian Council to the Chinese context, and to wider global currents in church and society
- To share and explore the history, polity, theologies and ministries of the two churches, and to learn how we may effectively be informed by and support each other's work
- To reflect on the implications for our mission and ministries of being united/uniting and/or post-denominational churches

Expected Outcomes:

- Participants will gain a deeper understanding and appreciation of the mission and ministries of each church and the context in which they are engaged
- Relationships will develop for potential continuing work together in particular ministries of both churches

Recommended Plan:

It is recommended that the General Secretary be requested to form a United Church of Canada delegation of approximately 20 people to travel China in late November/early December 2015 for eight days hosted by the China Christian Council. Initial consultation with colleagues in the CCC suggests that the visit include a number of encounters, meetings, and exposure to Chinese history and culture. A central element of the visit will be a theological conference at the Nanjing Union Theological Seminary focussing on sharing information and reflections on the structures, theologies and ministries of the two churches.

A possible program, based on advice received to date:

Day	General program	Movement
1	Arrival Shanghai	Canada-shanghai
2	Morning: Shanghai churches Afternoon: cultural exposure	Shanghai
3	Morning: CCC/TSPM national office	Afternoon: Shanghai-Nanjing
4	Theological Conference at Nanjing Union Theological Seminary	Nanjing
5	Theological Conference continues Afternoon - Amity Press	Nanjing
6	Visits to local churches, organized by regional CCC/TSPM	Nanjing-Hefei
7	Local church visits, organized by regional CCC/TSPM	Afternoon: Hefei-Beijing
8	Local church visits, organized by regional CCC/TSPM Afternoon: Cultural exposure	Beijing
9	Meet with State Administration of Religious Affairs Afternoon: Cultural exposure	Beijing
10	Depart Beijing	Beijing-Canada

### Delegation and Finances

The United Church delegation of up to 20 delegates should be led by the Moderator and/or General Secretary. The delegation should represent a range of roles and experiences in the United Church. It should be composed of those involved in congregational and community ministries, theological educators and students, as well as elected leadership and representatives of governance bodies and relevant resource staff. It is expected that the delegation will reflect the diversity of the church.

The encounter would be funded from a variety of sources. The expected cost per person is estimated to be \$3500-\$4000. Delegates representing theological education, congregational and community ministries will be asked to contribute to or cover their costs. Scholarship support will be raised for theological students; limited additional subsidies for others may be available.

### Summary

This is an opportunity for deepened partnership for the two churches. It is also an opportunity for United Church people with a keen interest in the global church and the particular experience of Christians in China to engage in a learning project with the potential to lead to continuing relationships and collaboration with colleagues in China, and to new insights into the possibilities for being church, together, into the future.

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<sup>1</sup> *Background on the China Christian Council/Three-Self Patriotic Movement*

When the Communist Party rose to power in 1949 and established the People's Republic of China, Christianity was generally regarded with suspicion because of the way Christian missionary efforts had been accompanied by foreign military intervention and occupation. In 1949 there were only approximately 700,000 Protestant Christians in China. These Protestant Christians set out to build an autonomous Chinese church by creating the Three-Self Movement in 1950, with these three principles: self-governance, self-support, and self-propagation.

Nonetheless, Christianity was outlawed during the Cultural Revolution (1966–79). Christians risked persecution by gathering in small underground house groups. To counter these “unregistered meetings,” the government officially restored the Three-Self Patriotic Movement (TSPM) in 1979. The China Christian Council (CCC) was founded the following year. Protestant Christianity in China is post-denominational: in the CCC denominations no longer exist and believers worship together. Since 1980, more than 56,000 churches and meeting places have opened and membership has grown to 23 million. Some Christians continue to meet in unregistered home meetings.

With the TSPM, the CCC oversees Protestant communities’ work in ministry education, women’s ministries, administration, international relations, and the printing and distribution of Bibles, hymnals, and Christian literature.

The United Church of Canada’s partnership with Chinese Christians dates from the 1880s when the uniting churches started sending missionaries to China.

**PMM 10      MISSION THEME 2015–2017**

**Origin:**      **Permanent Committee on Programs for Mission and Ministry**

**The Permanent Committee on Programs for Mission and Ministry proposes that:**

**The Executive of General Council adopt “Prophets in the House” as the Mission Theme for The United Church of Canada, from 2015–2017, and that this theme also include a particular focus on economy and ecology.**

**CONTEXT**

The United Church’s Mission Theme is highlighted in *Mandate* magazine though the May special edition; this issue includes educational resources, articles, and ideas for congregational engagement focused on the chosen theme.

In past years, the Mission Theme was developed through an extensive process to gather grassroots church-wide insights: information was sent out through Infopac, highlighted on the United Church’s website, animated through social media (such as the United Action for Justice e-newsletter, Twitter, Facebook, Wondercafé, and the United Church Leadership Network), sent through existing national networks (such as the United Church Women, youth, Mission and Service Enthusiasts, children’s ministry leaders), sent to unit advisory committees and General Council program units, engaged through networks of Conferences and presbyteries, and emailed to pastoral charges. All of this work was done with the express purpose of inviting people to submit their ideas for the Mission Theme.

In recent years, however, there has been minimal input from the United Church constituency into the Mission Theme, despite the staff-intensive process of inviting feedback from across the church. With these efforts, only 14 proposals were received for the 2013–2015 Mission Theme,

37 proposals were received for 2011–2013 (with additional staff time dedicated to publicizing the request), and 21 proposals were received for 2009–2011.

Since May 2013, the Church in Mission Unit has had reduced staff and no longer has the capacity to solicit proposals in this way. In addition, the unit is continuing to find ways of implementing the General Council resolutions passed at the General Council meeting in 2012.

Consequently, at its February 2014 meeting, the Discipleship and Witness Program Development Advisory Group (PDAG) of PC-PMM approved that the development of a recommendation for the next Mission Theme would be presented at the September 2014 meeting of PC-PMM. The PDAG asked that a review of the 2012 General Council resolutions serve as the basis for developing a proposal for the next Mission Theme, and that the *Mandate* Editorial Board be an important part of this process.

The Mission Theme proposed for 2015–2017 emerges from that context.

### **PROPOSED THEME**

The Mission Theme proposed from 2015–2017 is “Prophets in the House,” which is about the Household of God. Two sub-themes would be focused on economy (including child poverty), and ecology.

The “Prophets in the House” theme would explore questions such as: how the United Church has been prophetic in the areas of economy and ecology? Who are the prophets in our midst today in the areas of economy and ecology? Who is speaking to us now? What compels people to participate or to take a stand?

Several possible prophets are noted:

- Canadian partners
- Prophetic voices locally, how congregations are responding to these
- Prophets from within the church
- Global partners
- Youth and young adults
- Anti-poverty groups
- The migrant church (i.e., worshipping communities in the Canadian context who want to maintain a relationship with their home church/denomination overseas and are invited into a relationship with the United Church)
- Voices about ocean change and climate change
- People who have been marginalized by church and society
- Indigenous rights and free prior informed consent and the Northern Gateway Pipeline.

The particular focus on child poverty could potentially draw on the case study of the Alberta Northwest Conferences United Church Women (UCW) work on child poverty, and explore how this work has been prophetic. It could also include global partner work on child poverty, and possibly children working on child poverty issues, such as the Kenya Alliance for the

Advancement of Children’s Rights. Child poverty reduction work is also being undertaken by Canadian community outreach ministries, and this could be engaged as part of the theme.

The theme could explore empowering local congregations and ministries, including the possibility of a tool kit: how can a local ministry listen and respond to the prophetic voices in their midst? How does one effect change in their local environment?

“Prophets in the House” could also include theological reflection on the following:

- What good are prophets to us as church today?
- The role of the prophetic voice to us as a church in this moment and time
- Economy and Ecology as part of the household of God/*oikoumene*
- How have we been changed as a church by prophets in the past?
- How do prophets offer us a vision of ourselves (or see us) today?
- Stories of the Saints
- The figure of Jeremiah as a youth and a prophet.

Finally, this Mission Theme would seek to draw wisdom from the World Council of Churches’ document *Together Towards Life: Mission and Evangelism in Changing Landscapes*, and particularly the section focused on Mission from the Margins. In this section of the ecumenical affirmation, it is noted that: “mission from the margins calls for an understanding of the complexities of power dynamics, global systems and structures, and local contextual realities” (p. 15).

The statement goes on to say that “people on the margins, living in vulnerable positions, often know what exclusionary forces are threatening their survival and can best discern the urgency of their struggles; people in positions of privilege have much to learn from the daily struggles of people living in marginal conditions” (p. 15–16). People who have been marginalized, therefore, can offer prophetic witness for the *oikoumene* and would offer particular insights for the proposed Mission Theme “Prophets in the House.”

### **PMM 13      WEEK OF PRAYER FOR THE DEMOCRATIC REPUBLIC OF THE CONGO**

**Origin:**      **Permanent Committee Programs for Mission and Ministry**

**The Permanent Committee Programs for Mission and Ministry proposes that:**

**That the Executive of the General Council affirm the decision to develop a Week of Prayer for the DRC beginning the week of March 8th, 2016; and receive the attached work plan for information.**

#### **Background**

The May 2014 meeting of the Executive of the General Council received a proposal to develop an annual week of prayer for the Democratic Republic of the Congo. After consulting with the chair of the Permanent Committee Programs for Mission and Ministries and the business table,

the Executive agreed to send the proposal to the Sub-Exec and through them to the program committee.

That the Sub-Executive of the General Council forwards the following proposal to the Permanent Committee Programs for Mission and Ministry to consider:

- a) How does this fit with the Church in Mission's Program mandate? Part of our mandate is to respond to appeals from partners; this issue is an ongoing, chronic concern for partners in the Democratic Republic of the Congo, and a global concern needing to be addressed (see recent Global Summit to end sexual violence in conflict - <https://www.gov.uk/government/topical-events/sexual-violence-in-conflict/about>);
- b) Is this a priority issue for the Church? It is linked to two program foci of the Church in Mission Unit: the Peace with Justice Program focus and the Resource Extraction focus;
- c) Capacity issues: there are currently at least three ongoing major campaigns led by the Unit: Unsettling Goods, Food Policy; and Open for Justice (resource extraction issues). Do we have the capacity to take this issue on as well through a focus Week in the year, including resources, animation, advocacy, etc.? There are ecumenical partners focussed on this issue: the PCUSA; United Church of Christ/Disciples of Christ General Board for Global Ministries; KAIROS (not exactly sure to what extent but it is a priority);
- d) The role of Church in Mission Unit to convene, coordinate, collaborate, communicate, and work across clusters in light of individuals and groups in the church are already passionate about this and have brought it forward to the church.

## **WORK PLAN**

**Objective:** To help raise awareness in the UCC about the situation in the DRC in order to better inform and encourage prayers, acts of solidarity and action. This objective corresponds with the priority areas of our mission unit, and responds to the request of our partners in the DRC and the proposal to initiate a week of prayer that is before General Council Exec.

**Proposal:** A 2015 focus on the atrocities facing women in the DRC to coincide with International Women's Day (Sunday, March 8, 2015), which will lead to a Week of Prayer to be launched in 2016 (people will be invited to pray for the DRC during the week of March 8th as well, but our initiative will focus on the day).

**Why:** We realize that there are several United Church Campaigns currently running, and that it is difficult to get traction for weeks of prayer, even ones that are internationally acknowledged and resourced. With this in mind, we thought it best to start with a day that people may already celebrate and wish to seek resources for. We also thought that it would be best to give people opportunities to learn more about the situation in the DRC, so that when a week of prayer is launched people will be ready to participate and might better appreciate the need for solidarity and prayer.

**REF - 326**

**How:** Sharing from personal experience and ministry contexts, we felt that a series of engaging video clips, images, testimonials and personal connection (including resource extraction) stories that could be used in worship, but also at council meetings, presbyteries or conferences would be most helpful in engaging people who do not know or would like to learn more about the situation in the DRC. Sharing ecumenical resources and joint advocacy (DRC has been a one-year focus for the United Church of Christ/Disciples of Christ General Board for Global Ministries; DRC is one of the [focus countries for WCC](#) coming out of the 2013 Assembly; DRC is a focus country for KAIROS).

The suggestion is to create an Awareness/Primer Resource Package for congregations, presbyteries and conferences that will be launched as a printable pdf/web-based resource in January of 2015.

### **Next Steps/Timeline:**

#### **Mid September:**

- Wendy Gichuru and Alydia Smith will present the proposed response to the PCPMM
- Wendy Gichuru will create a video with Bishop Dieudonne from the Democratic Republic of the Congo when he is visiting the General Council Offices in September (completed on Sept 17th)

#### **Late September:**

- Information will be gathered by the sub-group and correlated by Rebekah Chevalier

#### **October-November:**

- Rebekah will gather the materials and edit/format/stylize them for congregational use

#### **Late November:**

- The Sub-group will have another conference call to go over the resource, brainstorm a name, discuss formatting and a strategy for how to help people engage with the resource

#### **December:**

- Resource goes to editing and needed pieces are translated (we would like the resource to be fully bilingual)

#### **January:**

- Resource is posted on the website and we work on promoting and using it in our ministry contexts

## **GS 49 MEMORANDUM OF UNDERSTANDING FOR ASSOCIATE RELATIONS**

**Origin: General Secretary General Council**

**The General Secretary, General Council proposes:**

**That the Executive of the General Council approve the Memorandum of Understanding between The United Church of Canada and the Methodist Church of the Caribbean and Americas (MCCA), and The United Church of Canada and**

**the Methodist Church of Zimbabwe and authorize the General Secretary, General Council and the Moderator to sign the agreements**

**Background**

In March of 2012 the Executive of the General Council proposed to the 41st General Council the following addition to the Manual:

*Associate Relationship*: identifies the framework of the covenanted relationship by Mutual Agreement/Understanding between the General Council, United Church of Canada and a denomination, external to Canada, associated with the World Methodist Council, the World Communion of Reformed Churches or a partner denomination through the global partnership program of The United Church of Canada.

*Associate Membership*: identifies a covenanted relationship between The United Church of Canada and a migrant community congregation under the “*Associated Relationship*” category, or ministry seeking to be in relationship with The United Church of Canada. Associate Membership status may also, in exceptional circumstances, be established with individual migrant congregations. Policies and Guidelines for establishing Associate Membership agreements will be determined from time to time by the Executive of General Council.

*Ministry Personnel (Associate Relationship)*: is the category assigned to individuals who are in formal ministry leadership in Associate Relationship congregations. This recognition will be separate from formal processes of admission; will include full membership in the presbytery in which the Associate Congregation is located; be dependent upon assignment as ministry personnel of the Associate Congregation, and other terms as from time to time adopted by the Executive of General Council.

These new categories were approved by the 41st General Council in 2012, and have provided a framework for The United Church of Canada entering into formal missional agreements with the Methodist Church of Ghana in 2013. The General Secretary was given permission to explore other relations as were appropriate.

The Migrant Church working group has been in conversation with the Methodist Church of the Caribbean and Americas, a long standing partner of the United Church; and with the Methodist Church of Zimbabwe, a new partner at the request of the United Methodist Church and the British Methodist Church.

The Methodist Church of the Caribbean and Americas has a congregation with the Haitian community in Montreal and has requested that The United Church of Canada have closer connection and partnership. For the past year there has been several conversations with the MCCA Connexional President and the President of the Haiti District. The Montreal and Ottawa Conference, Ministries in French and the Program Coordinator of the Caribbean and Latin America has been working on strengthening the relationship with this community. The Connexional Conference of the MCCA has given its approval for the signing of a Memorandum of Understanding.

The Methodist Church of Zimbabwe has four communities across Canada. There has been a meeting with the Presiding Bishop and members of the community which has led to the development of the Memorandum of Understanding. The General Assembly of the Methodist Church of Zimbabwe has also given its approval of a Memorandum of Understanding.

**PMM 15      Formation for Faithful Leadership Working Group: Competency Proposal**  
**Origin:      Permanent Committee on Programs for Mission and Ministry**

**The Permanent Committee on Programs for Mission and Ministry recommends:**

**That the Executive of the General Council use an integrative approach when considering:**

- 1. One order of Ministry**
- 2. Report of the Candidacy Pathways Pilot Project Steering Group**
- 3. Effective Leadership and Healthy Pastoral Relations**
- 4. The Working Group on Leadership Formation for Ministry**

**in order to ensure a practical and theological coherence**

## **ADDENDUM B**

### **MODERATOR’S ACCOUNTABILITY REPORT – NOVEMBER 2014**

Being “Moderator of The United Church of Canada” is an interesting and strange calling. With only nine months remaining in my term, I am still learning more about what this ministry entails. It’s always challenging to explain what a Moderator does, even to those within the church. I sometimes say, in a brief paraphrase of *The Manual*, that my task is to quicken the heart of the church. But really, how often do *you* use the word “quicken”? For those outside the church community, I’ve found that saying, “I’m like a baby Pope with no power!” will usually elicit a smile and a knowing nod.

I am delighted to share with you a quick description of what I have been busy doing since we were last together in May 2014.

A key part of my ministry as Moderator is communicating, connecting, and inspiring people. I do much of that work by spending time in the Conferences. I managed to get to four annual general meetings in the spring – Bay of Quinte, London, and Hamilton all in one weekend, and then Toronto the following week. I enjoyed the presentations, workshops, preaching, and especially the chance to meet so many people doing so much faithful ministry. The “official visits” continue: in the spring, I visited British Columbia, my home Conference, and this fall I have spent time in Alberta and Northwest, Toronto, Newfoundland and Labrador, and Montreal and Ottawa Conferences. I appreciated the extended time in these places because it meant I could

visit smaller communities to both affirm the importance of their ministry and hear their concerns. I was so pleased to be able to spend time in the Kootenays out west; from Yellowknife to Medicine Hat in Alberta; Owen Sound in Toronto Conference; and from Red Bay in Labrador to several small congregations on the “Rock” that have never hosted a Moderator before.

I also participated in a number of one-time gatherings or events, such as [Ministry in Motion](#), a locally organized educational and inspirational event here in southern Ontario with a focus on United Church evangelism (yes!); an afternoon with the National United Church Women; and preaching at special area worship events in Brantford and Ottawa. Then there was the National Aboriginal Spiritual Gathering in July, and [Rendez-vous](#) in August with 450 youth, young adults and their leaders. It was good to speak and present at these latter two events, but I also discovered how important it was for the Moderator just to be there for the *entire* event to honour the gathering and the people—in both cases, communities in our church that often struggle to be heard.

Technology has also played an important part in connecting with people. My [blog posts](#) continue to be well received. I keep plodding away on Facebook. And I have also recorded video messages on the Mission and Service Fund, climate change, and special greetings to church gatherings, such as Music United and Prairie Horizons in Saskatchewan.

Another facet of the Moderator’s calling is to be the voice of the church on public issues and speak up for concerns of justice. I can point to several things I have done in the past few months: public involvement in World Pride here in Toronto, and the development of a joint document with the United Church of Christ that proclaims our affirmation and celebration of people with differing sexual orientations and gender identities; a blog post and then, a bit later, a letter to the government expressing our deep concerns about the conflict between Israel and Gaza; a statement about the persecution of religious minorities in Syria and Iraq; and statements about the pressing need for all of us to be involved in issues of climate change.

We need to ask ourselves, however, how the United Church will make its voice heard in the future. Having the Moderator speak is one way, but to be frank, I do not believe our government pays much attention to missives from the Moderator. And, I’m not sure how aware of our statements the “public” is. The [September edition](#) of *The Observer* revealed some painful limits to public awareness of the United Church and its positions.

We are in a time of shrinking staff capacity to research and speak to various peace and justice concerns. We need to be aware that in choosing one issue, we may well have to pay much less attention to others. For instance, the issue of doctor-assisted suicide is currently before the Supreme Court. The Roman Catholic Church, the Evangelical Fellowship and the Unitarian Church are “intervenor” in that case; we are not, which is a reflection of our limits and priorities. We have done our best to be present in the public media as the conversation on euthanasia continues; in addition to my recent blog post [Going into that Good Night](#), the church has also posted a background document and YouTube video that provide further theological reflection on the question of assisted dying.

We need a national voice, clearly; *and* we need to mobilize the wider church so individuals and congregations are involved in the issues of our times. We are challenged as a denomination to continue our deep commitment to working for peace and justice in God’s hurting world.

I want to give you a quick update on Greenbelt follow-up, since it’s been more than a year since the [2013 pilgrimage](#). There’s a recording of a good [webinar](#) on a variety of things that have been happening as a result. The latest edition of *Gathering - Pentecost 2* has some excellent reflections on Greenbelt and how it has affected some of the participants’ ministries. “Mini-Greenbelt” events have happened in Vancouver, Ottawa, and Tatamagouche, N.S. (called [Festimagouche!](#)), and Peterborough has plans for next spring. “Greenbelters” offered worship leadership at the Conference of Manitoba and Northwestern Ontario. A “refreshment retreat” for clergy under 45 and their families, inspired by the support experienced at Greenbelt, was held on the Labour Day weekend at Five Oaks in Ontario. Twenty or so United Church folk went last June to the [Wild Goose Festival](#), the American offshoot. [EDGE](#) has put together a cohort to explore “fresh expressions,” a term the Church of England uses to describe new models of ministry. Lots of individual energy has been released and we still keep talking about organizing a Canadian Greenbelt. I think we’re getting closer to actually doing it.

And then, of course, there is next August and the 42nd General Council. The planning for our gathering is proceeding on schedule and beginning to take more and more energy. I am a member of the Worship and Music Coordination Team, chaired by the Rev. Maya Landell, and I’m very excited about what is emerging. I had an opportunity in June to be a guest at the General Assembly of the Presbyterian Church (USA), and it was fascinating to watch how another mainline denomination handles its business.

The theme that has emerged for the 42nd General Council—“Behold, I make all things new!” — comes from Revelation 21:5 and is a reminder that all creation is in a constant process of change; that the church is always being reformed and called into new ways of being; and that God is at the very heart of this transformation. We are not alone.



The logo for the 42nd General Council says pretty clearly that we’re meeting in Newfoundland, but let your imagination play with the symbols. Think of God’s circle of love that holds us; the currents and waves that carry us forward, through storm and in calm; and the fish, Jesus Christ, who is in our midst, is on the move, and invites us to put down our nets into the deep, fish on the other side, and follow him, even when it means stepping out of the boat!

I also want to tell you about the work of the Comprehensive Review Task Group, which has been meeting nearly every month to read and analyze all the feedback it has received, consider options, and develop new models and recommendations in that process. As you know, the Comprehensive Review will be a key part of our work at the November Executive meeting. After the Executive meeting, the task group will meet immediately to consider your feedback and insights and will update the church soon after. The task group will then get to work on writing its final report and recommendations, which it expects to share with the church in early 2015. Sometimes the work of this task group has felt overwhelming; on the other hand, it has provided

me, as Moderator, an opportunity to focus on what I think is the most pressing task facing our church, and I am grateful for the opportunity to do this work.

Finally, I want to thank the many people across the church who have helped and supported me in this ministry—“strangers” who have so quickly become friends. A particular thanks to my administrative assistant, Sue Fortner. And thanks to all of you, as we faithfully carry the work that has been given to us.

