

East Central Ontario Regional Council
Meeting of the Assembly of Elders
Friday, September 11, 2020 – 9:00 a.m.

Vision of the Assembly of Elders by which we evaluate progress based on:

- Supporting and enhancing the life of Communities of Faith where ministry takes place
- Nurturing Social Justice and Outreach programs
- Building Communications

IN ATTENDANCE

Rev. Paul Reed	Chair
Rev. Jean Wilson	Past-Chair
Marilyn Fortin	Member
Ted Meyers	Member
Rev. Steve Spicer	Member
Nancy Sutherland	Member
Steve Coles	Member
Rev. Ryan McNally	Member
Rev. Phil Wilson	Member
Brian James	Member - Financial Administration
Louise Slobodian	Corresponding Member - Communications and Administration Assistant
Sharon Hull	Corresponding Member - Minister for Spiritual Nurture, Respectful Relationship and Justice for all Ages
Rev. David Timpson	Corresponding Member, Pastoral Relations Minister
Rev. Rosemary Lambie	Member, Executive Minister
Joel Miller	Corresponding Member, Program Assistant to Executive Minister, Recording Secretary
Nancy Payne	Corresponding Member (Departed at 10:00 a.m.)
Patricia Teskey	Corresponding Member (Departed at 10:00 a.m.)

REGRETS/ABSENT

Shannon Marsellus	Member
Rev. Rodney Smith-Merkley	Corresponding Member - Minister for Respectful Relationship and Indigenous Justice

Opening Devotions – Rev. David Timpson invited all to open up to the power of God’s discerning spirit, which has gathered this group in this meeting. David closed the devotional time with a prayer.

Acknowledgment of the Land – Rev. David Timpson acknowledged the land, recognizing its indigenous ancestry, gave thanks for the stewardship by the indigenous peoples, and reminded all to continue to work towards living in right relations.

Circle Time of Sharing – All were invited to share.

Treasurer to be a voting member on the Assembly of Elders –

2020-09-11-095 MOTION (S. Coles/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders extend voting privileges to Brian James for this meeting and future Assembly of Elders meeting. **Carried**

Appointment of Equity Monitor for this Meeting – Phil Wilson agreed to be equity monitor for this meeting.

Agenda

2020-09-11-096 MOTION (M. Fortin/R. McNally) That the East Central Ontario Regional Council Assembly of Elders accept the agenda as circulated. **Carried**

MINUTES from May 8, 2020 to August 6, 2020

a) Minutes of June 12, 2020

2020-06-12-097 MOTION (T. Meyers/S. Coles) That the East Central Ontario Regional Council Assembly of Elders accept the Minutes of June 12, 2020 as circulated. **Carried**

b) Minutes of Email Voting ending June 23, 2020

2020-06-23_0XX MOTION (R. McNally/M. Fortin) that the East Central Ontario Regional Council Assembly of Elders, having identified under section J.4 (a) of The 2019 UCC Manual, the need to order a review of Chalmers United Church, Kingston, appoints Beth Symes, trained lay person as the Reviewer.

The mandate is to investigate the state of the Community of Faith, with particular concern for the level of dysfunction and turmoil existing therein, the break down in the shared ministry plan including worship and staff, and further, to explore willingness to do self-reflection for goal setting to create a healthy congregation, and determine what willingness there is to be a partner.

The reviewers will gather information about life at Chalmers, make findings based on that information, and make a report back to the Regional Council Assembly of Elders for the meeting on September 11, 2020 with those recommendations based on the findings.

*The Community of Faith will not be free to select ministry personnel through the Pastoral Relations process until the work, resulting from the review and agreed upon by the Assembly of Elders, is completed. **CARRIED***

2020-09-11_098 MOTION (R. McNally/S. Spicer) that the East Central Ontario Regional Council Assembly of Elders approved the Minutes of June 23, 2020 email vote. **Carried**

c) Minutes of Email Voting Ending July 30, 2020

2020-07-30_0XX MOTION (M. Fortin/T. Meyers) that the East Central Ontario Regional Council Assembly of Elders, having received a request from the Cataraqui United Church, does hereby grant permission to change the name of the Cemetery change from “Cataraqui United Church Cemetery” to “Heritage Cemetery at Cataraqui”. **CARRIED**

2020-09-11_099 MOTION (T. Meyers/M. Fortin) that the East Central Ontario Regional Council Assembly of Elders approved the Minutes of July 30, 2020 email vote. **Carried**

d) Minutes of Email Voting Ending July 30, 2020

2020-07-30_0XX MOTION (M. Fortin/P. Wilson) that due to a clear conflict of interest while serving in the role of Liaison, and a refusal to respond or comply with the Pastoral Charge Supervisor or Regional Council directives, thus demonstrating a lack of respect for appropriate boundaries, that the retired Reverend Deborah Elliott be relieved effective immediately of her responsibilities as Liaison to the New Hope Pastoral Charge.

*Furthermore, the Pastoral Relations Minister is asked to ensure a replacement at the earliest possible time to assist the New Hope team complete its work. **CARRIED***

2020-09-11_100 MOTION (P. Wilson/M. Fortin) that the East Central Ontario Regional Council Assembly of Elders approved the Minutes of July 30, 2020 email vote. **Carried**

e) Minutes of Email Voting ending August 4, 2020

2020-08-04_0XX MOTION (T. Meyers/M.Fortin) that the East Central Ontario Regional Council Assembly of Elders give its consent to the sale of certain Real Property, the legal description of which is Dummer Ward, Concession 1, Part Lot 12, Warsaw Village, Township of Doura-Dummer, Province of Ontario and the municipal address of 923-925 Water Street, Warsaw, Ontario. K0L 3A0 and pursuant to an agreement between the Board of Trustees of Bethel-Warsaw United Church, a congregation of the United Church of Canada, and part of the Warsaw Pastoral Charge as seller, and Todd Mollohan as purchaser, dated the 28th of July 2020, and subject to Regional Council approval, the terms of which are as follows:

Purchaser: Todd Mollohan
Sale price: \$70,000.00
Deposit of \$1,000.00
Balance due of \$69,000.00

Conditions:

Sold as is, no running water, no septic tank, no real estate fees, no zoning costs to be paid by seller, sidewalk on south of church on property of purchaser, parking lot front swimming dock and boat launch that has been used by public, and church in need of repairs to ground floor.