Blessings,

The Rt. Rev. Gary Paterson  
Moderator

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## ADDENDUM C

### **GENERAL SECRETARY’S ACCOUNTABILITY REPORT**

**Origin: General Secretary, General Council**

#### **Introduction**

I pray that the God of our Lord Jesus Christ, the Father of glory, may give you a spirit of wisdom and revelation as you come to know him, so that, with the eyes of your heart enlightened, you may know what is the hope to which he has called you, what are the riches of his glorious inheritance among the saints, and what is the immeasurable greatness of his power for us who believe, according to the working of his great power.”

—*Ephesians 1:17 - 19*

What greater thing than to “know what is the hope to which he has called us.” It’s true for us each in our own lives, and for all of us in our life as a church. Perhaps this is the phrase from scripture that captures best the work we are about during this triennium.

#### **Comprehensive Review**

To that end, I continue to spend much of my time supporting the Comprehensive Review Task Group. It is humbling to work with these dedicated and faithful people who have given so much of their gifts and time to this work while juggling many other priorities and commitments. And it is exciting to hear from people across our church as they engage with the task group’s ideas and dream about the future of our church. I know the task group is looking forward to sharing their draft recommendations with you at your November meeting.

#### **Finances, Operations, and Compliance**

Overall 2014 operational spending is largely on track with some intentional extra spending on information technology offset by savings arising from staff changeover.

**REF - 332**

We have realized the savings we projected from the staff cuts in spring 2013. The pace of change for remaining staff continues to be high as we implement a number of new systems and processes to improve productivity and reduce costs. The most visible of these to the Executive will be the new travel expense management program. In addition, much of our software had reached the end of its useful life and is being replaced.

Looking ahead, our financial picture continues to reflect significant and unsustainable operating deficits. The Permanent Committee on Finance is not recommending further cuts for 2015, but rather that we hold to the \$5 million cost reduction taken for 2014 and prepare for even larger changes ahead. Strong investment returns have been a mitigating factor over the last 24 months, slowing somewhat the rate at which we are depleting our reserves. The current projections do not reflect any cuts, but we do know that we will implement cuts for 2016 onwards—either in conjunction with implementing the direction of the 42nd General Council around the Comprehensive Review or some form of “Plan B.”

Accordingly, the 2015 operational budget projects a deficit of \$4.28 million and includes

- a. Cost-of-living allowance of 0.9 percent be granted to 2015 salaries per established practice
- b. Notice to all grant recipients that 2016 grants are likely to be reduced
- c. Steady state 2015 budget pending significant cost reductions to be taken in subsequent years
- d. Full cost allocations to be charged to Foundation for 2015 or as soon as possible

On the compliance side, external audits activity has been significant. While there is much external conjecture around “being picked on,” we have consistently taken the view that, not having been audited before, we were simply “due.” The various audits are described in more detail in the report of the Permanent Committee on Finance, but we hope to receive a final charities audit report in time for our meeting.

The United Church is now a signatory to the [United Nations Principles of Responsible Investment](#) as directed by Executive of the General Council. The church has also signed the 2014 Global Investor Statement on Climate Change.

### **Philanthropy**

This fall, the Mission and Service “Each one ask one” giving program materials have been circulated to encourage increased participation in Mission and Service giving. In addition, [new videos](#) have been launched with our Moderator as narrator to support increased Mission and Service giving. I encourage you to share these videos widely in your Conference to support Mission and Service.

In addition, the [Stewardship Toolkit](#) is providing a wide range of stewardship materials to congregations this year to support their congregational stewardship programs.

Philanthropy staff are developing and testing for 2015 a set of new, very focused kits for stewardship and Mission and Service giving programs. Also, the testing of a new model of “all person asks” for annual stewardship and M&S giving programs will begin in 2015.

### **Full Communion/Mutual Recognition of Ministry Discussions**

The third of four planned meetings of the joint working group on full communion with the United Church of Christ met in early October in Montreal. The location of the meeting was both to represent the francophone reality of The United Church of Canada, and to allow for a focused conversation about our commitment to a journey of right relationship with First Nations peoples. Elders Harvey and Susan Gabriel, Maggie McLeod, and James Scott joined the meeting for a full day of discussion. An emerging focus of a full communion agreement is the United Church of Christ’s desire to focus more intentionally on its relationship with First Nations peoples. Attached is an interim report which covers this and other issues.

The next and final meeting of the working group will take place in January in Tampa, Florida. Geoffrey Black, the President and General Minister of the United Church of Christ, and I will be present. One part of this meeting will be a reception for United Church of Canada “snowbirds” who attend local United Church of Christ congregations and a conversation with them on shared membership and identity. The working group is now drafting the formal proposal to establish the full communion agreement to come to the General Synod of the United Church of Christ in June and the General Council of The United Church of Canada in August.

The General Assembly of the United Church of Christ Philippines has also approved the mutual recognition of ministry framework and the General Secretary has been mandated to work with me on the implementation plan. Also, the conversation continues with the Presbyterian Church in the Republic of Korea, and a delegation from the church, including its General Secretary, was recently here in Toronto for meetings with the staff team.

### **Memorandum of Understanding for Associate Relations**

I am pleased to note that you will have before you proposals to approve two new associate relationships for our church, with the Methodist Church of the Caribbean and Americas and the Methodist Church of Zimbabwe, part of our continuing commitment to work in relationship with other world churches.

### **Responsible Investment Reference Group**

As I write, the Responsible Investment Reference Group has been appointed and has begun its work through an initial conference call. It is scheduled to hold its first meeting prior to the November meeting of the Executive.

### **Theological Education**

I met in early October with the deans and principals of all the United Church theological schools and the Working Group on Leadership Formation for Ministry. It was a collegial meeting, the tone of which was a testament to the respectful relationships that have developed as this work has advanced. These groups reviewed the working group’s draft report and came to general consensus on the proposal. You will be considering at your November meeting this report and proposals that would introduce a “competency based system,” with the church taking back the

responsibility of testamur. I am grateful to the working group and the deans and principals for their faithful work.

### **National Aboriginal Spiritual Gathering**

I was delighted to attend part of the National Aboriginal Spiritual Gathering in July, and to be with that group during their celebration of the life of Alvin Dixon, who had died earlier that week. The gathering was held at Oneida Nation of the Thames, not far from my home area, which made it particularly moving for me. I left to take my son to camp before the group visited the memorial at the site of the Mount Elgin Residential School, but I was able to visit it the following week in the company of Truth and Reconciliation Commissioner Marie Wilson.

### **Ministry Compensation Implementation Plan**

Work has continued on the development of a comprehensive salary schedule for ministry personnel not living in a manse. A proposal inviting you to choose between two options (proceed with implementation July 1, 2015, or delay implementation until July 1, 2016) is included in the workbook.

### **Third-Party Pension and Benefits Administration**

The General Council Office has signed a letter of intent with Aon Hewitt to extend its current service contract for five years, and a detailed service agreement is being developed. The current contract with Aon Hewitt expired June 30, 2014. Between now and January, 2016, our service will transition to new software that will improve the accuracy of the data and simplify processes. The Pension Plan Advisory Committee reviewed and recommended the contract renewal and the Pension Board approved it. Staff are now working diligently with teams at Aon Hewitt to develop and transition to the new service provision.

One of the complicating and very costly characteristics of our administration is the continued refusal of a small number of pastoral charges and organizations associated with the United Church who utilize our benefit plans to participate in the payroll service. This means that staff at Aon Hewitt must manually enter data for these pastoral charges and other employers into the databases every month. Manual intervention increases the risk of error and requires additional audit activity. Aon Hewitt reports that at least half of their manual interventions are related to these 4 percent of employers. Under the new contract, staff at the General Council Office will become responsible for these interventions. The introduction of a cost-recovery fee has resulted in a number of pastoral charges moving to the payroll service, but 54 pastoral charges and 34 other employers remain not enrolled. Ten pastoral charges have not paid the cost-recovery fee (\$55/month), and seven of these have explicitly indicated that they will not pay it. The actual annual cost to the pension and group insurance plans is approximately \$275,000, or \$230 monthly per employer.

### **Funding for Ministry Personnel Spiritual Growth and Direction**

Composite GREEN 2 motion passed by the Green Commission of the 41st General Council originated with proposals from Manitou (MTU1) and British Columbia (BC1) Conferences. It directed that as policy the General Council recognize the importance of regular spiritual direction (or some equivalent) and spiritual growth for ministry personnel similar to how we recognize the

importance of continuing education. It also directed that the General Secretary encourage presbyteries and districts to create regular gatherings of ministry personnel for spiritual growth.

Staff are responding to this direction by revising the *Financial Handbook for Congregations* to include reference to spiritual direction as an appropriate use of the Continuing Education and Learning Resources allowance. As well, an article in an upcoming edition of *Connex* will highlight that the Continuing Education and Learning Resources allowance can be used for a variety of things that are relevant to providing ministry leadership, including spiritual direction.

In addition, the Effective Leadership Pilot Project has been testing the benefits of freeing up presbyteries and districts from administrative responsibilities and encouraging more collegial events and meetings so ministry personnel may encourage spiritual growth among one another.

### **Affirming Process**

Staff of the General Council Office focused on the affirming ministry opportunities and challenges in our work place at a staff meeting in October. This parallels the work that the Executive of the General Council has been doing on developing a full understanding of what it means to be affirming, at the direction of the 41st General Council.

### **Communications**

Overall, the windup of WonderCafe in spring 2014 went smoothly and we saw a significant number of participants move to our online communities on Facebook. A number of former WonderCafe members were dissatisfied with Facebook, primarily because WonderCafe offered anonymity whereas Facebook does not, and chose instead to form a new online community called [WonderCafe 2](#). Communications staff have offered assistance with content, migration of some member info, and a link on the former WonderCafe URL to the new independent online community.

United Church Publishing continues its 185-year history of lifting up the ministry and lives of the United Church with the publication of *Feisty and Fearless*, a biography of former Moderator Lois Wilson. Upcoming projects include a digital hymnal, featuring United Church musicians and authors such as Linnea Good, Bruce Harding, and Ron Klusmeier, and a discipleship resource developed by the ministers of one of the United Church's fastest-growing congregations. We have also recently published a pastoral resource on death and funerals called [A Good Ending](#).

The ongoing work of digitization has continued with our publishing program, and a completely digital version of [Mandate](#) has been released with the August issue, along with a mobile app available on iTunes and Android. [Aujourd'hui Credo](#) has a new digital version, as well.

A redesign of our denominational website, [www.united-church.ca](http://www.united-church.ca), is underway, with a consultant's report helping us refine our direction and overall strategy in creating an attractive, inviting place for people—particularly non-United Church people—to learn about our church. A new French-language-only website is already under construction, and will replace the parallel French content on the denomination's primary website. There will be ample links between it and

the new English-only website, which will retain the welcoming information in a variety of languages.

The Archives has settled well into its new home at the Christian Resource Centre in downtown Toronto. The Archives' work to support the Truth and Reconciliation Commission and the church's commitment to residential schools survivors continues, even though the commission has ended its hearings. As well, the Archives is taking leadership, along with Information Technology staff, in the development and management of digital documents and records at General Council. This is a massive project, and we are just in the process of rolling out the pilot program with several committees. Eventually, this will provide a secure model for record and document retention, as well as Web-based access.

## **Aboriginal Ministries**

### Real Property

A draft of the Real Property and Capital Plan, aimed at moving responsibility for property expenditures for Aboriginal ministries, is near completion. The Aboriginal Ministries Circle is also building capacity for the Aboriginal Ministries Council in preparation for the implementation phase. Collaboration with Finance resulted in a collection of background information on real property. There are also plans to consult with Conferences that have an interest in Aboriginal real property. A more detailed process of consultation and collaboration will take place with the All Native Circle Conference as real property decision-making lies within the purview of the Council on Sharing. By the time you meet in November, the draft Property and Capital Plan will have been considered by the Aboriginal Ministries Council at its October meeting.

### Leadership Development

The summer of 2014 saw a broad range of youth engagements and gatherings. Wampum, a program designed to bring together Aboriginal and non-Aboriginal youth, had its second annual gathering at Five Oaks in Ontario. The program provides an opportunity for the seed of right relations to be planted. The Youth Leadership Development Coordinator participated in B.C. Conference's summer day camp for children and was on the design team for Rendez-vous, encouraging more Aboriginal youth to take part.

### Congregational Development

The Community Capacity Development Coordinators are currently facilitating community conversations that focus on ministry vision and objectives. This engagement also provides an opportunity to review and update the 2007–2008 North Pacific Management Services property report. These community visits are an integral step in determining support and priorities for real property projects and leadership development. All community visits will be completed by June 30, 2015.

### Healing Programs

The Aboriginal Ministries Circle is reviewing the history of the Healing Fund to determine efficiencies and ease access for Aboriginal communities. A report on research findings as well as recommendations for future processes on decision-making, fundraising, and promotion, will be offered at the fall 2014 meeting of the Aboriginal Ministries Council.

### **Unsettling Goods: Choose Peace in Palestine and Israel**

Staff activity has focused on preparing resources for the second year of the campaign. Based on feedback, resources are being developed that will enable greater numbers of United Church members to participate in the campaign through entry-level resources that include storytelling, incorporate concrete symbols from the region, tie into the liturgical year, and address myths that block participation. A peace box Advent resource, which offers worship and study resources for the Advent themes of hope, love, peace, and joy, is now available. For more information, see: [www.united-church.ca](http://www.united-church.ca). An Easter season resource will address myths that block participation in Unsettling Goods through a poster, brochure, video, worship, and study resources. A workshop that accompanies this resource will seek to enable heart-to-heart conversations about difficult issues in safe spaces. The Easter season resource will be promoted in the January InfoPac.

### **General Council Office Staffing**

Judith Bricault has indicated her intention to retire at the end of 2014. Judith has served the General Council Office most recently in resource creation for French Ministries in the Church in Mission Unit. Steve Willey has given notice of his intention to conclude his service with the General Council Office in March 2015. Steve is currently serving as team leader for Formation for Faithful Leadership in the Church in Mission Unit. Both have played important roles and will be missed.

Peggy Monague remains on medical leave. Debbie Siertsema will continue to function as acting Healing Programs Coordinator to December 31, 2014. Her main focus of responsibility is to resource the Healing Fund Council.

### **Thanks**

As always, my thanks go to staff colleagues at the General Council Office and at Conference offices across the country who share with me in the service of the United Church. I'm also grateful to my Supervisory Committee for their guidance in my work

## **ADDENDUM D**

### **WORLD COUNCIL OF CHURCHES' CENTRAL COMMITTEE REPORT**

#### **Background**

The World Council of Churches (WCC) 2013 Assembly in Busan, Republic of Korea, invited Christians and people of good will everywhere to join in an ecumenical Pilgrimage of Justice and Peace.

An Invitation to the Pilgrimage of Justice and Peace was later approved by the Central Committee of the World Council of Churches. That invitation stated that:

“Challenged by our experiences in Busan, we call all people—young and old, women and men, differently-abled, people of different faiths—to engage their God-given gifts in

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transforming actions, together. We call first of all on the member churches and partners to walk together in a common quest, renewing our vocation of the church through collaborative engagement with the most important issues of justice and peace, healing a world filled with conflict, injustice and pain.”<sup>4</sup>

The United Church of Canada can respond to this call by continuing to participate in God's gift of unity and God's mission (*missio Dei*) in this world, by continuing to create communities of justice and peace, and by celebrating the fellowship of such communities

The World Council of Churches notes in their invitation that:

“Different theological traditions and cultures understand and practice “pilgrimage” in different ways. Opting for the name of “pilgrimage of justice and peace” and not “towards justice and peace” or “for justice and peace,” the Busan assembly began to address these questions. The word “pilgrimage” was chosen to convey that this is a journey with deep spiritual meaning and with profound theological connotations and implications. As a “pilgrimage of justice and peace”, it is neither a journey towards a concrete geographical place nor some simple form of activism. It is a transformative journey that God invites us to in anticipation of the final purpose for the world that the Triune God brings about. The movement of love which is essential to the Triune God manifests itself in the promise of justice and peace. They are signs of God's reign to come which is already visible here and now wherever reconciliation and healing are seen.”<sup>5</sup>

The invitation also notes that:

“Churches together and with their ecumenical partners, both in their own context and cooperating internationally, will be the main actors of the pilgrimage. Still, this pilgrimage is an invitation as well as an opportunity for individuals, parishes, and communities to participate in the movement of justice and peace. This process of **transformation** will include experience, sharing, listening, praying, penance, witnessing, awareness-building, reflecting and acting.”<sup>6</sup>

Further information on the Pilgrimage of Justice and Peace is available online:

- [www.oikoumene.org/en/resources/documents/central-committee/geneva-2014/an-invitation-to-the-pilgrimage-of-justice-and-peace](http://www.oikoumene.org/en/resources/documents/central-committee/geneva-2014/an-invitation-to-the-pilgrimage-of-justice-and-peace)
- [www.oikoumene.org/en/what-we-do/pilgrimage-of-justice-and-peace](http://www.oikoumene.org/en/what-we-do/pilgrimage-of-justice-and-peace)

### **Report of the Meeting of the Central Committee, July 2014**

About 150 people representing the member churches of the World Council of Churches, and who make up the Central Committee, met at the Ecumenical Centre in Geneva from July 2–8, 2014.

There were three delegates to the meeting from Canada:

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<sup>4</sup> The full text of the Invitation to a Pilgrimage of Justice and Peace is available at: [file:///C:/Users/ch114406/Downloads/GEN05rev\\_APPROVED\\_InvitationPilgrimageJusticePeace.pdf](file:///C:/Users/ch114406/Downloads/GEN05rev_APPROVED_InvitationPilgrimageJusticePeace.pdf). Page 1 of the document is quoted here.

<sup>5</sup> [file:///C:/Users/ch114406/Downloads/GEN05rev\\_APPROVED\\_InvitationPilgrimageJusticePeace.pdf](file:///C:/Users/ch114406/Downloads/GEN05rev_APPROVED_InvitationPilgrimageJusticePeace.pdf), p 2.

<sup>6</sup> [file:///C:/Users/ch114406/Downloads/GEN05rev\\_APPROVED\\_InvitationPilgrimageJusticePeace.pdf](file:///C:/Users/ch114406/Downloads/GEN05rev_APPROVED_InvitationPilgrimageJusticePeace.pdf), p 5.

- Mark MacDonald (Bishop of the Anglican Church of Canada and North American regional President of the WCC),
- Miriam Spies (representing The United Church of Canada), and
- Anne Mitchell (representing the Canadian Yearly Meeting of the Religious Society of Friends (Quakers)).

Other Canadians in attendance included:

- Gail Allan, Diane Blanchard, and Adele Halliday (The United Church of Canada)
- Stephen Kendall (The Presbyterian Church in Canada)
- Kaeli Sweigard (Christian Church (Disciples of Christ)).

We spent time in prayer, Bible studies, plenary, and committees. We spent one day visiting the Ecumenical Institute at Bossey, as part of a Pilgrimage of Justice and Peace. The General Secretary's term was renewed for the next five years.

## **Significant Work Approved and Adopted at the Meeting**

### **Approved Work**

#### ***Strategic Plan for the WCC***

The Central Committee approved a plan for the next three years. The objectives of the strategic plan are:

- to strengthen the fellowship
- witnessing for justice and peace together
- encouraging spirituality, reflection and ecumenical formation
- building trust and understanding with others, “all people of good will,” working for justice and peace, and
- inspiring and innovative communications about work done together as churches.

#### ***Invitation to the Pilgrimage of Justice and Peace***

The Invitation to the Pilgrimage of Justice and Peace<sup>7</sup> notes that the pilgrimage might consist of at least three different dimensions—not in a linear but much more in a dynamic, interdependent understanding:

- *Celebrating the Gifts (via positiva)*  
Together we celebrate God's great gift of life, the beauty of creation and the unity of a reconciled diversity. We feel empowered by this grace of participating in God's movement of love, justice and peace. – We receive in prayer.
- *Visiting the Wounds (via negativa)*  
This pilgrimage will lead us to the locations of ugly violence and injustices. We intend to look for God's incarnated presence in the midst of suffering, exclusion, and discrimination. It might lead us to repentance and—in a movement of purification—liberate us from obsession with power, possessions, ego, and violence, so that we become ever more Christ-like. – We listen in prayer.
- *Transforming the Injustices (via transformativa)*

<sup>7</sup> file:///C:/Users/ch114406/Downloads/GEN05rev\_APPROVED\_InvitationPilgrimageJusticePeace.pdf, p. 4-5.

Being transformed ourselves, the pilgrimage may lead us to concrete actions of transformation. We may grow in our courage to live in true compassion with one another and with nature. This will include the strength to resist evil—injustice and violence, even if a church finds itself in a minority situation. Economic and ecological justice as well as the healing of the wounded and the striving for peaceful reconciliation is our call—in each and every context. – We are transformed through prayer and act in prayer.

## **Adopted Statements**

### ***Toward a Nuclear-Free World***

Nuclear power is the pathway to acquiring nuclear weapons, the statement says, while pointing out parallel health, humanitarian, environmental and security dangers in civilian and military uses of nuclear energy.

### ***Statement on the Re-interpretation of Article 9 of the Japanese Constitution***

Recently the Japanese Prime Minister, Shinzo Abe, proposed a reinterpretation allowing for the Japanese Self-Defense Force to use force alongside other national militaries. In the document, the Japanese government was urged to honour the spirit of the Japanese constitution which recommends nonviolence as a way to settle disputes.

### ***Statement on the current situation in Mosul, Iraq***

The document acknowledges that Mosul had been completely emptied of Christian population during the recent conflict. While commending efforts for humanitarian relief from churches in Iraq, the statement urges the international community and United Nations agencies to ensure humanitarian assistance to all vulnerable communities. It urges the Iraqi authorities to launch an inclusive political process, and to strengthen human rights and religious freedom.

### ***Statement on Economic Measures and Christian Responsibility toward Israel and Palestine***

Continuing with expressions of solidarity with those working for peace in [Israel and Palestine](#), the Central Committee adopted a statement encouraging churches to engage in advocating for economic measures that promote peace with justice for both Israelis and Palestinians. To accomplish the vision for peace in the region, the statement encourages churches to “engage in dialogue with Palestinian churches, civil society actors, and Jewish partners.”

## **Membership within the World Council of Churches (WCC)**

The Central Committee accepted an application from the Dutch Reformed Church of South Africa to be re-admitted as a member within the WCC after having parted ways with the Council due to fundamental disagreements on policy during the apartheid era. Applications from the Church of Central Africa Presbyterian Blantyre Synod in Malawi, as well as from the Council of Baptist Churches in Northeast India, were also accepted. Actions will be taken on these applications at the next Central Committee meeting in two years' time.

Submitted by:

Miriam Spies, Central Committee member of the World Council of Churches

## ADDENDUM E

### PERMANENT COMMITTEE ON FINANCE Accountability Report

**Origin:** Permanent Committee on Finance

#### Theological Foundation

...with the eyes of your heart enlightened...this provocative image in the scripture text (Ephesians 1:15–23) that is the focus for this GCE meeting immediately reminds me, Brian, of a theologically transformative book, *Journeys by Heart: A Christology of Erotic Power* by Rita Nakashima Brock. The *eyes of my heart* were transformed by Nakashima Brock's clarity of analysis, her insightful and challenging questions, her edgy insistence that we attend to "lived experiences" in order to deepen understandings of sacred encounter and faith community.