To the following disposition of the net proceeds arising from the transaction will be added to the Congregations Real Property (Cash and Investment) and allocated based upon the November 2019 guidelines for disbanding congregation of:

10 % to the United Church of Canada Indigenous Ministry,

10% to the Toronto United Church Council's Sustainable Energy Loan Fund.

20% be remitted to the Eastern Central Ontario Regional Council.

20% be remitted to the United Church of Canada Mission and Service.

40% be directed for purposes within The United Church of Canada and which is approved by the Regional Council before the disbanding of the Community of Faith.

2020-09-11_101 MOTION (T. Meyers/S. Coles) that the East Central Ontario Regional Council Assembly of Elders approved the Minutes of August 4, 2020 email vote. **Carried**

f) Minutes of Email Voting ending August 6, 2020

2020-08-06_0XX MOTION (T. Meyers/S. Coles) that the East Central Ontario Regional Council Assembly of Elders give its consent to the sale of certain Real Property, the legal description of which is LT 6-7 BLK C PL 162: PT LT 28 BLK C PL 162 in DES 1774, EXCEPT PT 1, 21R17795; DESERONTO, COUNTY OF HASTINGS; Province of Ontario and the municipal address of which is 112-4th Street, Deseronto, Ontario K0K 1X0 and pursuant to an agreement between the Board of Trustees of Deseronto United Church, a congregation of the United Church of Canada, and part of the Deseronto-Napanee Pastoral Charge as seller, dated the 21th of July 2020, and subject to Regional Council approval, the terms of which are as follows:

a) Purchaser: 1966780 Ontario Inc

b) Sale price: \$240,000.00

c) Deposit of \$1,000.00

d) Balance due of \$239,000.00

e) Conditions –none

f) Warranties - none

g) Scheduled closing October 31, 2020

h) Source of funds – purchaser's funds

To the following disposition of the net proceeds arising from the transaction

- a) *10 % to the United Church of Canada Indigenous Ministry,*
- b) *90 % net the selling cost will be placed in secure investments. Income generated by the investments will be used for on-going operations of the Deseronto United Church Congregation, which intends to continue as a congregation.*

2020-09-11_102 MOTION (T. Meyers/S. Coles) that the East Central Ontario Regional Council Assembly of Elders approved the Minutes of August 6, 2020 email vote. **Carried**

10:00 OD Presentation

Vision Statement – see appendix A

2020-09-11-103 MOTION (J. Wilson/P. Wilson) That the East Central Ontario Regional Council Assembly of Elders welcomes Nancy Payne and Patricia Teskey as corresponding members for discussion of a 2nd draft Vision Statement for the Regional Council. **Carried**

Rev. Rosemary Lambie highlighted that the new vision statement will be used to guide future agenda's and evaluation of progress. It was noted that the Vision Statement is a living document and can be changed.

Following discussion, addition were made:

Point number 2 in "Guiding Principles" – clergy, lay leaders and communities of faith to be added.

Mission and Property fits into the guiding principles under 'Encouraging that building are accessible' but adding faithful stewardship of property and finances. This can be measured by encouraging people to use the policies which encourage using assets appropriately and faithfully to live out the Vision Statement.

Rosemary asked that members of the Assembly of Elders who are Teams can let her know where their Teams fit in the guiding principles.

Correspondence

- a) June 21, 2020 Lorna Thorne, Chair of Council, Edith Rankin Memorial Church re copy of letter regarding support for Elizabeth Amirault (*for information – referred to OV*)
- b) June 26, 2020 Rev. Sharon Ballantyne, Chair of Equity Team, ECORC re report of SJNORC (*for action VII g*)
- c) July 30, 2020 Sophie Peacock, Secretary/Central Treasurer, Rural Faith United Church, Cobourg, ON re name change motion (*for action VI c*)
- d) July 31, 2020 Service Ontario re extension of Marriage Licences due to delays caused by COVID-19 (*for information – posted through Communications*)
- e) July 31, 2020 Shining Waters Regional Council re former Toronto Conference funds: cheque in amount of \$16,147.50 (*action taken*)
- f) August 1, 2020 Rev. Elizabeth Macdonald, Affirming Forum re requesting to be directly accountable to the Assembly of Elders; and further that the Assembly name an Elder to work with and represent the Affirming Forum. (*for action VII h*)
- g) August 1, 2020 Rev. Elizabeth Macdonald, Affirming Forum re resignation of Doug Ferris as the Co-Chair due to work responsibilities related to COVID-19 (*for action by Affirming Forum working with Nominations*)
- h) September 8, 2020 C. Gunn, General Council lawyer re Former Centre Church property Prince Edward County (*for action by Mission through Property and Finance*)
- i) September 9, 2020 Me. B. Symes, Reviewer re review Report of the Chalmers' congregation (*for action- set date*)

Business arising

Building Communications

- I. Communications** – Louise Slobodian highlighted that her focus has been on registration and expression of interest forms. She noted that she has received requests for a date for spring meetings.
- II. Facilitation Team report** – Paul Reed highlighted that the Team met last week.
Discussion: It was noted that the Youth are to get a discounted price to participate in the webinar “Right Relations: Five years after the Truth and Reconciliation Commission”.
- a. *Updates on General Meeting, September 25-27* – Paul informed Louise that things are going to be sent out next week. Paul provided some information on how the voting process will work, also explained that the tech team will be providing an orientation session. Joel will be sending a detailed agenda to Louise for posting next week. Phil is working with interpreters and will provide invoice for fees-for-service to Brian.

It was asked that pre-recorded video presentation be forwarded as soon as possible and placed in file to be made available to interpreters as soon as possible (also for the tech-team to have hard copies of presentations ahead of time).

- b. *Celebration of Ministry Saturday September 19 Live-streaming at 11 am* –The service will be recorded from the livestream and uploaded to YouTube. Rosemary will be arriving in Belleville around 4 p.m. to drop of items for service. Joel will provide guest list to Ryan for seating plan and will provide bulletin for distribution (to Jean for PowerPoint). YouTube streaming, licensing will be provided

Supporting and enhancing the life of Communities of Faith where ministry takes place

- III. Covenanting Support Team** – Minutes of the Covenant Support Team – not available for this meeting
- a) Team progress report – Assembly of Elder representatives – see **appendix B** for policies the Team is currently working on; David brought focus to some of the other possible policies changes that Covenant Support Team is looking into.
- b) Report from Supporting Staff member (Pastoral Relations Report) – see **appendix C**; David highlighted key items in his report
- c) Items from Liaison Forum – an updated excel sheet of liaisons will be included as part of the next set of minutes of the Assembly of Elders.

2020-09-11-104 MOTION (J. Wilson/S. Coles) That Liaison Officers shall not be eligible as worship leaders, or for Call, or Appointment, on the Pastoral Charges they have been assigned to work in as Liaison officers of East Central Ontario Regional council. This in eligibility shall continue until the covenanting service or successful completion of Search. **Carried**

(This policy needs to be added to Governance Handbook, under heading ‘Conflict Of Interest’)

- d) Licensed Lay Worship Leaders – David highlighted points made in his report regarding LLWLs.

Change in Pastoral Relations:

2020-09-11-105 MOTION (J. Wilson/P. Wilson) That the East Central Ontario Regional Council Assembly of Elders receives the request for a in change in pastoral relations for Rev. Kirby Constable. **Carried** (*T. Meyers abstains*)

IV. Mission through Property and Finance – Financial report and proposed 2021 budget – see **appendix D**

Notes: ECORC is currently ahead of budget due to the limited travel that has occurred this year and no in-person Regional Meeting. Budgets for these items have been retained in the event that ECORC returns to in-person meetings at some point in the year.

Mission and Ministry grant allotment from the national budget is reduced from \$289,000 to \$239,870 for 2021 resulting in a reduction in grant money available for mission support and doing mission together.

The Regional Council Assets (see **appendix D**) at the end of August are based on known transfers from Bay of Quinte and Conference and Presbytery transfers showing any restricted funds. The transfer was not as clean or as detailed as desired. There are some outstanding Bank of Montreal investments and every effort is being made to have them transferred to the Regional Council. The portion of the former Bay of Quinte Conference funds owing to Eastern Ontario Outaouais Regional Council will be transferred shortly.

Questions arose around Mission Support Grants and funds allocated to Formation Nurture and Justice. It was noted actuals come from General Council and may not be reflected in the current budget. Revisions will be made to include new information regarding who was awarded funds. It was also noted that what has not been allocated (despite being proved to be awarded) do not appear in budget actuals. It was suggested to change name of “Doing Mission Together” to distinguish it from “Mission Support Grant” from National Office.

It was asked how communication-flow was happening for establishing a budget that coincides with needs of Teams and for Forums? Answer, budget projections are based on actuals – not taking for granted same budget of previous year. Specific requests for financial support must come from Teams and Forums directly.

Mission Support applicants who have three (3) year commitments need to be informed that they need to request funding again after 2021. Future allocations may not be for three (3) years with the expectation of further reductions in the Mission Support Grant.

2020-09-11-106 MOTION (B. James/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders receives the draft Financial report and proposed 2021 budget to be presented at the Regional Council Meeting. **Carried**

2020-09-11-107 MOTION (T. Meyers/P. Wilson) That the East Central Ontario Regional Council Assembly of Elders approve the request of Trenton United Church, to spend \$150,000 from reserved funds for an elevator project. **Carried**

2020-09-11_108 MOTION (T. Meyers/S. Coles) that the East Central Ontario Regional Council Assembly of Elders give its consent to the sale of certain Real Property, the legal description of which is Part South Half Lot 1, Plan 68, Parts 2, 3 and 4 Plan 13R22035, County of Frontenac, subject to an easement over Part 4 Plan 13R22035 as in FR560183; City of Kingston, and the municipal address of which is 31 Weller Avenue, Kingston, Ontario K7K 2T1, pursuant to an agreement between the Board of Trustees of St. Matthew's United Church a congregation of The United Church of Canada, as St. Matthew's United Church and Justin Andrew Bannon, dated the 3rd day of September, 2020, and subject to Regional Council approval, the terms (subject to the agreed distribution of the proceeds of sale being communicated to the Executive Minister, as per Policy) of which are as follows:

Agreement of Purchase and Sale, Agreement to Lease:

\$435,000 with a ten-year lease of \$0.00 per month for the community of faith.
The proceeds from the sale be assigned as follows:

1. Pay to East Central Ontario Region the amount of \$9,620.00 in repayment of a loan from the former Four Winds Presbytery and in accordance with the terms of the loan agreement.
2. The remainder of the net proceeds be divided as follows:
 - 25% to be used to support the ongoing ministry of the congregation
 - 75% to be invested and the interest to be used to support the ongoing ministry of the community of faith.

2020-09-11-109 MOTION (T. Meyers/R. McNally) That the East Central Ontario Regional Council Assembly of Elders receives the Team report identifying that the Retirees Forum will have a budget line of \$150 for the remainder of 2020, and \$1000 for 2021. **Carried**

It was highlighted that the following Communities of Faith have requested permission to apply for the CEBA government loan of \$40,000:

Kedron UC,
Dunbarton Fairport
Trinity UC Cobourg
Princess Street UC Kingston
Lakefield UC
Crossroads UC Kingston
Port Perry Prince Albert PC
Trinity UC Peterborough
Sydenham St UC Kingston
Trinity UC Uxbridge
St Andrews UC Brighton

V. Governance: – Travel Policy – see appendix E

2020-09-11-110 MOTION (J. Wilson/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders approves the Travel Policy. **Carried**

VI. Communities of Faith

- a) **Spring Brook United Church** – update pending, COVID-19 is preventing an in-person meeting. It was reiterated that a meeting must take place soon or new locks be placed on the building. It was suggested that the meeting take place at a neutral location.
- b) **Chalmers Review** – Set to be on the agenda of the Assembly of Elders meeting on Friday October 2nd at 9 a.m. It was also highlighted that because the composition of the Assembly of Elders will be different at the next Assembly of Elders meeting, the former members would also be invited to this meeting.
- c) **Rural Faith United**
2020-09-11-111 MOTION (B. James/M. Fortin) That the East Central Ontario Regional Council Assembly of Elders approves the name change which resulted from the amalgamation of Baltimore and Bethesda South United Churches in 2016, to become "Rural Faith United Church." The General Council office will be notified of the change. **Carried**

Nurturing Social Justice and Outreach programs
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VII. Formation Nurture and Justice – Report see **appendix F**; Marilyn highlighted items in the report.