I would never dare to suggest that GCE financial reports have had similar impacts on me except to recognize that the *eyes of the heart* are *enlightened* in all forms of analysis and data as we honestly attend to our "lived experiences," an attention which ultimately calls us to deepen our understandings of God at work among us as a faith community.

We invite you to read our report with *eyes of the heart* as we continue to respond to our current financial picture and discern the transformations that we are called to make.

#### Executive Summary

The Committee held its annual one day in-person meeting September 19, 2014, and will continue to meet by 1–2 hour teleconferences as necessary to fulfill its mandate. While we may lament the loss of time for personal interaction or even to thank people at the end of a triennium, we feel this approach is most respectful of volunteer time and church resources.

Our September review included Comprehensive Review analysis, 2014 year-to-date financial results, 2015 operational plan assumptions, updated rolling three-year projections, and a variety of operational risk management topics, including insurance programs and external audit.

Overall 2014 operational spending is largely on track, with some intentional extra spending on IT offset by savings arising from delays in staff replacement. The savings from the painful cuts of 2013 have been realized. The pace of change for staff continues to be high as we implement a number of new systems and processes to improve productivity and reduce cost. The most visible of these to the Executive will be the new travel expense management program.

Looking ahead, our financial picture continues to reflect significant and unsustainable deficits. Despite removing over \$5 million in costs, and the strong one-time bolstering of reserves in 2013, we have only deferred our financial reserve depletion from 2014 to 2017. The Permanent Committee is not recommending further cuts for 2015, but rather that we bed down the 2014 cost reduction and prepare for even larger changes ahead. The future projections do not reflect any cuts, but we know that we will need to implement further restructuring for 2016 onwards—either in conjunction with GC42-approved Comprehensive Review recommendations or—in some

form—Plan B. It will be imperative that any approved recommendations arising from the Comprehensive Review process be implemented in a very timely manner.

Proposals presented include:

- The 2015 Operating Budget for approval (FIN5) with **operating deficit of \$4.28 million**. Key underlying budget assumptions include:
  - Cost of living allowance of 0.9% per established practice.
  - Notice to all grant recipients that 2016 grants are likely to be reduced
  - Steady state 2015 budget in anticipation of significant cost reduction in 2016 onwards
  - Full cost allocations to be charged to the Foundation as soon as possible
- Minimizing meeting costs and carbon footprint (FIN6) presented as a key principle in organizing future governance.

The committee has made some changes in reporting format that we believe will give all our stakeholders a clearer picture of our overall financial picture and reserve depletion. It also highlights the greater role of the Foundation in funding the work of our church. The new format is presented in Appendix I of this report, and for comparison our traditional approach is shown in Appendix II. Historically, our budget approach has differed from our audited financial statements in that we draw investment results and legacies into our reserves and using smoothing techniques. This methodology was more labour-intensive and—for many—tended to mask our true financial state. We now show a more complete, more aligned picture.

Other items of note include:

- The United Church of Canada became a signatory to the United Nations Principles of Responsible Investment in August.
- The United Church of Canada was also a signatory to the 2014 Global Investor Statement on Climate Change and has continued shareholder engagement activity through SHARE.
- The Responsible Investment Reference Group held its inaugural teleconference in September and will be meeting in person October 28, 2014.
- Completion of our Canada Revenue Agency HST audit with no adverse findings.
- We have been advised that we may receive a final Charities Directorate audit report by the time of our November Executive meeting.
- Refinements to our narrative budget and pie chart reporting.

## **Philanthropy Unit**

### ***God's Mission, Our Gifts***

In this season of stewardship and M&S across the congregations, the unit is in full swing working on the five strategies outlined to GCE in May.

In addition, noteworthy progress is being made in the following areas:

- Webinars are now being used increasingly for stewardship, congregational stewardship and Mission and Service training and support as well as holding staff and committee meetings.
- The online stewardship toolkit is being well used by congregations seeking resources and support and information in all areas of philanthropy: [www.stewardshiptoolkit.ca](http://www.stewardshiptoolkit.ca).

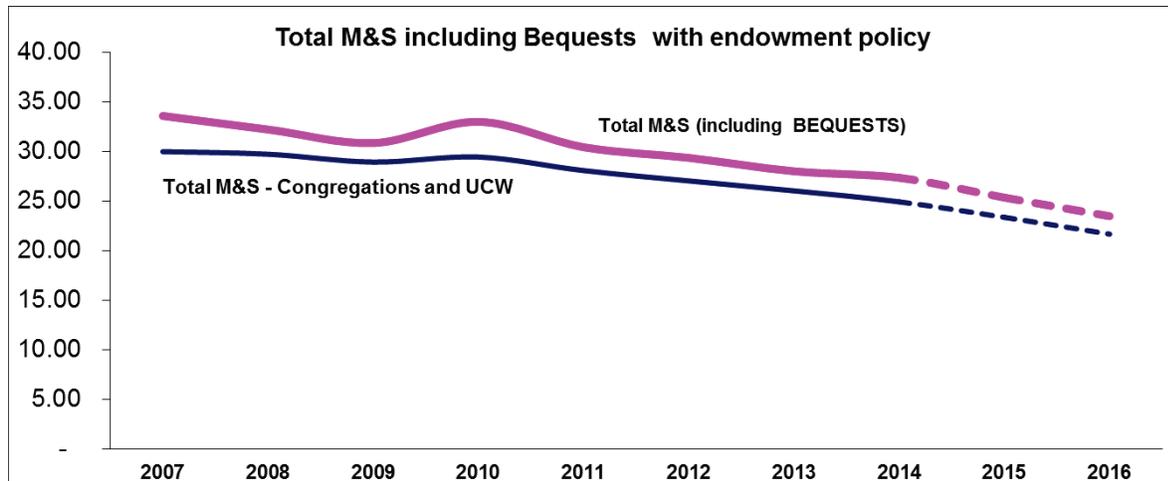
- The M&S giving program materials, “Each One Ask One,” have been fully circulated and are now in use. These materials have a focus on increasing the number of donors and maximizing giving.
- For the first time a set of three short M&S campaign videos narrated by our Moderator have been developed to support M&S solicitation and giving meetings at every level of the church.
- A condensed and simple M&S giving program campaign kit is being tested in select congregations.
- A similar kit is being developed for stewardship for 2015.
- A significant return to “all member ask” models of congregational stewardship will be tested in 2015 in Toronto and Maritime conferences in select congregations.
- The direct investment opportunities with Fiera Capital available to organizations across the church are receiving increased investments now that the reduced management fees negotiated by the Foundation are providing a better value proposition. Direct investments have increased from \$18M to \$25M this year.
- With the Foundations assets under Management now at \$52M the process of developing the internal supports and of moving toward financial self-sufficiency are progressing well with the Foundation reimbursing the church for all direct costs in 2014 and moving toward reimbursing indirect costs as well.
- Later this year a small think tank will be convened to look at future revenue generation opportunities beyond comprehensive review.
- Given that the fundraising and donor tracking software that the church is using has recently been abandoned by its vendor, the Philanthropy unit will be working with Finance and Information Technology and other vendors and resources to find a suitable platform for integrating available data for analytics and strategy required to support revenue generation activities.

Members of GCE are thanked for their active role as ambassadors for revenue generation activities across the church. The financial vitality of our communities of faith is so important to their capacity to carry out God's work.

### **Finance Unit: God’s Mission, Our Gifts**

#### **2015 Budget**

The 2015 Budget is found as Appendix I of this report and repeated in proposal FIN 5. We continue to use a “rolling three year” budget outlook to support strategic planning. Unlike the last two years, we are presenting the budget now for approval rather than waiting for the spring. As a practical matter, any fluctuation in givings at this stage will not be material to the underlying assumptions or scale of deficit.

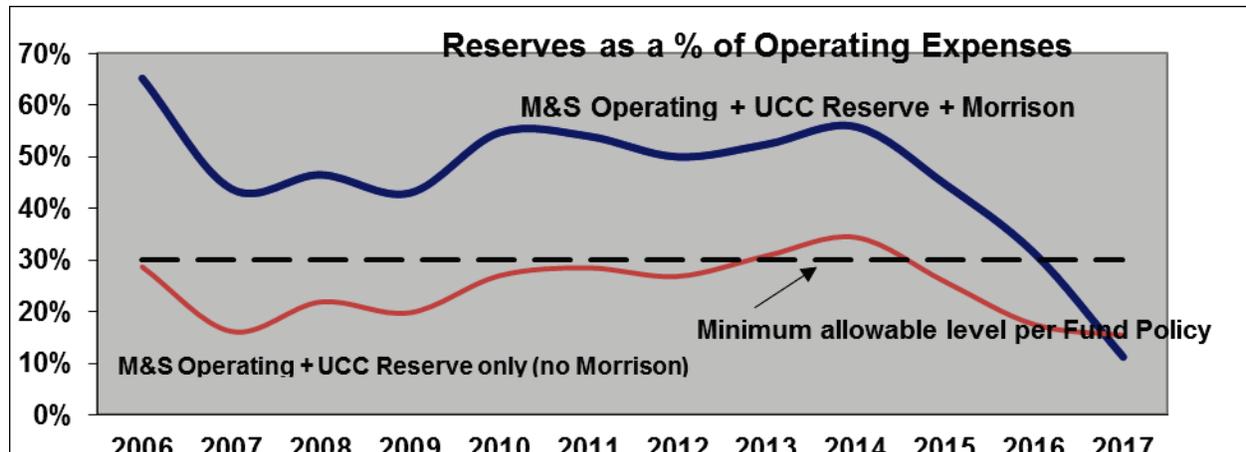


The 2015 Final budget recommendation reflects:

- A decline in Mission & Service revenue of \$1.2 million for 2014. At time of writing the shortfall was \$300,000. A further \$1.4 million decline for 2015 and still a further \$1.67 million for 2016. It is important to note that we are uncoupling “fundraising targets” from what we will actually use in the budget. We hope the decline might only be in the magnitude of \$500,000 per year, but we need to hope for the best and plan for something less than that. We would also anticipate some disruption with the rollout of Comprehensive Review recommendations.
- Continue to endow a portion of one-time legacy gifts as approved in May.
- 0.9% increase for cost of living allowance salary increases for 2015
- \$280,000 annual operating budget to support the work of the Comprehensive Review Task Group and any subsequent implementation. As is our practice for important one-time initiatives, this will be funded from reserves.
- A reduction of \$35,000 per year for five years in the amount transferred from the charitable annuities program, reflecting the smaller size of the program as per the report by the actuary. This program continues to be backed by a conservative portfolio of bonds earning a competitive rate of return.
- Rental cost increase as 2014 included lease incentive rebates. Floor space was reduced by approximately 1/3 in the current year to mitigate rate increases.

### **Extending the Three-Year Plan to 2017**

The Permanent Committee on Finance has directed staff to continue to work to extend the current three year plan to 2017. The numbers shown to date are for illustration purposes only and reflect the need for continued, substantial cost reduction, or alternatively, revenue growth.



The chart shows we will slightly breach our 30% of operating costs reserve policy by the end of 2016. This is actually an improvement of \$4 million arising from favourable investment and bequest results in 2013.

### Treasury Fund Investments

Our core investment portfolio managed by Fiera Capital increased by 12.6% in 2013 and was up 8% this year through August but has declined since then with market turbulence. The Investment Committee has recently completed updates to the Investment Policy Statement, the committee's own terms of reference and continues to monitor investment performance quarterly. We continue to emphasize Responsible Investing practices and now publish shareholder proxy voting information and other engagement activity quarterly on our website at [www.united-church.ca](http://www.united-church.ca). The church was approved as a signatory to the United Nations Principles of Responsible Investment (UN PRI) in August. The church also signed the 2014 Global Investor Statement on Climate Change. The Investment Committee looks forward to working with the Responsible Investment Reference Group as it forms.

### Audit and Compliance Update

Our own external audits by PricewaterhouseCoopers have gotten somewhat smoother. Largely due to a concerted effort to improve internal accounting processes and improved advance preparation. Audit fees have finally stabilized accordingly. There is still much work to do to address audit concerns around adequate backup and improved controls, some of which is normal with a small staff. Government external audit activity however has been significant. While there is much external conjecture around "being picked on," we have consistently taken the view that not having been audited before, we were simply "due." There has been considerable press attention to this topic with much debate on real or imagined political interference. HST and Payroll reviews have been finalized. We have two open audits for which we may have a final report by November. We await CRA's position on the Kairos structure in particular, as Kairos operates under our charitable number.

### Information Technology

For staff, we have described 2014 as "the year of IT upgrades" aimed at reducing costs and improving productivity. In many instances, this entails catching up with multiple versions of operating systems. For example, we had still been operating on a Microsoft XP platform that

dates back to the 1990s, and finally were forced off it this year when Microsoft withdrew all support. We are now virtually 100% Windows 7. This enables all kinds of improved productivity for systems administrators (automating software upgrades, improved security) and for our users offers a very powerful search facility. Similarly, our accounting system Navision version dated back to 2005 with subsequent versions not implemented. We are now installing Navision 2013 and the related Jet reporting system and conversion is scheduled for the Thanksgiving weekend. We are also finally implementing an electronic document storage solution. We have bought Sharepoint and Gimmal software and are working with Archives staff to finalize document categorization. We will also be rolling out online document repositories to support our various governance committees. 2014 started with a complete switchover of our phone system to an internet based VOIP system over Christmas 2013. This reduces costs and is potentially expandable to multiple locations.

### **General Insurance Initiative**

We continue to actively market the benefits of participating in the national insurance program. The loss experience for this program continues to be much worse than that experienced by other denominations due to 1–2 major losses every couple of years. Unfortunately, this will require an overall rate increase of 10% effective December 2014. We will be continuing with year 2 of a higher self-insurance threshold of 50,000 which means that the national insurance fund is receiving more premium, but also taking more risk. To date, self-insuring smaller claims has been a positive influence and generated monies to help stabilize premiums.

The Permanent Committee has endorsed returning to a nationally funded Director's & Officers Umbrella Liability Insurance program for all congregations. This was offered "free" from 2011–2013 reverting this past year to a cost recovery approach priced at \$70 for plan participants and a \$100 per year to non-participants for 2014. This approach has proved costly to administer, and has left many congregations without coverage or perhaps confused about whether they are covered or not. The General Council already provides this coverage and pays this premium for staff and volunteers working in Presbytery, Conference and General Council, so in effect we will now be covering all courts of the church in a highly cost effective manner.

### **General Council Office Relocation**

A Memorandum of Understanding has been signed with Bloor Street United Church consistent with the terms and conditions approved by the Executive in March 2012. At this time, the projected move date is November 2018. The lease at our current location has been extended to January 2019 and our space downsized by 1/3.

### **Loan Guarantees**

- **Facilitative Loan Guarantees** (per policy) – There a total of 4 loans guaranteed under this program. All are on or ahead of schedule with repayment.
- **Symons Valley loan:** Per 2008 Executive of General Council directive, \$500,000 of national loan funds have been deployed to reduce the Royal Bank loan to \$2.2 million and a local capital campaign is underway to match this contribution. The congregation is growing, but not at the hoped for rate. A further payment of \$58,547 was advanced by General Council to support the loan renewal.

### **Explanations for the Overall Financial Position as outlined in Appendix I**

The financial summary in Appendix I reflects the revenues and expenses associated with the Operating Budget. Revenue and expenses from major self-funding work, such as Pension and Group Insurance are included (shown as expense with offsetting revenue).

- **Transfers from Reserves** are no longer shown as revenue. Instead the impact of operating surplus or deficit will now draw down the reserves.
- **Foundation Grants** include net new donations but also the funding from trusts and endowments transferred to the Foundation effective January 2013.
- **Retail Sales** continue to trend downwards.
- **Other Revenues and Recoveries** includes salaries and other charges rebilled to government funders and the Pension Fund, property tax rebates, GST rebates, commissions and shipping and handling charges.
- **Grants** include all payments to external entities, including the Conferences, Canadian and international partners and theological schools.
- **Externally Funded Costs** are split out on the basis of any separate, external funding (i.e., pension plan or government contracts for chaplains), which is generally more secure.
- **Staff Costs** are all positions funded by core revenues.
- **Resources** include all development and production costs for our various print and electronic materials.
- **Travel** unrelated to **Committee Meetings** is tracked separately. For budget purposes triennial General Council meeting costs are spread over three years.
- **Office Costs** include building rent and related operating costs. For 2015 this includes the full impact of rental rate increases despite downsizing our office space by 1/3.
- **Professional Fees** include legal, consulting, and external audit fees.
- **Property and Insurance Expenses** Recurring costs such as insurance are on target. Investments in aboriginal church and manse repairs are not budgeted per se as they are funded from the Real Property Fund.
- **Investment Expenses** Bank fees reflect increased use of credit cards for payment. Note, we net investment manager fees against investment income.

### **Finance and Philanthropy Staffing**

The Finance Committee expresses its appreciation to the efforts of all Finance, Information Technology, and Philanthropy staff on our behalf.

Submitted by: Brian Cornelius, Chairperson, On behalf of the committee

### **Members for 2013–2015**

Brian Cornelius, Chairperson (GCE)	Peter Hardy	Claude Hender (GCE resigned)
John Hurst	Hugh Johnson	Randy Manikel
Elsie Manley-Casimir	Ian McPherson	Marion Parly
David Rutherford		Erik Mathiesen, Staff Resource
		David Armour, Staff Resource

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## APPENDIX FIN 1 - new format budget

### New Budgeting Model

The United Church of Canada - General Council Office - Operating Budget (000's) as at September 30, 2014											
	2012 (12) Actual (per audit)	2013 (12) Actual (per audit)	2014 Budget	2014 Year to Date	2014 % of Annual Budget	2014 Forecast	2015 Initial Budget	% Reduced 2015 vs 2014 Budget	2016 Outlook	2017 Outlook	Key Assumptions:
<b>Revenues:</b>											
M&S Contributions	24,561	23,961	23,277	12,061	51.8%	23,277	22,139	4.9%	20,611	19,311	<b>2013</b> COLA 2.90%
M&S Contributions - UCW	1,632	1,568	1,330	630	47.4%	1,330	1,068	19.7%	926	726	Pension Contributions increase 2%
M&S Bequests	2,321	4,305	2,421	323	13.3%	1,421	2,000	17.4%	2,000	2,000	Archive Move \$600,000 One time
M&S one-time gifts & transfers	833	494	175	218	31.2	312	(1,093)	(650)	(650)	(650)	Comprehensive Review
<b>Total M&amp;S</b>	<b>29,347</b>	<b>30,328</b>	<b>27,203</b>	<b>13,232</b>	<b>48.6%</b>	<b>26,340</b>	<b>25,096</b>	<b>7.7%</b>	<b>23,067</b>	<b>21,367</b>	
Other Bequests	-	-	-	-	-	-	-	-	-	-	<b>2014</b> COLA 1.5%
Endowment of other bequests	-	-	-	-	-	-	-	-	-	-	Rent inducements
Foundation Grants	117	1,024	-	917	916	(1)	900	(1)	1,000	1,000	Reduction in grants
Retail Sales	1,727	1,263	1,171	441	37.7%	1,171	1,110	5.2%	1,091	1,073	Staff reductions
Other Revenues & Recoveries	3,985	2,964	4,065	2,869	70.8%	3,646	3,403	(1)	3,565	3,618	
Transfers from Reserves	-	-	4,533	-	-	-	-	-	-	-	<b>2015</b> COLA 0.90%
<b>Total Revenues</b>	<b>35,176</b>	<b>35,579</b>	<b>36,992</b>	<b>17,459</b>	<b>47.2%</b>	<b>32,073</b>	<b>30,511</b>	<b>17.5%</b>	<b>28,743</b>	<b>27,076</b>	Comprehensive Review Ongoing decline in M&S
<b>Expenses</b>											
Global Grants	3,673	3,661	3,136	2,593	82.7%	3,136	3,136	0.0%	3,136	3,136	
Global Overseas Personnel	663	600	577	347	60.1%	577	577	0.0%	577	577	
Cdn Mission Support	4,476	4,358	3,713	2,668	71.9%	3,713	3,713	0.0%	3,713	3,713	<b>2016</b> COLA 1.50%
Conference Operating	4,512	4,541	3,746	2,810	75.0%	3,746	3,746	0.0%	3,746	3,746	Ongoing decline in M&S
Theological Schools & Ed Centres	1,637	1,714	1,641	1,149	70.0%	1,641	1,641	0.0%	1,641	1,641	
Other Grants	1,046	1,301	1,360	412	30.3%	1,360	1,360	0.0%	1,360	1,360	
<b>Grants</b>	<b>16,207</b>	<b>16,175</b>	<b>14,173</b>	<b>9,978</b>	<b>70.4%</b>	<b>14,173</b>	<b>14,173</b>	<b>0.0%</b>	<b>14,173</b>	<b>14,173</b>	
Externally Funded Costs	2,965	3,208	3,194	1,842	57.7%	2,684	2,317	(2.4%)	2,465	2,490	<b>2017</b> COLA 1.50%
Staff Costs	12,167	11,444	11,174	8,710	77.9%	11,174	11,441	(1.5%)	11,551	11,760	Ongoing decline in M&S
Resources	2,037	1,862	1,927	691	35.9%	1,927	1,955	9.9%	1,955	1,940	
Travel Expenses	771	672	775	391	50.5%	775	698	(22.6%)	645	594	
Committee Meeting Expenses	1,929	1,439	1,625	1,191	73.3%	1,625	1,992	(33.4%)	1,306	1,294	
Office Costs	2,877	2,648	2,114	1,621	76.7%	2,114	2,821	(7)	2,972	3,020	<b>Expense reduction:</b>
Professional Fees	1,794	1,317	1,488	931	62.6%	1,488	1,412	5.1%	1,312	1,257	<b>2014 Budget vs 2013 Budget</b>
Property & Insurance Expenses	262	192	259	174	67.2%	259	239	7.7%	239	239	-1.1%
Banking fees	241	-	160	132	-	230	230	-	230	230	
<b>Total Expenses</b>	<b>41,250</b>	<b>38,957</b>	<b>36,989</b>	<b>25,661</b>	<b>69.6%</b>	<b>36,449</b>	<b>37,278</b>	<b>(1.1%)</b>	<b>36,848</b>	<b>36,997</b>	<b>2014 Budget vs 2013 Actual</b> -45.3%
<b>Operating Surplus or (Deficit)</b>	<b>(6,074)</b>	<b>(3,378)</b>	<b>103</b>	<b>(8,202)</b>	<b>(10)</b>	<b>(4,376)</b>	<b>(6,767)</b>	<b>(10)</b>	<b>(8,105)</b>	<b>(9,519)</b>	<sup>(10)</sup>
<b>Investment Income/Gains</b>	<b>1,929</b>	<b>3,149</b>	<b>0</b>	<b>849</b>	<b>2,045</b>	<b>(4)</b>	<b>2,482</b>	<b>(9)</b>	<b>2,289</b>	<b>1,628</b>	<sup>(9)</sup>
<b>Final Operating Surplus (Deficit)</b>	<b>(4,145)</b>	<b>(229)</b>	<b>103</b>	<b>(7,353)</b>	<b>(2,331)</b>	<b>(4,285)</b>	<b>(4,285)</b>	<b>(5,815)</b>	<b>(5,815)</b>	<b>(8,291)</b>	<sup>(9)</sup>
<b>Available Unrestricted Reserves</b>	<b>20,575</b>	<b>20,346</b>	<b>19,315</b>	<b>18,015</b>	<b>49.4%</b>	<b>18,015</b>	<b>13,730</b>	<b>(10)</b>	<b>7,914</b>	<b>(977)</b>	<sup>(10)</sup>
<b>% of operating</b>	<b>50.0%</b>	<b>50.0%</b>	<b>52.4%</b>	<b>52.4%</b>	<b>49.4%</b>	<b>49.4%</b>	<b>36.8%</b>	<b>21.5%</b>	<b>21.5%</b>	<b>(1.0%)</b>	<sup>(10)</sup>