2020-09-11-112 MOTION (M. Fortin/R. McNally) That the East Central Ontario Regional Council Assembly of Elders accept the recommendation of the Formation, Nurture and Justice Team to grant remaining funds in 2020 budget (\$26,200) of the “Doing Mission Together Grants” to support initiatives that are related to “COVID-19 Communications and Programming. **Carried**

These grants would deal specifically with projects related to dealing with COVID-19 challenges. It would be limited to \$5000 per request.

- a) **Team Progress report** – Assembly of Elder representatives
- b) **Report from Supporting Staff Members** - Report of the Minister for Spiritual Nurture, Respectful Relationship and Justice for all Ages; see **appendix G** – Sharon highlighted items in her report.
- c) **Truth and Reconciliation Report** – Report of the Minister for Respectful Relationship and Indigenous Justice; see **appendix H**
- d) **Mission Priority Grants** –
- e) Clusters and Network News
- f) Social Justice Network of Ontario Regional Councils (SJNORC)
- g) **Equity Team** – Request of the Equity Team to experiment with a dedicated Equity ECORC YouTube channel initiative , see **appendix I**

2020-09-11-113 MOTION (P. Wilson/M. Fortin) That the East Central Ontario Regional Council Assembly of Elders approves the request of the Equity Team to experiment with a dedicated Equity ECORC YouTube channel initiative. **Carried**

Phil reported that the Team is establishing an email account; the *ABC's of equity* prepared by Sharon Ballantyne are now on the United Church website.

h) **Affirm Forum**

2020-09-11-114 MOTION (P. Wilson/M. Fortin) That the East Central Ontario Regional Council Assembly of Elders, in order to enable and facilitate the work of “Becoming an Affirming Regional Council”, assigned to the Affirm Forum, and until the East Central Ontario Regional Council becomes a permanent Affirming Regional Council recommend that,

- I. The Affirm Forum be accountable directly to the Regional Council and to the Assembly of Elders between full Regional Council meetings; and,
- II. And that a member of the Assembly of Elders be assigned to relate to the Affirm Forum.

VIII. Additional Reports

- a) **Nominations** – see **appendix J**, Paul highlighted that the Nominations Team raised the issue that we have been given the impossible task of trying to fill the position of youth on the Assembly of Elders when meetings are scheduled at a time that youth can't attend, i.e., during weekdays. From an equity standpoint, this is not equitable – we exclude youth because of the timings of the meetings.

Assembly of Elders needs to figure out what to do about this. Are we as a church committed to having youth representation? If so, then we need to fix this.

IX. New Business – Assembly of Elders Report, see **appendix K**, Paul highlighted the comment as the bottom of the report.

Opening worship for next meeting – Phil Wilson

Equity Monitor Report – Meeting went beyond agenda time and members had to leave before meeting ended.

Adjournment

The Speaker declared the meeting adjourned at 12:46 p.m.

Closing Prayer – Rev. David Timpson closed the meeting in prayer.

Next Meeting Dates: Friday September 11, 9 am-noon ZOOM
Saturday, September 19 11am Celebration of Ministry Live-streamed
Friday September 25 – Sunday 27 RC zooming
Friday, October 2 - 9 am-noon ZOOM - RICHMOND REVIEW
Friday, October 23 9 am-noon ZOOM
Friday, November 27 9 am-noon ZOOM

Rev. Paul Reed
Speaker

Rev. Rosemary Lambie,
Executive Minister

Appendices

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Appendix A

**Statement of Vision, Mission
and Guiding Principles**

Prepared for the
East Central Ontario Regional Council
of the
United Church of Canada

by
Nancy Payne & Patricia Teskey

Revised version submitted July 8, 2020

Introduction

The Vision Statement describes East Central Ontario Regional Council (ECORC) functioning in its ideal state — it is aspirational. The Mission Statement describes how ECORC arrives at this ideal state through faith, belief and action. The Guiding Principles provide practical direction for ECORC to evaluate how well we are living out our faith, beliefs and actions. Central to all is the idea that language can and should foster community and connection, which means that these statements must be easy for the average person to understand.

Linda Hutchinson, Coordinator of the Affirming Ministry Program for Affirm United, has approved this document as meeting the requirements for the Vision/Mission statement of an Affirming Region within the United Church of Canada. We hope our formatting meets accessibility guidelines; we apologize if we have fallen short.

These document should be seen as a seedling rather than a foundation. We expect the statements it contains to be revisited and revised over time, and foresee it growing in some areas and being pruned in others as ECORC itself becomes more firmly rooted.

We were honoured to work on this document, and submit it with respect and humility.

Nancy Payne is a member of Cambridge Street United in Lindsay and a Licensed Lay Worship Leader. She is the editor of *Kayak*, a history magazine for Canadian children, and is a contributing editor at *Canada's History* magazine. She holds a Master of Journalism degree from Carleton University and has worked as a radio producer, freelance writer and editor, and corporate communication trainer.

Patricia Teskey has been a professional writer, editor and researcher for more than 30 years. Her writing has appeared in a range of publications, including *The Anglican Magazine*, the *Canadian Medical Association Journal* and the Schizophrenia Society of Ontario's *Reason to Hope*. She studied journalism at Ryerson University. She belongs to Cambridge Street United Church in Lindsay.

Vision

Strengthened by God's grace and refreshed by the Spirit, we follow the way of Jesus in healing our world.

Mission

Grounded in the teachings of Jesus to love our neighbours as ourselves, we nurture and engage our Communities of Faith, including all ministry personnel, members and adherents, staff and lay leadership. Joining our hearts, voices and resources in sacred covenant, we aspire to be agents of God's love, compassion and justice on earth as it is in heaven.

Recognizing our churches' participation in historic injustices, we reach out with particular love and care, as Jesus did, to those who have been ignored, excluded, condemned, silenced or erased. We seek to uphold high standards of equity and Affirming and to encourage these same standards in our Communities of Faith.

Valuing diversity and differences as gifts, we support the full participation of all people in the life and work of our church and in wider society. We publicly, intentionally and explicitly celebrate and seek justice for people of every age, gender, racialized experience, culture, sexual orientation, gender identity, mental and physical health and ability, economic circumstance or any other diversity.