**Notes:**

- (1) Reclassified revenue (\$500 from Transfers; \$416 from Recoveries & other revenue)
- (2) Unplanned reduction in prison chaplaincy staff costs and other costs
- (3) Projecting reduced bequests this year given last year's excellent results
- (4) Projecting the good stock market conditions to continue with yield of 4.5% net of investment expenses
- (5) No longer taking transfers from reserves in the budgeting model other than the year end deficit
- (6) Additional \$600 was budgeted for GCE in Newfoundland & Labrador
- (7) Savings from tenant inducement expires in 2014 (\$588) with renegotiated lease at 3250 Bloor St W
- (8) Endowment of M&S bequests is recorded in the year after it is received
- (9) Projecting the good stock market conditions to continue with yield of 4.5% net of investment expenses
- (10) The only adjustment to unrestricted reserves is the year end deficit or surplus
- (11) Actual results have been adjusted using the new budgeting model approach

**APPENDIX FIN 2 – old format budget for comparison**

**Previous Budgeting Model - Including Draws on Reserves**

The United Church of Canada - General Council Office - Operating Budget (000's) (4)										
	2012 Actual	2013 Actual (per audit)	2014 Budget	2014 Actual Year to date	2014 % of Annual Budget	2014 Forecast	2015 Initial Budget	% Reduced 2015 vs 2014 Budget	2016 Outlook	2017 Outlook
<b>Revenues:</b>										
M&S Contributions	24,561	23,961	23,277	12,061	51.8%	23,277	22,139	4.9%	20,611	19,311
M&S Contributions - UCW	1,632	1,568	1,330	630	47.4%	1,330	1,068	19.7%	926	726
M&S Bequests	2,321	1,971	2,421	1,816	75.0%	2,421	2,448	(1.1%)	2,515	2,718
M&S one-time gifts & transfers	833	494	175	218		312	(309)		(654)	(1,046)
<b>Total M&amp;S</b>	<b>29,347</b>	<b>27,994</b>	<b>27,203</b>	<b>14,725</b>	<b>54.1%</b>	<b>27,340</b>	<b>25,346</b>	<b>6.8%</b>	<b>23,468</b>	<b>21,709</b>
Foundation Grants	-	-	-	917		916	900		1,000	1,000
Retail Sales	1,727	1,263	1,171	441	37.7%	1,171	1,110	5.2%	1,091	1,073
Other Revenues & Recoveries	3,985	2,964	4,085	2,869		3,646	3,403		3,565	3,618
Transfers from Reserves	5,612	5,169	4,533	3,298	72.8%	4,033	4,117		3,717	3,577
<b>Total Revenues</b>	<b>40,671</b>	<b>37,390</b>	<b>36,992</b>	<b>22,250</b>	<b>60.1%</b>	<b>37,106</b>	<b>34,876</b>	<b>5.7%</b>	<b>32,841</b>	<b>30,977</b>
<b>Expenses</b>										
Global Grants	3,673	3,661	3,136	2,593	82.7%	3,136	3,136	0.0%	3,136	3,136
Global Overseas Personnel	663	600	577	347	60.1%	577	577	0.0%	577	577
Cdn Mission Support	4,476	4,358	3,713	2,668	71.9%	3,713	3,713	0.0%	3,713	3,713
Conference Operating	4,512	4,541	3,746	2,810	75.0%	3,746	3,746	0.0%	3,746	3,746
Theological Schools & Ed Centres	1,837	1,714	1,641	1,149	70.0%	1,641	1,641	0.0%	1,641	1,641
Other Grants	1,046	1,301	1,360	412	30.3%	1,360	1,360	0.0%	1,360	1,360
<b>Grants</b>	<b>16,207</b>	<b>16,175</b>	<b>14,173</b>	<b>9,978</b>	<b>70.4%</b>	<b>14,173</b>	<b>14,173</b>	<b>0.0%</b>	<b>14,173</b>	<b>14,173</b>
Externally Funded Costs	2,965	3,208	3,194	1,842	57.7%	2,684	2,317	(2.4%)	2,465	2,490
Staff Costs	12,167	11,444	11,174	8,710	77.9%	11,174	11,441	(1.5%)	11,551	11,760
Resources	2,037	1,862	1,927	691	35.9%	1,927	1,955		1,955	1,940
Travel Expenses	771	672	775	391	50.5%	775	698	9.9%	645	594
Committee Meeting Expenses	1,929	1,439	1,625	1,191	73.3%	1,625	1,992	(22.6%)	1,306	1,294
Office Costs	2,877	2,648	2,114	1,621	76.7%	2,114	2,821	(33.4%)	2,972	3,020
Professional Fees	1,794	1,317	1,488	931	62.6%	1,488	1,412	5.1%	1,312	1,257
Property & Insurance Expenses	262	192	259	174	67.2%	259	239	7.7%	239	239
Banking Fees	241	218	160	132	82.5%	230	230	(43.8%)	230	230
<b>Total Expenses</b>	<b>41,250</b>	<b>39,175</b>	<b>36,889</b>	<b>25,661</b>	<b>69.6%</b>	<b>36,449</b>	<b>37,278</b>	<b>(1.1%)</b>	<b>36,848</b>	<b>36,997</b>
<b>Operating Surplus or (Deficit)</b>	<b>(579)</b>	<b>(1,785)</b>	<b>103</b>	<b>(3,411)</b>		<b>657</b>	<b>(2,402)</b>		<b>(4,007)</b>	<b>(6,020)</b>
<b>Available Unrestricted Reserves</b>	<b>20,575</b>	<b>20,535</b>	<b>19,391</b>	<b>52.6%</b>		<b>20,245</b>	<b>16,646</b>		<b>11,536</b>	<b>4,087</b>
<b>% of operating</b>	<b>49.9%</b>	<b>52.4%</b>				<b>55.5%</b>	<b>44.7%</b>		<b>31.3%</b>	<b>11.0%</b>

**Key Assumptions:**

**2013**  
COLA 2.90%  
Pension Contributions increase 2%  
Archive Move \$600,000 One time Comprehensive Review

**2014**  
Reduction in grants  
Staff reductions

**2015**  
COLA 0.90%  
Comprehensive Review  
Ongoing decline in M&S

**2016**  
COLA 1.50%  
Ongoing decline in M&S

**2017**  
COLA 1.50%  
Ongoing decline in M&S

**Expense reduction:**  
2014 Budget vs 2013 Budget -1.1%  
2014 Budget vs 2013 Actual -45.3%

- Notes:**
- (1) Reclassified revenue (\$500 from Transfers to Foundation grants; \$416 from Recoveries & other revenue)
  - (2) Unplanned reduction in prison chaplaincy staff costs and other costs
  - (3) Increase is a result of increase one time gifts and decreased costs as explained in (2) above
  - (4) The above analysis excludes all emergency relief (e.g. Haiti - earthquake, Japan - tsunami) and the National Insurance Program
  - (5) Additional \$600 was budgeted for GCE in Newfoundland & Labrador
  - (6) Increased costs due to re-negotiated lease at 3250 Bloor Street West

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## ADDENDUM F

### ABORIGINAL MINISTRIES ACCOUNTABILITY REPORT

#### National Aboriginal Spiritual Gathering

The 2014 National Aboriginal Spiritual Gathering (Gathering) was held July 25–27 in Oneida First Nation (Ontario). The Aboriginal Ministries Council (Council) worked closely with the host community during the planning stages and throughout the event. This Gathering occurs every three years. It is a forum for listening to Aboriginal communities of faith, guests, and partners on matters of spirituality and ministry.

Of the 64 Aboriginal communities of faith invited to appoint two delegates to the Gathering, 49% responded. The Moderator, General Secretary, members from the Comprehensive Review Task Group and the Global Partner Council attended as observers/learners. Commissioner Marie Wilson joined the Gathering for a short time offering condolences to family and community on the loss of beloved Elder, Alvin Dixon. Commissioner Wilson also brought greetings and words of encouragement on behalf of the Truth and Reconciliation Commission. Connections were made within London Conference at various times throughout the event. The Calvary United Church (London, Ontario) congregation provided a welcoming place and a delicious meal the evening of arrival and registration.

**All My Relations** was honoured in reflections shared by the Rev. Dr. Cecile Corbett, and by the sewing together of quilt patches representing Aboriginal communities of faith. The Gathering began with a sacred fire, followed by a memorial service for Mr. Dixon.

The three-day program included a visit to the Mount Elgin Indian Residential School Commemorative site located on the Chippewas of the Thames First Nation. Mount Elgin was one of the Indian residential schools operated by The United Church of Canada. Chief Joe Moskokomom welcomed the Gathering to the territory and shared insights of his community's journey toward reclamation and self-determination. There were a few participants who were moved to offer their truth on how the residential school system impacted their family and community. For some, this was the first time they shared this story.

Other workshops focused on congregational and leadership development, real property, and the Mission and Service Fund. Youth participants were immersed in community and church programming. The youth offered excellent leadership in the area of spiritual practices. A silent auction generated over \$1,000 for the Mission and Service Fund. Items for the auction were donated by participants and guests.

The Oneida congregation led the closing Sunday Communion Service. The sermon was offered by The Right Rev. Gary Paterson, and the local choir shared beautiful Oneida hymns of praise. The Rev. Grafton Antone and youth delegate Nikki McKay presided at communion.

Overall, participants responded favourably to the event. The Council reviewed the mandate and a summary of evaluations at the October meeting and will share the results of their findings at a later date.

### **Comprehensive Review Process with Aboriginal Community**

Dialogue on the Comprehensive Review Task Group (CRTG) process has occurred throughout the spring and summer of 2014.

Elected and staff leaders from the Aboriginal constituencies (BC Native Ministries, All Native Circle Conference (ANCC), Ontario/Quebec Native Ministries, and the Sandy-Saulteaux Spiritual Centre) along with CRTG representatives, and the Moderator engaged in a significant conversation during the 2014 National Aboriginal Spiritual Gathering. This group affirmed that steps are being taken to support the development of Aboriginal ministries and the comprehensive review process. And, they affirmed the importance of continuing the dialogue to define the relationship between Aboriginal ministries and the wider church.

As Aboriginal ministries (their constituencies) discern how to strengthen partnership and processes that support vibrant communities of faith the image of an “unfinished house” consistently emerges. There is a sense that while models or structure may not be clear, it is evident that a “house” with a foundation (a vision) and pillars (principles and values) to uphold and sustain the house, need to be defined going into General Council 42. This will be one of the important objectives that Council will have reviewed in October. Finally, it is understood that this house is not for this generation to complete. The next generation must have their input.

In October the Council invited the Aboriginal constituencies to explore the past, present, and future to consider what has worked well within the current structure, and where adaptation can occur that will allow for efficient use of resources, bridging of gaps, and strengthening of partnerships.

There is consensus that the model (the house) will not be finished by August 2015, yet each step toward “finishing” it will affirm and model relationships that are based on respect, equity and value.

The Council will have the outcomes of this conversation available in November 2014.

### **Real Property**

A draft of the Real Property and Capital Plan, aimed at moving responsibility for property expenditures for Aboriginal ministries, is near completion. The Aboriginal Ministries Circle is building capacity for the Aboriginal Ministries Council in preparation for the implementation phase. Collaboration with Finance resulted in a collection of background information on real property. Circle staff is currently visiting communities of faith offering workshops in the areas of visioning and purposes statements. This is an important toward determining priorities. Those Conferences that have an interest in Aboriginal real property will be consulted. A more detailed process of consultation and collaboration will take place with the All Native Circle Conference as real property decision-making lies with the Council on Sharing. By the time you meet in

November, the draft Property and Capital Plan will have been considered and next steps determined.

### **The Basket**

Seeking efficiencies in process and easier access to information for Aboriginal communities is currently being reviewed by The Healing Fund. A report on these findings along with recommendations for future processes on decision-making, fundraising, and promotion will be received at the October meeting.

At the Council of Federation gathering in August, Canada's provincial premiers and Native leaders renewed their call for a public inquiry into the issue of Missing and Murdered Aboriginal Women and Girls. Faced with the federal government's opposition to an inquiry, the Council of Federation said they are willing to compromise by supporting a call for a national roundtable. While Michèle Audette, President of the Native Women's Association of Canada, welcomed the call for a roundtable and the national action plan as the first steps in "a new chapter," she added that it is imperative that the federal government be part of any effort to address the issue, as only an inquiry will get at the root causes of violence against Aboriginal women in Canada. The "Take Action" program has been updated on The United Church of Canada's website calling Canadians to continue a call for a national public inquiry; and, to get involved in educational and awareness-building events.

### **Partnership with Indigenous Justice Residential School Committee (IJRS)**

Socially Responsible Investment: Space was created on the Reference Group for Aboriginal presence. The Circle, in collaboration with IJRS, engaged in a search for an individual who has expertise in this area. The search was not fruitful; however, Bob Watts from the Six Nations community agreed to attend their October meeting. Bob offered his experience in Aboriginal policy.

### **Represent and Interpret**

Elder, Harvey Gabriel, Susan Gabriel, Council member, the General Council Officer Residential Schools, and the Executive Minister were invited to meet with the 12-person Joint Full Communion Committee in Montreal. The purpose of this engagement was to provide background on The United Church of Canada's journey of building right relationship among Aboriginal and non-Aboriginal peoples. Insights were shared on what the church has learned about mission, justice, theology, worship.

Respectively submitted,

Ray Jones, Chair	Representing British Columbia Native Ministries Council
Marie Dickens	British Columbia Native Ministries Council
Jim White	British Columbia Native Ministries Council
Lori Lewis	British Columbia Native Ministries Council
Russel Burns	All Native Circle Conference, All Tribes Presbytery
Bernice Saulteaux	All Native Circle Conference, Plains Presbytery
John Thompson	All Native Circle Conference, Keewatin Presbytery
Lorna Pawis	ANCC Great Lakes Waterways Presbytery

Martha Pedoniquotte	Ontario/Quebec Native Congregations
Susan Gabriel	Ontario/Quebec Native Congregations
George Montour	Ontario/Quebec Native Congregations
Wanda Montour	Ontario/Quebec Native Congregations
Grafton Antone	Sandy Saulteaux Spiritual Centre, East
Vacant	Sandy Saulteaux Spiritual Centre, West
Vacant	Native Ministries Consortium, Vancouver School of Theology
Rosalyn Cole	Inuit/Metis Community
Melvin King	Indigenous Justice and Residential School Committee
Pierre Goldberger	Ministries in French
Kellie McComb	Executive of the General Council
Lark Kim	Intercultural and Diverse Communities in Ministry
Maggie McLeod	Executive Minister

October 2014

## ADDENDUM G

### PERMANENT COMMITTEE ON GOVERNANCE & AGENDA ACCOUNTABILITY REPORT

The Permanent Committee on Governance and Agenda held one face-to-face meeting since the last meeting of the General Council Executive. The following summarizes the major work that has been done.

The phrase in the focusing scripture (Ephesians 1:15–23) that stands out for me, Shirley, is “I pray that the God of our Lord Jesus Christ, the Father of glory, may give you a spirit of wisdom and revelation as you come to know him,” (Ephesians 1:17). As with all GCE meetings, we will be making some important decisions that will impact the life and future of the United Church. For me, this phrase reminds us that we are not to rely on our own reason and logic, but rather to seek to know Jesus and his hope and use the wisdom and understanding that comes from that knowledge in our deliberations as governors.

#### Meeting Preparation

In preparing for the November 2014 GCE meeting, we reviewed the feedback from the May 2014 meeting, particularly that related to accountability reports and the Comprehensive Review Task Group. There was generally strong appreciation for the new process for handling accountability reports (i.e., scriptural grounding, focusing questions, table group discussion and questions back to the plenary). We will be using the same process at this meeting. To make this process as effective as possible, it is important for everyone to have read the reports and considered the questions prior to coming to the meeting.

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During the November meeting, we will be spending significant time on the work of the Comprehensive Review Task Group. This time will be spread throughout the meeting to allow time for discussion, reflection, and discernment.

### **Governance Education**

With the assistance of Bronwyn Corlett and Michiko Bown-Kai, we reviewed the governance education that has been offered over the last four meetings to help us honour our commitments to becoming an intercultural church and adopting affirming attitudes and practices. Due to time constraints at our May meeting, we had to defer the activity intended to introduce the use of intercultural lenses to help us “see” our work from new perspectives. Therefore, a webinar has been prepared to cover this material and all members of the Executive are asked to participate prior to the November meeting. Our worship and theological reflections at this meeting will provide us with an opportunity to live out our interculturalism. The last component of our governance education around affirming ministry will provide us with an opportunity to collectively identify concrete actions that GCE can take to live out our mandate as an affirming body.

### **General Council 42**

Roy West reported that all aspects of planning for GC42 are going well, with tremendous support from the Local Arrangements Committee and the Newfoundland and Labrador UCW.

Fred Monteith, chair of the Business Table, has been actively engaged in developing business processes that will enable General Council to do its work. We spent considerable time reviewing and fine tuning four proposals that Fred had developed. In our discussion, we considered a proposal from Upper Valley Presbytery, through Bay of Quinte Conference, regarding the work of General Council. The intent of this proposal is captured in the four proposals on business processes so no further action will be taken on the Upper Valley Presbytery proposal. The four proposals are included in the workbook and will be presented for approval by the GCE at this meeting.

The role of Intercultural Observers and Deaf Ministries at General Council meetings was discussed. It was agreed that the two Intercultural Observers and someone with a disability would be selected by the 42nd General Council Planning Committee rather than through the Nominations process and these individuals will have visible roles at General Council, such as leadership in worship, music, Bible study, etc., rather than serving as passive observers. This is in keeping with the intent of a policy approved by GCE in 2009 and reflects our work in becoming an intercultural and inclusive church.

### **Leadership at GCE Meetings**

In order for our GCE meetings to run effectively and efficiently, several individuals need to assume various leadership roles (i.e., worship leader; music leader; theological reflector; friend in council; reference in counsel, sessional committee/chair, chaplain, table group facilitator.) To assist individuals in fulfilling these leadership roles, terms of reference have been developed for each role.

### **Connecting with Commissioners**

Will Kunder consulted with the other Conference Executive Secretaries and the Speaker to ascertain how connections with commissioners were being made between General Councils. He found that this was a work in progress and that there were varying levels of contact ranging from meetings with commissioners prior to GCE meetings to no ongoing commitment to communicate. The information collected will be shared with the Conference Executive Secretaries and the Speaker. It is important to note that Diane Bosman sends out a variety of communications throughout the triennium to commissioners.

There is a need for further clarity regarding the role of Commissioners and the role of GCE between General Councils. Governance and Agenda will continue to explore this question in keeping with work of Comprehensive Review Task Group.

### **Flight Centre Management Training**

We are now using Flight Centre Management to facilitate the travel arrangements for meetings of GCE and its committees. Most members will have received training in using the new system through Permanent Committee meetings. A webinar will be made available for those who have not yet been introduced to the system (the link will be forwarded when available). Anyone who has questions or needs assistance can check with Shirley Welch during the November meeting.

### **Proposal on Consensus Decision Making**

PC Programs, Mission and Ministry and PC Governance and Agenda met together during their September meetings for an introduction to a proposal on Consensus Decision Making prepared by the Discipleship and Witness Program Development Advisory Group (PDAG) of the Permanent Committee on Programs for Ministry and Mission. The proposal for a new mechanism for decision making was prepared in an effort to support engagement by all in the work of the Executive. Each Committee then considered the proposal separately and appointed representatives to follow-up on the discussions in a conference call.

Respectfully Submitted

Shirley Cleave (chair)

Members of Governance and Agenda:

Adam Brown

Shirley Cleave

Ivan Gregan

Bev Kostichuk

Roy West

Gary Patterson

Nora Sanders

Will Kunder, Conference Executive Secretary (Manitou)

Karen Smart (Staff Resource)

Shirley Welch (Support Staff)

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## ADDENDUM H

### REPORT OF THE 42ND GENERAL COUNCIL PLANNING COMMITTEE

At this point in time in our preparations for the 42nd General Council (GC42), we are meeting the timeline of activities we set for ourselves as a Planning Committee at the beginning of this triennium. At the same time we can report that we are managing within the budget approved by the Executive of the General Council. There has been some pressure on the budget due to unexpected costs brought forward by the caterer in Corner Brook. These costs have been managed thanks in part to the UCW in Newfoundland and Labrador Conference volunteering to take care of refreshments at the breaks.

The contract, which covers all costs relating to the site, meeting rooms, accommodations, and food, has now been signed with Grenfell Campus of Memorial University of Newfoundland. As of September 1, 2014, the ownership of the Pepsi Centre (the main meeting venue) has moved from Memorial University of Newfoundland to the City of Corner Brook. This change was anticipated and is covered in general in the contract.

The GC42 Planning Committee wishes to thank those Conferences who have already elected many of their Commissioners. Registration will begin early in 2015.

Our Moderator has chosen the overall theme for GC42 of “Behold I make all things new.” He is working with the Worship and Music Coordinator to create worship over the week of General Council that will build on the theme and the New Creed of The United Church of Canada. The Planning Committee is very aware that the program for General Council needs to strike the right balance between Worship and Music and the Business of the General Council.

The Business Committee, coordinated by Rev. Fred Monteith, is developing a business plan which will efficiently deal with the business of General Council. The plan follows the Guiding Principles for this General Council, that the primary piece of business will be the proposal from the Comprehensive Review Task Group. It is proposed that this General Council will use a combination of Plenary Sessions, Commissions and a Sessional Committee for the Comprehensive Review proposal. Proposals regarding the conduct of business at GC42 will be presented at this meeting of GCE by the Permanent Committee on Governance and Agenda for your discussion and approval.

We are truly blessed by the support, energy and enthusiasm we are receiving from the Local Arrangements Committee based in Newfoundland and Labrador (Co-chaired by Rev. Kathy Brett and Ms. Linda Stonehouse. They are very active and are making a major contribution. There will be a wide range of local activities to choose from on the Wednesday afternoon and the moose has already been procured for the Kitchen Party!

The next nine months leading up to the 42nd General Council will be exciting and busy for us all. The Planning Committee wishes to thank all those who have contributed and will continue to contribute in so many ways between now and next August. Your support is truly appreciated and the General Council will be our collective success.

Blessings,

Roy West, (Chair),

On behalf of the 42nd General Council Planning Committee:

Andrew Aitchison

Miriam Bowlby

Kathy Brett

Maya Landell

Faith March-MacCuish

Fred Monteith

Gary Paterson

Nora Sanders

Karen Smart (Staff Resource)

Bill Steadman

Linda Stonehouse

Shirley Welch (Staff Resource)

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## ADDENDUM I

### MINISTRY AND EMPLOYMENT POLICIES AND SERVICES ACCOUNTABILITY REPORT

The Permanent Committee on Ministry and Employment Policies and Services persists in the faithful exploration of issues related to the support and oversight of policies. We continue to be grateful for the competent and conscientious support offered by the staff in the Ministry and Employment Unit at the General Council Office, as well as many different staff in the Conference Offices across our church.

At its meeting in September, the Permanent Committee received a number of updates on work happening within the Ministry and Employment Unit of the General Council Office and with the volunteers engaged in reviewing, assessing, and developing policies and practices throughout the church. We also had an interesting opportunity to meet with Lieutenant-Colonel Christopher Ryan, Division Chaplain Joint Task Force Central 4 Canadian Division Headquarters and Senior United Church chaplain in the Canadian Armed Forces. It was clear from this conversation that the ministry provided by military chaplains across this country and as they are deployed to specific missions around the world is both critical and broad. This conversation sparked a

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commitment by the Permanent Committee to continue to support and uphold this important role within our church and we look forward to ongoing updates from this constituency in future meetings.

The development of the implementation of the Ministry Compensation plan, as mentioned in the General Secretary's Accountability Report, continues to be reported to and engaged by the Permanent Committee as we receive feedback from folks in all corners of the church. The principal goals of equity and justice across the church seem to be challenged in their application in this project and are providing us with the opportunity to faithfully examine the principles of this plan. In addition, two of the projects we have been affiliated with, the Proposal for One Order of Ministry with the Theology and Inter-church Interfaith Committee, and the Competency-Based Approach to Theological Education with the Permanent Committee on Programs for Ministry and Mission, continue to have significant impact on the development and evaluation of the other major pieces of work in front of the Permanent Committee. Finally, the work of the Comprehensive Review Task Group continues to inspire and challenge the work of the Permanent Committee as we collectively imagine what the future for our church might entail, and how best our policies and programs might support that vision.

As we enter the last phase of this triennium, clarity regarding the interconnectedness of multiple projects has emerged, focusing all of our work on the process of discerning and calling forth, educating and equipping, and supporting and supervising ministry personnel. As a result, we have structured our report with these categories in mind.

## **Discerning and Calling Forth**

### **Candidacy Pathway**

The final report of the Steering Group on the Candidacy Pathway, a mandate of the 40th General Council 2009 is found in the Red Sessional Committee work (report on pages 161–169, and proposal MEPS 10 at pages 170–174 [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)].) and represents the culmination of nearly nine years of development, study, and piloting, involving hundreds of volunteers and staff across the church. The summary report from the three Conferences who piloted the project (British Columbia, Bay of Quinte, and Manitou), as well as the work of St. Andrew's College with the equipping phase, offers invaluable insight into the way in which individuals are called and supported in their preparation for ministry. It is also clear that the way in which staff and volunteers provide wisdom and expertise continues to be significant in this ministry. We are grateful for those individuals who experimented on behalf of the wider church, and offer the recommendations in the report from an informed and thorough review of the projects.

### **Diaconal Ministry**

The Working Group on Diaconal Ministry has completed its final exploration of the recommendations contained within their report to the Permanent Committee from June 2013, responding to proposals to the 41st General Council 2012. The Executive of the General Council has already acted on one of the recommendations, collecting data from Diaconal Ministers to determine the impact settlement has on this group. The remainder of the recommendations relate

to ensuring that policies and practices are in place to continue to raise the profile of Diaconal Ministry, as well as the whole report of the Working Group, is found in the Blue Sessional Committee work, MEPS 11 at pages 136–139 [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)].

### **Recruitment**

A new ministry recruitment advisory committee has been formed of members of the Permanent Committee to identify policies that affect the recruitment and retention of ministry personnel, research the effect of policies and suggest potential improvements, and propose new policies that will positively affect the recruitment and retention of ministry personnel. This group will continue the work of the previous steering group, and will continue to inform the Permanent Committee regarding progress. A Communications campaign, “God’s World Needs Leaders” that includes table displays, brochures, calling cards, and swag (including pens, iPhone cases, temporary tattoos) was fully launched at Rendez-vous 2014. The current communications goal is to send posters and brochures to every pastoral charge in less than twelve months (through InfoPac). In terms of website and social media, the presence is always improving with more stories going up, more user friendly access to resources, and a successful Facebook group “God’s World Needs Leaders.” There are plans to offer vocational workshops/events in the future including working with theological schools/education centres, presbyteries, youth events (BC’s Evolve, Ottawa’s Worshiplude). Finally, this work is continuing to liaise with ongoing work (such as the Formation for Faithful Leadership group and Candidacy Pathways), as well as Edge to create new programs/policies that offer flexible options for folk considering ministry.

### **Staff Associate Transition**

A recommendation to change the policy pertaining to the transition from Staff Associate to Designated Lay Minister is found in the Consent Proposals, page numbers 80–83 (MEPS 12). [NB: Page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)]. This change acknowledges the reduction in numbers of former Staff Associates requiring a Prior Learning Assessment and Recognition (PLAR) in applying for recognition as a Designated Lay Minister.

### **Educating and Equipping**

#### **Licensed Lay Worship Leaders and Congregational Designated Ministers Policy**

In the simplification of the Manual, policies pertaining to the role and purpose of these two categories of ministry were eliminated. In an effort to maintain clarity in administration and oversight, the Permanent Committee is recommending including in the Manual policy statements found in the Consent Proposals, MEPS 13 and MEPS 14 (pages 84–85 and page 86 [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)]).

#### **Settlement Costs and Restrictions**

The Working Group on Settlement Costs and Restrictions met to review the moving policy, in response to a concern that communities of faith are screening applicants based on the moving expenses. It was determined that no policy change is required for the following reasons:

1. The pastoral charge is responsible for paying the move of any ministry personnel who is called or appointed to it. As with all of the terms of call or appointment, the minimums must be met, the terms may be negotiated, and the final terms must be approved by presbytery. Therefore, a pastoral charge may put restrictions on the cost of a move.

The moving policy of the General Council was reviewed at the time of the change in the Transfer and Settlement policy. One change that was made to the policy was the addition of incentives to attract candidates to Transfer and Settlement. When choosing Settlement, candidates may choose one of: a cash incentive, premium moving package, extra vacation, or a credit toward a future move (link to the pastoral relations resource: <http://www.united-church.ca/files/handbooks/pastoral-relations.pdf> pp. 32–33).

2. Any change to the moving policy would require, at minimum, a reconsideration of the Settlement incentives program.
3. The working group decided to confirm that the current weight restrictions placed on settlement moves met national averages, by checking with Passages, the relocation company used by the General Council Office for settlement moves. Passages responded that the current weight restrictions are adequate.

### **Spiritual Growth**

In response to two proposals to the 41st General Council 2012 regarding the inclusion of regular spiritual direction (or some equivalent) in the allowances for Ministry Personnel, the Permanent Committee is recommending that no action be taken. This is due to the fact that Spiritual Direction may be included in the current Continuing Education and Learning Resources amount for ministry personnel, and that the Employee Assistance Program offers confidential counselling for ministry personnel and families, and that the service provided by Shepell FGI includes ongoing wellness tools.

### **Student Debt**

In response to a proposal to the 41st General Council 2012, the Permanent Committee has a number of recommendations related to the accumulation of debt in the preparation for ministry. This includes financial consulting services prior to and during the candidacy process, the establishment of a Leadership Development Fund, and acknowledging the joint financial responsibility for preparation for ministry between the individual and the institution. This proposal (MEPS 15) is found at in the Blue Sessional Committee work, page numbers 140–142 [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)].

### **Supporting and Supervising**

#### **Aon Hewitt, Benefits Plan Renewal and Restorative Care Plan Update**

The Permanent Committee continues to be apprised of the contract renewal with Aon Hewitt and planned transition to new software platforms. While the Pension Board has primary oversight of this responsibility, the Permanent Committee is accountable for the benefits administration which is undertaken coincidentally with the pension plan administration.

The Permanent Committee received extensive reporting on the group health plan experience and considered proposals for benefits improvements to both the active and retiree plans. It approved a 20% reduction in premiums and is recommending to the Executive of the General Council changes to the plans' designs. Both are made possible by the prudent management of the plans over the last decade which as resulted in a health reserve. An actuarial review by Morneau Shepell advised the protection of a \$10 million ongoing reserve to both protect the plans and provide for premium stability while leaving the balance, roughly \$18 million available for plan improvements and premium subsidization over the next decade. See MEPS 16 found in the Consent Proposals, page 87 [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)], for the proposed enhancements to the plans.

### **Effective Leadership and Healthy Pastoral Relationships**

The 41st General Council 2012 authorized the testing of different means of oversight and discipline, pastoral relations, and mission enhancement; the projects happening in nine Conferences across the church have begun preliminary evaluation and assessment. The Permanent Committee has been receiving reports on the progress of each of these, and continues to monitor the process through a project management team of elected members and staff. This team has developed a series of emerging outcomes from the data collected to date, and is in the midst of meeting with each of the Conferences to determine the viability and accuracy of the outcomes in the specific contexts. A report on these consultations will be provided during the meeting of the Executive of the General Council. The written report outlining the emerging outcomes is found in the Red Sessional Committee section of the workbook.

### **Financial Assistance Committee**

This committee provided its annual report to the Permanent Committee at its meeting in September. The role of the Financial Assistance Committee is to review applications that exceed staff approval limits; to adjudicate appeals received; to periodically review the terms of the funds and recommend appropriate changes. In 2013, the Financial Assistance Committee considered 21 applications and staff considered 11 applications from ministry personnel, lay members, pensioners, and spouses of pensioners.

### **Human Resource Policy**

The Human Resource Policy Working Group reviews all of the policies governing the employment of staff in the General Council and Conference offices on a three-year rotation to ensure accuracy with the appropriate legislation, as well as harmonization of policies with the Pastoral Relations stream. The recommendations (MEPS 17) from this group are found in the Consent Proposals, page numbers 88–92 (NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)).

### **Retirement Policy**

The Permanent Committee has approved the development of a Pension Application Form for use of all ministry personnel. The intention behind this administrative tool is to enable communities of faith and conference offices to accurately track the retirement of ministry personnel for the

purposes of approving calls and appointments, as well as to enable ministry personnel to begin to receive pension benefits from the United Church pension plan.

### **Closing Comments**

While the pace of the work seems to be increasing, the number of projects nearing completion is also increasing, thus creating openness for the final accountability to the 42nd General Council 2015. In the version of the letter to the Ephesians found in *The Message*, the prayer is to make followers “intelligent and discerning in knowing [God] personally, eyes focused and clear, so that [we] can see exactly what it is [God] is calling us to do, grasp the immensity of this glorious way of life [God] has for followers, oh, the utter extravagance of [God’s] work in us who trust—endless energy, boundless strength!” It often appears that the staff and volunteers associated with this work are filled with this energy and strength, which affirms the clear call of dedicated people to the task of supporting and enhancing policies associated with our staff across this United Church of ours. While two of the members of the Permanent Committee have gone on to other opportunities, the faithful remnant continue to challenge, question, support and prayerfully consider how we might best be “both an employer, in a legal sense, and a partner, in a theological sense, with those who are called to positions of paid accountable service” (MEPS Theological Perspectives). As we grasp the immensity of this pilgrim path and enable the extravagance of God’s work in us, may we all discern exactly what God is calling us to do in the creation of faithful and just opportunities for ministry within communities of faith and our General Council and Conference offices.

### **Submitted by:**

Tracy Murton, Chairperson, Permanent Committee on Ministry and Employment Policies and Services

### **Members for 2012–2015**

Ann Austin-Cardwell  
Elizabeth Brown  
Marion Carr  
Brian Copeland  
Bob Gibson  
Lynda Gow  
Vilvan Gunasingham (GCE)  
Eric Hamlyn  
Adam Hanley (GCE)  
Debra Kigar  
Lorna King  
Jack Spencer  
Earl Reaburn (Staff Resource)  
Alan Hall (Staff Resource)

## ADDENDUM J

### PERMANENT COMMITTEE ON PROGRAMS FOR MISSION & MINISTRY ACCOUNTABILITY REPORT

Since the last meeting of the Executive the Permanent Committee on Programs for Mission and Ministry has been continuing to live into its new formation. The Permanent Committee continues to find its way in the new configuration with lots of energy and enthusiasm, taking seriously the need to look for integration and attentive to the issue of capacity. I am continually pleased to be surrounded by elected members and staff who are so dedicated to the work and have so much wisdom and experience to bring to the work.

The committee is continuing to find new ways of working collaboratively. The General Secretary, General Council will offer recommendations with regards to Education for Ministry. This is one example of a piece of collaborative work that was done by the Permanent Committee. In March you will be receiving a piece of work on *Consensus decision making* that is being done jointly with the Permanent Committee on Governance & Agenda. In receiving the report on Education for Ministry the Permanent Committee would like to encourage you to make sure that it is considered along with the Reports on Candidacy Partway, Effective Leadership and the One Order of Ministry for consistency and integration (see proposal PMM 15 [NB: refers to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)]).

#### Partner Council

In your workbook is the call from The United Church of Canada's Partner Council. The Partner Council was established in 2010 to accompany the work of the church. The Council meets annually and seeks to explore a particular learning opportunity with regards to the work of the church. This year the interest was on exploring the church's engagement with the Aboriginal communities. It was my privilege and honour to attend the opening day of the Partner's Council meeting in July. It is so moving that these partners who are so busy and involved in local work in their context and many global committees take so much time to come and be with us in The United Church of Canada. It warms my heart. Their willingness to be with us is such a gift to the church.

The Partners had the opportunity to meet with the Aboriginal Ministries Council; about half had the opportunity to attend the National Aboriginal Spiritual Gathering, while the others visited the Walpole Island community.

The Permanent Committee is forwarding this call to you in the hopes that you will give consideration to their call and seek ways of continuing to integrate their recommendations into the life and work of the church. I am heartened by the fact, that our partners offered recommendations that if followed could mean a reduction in the amount of funding available for global partnerships, yet they felt quite strongly it was the right thing for the church to do.

The Ephesians text for this meeting says "I have heard of your faith in the Lord Jesus and your love toward all the saints, and for this reason I do not cease to give thanks for you as I remember

you in my prayers.” And that is so true for these partners and our work together as partners. The way they live out their faith in the Lord in their daily lives is humbling. They do not tire of working for justice even though at times it is dangerous to do so.

### **Week of Prayer for the Democratic Republic of Congo**

From the May meeting of the Executive, we were asked to work on the Proposal for a week of Prayer for the Democratic Republic of the Congo. You, through the sub-executive asked us to pay particular attention to capacity and to the alignment of the proposal with the priority of the program work. We are pleased to offer you a recommendation along with a work plan for your consideration (pages 99–101 [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)]).

### **Reports for Decision**

In addition to a proposal to the Mission Theme, we have two other pieces of work that we are bringing to this November meeting.

1. The first is a follow up to the 2011 GLBTT Consultations of issues in the church. One of the recommendations (or strategies) from the report was the possibility of offering *an apology* to the LGBTTQ communities for past and present experiences of institutional and individual homophobia, heterosexism, biphobia, transphobia, and other forms of oppression within the United Church. We are proposing that the Executive consider a process for offering such an apology (pages 143–149 [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)]).
2. The second report with recommendations concerns a *National Strategy* for Ministries in French (pages 150–158 [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)]). The National Strategy Table (established as a part of the restructuring of Ministries in French) was mandated with the responsibility of developing a strategy for French ministries. This report is offering to you an opportunity to explore some of the structural issues related to creating viable and effective French and bi-lingual ministries.

### **Reports on Working Groups from Permanent Committee**

#### **Formation for Faithful Leadership Working Group**

The report of the Formation for Faithful Leadership working group will come to this meeting through the report of the General Secretary, General Council in addition to the introduction of a competency model for leadership formation (pages 159–160 [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)]), the report identifies the relationship of the church to its theological institutions and the future of formation for leadership in the church.

#### **Education Centres Working Group**

The education centres working group continues to highlight some of the challenges and struggles facing these institutions. The question of what is the role of the General Council is one that continues to surface. We will likely have a report to you in March of 2015.

### **Global Mission Personnel**

The Permanent Committee received an interim report of the working group on the future of the *global ministry personnel* program. Presently the working group has affirmed the **continuing importance and value** of a Global Mission Personnel program to The United Church of Canada; and the **necessity of sending and receiving components** in a United Church of Canada Global Mission Personnel program. They have also indicated that a program be maintained and be rooted in the partnership principles approved in 2008. We will be bringing to you the final report in March 2015.

### **Youth Strategy Working Group**

The Youth Strategy Working Group has begun its work to develop a new youth strategy for the Triennium 2015–2018. The group had its first meeting in September will be reporting in January to the Permanent Committee with recommendation coming before the Executive of the General Council at the March 2015 meeting

The Permanent Committee also established a fourth working group with a mandate to develop a process for evaluating the program life of the church and to perform an evaluation of the programs under its responsibility and report back to the January meeting of the Permanent Committee.

**Advice to General Secretary:** The Permanent Committee was asked to offer advice to the General Secretary, General Council on an invitation from the China Christian Council. We have recommended that the General Secretary, General Council accept the invitation and put together a delegation of up to 20 persons representing various expressions of the church including some global partners (PMM 9). This is an exciting opportunity for both us as the United Church and the China Council of Churches (pages 93–95 [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)]).

### **Ongoing**

The Church in Mission Unit has produced two new resources, one on Child Poverty (*Bread not Stones*) and one on Intercultural Worship (*Understanding Worship*). In addition work continues on animating the Food Sovereignty Program, in October the Seeding Life Campaign was launched; the reference group on Disabilities continue to seek ways on animating our commitment to be an inclusive church.

ACT Alliance has been our major strategic partner for emergency relief. At our last Permanent Committee meeting in September we had the opportunity of looking at ACT's strategic plan ahead of their General Assembly in October. In reviewing the strategic plan, we offered 4 commitments of the United Church for our ongoing commitment to the partnership. Those commitments are:

1. Commit to ongoing **financial** support of ACT Alliance's **core budget, Rapid Response Fund**, and specific responses to **humanitarian assistance** appeals.
2. Commit to supporting **effective and efficient governance**. For example, nominating or supporting the nomination of qualified candidates from the ACT Alliance North American Forum and supporting their participation in governance structures.

3. Commit to raising the **profile** and **deepening understanding** of ACT Alliance work among United Church of Canada ministries and to continuing **education to deepen understanding** of the **critical links between emergency relief, development and advocacy** and the role ACT Alliance plays in each of those areas.
4. Commit to **strengthening advocacy** strategies and efforts in emergency relief and development by lifting up the voices of those most affected by disasters and impoverishment (For example, through contributions to the shaping of advocacy strategies and engaging United Church of Canada ministries in advocacy efforts.)

At this meeting we will have the opportunity to hear from our Global Partner Ramzi, who is a member of the Board of ACT Alliance, and Dan Benson, who has been nominated by the North American Regional ACT to become a member of the board.

**Celebrations:** The 2012–2015 Youth and Young Adults strategy called for a national event to bring the YAYA community together. In August of 2014, the second Rendez-vous was held at the University of Manitoba; it was a partnership between the National Church, Manitoba, and Northwestern Ontario Conference. Almost 500 youth and young adults, their leaders, and volunteers participated. It was my privilege to attend Rendez-vous 2014, and I came away refreshed and invigorated. The Ephesians text reads “that you may know what is the hope to which he has called you,” And the people at Rendez-vous were full of hope, full of excitement and fun and laughter. I told several people that I never want to go to a grown-up conference or meeting again. As I get older I see the ways that negativity, stress, and worry begin to creep in. I long for the energy and positivity of the young people that were gathered in Winnipeg. It fed my soul to be surrounded by people who are so filled with hope.

Submitted by:

Mary Royal-Duczec,

Chairperson, Permanent Committee on Programs for Mission and Ministry

#### Members

Darlene Brewer (TICIF)

Michael Caveney

Sarah Rose Chapman

Peter Denton

Emily Duggan

Alf Dumont

John Durfey

Manasse Habonimana

Lyn Hamilton

Sarah Harrington

Andrea Harrison (GCE)

Yoon Ok Shin Kang

Nathan Wright

Michael Blair (Staff Resource)

Terry Beaumont (Staff Support)

Bryce Hodder

Moses Kanhai

Deborah Laforet

Scott MacAuley

Alana Martin

Deborah Poirier

Daniel Reed

Andrew Richardson

Jesse Root

Hope Rowsell

Michael Shewburg (GCE)

Bill Thomas

Vernie Yocogan-Diana (Global Partner)

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## ADDENDUM K

### THEOLOGY AND INTER-CHURCH, INTER-FAITH COMMITTEE ACCOUNTABILITY REPORT

#### Introduction

This report from the Theology and Inter-Church Inter-Faith Committee covers the work of the committee since the May 3–4, 2014, meeting of the General Council Executive. Much of the work is of an ongoing nature. We have pushed forward various agenda items, and added some work (most notable early steps around creating a working group for the development of a Theology of Disability), but we do not have any final recommendations to make on any area of work at this time. We will meet as a Committee several weeks following the General Council Executive. Working groups also have planned to meet in the months ahead including the working group on ministry that will meet following this meeting of the Executive.

#### Scriptural Underpinnings for This Report

We have been asked to consider portions of Ephesians 1 as we create this report and offer it to the General Council Executive. Paul uses many images that have become part of the church language – so much so that we probably miss the unique and challenging nature of the terms when they were first uttered. Terms such as Christ as the “head of the church” and the church being the “body of Christ.”

In the passage from Ephesians cited above, Paul refers to the make-up of the individual, echoes of other passages where, in the tradition of Greek philosophers, biblical writers variously refer to the body, mind (also terms like “soul” and “heart” may be used in this regard), and spirit of the individual.

The word “soul” or even “heart” can be used in some ancient literature (including the Bible) to indicate a basic life force of the individual human, so when Paul in Ephesians 1:18 speaks of “with the eyes of your heart enlightened,” he is speaking of seeking wholeness of the individual—one who had gained insight and wisdom—in one’s whole natural being.

From where does such wisdom come? In biblical terms it often comes from a new thing that God is doing in our midst. Wisdom is rarely identified with reaffirming or re-establishing past actions and attitudes.

Markus Barth in his Anchor Bible commentary on this passage suggests the enlightenment may even be an echo of Paul’s own dramatic experience on the Road to Damascus, hardly an ordinary, traditional, or expected experience.

As a committee, the Theology and Inter-Church Inter-Faith Committee must resist the temptation to bring tradition forward in a safe way in our theological, ecumenical, and ecclesiastic offerings, but we also must be clear that whatever new and challenging positions we present to the church also must clearly be filled with “the eyes of a heart enlightened.” Traditional thinking is not

automatically bad or wrong, and new ideas are not automatically better. We always need to use the test of: “Is this a faithful response to the gospel?” and “Are we being Christ in our time if we act in this way?” Those are just two questions we need to ask when we seek to be and to live “with the eyes of a heart enlightened.”