We promise to walk with, and learn from, Indigenous ministries and Communities of Faith within our church, and to reach out to all Indigenous Peoples. We support and encourage all Communities of Faith to walk this path with us. As we are called by God to live with respect in Creation, to love and serve others and to seek justice, so we are called to respect the deep spirituality of traditional Indigenous teachings of Mother Earth and All My Relations in the Earth community.

Further acknowledging that cultural prejudices have prevented us from seeing all people as equally worthy of God's love and compassion, we invite our Communities of Faith to join our vision of becoming an intercultural church, participating in ecumenical, intercultural and interfaith ministries, partnerships and initiatives in their local communities and in wider society.

As Jesus gathered children in his arms and spoke of their leadership and spiritual gifts, we commit ourselves and our Communities of Faith to nurturing and supporting children, youth and young adults, learning from them and celebrating their presence and participation in everything we do.

Hearing God's call for open hearts and unity in the body of Christ, we commit to uniting the Communities of Faith and individuals in our Region, inviting all to participate in this Vision and Mission. Recognizing that meaningful communication is essential to unity, we will respect all voices, share information and listen for the Spirit's prompting, that all may be embraced in this work of Love.

Diverse, yet One in Christ, we seek to serve and support our Communities of Faith as they faithfully serve a broken and hurting world. Strengthened by God's grace, we witness to the healing power of Christ's love, compassion and justice on earth as it is in heaven.

Guiding Principles

We are accountable to all people of the East Central Ontario Regional Council (ECORC) in living out our vision and mission. We will know we are doing so when we can say “yes” to these statements, which are presented by theme rather than by priority or importance:

- All Communities of Faith participate in ECORC meetings and initiatives.
- Clergy and lay leaders express satisfaction with the support, development opportunities and communication they receive.
- We hold events every year related to outreach and social justice within our region.
- Reports from equity monitors and meeting notes give evidence of a growing awareness of equity standards.
- The number of church buildings in our region that are accessible is increasing.
- The number of Communities of Faith designated as Affirming continues to increase.
- There is evidence that inclusive language is becoming the norm in the life and work of our church throughout our Region, especially inclusive language and images of God in worship.
- We observe increasing use of land acknowledgments and more participation in learning opportunities related to Respectful Relations and Indigenous Justice.
- An increasing number of Communities of Faith, along with ECORC and the Assembly of Elders, are developing plans to increase their environmental stewardship.
- We can document specific actions we have taken to become intercultural.
- Children, youth and young adults are represented on all decision-making bodies.
- There are events planned for and by children, youth and young adults every year. A significant number of these events provide children, youth and young adults with leadership opportunities.
- Those involved in any way with ECORC demonstrate awareness of our Vision and Mission statements, and express a feeling of connection to and commitment to the work of ECORC.
- People in all roles and capacities within ECORC are aware of Council decisions and know where to find the information they need.
- ECORC events take place in a variety of geographic locations within our Region throughout the year.

Appendix B

Covenant Support team
August 20, 2020
Policies

1. An addition to the liaison policy Page

Liaison Officers shall not be eligible as worship leaders, or for Call, or appointment, on the Pastoral Charges they have been assigned to work in as Liaison officers of East Central Ontario Regional council. This in eligibility shall continue until the covenanting service or successful completion of Search.

2.

Ordered Clergy shall seek appointment by the 6th week of any Pulpit supply booking. Further work on the pastoral charge can only continue with the permission of the (covenant support team pastoral relations Minister)

3.

Pastoral Relations motions

Call

That the Covenant Support Team of the East Central Ontario Regional Council, having received the properly completed Form on Church Hub approves the Call OF Stephan Ambury, ordained minister to full t time ministry (40 Hours per week) on the Cooks Portsmouth Pastoral Charge Oct 1 2020.

Appointment

the Covenant Support Team of the East Central Ontario Regional Council, having received the properly completed Form on Church Hub approves the appointment of Denise Boyd, DIM to part time ministry (24 Hours per week) on the Little Britian Pastoral charge Aug 2020 2020 to July 31st 2021.

That the Covenant Support Team of the East Central Ontario Regional Council, having received the properly completed Form on Church Hub approves the appointment of Richard Parker, retired supply ordained minister to part time ministry (20 Hours per week) on the Columbus Community United Pastoral charge Aug 20 2020 to June 30th 2021.

That the Covenant Support Team of the East Central Ontario Regional Council, having received the properly completed Form on Church Hub approves the appointment of Jean Wilson, retired supply ordained minister to part time ministry (20 Hours per week) on the Grafton Pastoral charge July 1 2020 to June 30th 2021.

Appendix C

Report of the Pastoral Relations Minister East Central Ontario Regional Council (Sept 11th 2020)

Report to the Assembly of elders,

The month of July was taken in as a holiday from which I returned well rested and ready for work. August has been over shadowed by Brenda's breast cancer diagnosis, she is doing well and will be having surgery Monday.

The work has been focused on resolving a particularly difficult return to work situation after a LTD period. This is the second such situation that has taken a great deal of work this year. Many Hours have been invested in the situation. A motion is before us today.

The LLWL licencing process is under way and has been a lard time commitment. 21 packages have been received. It is expected that the covenant support Team will be approving most of these at their meeting on the 17th. This will form the backbone of the soon to be published list.

Making this list into a wider pulpit supply list may will require great deal of work on the part of many retired and retained ministers as we can not add anyone who has not satisfied the eligibility requirements to such a list. This is a process that many of our non serving clergy still resist.

The ongoing process of reviewing reopening plans has also been a large part of my work to date I have received and reviewed plans acceptable plans form approximately 1/3 of our congregations. I am in conversations towards such plans with a further 20 as we meet. With more arriving each day.

On the pastoral relations front. I am still seeking both Liaisons and Pastoral charge supervisors. However, we are experiencing Oct 1 the beginning of a new settled ministry following the retirement of the former minister Sept 30th. While this is not always possible or in all places appropriate. This is possible under the new system.

These days we have: a shortage of ministers willing to accept part time Ministry; a shortage of full time opportunities for ministers; and a extreme shortage of eligible minsters looking for short term opportunities.