We invite this Executive to reflect on the items within this report by asking yourselves: “What can this committee do to help members of the United Church discover new and helpful ways to be engaging scripture, to carry out the ministry of the church, and to discover new ways to live out God’s mission “with eyes of a heart enlightened”?”

### **Honouring the Divine in Each Other**

This report on Hindu–United Church faith relations has been completed by a working group and approved by the whole committee to go to the General Council in 2015. Along with the report will be a request to offer this report as a study document to the church to engage another faith community and their beliefs in dialogue and mutual understanding. It is our hope that this study will be a significant piece of engagement with our own people and other people of faith in line with previous documents on Jewish–United Church relations (*Bearing Faithful Witness*, commended for study in 1997), and Muslim–United Church relations (*That We May Know Each Other*, commended for study in 2003).

### **Symposium on the Land**

A week after the May meeting of the Executive, a symposium was held in Saskatoon on land issues, particularly on land as it relates to the tensions and historical turmoil of the Middle East, and land as it relates to Aboriginal claims in our own country and elsewhere. Over 100 people participated in this symposium in whole or in part. Careful notes were taken by members of the committee who coordinated this event, and a report will be forthcoming based on the papers presented and the discussion that ensued—both within the symposium and within the committee in follow-up sessions.

This is an important step in our ongoing engagement of Israel and Palestine in our understanding of the issues, deep-seated issues, around land and entitlement to land within that part of the world. It also is important for us as a church to continue to seek new understandings of issues around land in our own country as we grow in communion with our Aboriginal sisters and brothers who continue to carry the burden of land and treaty issues.

### **Working Group on Membership**

A working on membership has been working on ways to look at membership within the church that is both faithful to our traditions and also open to having our congregations being more inviting and hospitable as they welcome new members within the community of faith. Moving forward, we will seek more input on the ideas generated as we seek to develop a final paper for fuller discussion. This is an area that has been the source of significant discussion with the Comprehensive Review Committee as they also develop a position on membership in a redesigned church.

### **Working Group on Ministry**

The working group on ministry, a joint group with membership from our committee and MEPS,

has been addressing issues such as honouring the sense of call within the Designated Lay Minister category, acknowledging the unique gifts within ordered ministry among both diaconal and ordained ministers, and seeking a structure that can bring more of a sense of equivalency in training and educational expectations among ministry personnel since often members within all of these categories function within a congregational setting, and often as solo ministers in those settings. We have tested a draft document in many regions of the country. Workshops and discussion groups have taken place within some presbyteries and conferences. The document shared on the church website and directly with focus groups has generated strong reaction both positively and negatively. People, for the most part, agree the current system is not effective. Finding agreement on how to move forward is a challenge.

There are a number of studies taking place related to ministry and how we handle processes around call, settlement, and appointment. The concerns around both support for ministers and discipline of ministers has been a discussion piece in the Comprehensive Review feedback around the future role (or not) of a middle judicatory within a new vision of the United Church. It is our hope to engage in a fuller discussion around this whole issue at the meeting of the General Council Executive itself to provide background for a meeting of the working group to follow this GCE meeting.

### **Ongoing Work with Anglican–United and Roman Catholic–United Dialogue Groups**

Our committee also has connections with our dialogue groups with other denominations. The Anglican-United Group is looking at issues around ministry, since this is a current topic within both of our denominations. We look forward to hearing back from what inevitably will be fruitful discussions.

### **Meetings Related to Full-Communion Discussions**

Meetings around full communion with the United Church of Christ in the United States are ongoing, and Dan Hayward of our committee has been part of those discussions. As part of our Inter-Church work we have been kept abreast of discussions in this area, including mutually recognized ministry with other global partners.

### **Moderator's Media Release on Euthanasia and Assisted Suicide**

The Moderator engaged the issue of Euthanasia and Assisted Suicide on the eve of the Supreme Court of Canada sitting (held October 15, 2014) around this very issue as they heard an appeal launched by Gloria Taylor (and others) seeking the right for physician assisted suicide in cases of terminal disease. Gloria, though now deceased, initiated this request as a person suffering from ALS. Though granted the right she sought, the case was overturned in the British Columbia Court of Appeal, thus leading to the recent Supreme Court of Canada sitting. Members of the Theology and Inter-Church Inter-Faith Committee were aware of this issue, the desire of the moderator to issue a statement, and offered our own reflections and wisdom to the Moderator as he shaped his final statement.

### **Working Group on the Theology of Disability**

This Executive asked us to develop a theology of disability, and so we have begun the process of forming a working group for that task. We quickly determined at our first meeting of the committee's working group that we needed to expand our numbers beyond the two members of

the Theology and Inter-Church Inter-Faith Committee who agreed to take on this task with staff support We asked the Nominations process to seek two or three added members. The response has been overwhelming, and so we have given approval to allowing up to 4 new members join the working group so that the best representation of skills, knowledge, theological perspective, and personal experience could be sought in addition to all of the others factors considered in our nominations process. The response to our invitation for participants indicates this is both an important area for study and a timely effort that picks up huge concerns within our church.

Respectfully submitted,  
Bill Steadman,  
Chair of the Theology and Inter-Church, Inter-faith Committee

**Members of the Committee**

Aruna Alexander  
Darlene Brewer  
Teresa Burnett-Cole  
Jordan Cantwell  
Jill Curd  
Dan Hayward  
Adam Kilner  
Loraine Mackenzie-Shepherd  
Martha Martin  
Matthias Ross  
Earle Sharam

**Staff Resource**

Gail Allan  
Bruce Gregersen  
Christian Nguyen

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**ADDENDUM L****GS47 FAITHFUL, EFFECTIVE AND LEARNED LEADERS FOR THE CHURCH WE ARE BECOMING: A COMPETENCY-BASED APPROACH TO MINISTERIAL EDUCATION AND FORMATION****Origin:** The Working Group on Leadership Formation for Ministry (reporting to the General Secretary)

The Working Group on Leadership Formation for Ministry proposes the Executive of General Council approve:

1. That The United Church of Canada adopt a competency-based approach to equipping and evaluating people for leadership in ministry and mission.
2. That The United Church of Canada affirm that assessing the academic readiness and competence for leadership in ministry and mission is a core responsibility of the church and, therefore, that the tradition of naming specific schools as *testamur*-granting be discontinued.
3. That The United Church of Canada affirm its relationship with its theological schools, and education and retreat centres, and recognize their on-going contribution to the formation and education of church leadership by continuing to provide funding for representative institutions as outlined in this document.
4. That United Church of Canada affirm the contribution of the Designated Lay Ministries Program, currently hosted at St. Andrew's College, and continue to provide funding as long as this program is required.
5. That the General Secretary authorize the creation of an inter-unit implementation task group to implement the competency approach, and to integrate it with other leadership formation and education initiatives that have been, or may be, approved: the *One Order of Ministry* proposal of the Joint Ministry Group, the *Report of the Candidacy Pathways Pilot Project Steering Group*, and the *Effective Leadership and Healthy Pastoral Relations* initiative.

**Background**

(The Report of the Working Group on Leadership Formation for Ministry with Appendices can be found online at [www.united-church.ca](http://www.united-church.ca)).

After two years of extensive discussion, research and consultation, the Working Group on Leadership Formation for Ministry has presented its report to the General Secretary recommending a new competency-based approach to leadership education and formation. The Working Group understands that the adoption of this approach would have especially significant implications for the theological schools that currently retain the right to grant *testamur*. The

church's partnership with its schools is a valued relationship. There has been extensive consultation and conversation, therefore, with the Theological Schools Circle (Principals, Keeper and Deans) at every step of developing this proposal. The members of the Theological Schools Circle have acknowledged the merits of a competency-based approach, named their concerns, and committed themselves to continuing to partner with the church in a renewed spirit of cooperation and collaboration. It is in that spirit that future discussions with the schools regarding implementation of this proposal would be conducted.

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## ADDENDUM M

### PENSION BOARD ACCOUNTABILITY REPORT

#### Report

Under the current governance structure the Executive of the General Council is the legal Administrator of the Pension Plan and has oversight responsibilities for the Pension Plan's operation. To facilitate the conduct of those responsibilities, the Pension Board typically submits a comprehensive accountability report to the Executive of the General Council at its fall meeting and provides an update at the spring meeting if substantive events have transpired.

This report follows a consistent format used for prior reports—an overview, followed by more detailed comments in several key areas. The Board trusts that this information will be useful, and would be pleased to provide supplemental information at any time.

#### Overview

The close monitoring of the financial position of the Pension Plan continues. A full valuation of the plan was performed as at December 31, 2013. The valuation at December 31, 2013 indicated that the financial position of the plan had improved since the last valuation. Two significant factors affecting the change in financial position were positive investment returns and the plan changes (increased contributions and lower accrual rates) put into effect January 1, 2013. The wind-up position, however, then deteriorated by June 30, 2014 and continues to be monitored.

The Pension Board considered, but reluctantly decided against, a benefit upgrade as at January 1, 2015. Although the plan was in a positive financial position at the end of 2013, the Pension Board is not convinced that the plan's financial position is strong enough to withstand the effects of potential adverse experience, especially if an upgrade were to be granted. It is also awaiting the outcome of risk analysis being undertaken by the Risk Assessment Working Group and the development of a funding policy which will provide guidance for when resources are adequate for improvements. For greater clarity, the Board is reluctant to grant an increase without reasonable assurance that there is limited risk that benefits will have to be reduced in the future because of inadequate funds.

The Risk Assessment Working Group was formed to study longer term financial risk reduction strategies for the Pension Plan and is chaired by Mr. Joe Nunes from the Pension Plan Advisory

Committee with representation from the Pension Board (Mr. Paul Purcell), Pension Plan Advisory Committee (Chair, Ms. Anne Soh) and Investment Committee (Ms. Claire Kyle). Mr. Martin den Heyer, a retired actuary from Mercer who worked on the plan's sustainability studies in the past, was recently appointed to the working group. The group is considering how best to position the plan going forward to reduce the likelihood of experiencing large adverse impacts, as transpired through recent events primarily from changes in the financial markets, as well as future changes, such as how to address unanticipated future mortality improvements and market corrections. Pension plans in the United States and in the United Kingdom have looked at this question for some time. The concept is only just beginning to be explored by pension plan administrators in Canada.

There were a number of changes in Board and committee membership in 2014. The Nominations Committee invited expressions of interest for two member at large positions on the Board. The Executive of the General Council subsequently appointed Ms. Kit Loewen from Saskatoon and Mr. Ian Thomson from Ottawa to fill these vacancies effective January 1, 2014. Also, the Rev. Graham Brownmiller was appointed as the representative of the Executive of the General Council after Mr. Steve Lowden resigned. At the present time there is one member at large vacancy on the Board. The Nominations Committee will be asked to solicit applications to fill this position in 2015.

The outstanding vacancy on the Investment Committee was filled when Ms. Deborah Leckman, currently serving on the Ontario Securities Commission, was appointed by the Sub-Executive in February. Three members of the Investment Committee (Mr. Alex MacDonald, Mr. Ted Carmichael and Mr. Gord O'Reilly) are completing their maximum terms at the end of 2014 and recruiting for their replacements is underway.

The Pension Plan Advisory Committee lost two members in 2014, Mr. Mark Newton through resignation and Mr. Rob Dowsett, who reached his maximum term after nearly 30 years of service on various pension related committees. New to the committee in June are Ms. Caroline Helbronner, a pension lawyer and Ms. Cindy Palmer, a human resources professional, who were appointed by the Sub-Executive in June. At the present time, there is one vacancy on the Pension Plan Advisory Committee.

The balance of the Accountability Report provides greater detail on specific aspects of the Pension Plan's operation.

### **Statement of Investment Policies and Procedures**

The Statement of Investment Policies and Procedures is under review by the Investment Committee and a revised version will be before the Pension Board at its December 2014 meeting. It includes recommendations from the Pension Plan Advisory Committee, updates to investment policies and other refinements.

### **Investment Performance of the Pension Fund**

At June 30, 2014, annualized returns for the Pension Fund were as follows for one- to five-year periods:

One Year	16.5%	72th percentile ranking*
Two Years	13.7%	58th " "
Three Years	10.3%	61st " "
Four Years	10.5%	83rd " "
Five Years	9.5%	91st " "

\*Compared to other pension plans with assets greater than \$1 billion where RBC Dexia is the custodian.

The return during the 2nd quarter of 2014 was 2.6% (versus 0.05% for the same period of 2013). This is a result of improvements in the equity markets in the early part of 2014. In the 2nd quarter of 2014 and for the year to date, all mandates and managers' returns were positive except for one private equity manager (due to the decline in the Euro compared to the Canadian dollar). In the second quarter, the results compared to the various benchmarks were mixed. About half the Investment Managers (6 of 11) met or exceeded their benchmarks. All three bond managers exceeded their benchmarks as did the real estate portfolio (on a combined basis) and private debt.

The market value of the Pension Fund at June 30, 2014 was \$1,305 million, which is up about \$71 million from \$1,234 million at December 31, 2013 or almost 6%. With 60% of assets in equities, the Pension Fund was at the targeted policy weighting at June 30, 2014. There are no plans to deviate from the benchmark mix.

### **Responsible Investment**

The Pension Board and its Investment Committee continue to devote considerable time and effort to ensure that the Fund is invested according to responsible investment principles. Since the last report to the Executive, the Pension Board formed the Responsible Investment Working Group with a mandate through to March 2015 to advise the Board on a range of issues related to investing responsibly. These include:

- Actions recommended by the Socially Responsible Investment and Resource Extraction Working Group
- Proxy voting
- Engagement proposals from SHARE
- Review related policies that form part of the governance documentation
- Participation in relevant conferences and meetings
- Engage with KAIROS

At the meeting of the Executive in November 2013, Rev. Ivan Gregan, on behalf of the Mining the Connections Working Group of the Church in Action Committee of the Maritime Conference, asked the Pension Board chair for details about its engagement of Goldcorp. The requested information was provided in a letter to the Executive dated March 20, 2014 and a copy was sent to Ms. Kathryn Anderson as the representative of the Mining the Connections Working Group. Since then, representatives of the Pension Board and the Investment Committee met with the Mining the Connections Working Group in June in Halifax. The meeting provided an opportunity for full and frank discussion of concerns related to Goldcorp's activities in Guatemala and the Pension Board's engagement with the company.

The Responsible Investment Working Group meets about once a month to coordinate the Pension Board's response on all issues related to investing responsibly. To broaden the Pension Board's

understanding in this regard, Ms. Jane Ambachtsheer, a leader in the field and a partner at Mercer Investments, attended the May Board meeting to give a presentation. Members of both the Pension Plan Advisory Committee and the Investment Committee attended.

### **Changes in the Pension Plan's Auditor, Actuary, External Legal Counsel, and Other Service Providers**

Since the last report, no formal reviews or other changes were made with respect to existing service providers aside from:

- A review of administration service provider alternatives, as explained in the following section; and
- The addition of the remainder of the investment managers needed to fulfill the revised investment mandate approved in 2012.

The investment managers added by the Investment Committee since the last report are as follows:

- Northleaf – Private Equity
- Realstar – Real Estate

### **Material Administration Activities and Administration Services Performance**

Aon Hewitt continues to be challenged with meeting competing priorities with limited resources. Whenever there is a deliverable to a large group of the membership such as pension adjustments before the end of February or annual statements by the end of June, individual applications for benefits fall into a backlog. This is sometimes compounded by incorrect data on the data base which is not discovered until a pension is calculated and verified. In addition, staff at the General Council Office has temporarily taken on the task of providing pension estimates to those who are not making use of the pension forecasting tool on the web site. Aon Hewitt has recently added two staff to their team and it is hoped this will allow them to catch up and keep current with these calculations.

On a positive note, Aon Hewitt issued about 85% of the annual statements on June 30<sup>th</sup>. This is an improvement over previous years, but there are still about 486 that need review and data corrections before they can be issued. The target date to issue statements to this latter group is mid-November.

As previously reported, Aon Hewitt gave notice that, after the current contract expired on June 30, 2014, they would not be able to continue the administration on the same basis and hoped that both organizations could work together and agree on a new service agreement. The Pension Board asked Ms Jacqui Allard, a member of the Board, to assist staff in negotiating an agreement, given her considerable experience in this regard. After a number of meetings, an agreement was reached on the key terms and a Letter of Intent was signed in October. Further discussions were held to add some conditions that would provide assurance that Aon Hewitt would deliver systems and procedures that fully support multi-employer plans and meet the needs of the plan members. Work on the implementation phase has started in earnest.

As negotiations with Aon Hewitt were underway, the Pension Plan Advisory Committee instructed Mercer to investigate the options for plan administrator. In the end, the Pension Plan

Advisory Committee recommended, and the Pension Board concurred, that if an agreement with Aon Hewitt could be achieved, that was the best course of action under the circumstances. Although there are other firms that provide third party administration services, many only do pension administration or group benefits but not both. Of those that understand the needs of multi-employer plans, many have experience with union sponsored plans which differ from the church's plans. The final and deciding factor was Aon Hewitt's experience with the church's context gained over the last three years. The church plans are complex and service provider familiarity is key to understanding what is required from a systems and service configuration perspective.

### **Funded Status of the Pension Plan**

The final actuarial valuation results as of December 31, 2013 on a going concern basis, in comparison with the December 31, 2011 results, are:

<b>Valuation date</b>	<b>31.12.2013</b> (in millions)	<b>31.12.2011</b> (in millions)
Actuarial value of assets	\$1,278	\$1,244
Actuarial value of liabilities	\$1,153	\$1,171
Surplus (Deficit)	\$125	\$73

The Pension Plan is also fully funded on a "wind-up" basis (i.e., plan termination basis) and a "solvency" basis as of December 31, 2013. The table below shows wind-up and solvency results at December 31, 2013 and June 30, 2014:

<b>Valuation date</b>	<b>30.06.2014</b> <b>Estimate</b> (in millions)	<b>31.12.2013</b> (in millions)
Actuarial value of assets	\$1,306	\$1,242
Actuarial value of liabilities	\$1,175	\$1,080
Wind-up Surplus (Deficit)	\$131	\$162
Smoothing Adjustment	(\$98)	(\$140)
Solvency Surplus (Deficit)	\$33	\$22

The table above indicates that the solvency position of the plan improved slightly over the first six months of 2014, while the wind-up position deteriorated slightly. As noted in the overview, the solvency position will be closely monitored by the Pension Plan Advisory Committee. Since the June 30th estimates were prepared, the financial markets have declined and long-term interest rates have also fallen. While the market value of assets as of September 30th is not yet available, the effect of the decline in interest rates on June 30th values would imply a deterioration in the funded position from \$131 million of surplus to approximately \$114 million of surplus on a wind-up basis.

### **Amendments to the Pension Plan since the Previous Report**

Since the last report, the Board considered whether the optional form of pension which is integrated with Old Age Security (OAS) should continue to be offered. This option allows

members who retire early (prior to attaining normal retirement age) to receive a larger pension from the Pension Plan when they retire and a smaller pension from the Pension Plan when their OAS benefits commence. There are four significant issues with this option. First, the option is available only to members who retire prior to age 65 and is used by relatively few members. Second, the option is generally misunderstood and members are surprised when their pensions from the Pension Plan are reduced. Third, the option is costly to administer. Fourth, the Federal Government increased the age at which many Canadians will begin to receive OAS benefit, from 65 to 67, but did not amend Income Tax Act provisions related to integration of employer pensions with OAS benefits. In the absence of amendments to the Income Tax Act, this means that a Pension Plan member who retires early and elects an integrated pension would receive a larger pension prior to age 65 and a lower pension after age 65, with OAS benefits starting as late as age 67, thereby leaving a “gap” in the retiree’s pension.

The Pension Board considered these issues and decided to remove this option effective January 1, 2016. Many pension plans have already removed this option due to the plan member communication issues involved, even prior to the additional complexities resulting from the recent change to OAS start dates.

### **Compliance**

All administration practices have complied with regulatory requirements and the Pension Plan Text aside from:

- the delays in the preparation of some annual statements as of December 31, 2013 as noted above; and
- the timely remittance of required contributions by some pastoral charge not using the payroll service.

All regulatory filings since the last report were made on time (i.e. Annual Information Return, the Fund audited financial statements, the Actuarial Valuation Report and the Annual Investment Return).

### **Results of Any Pension Governance Reviews**

As previously reported, the bulk of the governance structure and documentation is complete. The key piece still in development by the Pension Plan Advisory Committee, with input from the work of the Risk Assessment Working Group, is the Funding Policy that will guide the Pension Board in decisions that affect funding. As new requirements arise, ad hoc groups with a specific mandate will be struck.

As the governance structure has been in place for several years, a self-assessment tool was developed for the Board and Committee members to provide input on how they, the Board or Committee on which they serve and the governance structure as a whole is working. It was completed by the majority of members and the results were positive. Board oversight was generally viewed as effective, as was the governance structure. Numerous accomplishments of the Board and its Committees were cited but most focussed on managing to sustain the Plan over a difficult financial period. This was also the most often mentioned critical issue going forward.

**Other Information That the GCE Requested**

None at this time.

**Other Information That the Pension Board Feels Is Appropriate**

Since the last report to the Executive of the General Council, the Pension Plan Advisory Committee met five times and the Investment Committee and the Asset Mix Sub-Committee of the Investment Committee each met four times. The Pension Board met five times.

All the work at the Committee and Task Group level is reported to the Pension Board for oversight or approval. At Pension Board meetings subsequent to the last report, staff and Committee work was reviewed and the following items were approved:

<b>Meeting Date</b>	<b>Items Approved</b>
<i>December 5, 2013</i>	<ul style="list-style-type: none"> <li>• Mr. Alex Macdonald be appointed as Investment Committee Chair effective December 5, 2013</li> <li>• Ms Deborah Leckman be recommended to the Nominations Committee for membership on the Pension Board's Investment Committee</li> <li>• the 2014 budget be approved as distributed</li> <li>• PwC continue as the plan auditors for the 2013 audit and that the audit plan be approved as distributed</li> <li>• all service contracts will be with the church and the plan will not be listed as a guarantor in service agreements based on the advice received</li> <li>• the plan's membership with SHARE change from associate to Shareholder Engagement membership at the next renewal and that the Goldcorp specific engagement continue</li> <li>• the plan's engagement with Sustainalytics be approved on a reduced basis at the next renewal</li> <li>• the continued engagement of Canadian Coalition of Good Governance be approved for another year</li> </ul>
<i>March 20, 2014</i>	<ul style="list-style-type: none"> <li>• the memo about the Goldcorp engagement results raised at the November 2013 meeting of the Executive of the General Council be approved subject to changes suggested by Ms Perry and a reference to the Goldcorp takeover of Osisko</li> <li>• investment managers requesting an exemption to be allowed to hold a company screened from the portfolio are to document their analysis and reasons for the request and reconfirm their analysis and reasons annually should the exemption continue</li> <li>• the Responsible Investment Working Group of the Pension Board be given the authority to sign onto engagements proposed by SHARE and to report back to the Pension Board</li> <li>• Mr. Rob Stapleford be appointed as the Pension Board nominee to the United Church's Responsible Investment Reference Group and act as liaison with the Pension Board and</li> </ul>

	<p>its Responsible Investment Working Group</p> <ul style="list-style-type: none"> <li>the self-assessment tool be distributed to all members of the Pension Board, Pension Plan Advisory Committee and Investment Committee</li> </ul>
<i>May 6, 2014</i>	<ul style="list-style-type: none"> <li>Ms Caroline Helbronner and Ms Cindy Palmer be recommended to the Nominations Committee for membership on the Pension Board's Pension Plan Advisory Committee</li> </ul>
<i>May 22, 2014</i>	<ul style="list-style-type: none"> <li>based on the review and recommendation by PPAC, the Aon Hewitt contract be renewed effective July 1, 2014 for a period of five years, subject to written requirements concerning the definition of administration success and related consequences for non-compliance</li> <li>the 2013 Audited Financial Statements of the Fund of the Pension Plan of The United Church of Canada be approved as amended at the Board meeting</li> <li>the member survey be approved as amended</li> </ul>
<i>September 25, 2014</i>	<ul style="list-style-type: none"> <li>the integrated optional form of pension be removed from the plan provisions for future retirees effective January 1, 2016</li> <li>the signing of the letter of intent with Aon Hewitt is authorized, in order to initiate the new service model implementation</li> <li>the actuarial valuation report as of December 31, 2013 be approved without the inclusion of any benefit upgrade</li> <li>Mr. Martin den Heyer be appointed to the Risk Assessment Working Group</li> <li>the formation of a communication working group to review current tools and suggest changes</li> </ul>

The Pension Board's final meeting of 2014 is scheduled for December 4, 2014.

**Pension Board Members:**

Marcus Robertson (Chair), BSc (Hons), MSc, FSA, FCIA  
 Jacqui Allard, BA, MBA  
 Malcolm Boyle, BA, MA, LLB  
 Graham Brownmiller, BA, MDiv  
 Brian Copeland, BA, MDiv, STM  
 David Gilliland, BMath, FSA, FCIA, CFA, MAAA, CERA  
 Douglas Greaves, HBA, CFA, ICD.D  
 Kathleen Loewen, BSc, BEd, MEd  
 Paul Purcell, BSc (Hons), FSA, FCIA, CFA  
 Ian Thomson, BASc, MASc

**Staff Support:**

The Rev. Alan Hall, Executive Officer, Ministry and Employment  
 Erik Mathiesen, Executive Officer, Finance

**REF - 380**

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**ADDENDUM N**

**MEPS 15 GC41 MTU2 PROGRAM OF DEBT/LOAN REPAYMENT FOR ORDERED MINISTRY PERSONNEL**

**Origin: Permanent Committee on Ministry and Employment Policies**

**The Permanent Committee on Ministry and Employment Policies and Services proposes:**

**That the Executive of the General Council approve that:**

- a) financial consultation to discuss the affordability of ministry training/education and the lifestyle implications of a minister's salary be made a regular component of the discernment process and funded through a General Council program;**
- b) Candidates on Internship be required to contact the Employee Assistance Program for a financial consultation. Students must be Candidates to qualify for Internships or a Supervised Ministry Experiences, and all Candidates have access to the Employee and Family Assistance Program. The Candidates should be consulting about debt, living expenses, salary potential, savings, benefits, pension, etc.;**
- c) the United Church Foundation consider creating a Leadership Development Fund which Candidates may apply to for funding during their studies and Ordered Ministers may apply to for Continuing Education funding beyond their Continuing Education and Learning Resources allowance;**
- d) staff conduct research regarding the amount of debt Candidates and Ministry Personnel currently have, as well as what the largest causes for debt are: tuition, living expenses while not working, mortgages, etc.;**
- e) it take no further action on GC41 MTU2.**

**Background**

The 41st General Council 2012 referred the Proposal MTU 2 to the Executive of the General Council which directed it to the Permanent Committee Ministry and Employment Policies and Services:

1. Recognize that the ordered minister has incurred significant prepaid legitimate costs necessary to function in their capacity, on behalf of the Church by the time of ordination/commissioning; and
2. Direct the General Secretary, General Council to develop a program to repayment of the debt/loans for newly ordained/commissioned ministry personnel.

In 2002 a report was submitted to the General Council Executive called “Student Debt: A Whole Church Problem.” Though the two recommendations that were proposed from this report were not acted upon, there was a “commitment to seek increased funding for Theological Schools and programs” (page 16). Funding to theological school has continued to decrease, although many of the theological schools have sought other sources of funding and actually offer students many grant and scholarship options.

### **Rationale**

Meeting the educational and training requirements for commissioning and ordination (and for recognition) involves many years and considerable costs associated with tuition, living expenses, and foregone income. Scholarships, bursaries, and local ministries support assist in meeting some of these costs but the majority remains the responsibility of the candidate. For some candidates the debt load upon graduation is a significant liability. For others it has been mitigated by the use of savings, part-time employment, and ministry-based training. Income potential upon entering paid accountable ministry is not as robust as in many for profit employment situations therefore extending the life of the debt burden.

The original proposal directs the General Council to develop a program to repay debt that has already been accrued. This is difficult to do in an equitable way and covering all education-related costs is beyond the current allocation of the church’s resources. This proposal, in response to the concern raised in GC41 MTU2, proposes to focus on supporting candidates in prudent financial planning and management within full awareness of earnings potential while also establishing a new resource that could support candidates and ministry personnel in educational pursuits related to ministry.

The rationale for each of the first four recommendations is:

- a) The expense of training and educating ministers is the responsibility of both the individual and The United Church of Canada. Individuals must be realistic about the costs that will be incurred during their studies, not just in regard to tuition and books but also ongoing living expenses. A financial consultation should enable people to understand how expensive a program is going to be and whether it might be more financially responsible to take a part-time program while continuing to work.
- b) The United Church of Canada offers financial support to all ministry personnel, candidates and employees through the financial consulting services offered through Morneau Shepell, the Employee Assistance Provider.
- c) Affirming The United Church of Canada’s desire to have excellent ministry leadership, the Church recognizes that this requires training and education, not just when one is becoming a minister but also throughout a minister’s career. This training and education is often expensive. In establishing a fund specifically for Leadership Development, the church can potentially direct areas of leadership where development is really needed while also providing additional financial support to candidates meeting their initial educational requirements. It could also be an effective way to raise awareness and support from the whole church in supporting our Candidates and Ministers.

- d) Although debt appears to be a challenge for Candidates and Ministry Personnel, there is no current data on what the situation is. Through research, it may become more apparent where and at which points in training the church needs to invest funds, as well as when Candidates need to be especially careful. This research could help direct the Leadership Fund as to when financial assistance would be most critical for our Candidates.

### **Looking Forward**

The Compassionate Assistance Fund is currently reviewing its terms and conditions. A report will be going to the Permanent Committee on Ministry and Employment Policies and Services in January 2015. Whether or not an individual may apply to the Compassionate Assistance Fund to help with student debt will be one item that will be considered. Currently an individual may not apply to the fund to cover tuition costs. This Fund is for emergency situations, when an individual is in financial distress. Although it would be helpful to have this option open for people in financial distress due to student debt, the goal would be to have other options available to help students avoid an emergency situation.

**PMM 14: National Strategy for Ministries in French**  
**Origin: Permanent Committee on Program for Mission and Ministry**

**The Permanent Committee on Programs for Mission and Ministry proposes that the Executive of the General Council:**

- 1. explore ways of enabling Regional Tables for Ministries in French to be given responsibility for:**
  - **advising Presbyteries/Conferences on French and bilingual ministries;**
  - **initiating new ministries within the framework of the National Strategy for Ministries in French;**
  - **servng as a resource to the appropriate Presbytery/Conference for new and existing French and bilingual ministries, including being available for consultation by the Presbytery/Conference on whether or not to continue a particular ministry;**
  - **developing procedures to identify francophone and bilingual paid-accountable ministry personnel and lay people and maximise opportunities for them to be placed in francophone or bilingual ministries;**
- 2. ensure effective communication in French about the mission, presence, and initiatives of the church and ensure that where and when appropriate, delegates to ecumenical and international events have some working knowledge of French;**
- 3. explore the development of a national fund or endowment to:**
  - **support French-language internships, training and formation programs, and new francophone and bilingual ministries;**
  - **develop an advisory resource for the disbursement of funds from the sale of property to assist in the development of new francophone and bilingual ministries.**

## Background

In 2012 in response to a directive from the Executive of the General Council with respect to Ministries in French, the General Secretary, General Council restructured the Ministries in French working cluster. The restructuring involved the location of the Responsible and the establishment of a national table and regional connexional tables:

The Responsible would report to the Executive Minister Communities in Ministry/ Communautés et ministères or its successor unit as part of the Wider Church Ministry cluster and located in the General Council Office in Toronto in order to coordinate and integrate the work of Ministries in French into the life of The United Church of Canada. The Responsible would have a number of key roles: Connect Integrate, Develop and Animate. In particular the Responsible will develop:

- (a) *A National Ministries in French Strategy table*. The table will develop a national strategy for Ministries in French, which will identify the places and spaces for new ministry initiatives, identify resource needs, articulate the role of the General Council's program area and identify a realistic and sustainable financial plan.
- (b) Three regional connexional tables in partnership with the Montreal & Ottawa Conference; Manitou Conference and Maritime Conference which will bring together all the stakeholders in that particular region.

National Ministries in French Strategy table: would be made up of no more than seven (7) persons, working in partnership with the Edge for Ministry Development and Conferences. It will identify resource and training needs for ministry development as well as the opportunities for new ministries, it will also make recommendations about new ministries funding.

Connexional Tables: Initially three connexional tables would be developed building on the model of the French Ministries table that currently exists in Montreal and Ottawa Conference. The three tables would be in Montreal and Ottawa Conference, Manitou Conference and Maritime Conference. The tables would bring together all the participants who are working in, or interested in the work of Ministries in French. These tables will for the most part operate in French. These tables are intended to build collegiality, develop local plans, build consensus and identify resource needs.

To date the only Regional Table that is in place is the table connected to Montreal & Ottawa Conference. The following report is the work of the National Strategy Table.

### **Towards a National Strategy for Ministries in French**

Ours is a broad vision of The United Church of Canada as a Church called to live out a renewed understanding of the Gospel in our contemporary context...[f]rom the perspective of renewing our common mission in Jesus Christ.

("The Time is Right" 40th General Council, 2009)

The desire to participate in God's mission among Francophones is very much alive in us. We celebrate the knowledge that there are many opportunities to engage in mission in francophone

communities throughout the country and so we seek through this strategy to equip ourselves to serve as missionaries within these diverse communities.

More than ever, we feel called out beyond our walls, to be with people where they are, as Jesus himself was throughout his ministry. It is our hope to get out, meet, listen to, and touch people “where they are at,” as witnesses to the Good News of the living and loving God who is at the heart of our emerging ministries.

### **Social, Historical, and Economic Context of Francophone Regions**

The contexts in which ministries in French are called to witness, establish themselves and develop are particularly challenging. To a certain extent, the challenges are similar to those faced by allophone and Anglophone ministries, but the situation is more difficult given that members of the United Church form a tiny minority in francophone communities where the vast majority is of Roman Catholic Church background, and where secularism and even a climate of hostility towards organized religions dominate. Furthermore, in Quebec, fiscal advantages granted to churches, such as tax exemptions and grants to confessional schools are being called into question. The general climate is one of secularism that excludes partnerships between public institutions and churches. At the same time we know that Francophones from other faith traditions are looking for a new spiritual home. These include both Francophones with their roots in Canada and those who are newly-arrived.

### **History of Ministries in French in the UCC**

The Francophone constituency has been one of the cultural expressions of the United Church since its creation in 1925. Approximately forty-five (45) congregations, as many mission posts, a dozen schools—three of which were quite large—a school for theological education at McGill chose to join union. The leadership role of this constituency, in association with Ethnic Ministries and First Nations people is fundamental to the identity of the church.

### **Current Situation of Ministries in French**

Our ministers know that they must find new models for faith communities in order to be able to meet the expectations and realities of today. Many have already begun experimenting with this kind of change but they often come up against significant obstacles in the form of structures and procedures that exclude them from participating in decision-making or taking action. This impedes their efforts to develop sustainable and innovative ministry models.

### **Short- and Long-Term Perspectives for Ministries in French in the UCC**

The United Church of Canada must reduce its budget in the face of a decrease in the level of participation in traditional congregations that are the basis of our current funding system. The Comprehensive Review Working Group is called to propose new structures for the church that take this reality into account. At the same time, Edge is asked to work with congregations, presbyteries and conferences to identify and develop new models of ministry adapted to the emerging realities in our society. All signs point to the fact that, without a radical restructuring of the church’s decision-making bodies - that will reduce number of personnel - and without new approaches to mission, the church will continue to be increasingly fragile. As for bilingual and francophone ministries, without rapid and sustained intervention, the United Church’s presence among Francophones runs the risk of diminishing to the point where there will only be a slight

presence in Montreal and Ottawa and almost total silence elsewhere.

However, this decline is not inevitable. We see great opportunities for the creation of Christian communities looking for an open, democratic and inclusive church. In francophone communities throughout the country there are new and exciting opportunities for witness and outreach. There are francophone “spiritual-but-not-religious” who are looking to better understand their experience of the presence of the transcendent in their lives, as well as people who come to us because they have been hurt by their church of origin. There are also francophone First Nations and franco-protestant immigrants and refugees. If The United Church of Canada offers sustained support for the development of models of faith communities and missions that meet the needs and expectations of these groups, the United Church’s work in French will experience a new revival. In addition, these experiences will serve the UCC in the rest of Canada.

In order to respond to such opportunities, this strategy seeks to equip MiF to live out a vision of mission based on partnership principles of sharing the church’s resources in ways that support and develop ministries in French.

Our strategy seeks to:

- ensure that there are ministries in French in the diverse contexts of The United Church of Canada: rural, urban, intercultural communities, single-identity communities, and communities in transition from English to French;
- cluster Francophone ministries so that they can communicate, collaborate, and help each other beyond structural barriers, in a circle of the church that intersects with the wider circles;
- create sustainable ministries.

### **Strategic Objectives**

- |  |
|--|
| <ul style="list-style-type: none"> <li>• Stimulate the creation of new ministries</li> <li>• Accompany existing ministries as well as those that are emerging or in transition</li> <li>• Raise the visibility of The United Church of Canada in French</li> <li>• Identify sources of funding for existing and future ministries</li> <li>• Ensure the transmission of the experience and heritage of ministries that are coming to an end</li> </ul> |
|--|

The implementation of these objectives necessitates working within the framework of an action plan designed to meet the following goals.

#### **1. Creation of new ministries**

We see MiF as a mission field and the leaders within it as missionaries. We believe that there are three key models for 21<sup>st</sup> century mission: base communities (in many forms); virtual communities; and traditional parishes open to new opportunities.

This strategy is intended to provide the framework within which to:

- Establish regional priorities for new ministries in consultation with the Regional Tables (See Appendix A, page 157 for role of Regional Tables [NB: page references refer to the workbook used at the GCE meeting, available at [www.united-church.ca/general-council/gce](http://www.united-church.ca/general-council/gce)]).
- Create intercultural ministries. This includes both reaching out to long-established intercultural communities and welcoming new Canadians. The goal is to invite and assist people to gather together in communities of faith or to join existing congregations or missions.
- Identify ministries that are in transition and are open to new forms of community and ministry. This usually means anglophone parishes that are faced with the choice of closing or making the transition to French or bilingual ministry.
- Look for opportunities to establish interdenominational/ecumenical ministries by partnering with francophone/bilingual ministries established by other churches.
- Establish links between emerging ministries and the Edge Network.

## 2. Accompaniment

- Ensure that every ministry is monitored in consultation with the presbyteries and conferences that support it.
- Cultivate a sense of vocation and call to leadership within our communities. Assist potential leaders in discerning the type of ministry development they are prepared to undertake.

## 3. Raise the visibility of The United Church of Canada in French

Implementation of the strategy includes the goal of seeking to overcome perceptions among Francophones that our church is “an English church”.

We also are developing ways of reaching Francophones who live outside of Quebec and francophone immigrants across Canada.

## 4. Ensure sustainable funding

In order to establish and manage a realistic budget that will allow ministries in French to survive, the General Council, conferences, presbyteries, pastoral charges (or the structures that replace them in the future) must work together.

## Key elements of the operational plan of the strategy

### 1. Education:

#### Goal of education:

To give francophone believers the skills to live their faith in community through liturgical life, mission and witness, and social engagement. Train lay and ordained leaders so that they are equipped to accompany traditional or new forms of community. Help Anglophone communities to welcome Francophones and build mutually enriching relationships with them.

In order to meet our mission objectives, we will develop in partnership with United Theological College programmes that will:

- Help leaders of faith communities to fully understand the cultural context specific to both native Francophones and Francophone immigrants;
- equip leaders to create new forms of ministry;
- develop entrepreneurial skills and strategies for developing partnerships that will ensure guaranteed long-term funding;
- develop an ecclesiology that encourages the sharing of resources and a common vision of the mission of the church;
- train leaders capable of working in intercultural contexts.

## 2. Witness and Mission

In a national perspective, and through various media and a continually evolving communications strategy for ministries in French, the Program Coordinator for Witness and Mission will continue to contribute to the development of the mission and spreading of the message of The United Church of Canada to francophone and bilingual members and seekers.

## 3. Resources

### Strategic goals

The goals of the ‘Resources’ sector of Ministries in French are to facilitate the full participation of Francophones in the life and work of The United Church of Canada in line with the Protocol for Communications in French approved by General Council Executive in 2014.

## 4. Management

In order to implement the strategy we must:

- maintain links with decision-making bodies (General Council Executive, General Council, conferences, presbyteries, congregations, missions, programs of the General Council);
- ensure that regional strategies are consistent with the national strategy;
- coordinate meetings of consultative groups (National Table and Regional Tables);
- ensure the implementation of national and regional strategies for ministries in French.

## Theological and Biblical Framework

In creating this strategy we seek to respond to the call to mission so poetically and prophetically evoked in A Song of Faith. It is this message that informs our approach to mission and inspires our call for a sharing of the church’s resources through a commitment to “koinonia.” All this so that we may share the Good News in French-speaking communities.

*We sing of a church*

*seeking to continue the story of Jesus  
by embodying Christ’s presence in the world.  
We are called together by Christ  
as a community of broken but hopeful believers,  
loving what he loved,  
living what he taught,  
striving to be faithful servants of God  
in our time and place. ...*

*We sing of God's good news lived out,  
 a church with purpose:  
 faith nurtured and hearts comforted,  
 gifts shared for the good of all,  
 resistance to the forces that exploit and marginalize,  
 fierce love in the face of violence,  
 human dignity defended,  
 members of a community held and inspired by God,  
 corrected and comforted,  
 instrument of the loving Spirit of Christ,  
 creation's mending.  
 We sing of God's mission.*

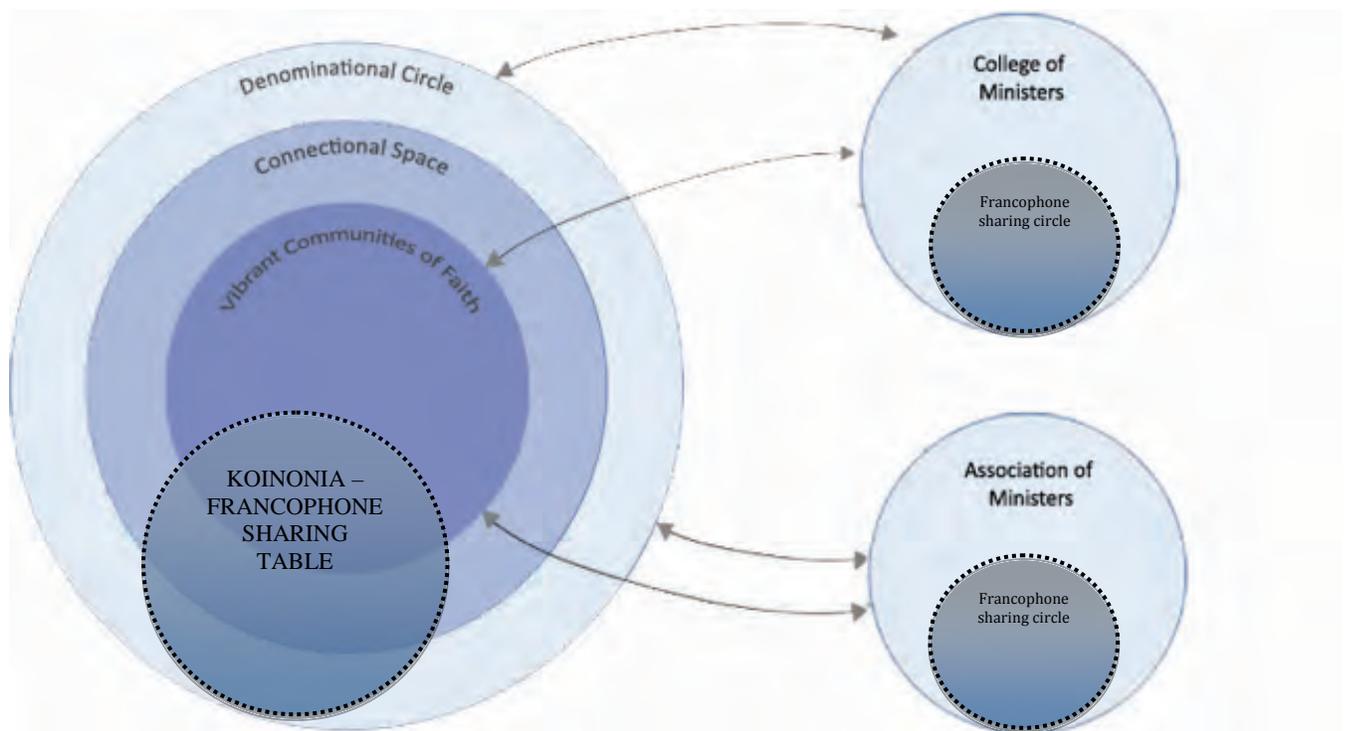
The theological framework for the future of ministries in French has been nourished by years of reflection within The United Church of Canada. Within our Church, there has been particular interest in questions of ecclesiology, both in terms of the *raison d'être* of the church, as well as its role in God's mission in the world. A document like *Mending the World* is a good illustration of this. The study documents on resisting Empire, the intercultural church and right relations are also important and clarify the fundamental values of The United Church of Canada. Taken together, all these processes of reflection bring us to an understanding of the mission of the church, as expressed in the New Testament.

Koinonia, which describes the unity between God and the people, following Christ and in communion with the Holy Spirit, is the communion that exists between believers and in solidarity with the world. This communion—as it is expressed in Acts 2:42—includes spiritual life, shared meals, the transmission of knowledge and respect for the gifts of each individual, as well as a sharing of material goods and helping those in need, all from the perspective of a common mission. According to the Acts of the Apostles, this sharing of all of life is the foundation of the church, from a post-Pentecost perspective where the Holy Spirit has already blown down all linguistic barriers. The strategy for ministries in French that follows is firmly rooted in this vision and seeks to be a living out of koinonia for the church today.

Thus, we hope to avoid the danger of hiding our treasure (Matthew 25:14–30) and contribute what we can for good of all. We see ourselves in the child who, in offering his lunch, fed an entire crowd (John 6:9–13). We believe that our faith calls us to a radical sharing of our goods in a koinonia for today.