Respectfully Submitted,

Rev. David Timpson, Pastoral Relations Minister

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB
	East Central Ontario Regional Council 2021 Budget with 2020 Actuals to August 31																											
	0.67																											
	Administrative																											
3	3																											
69	Youth																											
70	Total	\$ 50,000	\$ 33,333	\$ -	\$ 33,333	\$ 50,000																						
71	Mission Work																											
72	Respectful Reactions Travel																											
73																												
74	Mission Support Grants																											
75	Prison food bank																											
76	Prison food bank																											
77	Prison food bank																											
78	Kingston Community Chaplaincy																											
79	Greenwood - Bedford House																											
80	St. Paul's Apts - Open Cupboard																											
81	Places for People (Holliburn																											
82	Conry Non-profit)																											
83	Quinte Healthcare Corp - Chaplaincy																											
84	Abbey Retreat Centre																											
85	Grand River Spiritual																											
86	Total Mission Support Grants	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
87	Three Year Commitment Grants (2019 - 2021)																											
88	Camp Qui-Hochlac																											
89	Quinte Deer																											
90	Affirming Ministries																											
91	Old Hwy Bay Church																											
92	Total Three Year Commitment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
93	Doing Mission Together Grants																											
94	Churches/OC																											
95	Volunteering Together																											
96	Total Doing Mission Together	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
97	Other Mission Related																											
98	Youth Work																											
99	Mission Support - Unallocated																											
100	Mission Support - Staff Expenses																											
101	Mission Prizes																											
102	Total Other Mission Support	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
103	Other Administrative Services																											
104	Shared National Services	\$ 30,000	\$ 20,000	\$ 9,820	\$ 10,180	\$ 40,000	\$ 11,111	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
105	Telephones	\$ 5,000	\$ 3,333	\$ -	\$ 5,333	\$ 6,000	\$ 111	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
106	IT	\$ 5,000	\$ 3,333	\$ 1,580	\$ 1,753	\$ 5,000	\$ 114	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
107	Accounting	\$ 20,000	\$ 13,333	\$ 6,250	\$ 7,083	\$ 20,000	\$ 114	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
108	Email	\$ 6,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ 6,000	\$ 115	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
109	Website	\$ 5,000	\$ 3,333	\$ 3,333	\$ 3,333	\$ 3,000	\$ 116	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
110	Professional Services	\$ 12,000	\$ 8,000	\$ 8,000	\$ 8,000	\$ 12,000	\$ 117	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
111	Misc	\$ 2,000	\$ 1,333	\$ 1,333	\$ 1,333	\$ 2,000	\$ 118	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
112	Total Other Admin Services	\$ 81,300	\$ 54,200	\$ 17,650	\$ 36,550	\$ 87,300	\$ 120	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
113	Other Expenses of Restricted Funds																											
114	Theological College																											
115	Theological College																											
116	Total Other Restricted Fund Expense	\$ -	\$ -	\$ 502	\$ (502)	\$ 3,000	\$ 121	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
117	Total Expenses	\$ 386,150	\$ 257,433	\$ 162,791	\$ 87,066	\$ 390,695	\$ 126	\$ 284,500	\$ 212,450	\$ 164,435	\$ 72,797	\$ 240,416	\$ 127	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
118	Net Income	\$ 5,850	\$ 3,900	\$ 100,900	\$ (89,434)	\$ 5,645	\$ 128	\$ 4,500	\$ (19,783)	\$ (2,226)	\$ (43,440)	\$ (546)	\$ 129	\$ 10,350	\$ (15,883)	\$ 98,574	\$ (132,874)	\$ 2,099	\$ 130	\$ 10,350	\$ (15,883)	\$ 98,574	\$ (132,874)	\$ 2,099	\$ 131	\$ 10,350	\$ (15,883)	\$ 98,574
131																												

C:\Users\Brian\Documents\FCO Region\Treasury\Budgets\2021\FCO Region 2021 Budget 2020 at Aug 31 RL.xlsx Region11

East Central Ontario Regional Council Assets 2020 Aug 31

Bank Account	\$617,537.
United Church Foundation	\$551,568.
BMO Investments	TBD*
Total	\$1,169,105.43
Restricted Funds	
Shining Waters Legacy Fund	\$124,234.
Student Bursary Fund	\$635.
Annual Theology Conference	\$7,417.
Library Networking & Clustering	\$13,887.
Edith Rankin Memorial UC	\$14,500.
Knox Sale Fund	\$174,418
Bursary Fund	\$26,776
Learning Grant	\$392
Library and Resources	\$21,598
GC42 local arrangements	\$47
Oshawa Trust Funds	\$72,889
Staples Bequest	\$19,510
G. M. McCod Mem Scholarship	<u>\$19,510</u>
Total	\$552,434
Funds to transfer to EOORC	\$124,568
Unallocated Funds Available	\$604,215

* The value of the BMO Investments are currently unknown and attempts are underway to have the funds transferred to ECORC for the Bay of Quinte account.

Appendix E

The East Central Ontario Regional Council Travel Policy – Revised September 11, 2020

Preamble

This document outlines the East Central Ontario Regional Council's policy and best practices regarding requests for travel compensation for those attending regional gatherings.

Policy

1. It is the policy of the East Central Ontario Regional Council that said Council reimburse travel at 100% the General Council Rate for Ministry Personnel not in a call or appointment and retired Ministry Personnel not in a call or appointment, traveling to meetings of the East Central Ontario Regional Council, and an additional \$0.02 per km for each additional person in the vehicle.
2. It is the policy of the East Central Ontario Regional Council that Communities of Faith reimburse travel at 100% the General Council Rate for Lay Persons and Ministry Personnel in active paid accountable Ministry, attending general meetings of the East Central Ontario Regional Council
3. It is the policy of the East Central Ontario Regional Council to reimburse travel at 100% the General Council Rate for persons travelling to meetings of the Assembly of Elders, Leadership Teams, Forums, and staff-led training. An additional \$0.02 per km for each additional person in the vehicle.
4. The Regional Council recommends that Communities of Faith pay travel costs for lay persons traveling to meetings of clusters, networks.
5. It is the policy of the East Central Ontario Regional Council to reimburse travel at 100% the General Council Rate for appointees by the Covenant Support Team for transition work.

Note: It is expected that active paid accountable Ministry personnel will be reimbursed for travel to the East Central Ontario Regional Council general meetings by their Community of Faith.

Appendix F

East Central Ontario Regional Council
Formation Nurture and Justice Minutes
September 11, 2020

We noted two interesting events that have just happened and paused to acknowledge each. One is the appointment of Michael Blair as the UCC's new General Secretary and we also noted that today's news stories include the fact that two Residential Schools have been designated as National Heritage Sites: Portage le Prairie, Manitoba, and the Shubenacadie Residential School, Nova Scotia.

Action Items

Truth and Reconciliation- see Rodney's report

Place at the Table – Meggin noted that in the midst of the incredible backlash taking place in the U.S., over racist violence against African-Americans and other people of colour, it's important that we here in Canada be mindful of the violence taking place within our own borders. Sharon mentioned that there is an Anti-racism statement posted on our ECORC website, and included a link to that statement in the Zoom chatbox. We spoke about the work needed to establish an actual anti-racism **POLICY** for our Region. Aruna will work on it and hope to have something ready by the time of the regional meeting.

Anti-racism - our Place at the Table conversation led to the work of the Anti-racism Forum, chaired by Aruna.. There are nine regional groups working on anti-racism initiatives and education. Aruna noted that the 'Wall of History' presentation at the Rotary Club in Kingston was very well received. Mentioned in passing that we have not received any of the minutes from the meetings of the Assembly of Elders. Sharon noted that the minutes of the Assembly of Elders' meetings are always posted on the ECORC website once they are approved. See Aruna's report below 'A Brief Report From the Core Leadership Group on Issues of Anti-racism, Intercultural, and Interfaith.' How does the group submit its Vision, Mission, and Implementation statements to our Assembly of Elders?

Aruna and the Anti-racism Forum will be allocated 15 minutes on the agenda at the September meeting.

Children and Youth – Sharon will give a report

Church and Community Partnerships- Someone asked if there is a list of community partnerships somewhere? We should be a conduit of information. Sharon will look for a list. Possibly on the Church Hub. The Back Door Mission in Oshawa is still doing its work across the Region, and is very busy.

Doing Mission Together Grant Applications - We discussed ways to get information out about grants. Should we place an ad in our newsletter? Helmut Enns offered to try making a flyer. We could put the information on a banner for the screen at the September meeting. Need to ask the tech team about this. We decided to keep the maximum amount for grant applications at \$5,000, with the understanding that we have some flexibility to “make things work.”

Sharon will update us on grant applications.

XXXX MOTION (/) That the East Central Ontario Regional Council Assembly of Elders accept the recommendation of the Formation, Nurture and Justice Team for a change of name from the existing program of “Doing Mission Together Grants” to “COVID Communications and Programming”.

These grants would deal specifically with projects related to dealing with COVID challenges. A review of these new grant applications will be October 27th at 3:30.

Social Justice Network of Ontario Regional Councils zoom is being rescheduled.

Aruna's

Report

ANTI-RACISM, INTERCULTURAL AND INTERFAITH:

VISION: To follow the inclusive call of Jesus Christ, in Church and Society.

MISSION: To articulate anti-racism, intercultural and interfaith work in the East Central Region of The United Church of Canada, as a Mission Priority, and to work towards keeping sustained attention on the issues at all levels of operation within ECORC.

IMPLEMENTATION PLAN FOR THE UNITED CHURCH OF CANADA'S ANTI-RACISM STATEMENT:(1) Foundational analysis of various **Theological perspectives** with core leadership team, and facilitators.

(2) **The Biblical Case:** Educating leaders and facilitators working through an anti-racism lens re: issues of interpretation, and diverse methodologies. Emphasis on context as well. In addition, all Ecumenical resources on the issue/s explored, as well as constructive knowledge and best practices from diverse disciplines - e.g. Sociology, Psychology etc.

(3) **The Legal Case** (Canadian and Global): Charter of Rights and Freedoms, Ontario Human Rights Commission, Canadian Multicultural Policy, and other recommended by appropriate partners.

(4) **The Sociological Case:** Canadian Sociological research data. In addition, the recommended book titled - *White Fragility* - connecting with The United Church of Canada's work on White Privilege),

(5) **The Ecumenical Case:** Researched data from The Anglican Journal

Marilyn Fortin

Appendix G

Report of the Minister for Spiritual Nurture, Respectful Relationship and Justice for all Ages

- Zoom, Zoom and more zoom!
 - Meeting YAYA leaders
 - Outdoor Ministries
 - Advocacy during Covid19
 - meeting of National Clusters and Networks
 - Covid 19 Emerging Church
 - Support to Communities of Faith

- Connecting with youth, young adults, children and youth leaders
- Continued with Connecting and facilitating webinars for children and youth leaders in RC 6, 7, 8, 9, 10 and 11- same webinar offered twice- night and day- sharing contact information to form a cluster
- Formation, Nurture and Justice- Workshop on June 13th went really well- see more information in Rodney's report. Attended a meeting with the group from Bowmanville, while Rodney was on vacation. I have received a code for youth and young adults to attend the Bowmanville Indigenous speaker series for free- I will connect with Louise to get that information out to the RC and also connect on FB
- Anti-Racism group- see more information in FNJ report- prepare presentation for RC meeting
- Meeting of the SJNORC online at the end of June, the meeting for September has been rescheduled
- Children and youth participating in the GO Project virtual camp
 - The GO Project has information about online events, such as the camp and a drop-in. They are working on writing units of a new United Church curriculum, reflecting United Church theology, which will be available through UCRD. This will be released in tiers; the first one is free. This will be reasonably priced. More information will go in the ECORC newsletter. GO is now a part of the Shinning Waters (Region 10) Incorporated ministries.
- Rendezvous - is Reimagined for 2020- online, There was a good turnout from ECORC for online Rendezvous in August- over 30 attendees. We held a zoom gathering to get to know each other and decorate our Rendezvous T-shirts. One comment is that there were long days on Zoom (10:30 am to 10:30 pm). We also held daily ECORC check-ins using the Rendezvous app. There were excellent speakers, and one of the highlights was the daily morning opening with Cree elders and learning Grandfather teachings. Overall it was a fabulous event! Sharon was a young adult home group leader with daily check-ins and the young adults would like to continue those get-togethers (perhaps monthly). The UCC has a focus on children and youth programming but there is a dearth of Young Adult programming. The Young Adults will organize and Sharon will act as a resource/mentor.