## Appendix A

### What if we put our family circles at the heart of our church?



## Appendix B

### Current structures of Ministries in French (MiF)

Our francophone church is comprised of local and neighbourhood groups, Francophone and bilingual congregations and missions, a Francophone presbytery (Laurentien), a bilingual conference (Montreal and Ottawa), as well as presbyteries and conferences open to developing Francophone and bilingual ministries and missions. These ministries and networks collaborate with the Regional and National *Tables de concertation*. They are supported by the work of the MiF team.

### The mandate of the Ministries in French (MiF) team:

- Communicate the message of the United Church in French;
- Increase the visibility of the Francophone Protestant church;
- Support ministries in French (resources and training);
- Facilitate the creation of new communities/expressions of faith in Canada.

The MiF team has five members who are linked in various ways to General Council staff and decision-making structures. The goal is to ensure a Francophone presence at several levels of the church and in a number of working groups.

- “Responsible” – Kristine Greenaway, Church in Mission Cluster (Toronto)

REF - 390

- Director of French Leadership Development – Angelika Piché, Church in Mission Cluster, at United Theological College (Montreal)
- Program Coordinator for Witness and Mission – Stéphane Gaudet, Communications Unit (Montreal)
- Resources and Translation Coordinator – Judith Bricault, Church in Mission Cluster (Montreal)
- Mission Development Agent – position to be filled

The report submitted to the General Council Executive in 2012 by a consultation group for ministries in French recommended the creation of a Mission Development Agent position. The necessary funds for this position were not available but we were able to find the means to hire a team of consultants part-time for one year (spring 2014-spring 2015) to assist bilingual and Francophone ministries in the Montreal and Ottawa Conference to evolve and to address their funding needs.

### **La Table nationale de concertation des Ministères en français**

There is a *Table de concertation des Ministères en français* at the General Council level that ensures the development and follow-up on a national strategy that is rooted in the regional strategies.

The National Table's mandate:

- The National Table will develop a national strategies for ministries in French, will identify places and sites that are favourable to new ministry projects, will determine the needs in terms of resources, will determine the role of the appropriate program department of the General Council, and will develop a realistic and sustainable financial plan;
- Three regional *Tables de concertation*, in partnership with Montreal and Ottawa Conference, Manitou Conference and Maritime Conference, will gather interested parties in each of these particular regions; [Note that for the moment, only one regional Table has been formed, that of Montreal and Ottawa Conference. A second Regional Table is expected to be formed by 2015 in Maritime Conference. In the meantime, the link between the National Table and this conference is maintained by a representative named by the conference. The possibility of creating a Regional Table in Manitou Conference is still to be determined.]
- The National Table will work in partnership with Edge: A Network for Ministry Development and with Conferences. This team will identify needs in terms of resources and training for new ministry development, opportunities for new ministries, and will make recommendations about their funding.

In selecting members of the Table, the Responsable des Ministères en français consulted with the Executive Secretaries of M&O, Manitou and Maritime Conferences, while keeping in mind the recommendations made by the Executive of the General Council in 2012.

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Thursday, November 27, 2014  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 1:00 p.m. Eastern until 1:20 p.m. on Thursday, Nov. 27, 2014, by teleconference call. Past Moderator Mardi Tindal chaired the meeting.

**Attendance**

**Voting Members:** Thom Davies, Bev Kostichuk, Charles McMillan, Lynella Reid-James, Nora Sanders, Florence Sanna, Mardi Tindal, Erin Todd

**Regrets:** Nelson Hart, Shirley Cleave, Marie-Claude Manga, Gary Paterson

**Welcome**

The Past Moderator led a time of check-in and then opened the meeting with a prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 40<sup>e</sup> Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 40th General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Thom Davies** **2014-11-27-179**

That Karen Smart, Kathy McDonald and Erik Mathiesen be the corresponding members and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Erin Todd/Bev Kostichuk** **2014-11-27-180**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on October 15, 2014.

**Carried**

**Loan Guarantee for Pelham Community Church**

Erik Mathiesen spoke to this motion.

**Motion: Florence Sanna/Lynella Reid-James** **2014-11-27-181**

The General Secretary proposes:

**REF - 392**

That the Sub Executive of the Executive of the General Council approve the attached financial resolution by which The United Church of Canada guarantees a \$550,000 construction loan arrangement on behalf of Pelham Community Church in Pelham Community Church in Pelham.

**Carried**

**Request for Formal Hearing**

Kathy McDonald spoke to this motion.

**Motion: Charles McMillan/Thom Davies**

**2014-11-27-182**

The General Secretary proposes that:

1. The Sub Executive of the General Council order a Formal Hearing to consider the appropriate consequence to be imposed on the respondent with respect to complaint SAPRPP 2014 – 006 under the Sexual Abuse Prevention and Response Policy;
2. Laurie Joe, Reverend Hans Van Nie and Reverend Edward Bentley be appointed as the Formal Hearing Committee;
3. The costs of the Formal Hearing, including administrative costs and travel and accommodation costs of the Formal Hearing Committee, be borne by the Executive of the General Council in accordance with United Church policy for reimbursement of expenses;
4. The Formal Hearing be held as soon as reasonably possible; and
5. The Formal Hearing Committee report its decision to the Sub Executive of General Council as soon as reasonably possible

**Carried**

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Past Moderator, Mardi Tindal

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General Secretary, Nora Sanders

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Thursday, December 18, 2014  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 12:30 p.m. Eastern until 12:40 p.m. on Thursday, Dec. 18, 2014, by teleconference call. Moderator Gary Paterson chaired the meeting.

**Attendance**

**Voting Members:** Bev Kostichuk, Charles McMillan, Gary Paterson, Nora Sanders, Florence Sanna, Mardi Tindal

**Regrets:** Shirley Cleave, Thom Davies, Nelson Hart, Marie-Claude Manga, Lynella Reid-James, Erin Todd

**Welcome**

The Moderator led a time of check-in and then opened the meeting with a prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 41<sup>e</sup> Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41<sup>st</sup> General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Bev Kostichuk** **2014-12-18-183**

That Erik Mathiesen be the corresponding member and that Susan Sigal be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Nora Sanders/Florence Sanna** **2014-12-18-184**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on November 27, 2014.

**Carried**

**Financial Services of Maritime Conference of The United Church of Canada – Indemnity Agreement with Maritime Conference and General Council**

Erik Mathiesen spoke to this proposal.

**Motion: Nora Sanders/Charles McMillan** **2014-12-18-185**

The General Secretary, General Council proposes that:

The Sub-Executive of the General Council approve the execution by the General Council of the Indemnity Agreement with Financial Services of Maritime Conference of The United Church of Canada and Maritime Conference, in substantially the form attached as Schedule "A."

**Carried**

**Winnipeg Presbytery – Grace Fund – Change in Terms of Fund**

Erik Mathiesen spoke to this proposal.

**Motion: Nora Sanders/Mardi Tindal**

**2014-12-186**

The General Secretary, General Council proposes that:

The Sub-Executive of the General Council approve the use of the Grace Fund held by Church Development Inc., for presbytery endeavours throughout Winnipeg Presbytery as follows:

- a) interest from loans and investments continue to be remitted annually to the operating budget of Winnipeg Presbytery; and
- b) capital be used for loans for United Church building repairs and renovations in Winnipeg according to current Winnipeg Presbytery policy.

**Carried**

Gary Paterson ended the meeting wishing everybody a Merry Christmas!

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Wednesday, January 7, 2015  
(Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 1:00 p.m. until 1:22 p.m. (Eastern) on Wednesday, January 7, 2015, by teleconference call. Past Moderator Mardi Tindal chaired the meeting.

**Attendance**

**Voting Members:** Shirley Cleave, Marie-Claude Manga, Charles McMillan, Nora Sanders, Florence Sanna, Mardi Tindal, Erin Todd

**Regrets:** Thom Davies, Nelson Hart, Bev Kostichuk, Gary Paterson, Lynella Reid-James

**Welcome**

Erin Todd offered a Happy New Year in Finnish. The Past Moderator led a time of check-in and then opened the meeting with a prayer.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 40<sup>e</sup> Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 40th General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Shirley Cleave** **2015-01-07-187**

That Karen Smart be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Florence Sanna/Charles McMillan** **2015-01-07-188**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on December 18, 2014.

**Carried**

**Nominations Committee – Recommendations for Appointment**

Florence Sanna, chair of the Nomination Committee, spoke to this motion.

**Motion: Florence Sanna/Marie-Claude Manga**

**2015-01-07-189**

That the Sub-Executive of the General Council appoint the following member, with terms as stated:

**Anglican Church–United Church Dialogue (January 2015–January 2018)**

- Brenda Simpson (Lay Person, London Conference)

**Carried**

The business being completed, the Past Moderator declared the meeting adjourned with a prayer, and Florence Sanna offered a New Year's Blessing. Mardi and Nora thanked everyone for taking part.

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Past Moderator, Mardi Tindal

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General Secretary, Nora Sanders

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Tuesday, February 17, 2015 (Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 1:00 p.m. until 1:22 p.m. (Eastern) on Tuesday February 17, 2015, by teleconference call. The Moderator, Gary Paterson, chaired the meeting.

**Attendance**

**Voting Members:** Thom Davies, Charles McMillan, Lynella Reid-James, Gary Paterson, Nora Sanders, Florence Sanna, Mardi Tindal

**Regrets:** Shirley Cleave, Nelson Hart, Bev Kostichuk, Marie-Claude Manga, Erin Todd

**Welcome**

The Moderator shared that a number of wonderful, attentive youth attended the Youth Forum Winter Gathering, February 14 to 16, 2015. The Sub-Executive remembered Marie-Claude Manga as she grieves the loss of her stepson.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 41<sup>e</sup> Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41<sup>st</sup> General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/ Thom Davies** **2015-02-17-190**

That Karen Smart be the recording secretary for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Nora Sanders/Charles McMillan** **2015-02-17-191**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on January 7, 2015.

**Carried**

**Nominations Committee – Recommendations for Appointment and Reappointment**

Florence Sanna, chair of the Nomination Committee, spoke to this motion. For the nominations to the Investment Committee, The Pension Board and the Nominations Committee have reviewed the names and have agreed to present them to the Sub-Executive of the General

Council for nomination. The Nominations Committee recommended that John Lee replace John Kim as a member of the Executive of the General Council. John Kim has resigned.

**Motion: Florence Sanna/Lynella Reid-James**

**2015-02-17-192**

The Nominations Committee proposes that the Sub-Executive of the General Council appoint the following members, with terms as stated.

**Investment Committee (Pension) (February 2015–February 2018)**

- Andrew Greene, specialist
- Sean Macaulay, specialist
- Mary Anne Wiley, specialist
- Julie Cays, specialist, 2<sup>nd</sup> term
- Jane Halliday, specialist, 2<sup>nd</sup> term
- Jim Walker, specialist, 2<sup>nd</sup> term

**Sub-Executive of the General Council, Ethnic Ministries (February 2015–August 2015)**

- John Lee (Ordained, Toronto Conference)

**Carried**

The Past Moderator Mardi Tindal closed the meeting with words of blessing from Phillip Newman.

The Moderator declared the meeting adjourned at 1:22 p.m.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders

**Minutes of the Executive of the General Council meeting of March 21–23, 2015,  
have not yet been approved.**

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Tuesday, May 19, 2015 (Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 1:00 p.m. until 1:30 p.m. (Eastern) on Tuesday, May 19, 2015, by teleconference call.

**Attendance**

**Voting Members:** Nelson Hart, Bev Kostichuk, Charles McMillan, Nora Sanders, Florence Sanna, Erin Todd

**Regrets:** Shirley Cleave, Thom Davies, John Lee, Marie-Claude Manga, Gary Paterson, Lynella Reid-James, Mardi Tindal

**Welcome**

Bev Kostichuk opened the meeting with a prayer.

**Constituting the Meeting**

The meeting was constituted in French by Nora Sanders and in English by Bev Kostichuk.

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Charles McMillan**

**2015-05-19-216**

That Bev Kostichuk be the Chair for this meeting with Susan Sigal being the recording secretary and Karen Smart, Alan Hall, Erik Mathiesen and Tracy Murton be the corresponding members for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Nora Sanders/Erin Todd**

**2015-05-19-217**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on Feb. 17, 2015.

**Carried**

**Nominations Committee – Recommendations for Appointment and Reappointment**

Florence Sanna spoke to this motion.

**Motion: Florence Sanna/Charles McMillan**

**2015-05-19-218**

The Nominations Committee proposes that the Sub-Executive of the General Council appoint the following members, with terms as stated.

**Canadian Forces Chaplaincy Committee (June 2015–June 2018)**

- Adam Hall (Ordained, Alberta and Northwest Conference)

**Permanent Committee on Ministry and Employment Policies and Services (GC42, August 2015–GC43, July 2018)**

- Gloria Cook (Layperson, All Native Circle Conference)

**Permanent Committee on Finance (GC42, August 2015–GC 43, August (July) 2018)**

- John Snow (Layperson, All Native Circle Conference)

**Representative to The United Church of Canada Foundation Board, cascading appointment (May 2015–GC42 August (July) 2018)**

- Susan Brodrick (Layperson, Alberta and Northwest Conference)

**Carried**

**Delegation of Real Estate Approval Authority**

**Motion: Nora Sanders/Florence Sanna**

**2015-05-19-219**

That the Sub-Executive of the General Council delegate authority to the General Secretary, General Council:

- (a) to give approval for real estate transactions up to \$1 million in value consistent with the established policy for listed Real Property, upon the recommendation of each of the Conference and the presbytery within whose bounds the property is located; and
- (b) for property in Quebec, to delegate the signing authority for all documents required for the real estate transaction to persons who are United Church leaders resident in Quebec as named by the General Secretary.”

**Carried**

**High Cost Remote Emergency Allowance**

Tracy Murton spoke to this motion.

**Motion: Erin Todd/Florence Sanna**

**2015-05-19-220**

The Permanent Committee on Ministry and Employment Policies and Services proposes that:

**The Sub-Executive of the General Council, effective July 1, 2015 establish a remote location emergency allowance for ministry personnel serving in designated remote locations to assist when emergency situations arise and immediate transportation is required with the following terms:**

- a. Requests for emergency travel assistance will be made to the minister's resident pastoral charge first, then presbytery, then Conference;**
- b. If the minister's resident pastoral charge, presbytery, and Conference are not able to accommodate the full amount requested, then the minister can make a request to the Financial Assistance Committee, General Council Office, for the balance;**
- c. Formal requests shall be made within 6 months of the emergency situation requiring immediate travel, and provide the date and details of the emergency event, confirmation of the related costs, and confirmation of any amounts paid by the pastoral charge, presbytery, and Conference if any;**
- d. Staff of the appropriate General Council Unit would administer this grant with oversight. Consideration will be given to the need for emergency travel, the parties involved (i.e. family relation to the minister), whether other requests by the minister have been granted and when, and what amounts, if any, have been paid by the pastoral charge, presbytery, and/or Conference;**
- e. Applications will be administered according to the terms of the Minister's Loan Fund. Currently, up to \$5,000 is available from this fund and the Financial Assistance Committee may forgive the loan when repayment of the loan will cause undue hardship.**

**Carried**

**Amending the Disability Provisions of the Manual**

Tracy Murton spoke to this motion.

**Motion: Charles McMillan/Nelson Hart**

**2015-05-19-221**

**The Permanent Committee on Ministry and Employment Policies and Services proposes that the Sub-Executive of the General Council recommend the following proposal on Amending the Disability Provision of the Manual to the 42<sup>nd</sup> General Council (2015) for approval:**

**Amending the Disability Provision of the Manual**

**Amend section I.2.2 of The Manual by removing the existing wording and replacing it with the following policy:**

**The United Church is committed to providing disability care and benefits for ministry personnel and lay employees serving in paid accountable positions and who, due to illness or injury become unable to carry out the duties and**

**responsibilities of their position. Disability insurance benefits are available to those who:**

- **are members of the group insurance plan;**
- **are not receiving a United Church pension; and**
- **have a disability that prevents them from working, as confirmed following the applicable United Church process.**

**The United Church will strive to treat fairly and compassionately ministry personnel and lay employees who have a disability that prevents them from working and will also strive to treat local ministry sites and employment sites, with an employee or ministry personnel who becomes disabled, in a manner that is equally fair and compassionate.**

**The United Church will provide disability benefit plans applicable to two distinct situations – short-term disability (for absences of up to six months) and long-term disability (for absences beyond an initial six month period). The disability programs reflect a focus on treatment and restoration, to the extent possible. The United Church is committed to the implementation of the disability policy in a consistent manner throughout the church.**

**Carried**

**Policy on the Collection, Protection, and Retention of Ministry Personnel Personal Information in Form PR 404, Part 2 and Form PR 405, Part 2**

Tracy Murton spoke to this motion.

**Motion: Erin Todd/Nelson Hart**

**2015-05-19-222**

The Permanent Committee on Ministry and Employment Policies and Services proposes that:

**The Sub-Executive of the General Council:  
approve the Policy on the Collection, Protection, and Retention of Ministry Personnel Personal Information in Form PR 404, Part 2 and Form 405, Part 2, as approved by the Permanent Committee on Ministry and Employment Policies and Services on May 12, 2015.**

**Carried**

The closing blessing was done by Erin Todd.

Bev Kostichuk declared the meeting adjourned at 1:30 p.m.

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Incoming Chair, Governance & Agenda,  
Bev Kostichuk

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General Secretary, Nora Sanders

**MEETING OF THE SUB-EXECUTIVE OF THE GENERAL COUNCIL  
MINUTES  
Monday, June 8, 2015 (Teleconference Call)**

The Sub-Executive of the General Council of The United Church of Canada met from 1:00 p.m. until 1:20 p.m. (Eastern) on Monday, June 8, 2015, by teleconference call. Moderator Gary Paterson chaired the meeting.

**Attendance**

**Voting Members:** Nelson Hart, Bev Kostichuk, Nora Sanders, Florence Sanna, Gary Paterson, Erin Todd, Lynella Reid-James

**Regrets:** Shirley Cleave, Thom Davies, John Lee, Marie-Claude Manga, Charles McMillan, Mardi Tindal

**Welcome**

The Moderator shared an opening prayer with the group.

**Constituting the Meeting**

“Au nom de Notre Seigneur, Jésus-Christ, seul chef souverain de l’Église, et par l’autorité qui m’a été conférée par le 41<sup>e</sup> Conseil général, je déclare ouvert, par la présente, le sous-exécutif du Conseil général et ses travaux pour chercher à bâtir le Royaume de Dieu.”

“In the Name of Jesus Christ, the head of the Church, and by the authority vested in me by the 41<sup>st</sup> General Council, I hereby declare this meeting of the Sub-Executive of the General Council to be in session for the work that may properly be brought before it to the glory of God.”

**Procedural Motions**

**Motion: Nora Sanders/Erin Todd** **2015-06-08-223**

That Susan Sigal be the recording secretary and that Karen Smart, Erik Mathiesen and Diane Bosman be the corresponding members for this meeting of the Sub-Executive of the General Council.

**Carried**

**Minutes of the Sub-Executive of the General Council**

**Motion: Nora Sanders/Florence Sanna** **2015-06-08-224**

That the Sub-Executive of the General Council approve the minutes of the Sub-Executive of the General Council meeting held on May 19, 2015.

**Carried**

**Nominations Committee – Recommendations for Appointment**

Florence Sanna spoke to this motion. The nominations committee met on June 2, 2015 to discern these nominations.

**Motion: Florence Sanna/Lynella Reid-James** **2015-06-08-225**

The Nominations Committee proposes that the Sub-Executive of the General Council appoint the following members, with terms as stated.

**GC43 Planning Committee Chair (The rise of the 42nd General Council, August 2015–the rise of the 43rd, General Council, July 2018)**

*(1 vacancy, 3 expressions of interest)*

- Larry Doyle (Ordained, Bay of Quinte)

**Canadian Council of Churches, Board (June 2015–June 2018)**

*(1 vacancy, 9 expressions of interest; 1 interest in reappointment)*

- Doug Martindale (Ordained, Manitoba and Northwestern Ontario), *2nd term*
- Kevin Little (Ordained, Maritime)

**CCC: Commission on Justice & Peace (September 2015–September 2018)**

*(1 vacancy, 1 expression of interest)*

- Vicki Obedkoff (Ordained, Saskatchewan)

**CCC: Commission on Faith & Witness (December 2015–December 2018)**

*(1 interest in reappointment)*

- Ian Sloan (Ordained, Hamilton), *2nd term*

**Mission and Service Advisory Committee (June 2015–June 2018)**

*(4 vacancies, 2 expressions of interest)*

- Anthony Smith (Lay Person, London)
- Sheila Redden-Smith (Ordained, Maritime)

**Aboriginal Ministries Council (August 2015–July 2018), as named by authorized groups as noted**

- Gilbert Jackson (Designated Lay Minister, British Columbia), *British Columbia Native Ministries*
- Lawrence Sankey (Lay Person, British Columbia) *British Columbia Native Ministries*
- Lori Lewis (Lay Person, British Columbia), *British Columbia Native Ministries, 2nd term*
- Marie Dickens (Lay Person, British Columbia), *British Columbia Native Ministries, 2nd term*
- Grant Queskekapow (Ordained, All Native Circle) *All Native Circle Conference,*
- Janet Sigurdson (Ordained, All Native Circle), *All Native Circle Conference*
- Norma General Lickers (Lay, All Native Circle), *All Native Circle Conference*
- Russel Burns (Lay, All Native Circle), *All Native Circle Conference, 2nd term*
- Tricia Monague (Lay, Toronto), *Ontario and Quebec Aboriginal Congregations*
- Gabrielle Lamouche (Lay, Montreal and Ottawa), *Ontario and Quebec Aboriginal Congregations*
- George Montour (Lay, Hamilton), *Ontario and Quebec Aboriginal Congregations, 2nd term*
- Wanda Montour (Lay, Hamilton), *Ontario and Quebec Aboriginal Congregations, 2nd term*

- Lee Claus (Ordained, Hamilton), *Sandy Saulteaux Spiritual Centre*
- Stan McKay (Ordained, All Native Circle), *Sandy Saulteaux Spiritual Centre*

**Commissioners of the 43rd General Council (August 2015–July 2018), as named by the Aboriginal Ministries Council from among their representatives to the Executive**

- Gabrielle Lamouche (Lay, Montreal and Ottawa), *Ontario and Quebec Aboriginal Congregations*
- Lori Lewis (Lay Person, British Columbia), *British Columbia Native Ministries*

**Carried**

#### **Audited Financial Statements for 2014**

Erik Mathiesen spoke to this motion.

**Motion: Bev Kostichuk/Lynella Reid-James**

**2015-06-08-226**

That the Sub-Executive of the General Council on the recommendation of the Audit Committee approve the 2014 audited financial statements of the National Accounts of The United Church of Canada.

**Carried**

#### **New Business**

Nora Sanders and a number of others were at the final events of the Truth and Reconciliation Commission. 94 calls to action were received from their proposal and some have been directed to churches.

The Aboriginal Council and the Indigenous Justice & Residential Schools would like to bring a proposal to the Sub-Executive of the General Council in the next two weeks that will go to the 42<sup>nd</sup> General Council.

The Moderator closed the meeting with blessings.

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Moderator, Gary Paterson

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General Secretary, Nora Sanders