- Encourage the youth and young adults to attend the RC meeting
- Quin Mo Lac - Did not hold camp in person, and need to do a lot of fundraising. They will do this online. It was the 70th anniversary this year, they are selling merchandise and connecting online.
- VIBE meetings - will not run in person, notice sent to all who had signed up, didn't receive the Govt summer jobs grant this year. Will carry over money in account for 2021- Will have an online webinar on Tuesday June 23 was organized by the VIBE committee for the communities of Faith leaders who normally participate in VIBE, connections and sharing of information was valuable.
- There was also no Cathedral of the Trees this year due to no community programs at Algonquin.
- Wampum - not running in person for 2020
- Wanda- Expression of Interest Form travel to El Salvador for March 2021 - the deadline has been extended
- Affirming and Equity meetings, AUSE AGM online, worship planning for ECORC meeting, Affirming Presentation for ECORC meeting

Appendix H

Minister for Indigenous Justice and Respectful Relationship (IJRR) Report Sept 11/20

1. A second zoom gathering with Shelley Knott Fife is planned for Sat. Oct. 17th from 10-12. Shelley will be sharing an Anishnaabe Creation story. In small groups we will reflect on how this informs our call to justice and action today. This day is intended to continue to help build an IJRR network. A poster is being prepared to promote this event.
2. The IJRR team will be meeting Friday Sept. 18th. Part of our work includes developing some terms of reference and a mandate for this group.
3. I have been working with St. Paul's Bowmanville Circle of Indigenous Friends and Advocates in planning their event, including the Saturday morning session the region will be attending.
4. I travelled to Alderville to meet with Aruna Alexander and others around anti-racism work. Sharon will continue on supporting this work.
5. I have been in touch with other regions, and will look to partner on future projects such as a virtual tour on the former residential school in Brantford (Kim Uyedi-Kai) and a reconciliation speaker series based out of Ottawa (Theresa Burnett Cole).

Appendix I

June 23, 2020

Dear Rosemary and Paul,

The Equity Team invites your consideration, information and feedback:

Sharing Equity Resources - Equity YouTube Channel--

Assembly of elder Phil Wilson is in conversation with Louise to get resources shared in April, on to the ECORC website. We are interested in developing and posting content for a dedicated Equity ECORC YouTube channel initiative. This YouTube channel needs to be accessible through ECORC not linked to a personal account of a member. We would like to be pro-active and need your help to have an Equity ECORC YouTube channel created with a staff administrator facilitating log-in and password access which could be shared to our team. ,

Equity Team and Affirming Forum--

We would like to discuss having Affirming Forum become its own team to further its work and evolving role within our regional council. The Equity team would function as a resource. The Assembly of Elder representation for both Equity and Affirming Forum is too much for one AOE member. An Assembly of Elder member willing to be a contact for the Affirming Forum will be greatly appreciated. We need your feedback to be able to explore further.

Equity for Vacancy Positions and Timely Feedback Process--

Students, candidates and active ministry personnel need equitable consideration for vacancy positions with a potential good fit for appointments, and renewals encouraging liaisons and search committees to be open to all possibilities. As church hub becomes more familiar it is hoped situations of preferential, pre-selection and interviews without postings will diminish. The work of retired supply ministers is of immeasurable value. Sensitivity to all applicants needs advocacy. Students, candidates and ministry personnel continue to struggle with the need for timely feedback from the Office of Vocations.

Respectfully submitted,

Sharon Ballantyne, chair of Equity Team, ECORC

Appendix J

Nominations Report, September 2020

We greet you in the name of Jesus, the one who calls us into new and sometimes risky endeavours on his behalf. May you all feel the profound certainty of purpose and love as you continue to serve Christ's church.

The nominations team is grateful for all who have prayerfully considered serving East Central Ontario Regional Council in some capacity.

Our ministry is twofold: to ensure the teams (including the Assembly of Elders), and some forums, in our regional council are operating at full capacity, and to ensure that willing volunteers are able to share their gifts and calling appropriately in our regional council.

To that end, we have developed a schedule (for non-COVID times!) for accepting expressions of interest leading up to our annual spring meeting, with possible additional roles being filled leading up to the fall meeting. This year, with no spring meeting happening, our schedule has already shifted.

The nominations team begins canvassing team leaders approximately 8 to 10 weeks before a meeting is to happen. Once we know how many roles need to be filled, we create an expression of interest form (the communications person actually creates the form, but we advise), which is posted for a two to four week period on our web site. The openings are promoted by direct email to each community of faith and by newsletter, social media and our web site. The communications manager collects expressions of interest until the closing date, then distributes the names to the nominations team. Within the next two weeks nominations will meet, hopefully in person, to prayerfully consider each name and seek guidance from the Holy Spirit in matching gifts with need. Successful candidates are then notified, and informed that their names will be added to a slate of names that must be approved at the regional council gathering. If there are any objections to names on the slates, an open vote could happen on the floor of the meeting.

As of writing, the nominations team consists of:

Helmut Enns, Rev. Caroline Giesbrecht, Rev. Svinda Heinrichs, Rev Lynda Price, Tom Smart, Rev. Bill Smith, Rev. Wanda Stride, with Rev. Paul Reed acting as representative from the Assembly of Elders.

Nominations Final report for fall, 2020

Preamble

The Nominations Team completed the following process to appoint new members to vacancies on East Central Ontario Regional Council Teams, including the assembly of elders:

Through the ECORC web site, and promoted in the newsletter, web site and Facebook page, nominations accepted expressions of interest from August 6 to August 27, 2020. The entire team met by Zoom and in person on Thursday, September 3 from 1:00 to 4:00, to read the expressions of interest together, discuss candidates, the gifts they bring balanced with the gifts of current members of teams, and pray over their names. After discernment, the team followed up by checking references, then compiling this list for the regional council's consideration.

Motion

As a result, we, the Nominations Team move the appointments of the following people:

Lynn Watson, *(member of the order of ministry, from St Paul's Bancroft)*
to the **Assembly of Elders**, for a term ending 2023.

Don McLean, (*member of the order of ministry, from Norwood*),
to the **Assembly of Elders**, for a term ending 2023.

Kathleen Whyte, (*lay member of Greenwood United*) to the **Assembly of Elders**,
for a term ending 2023.

Ian Robb, (*retired ministry personnel in Brighton*) to the **Assembly of Elders**,
for a term ending 2023.

Sophie Goodfellow, (*youth representative from Hope United, Courtice*) to the
Formation, Nurture and Justice Team for a term ending 2021.

Adele Boy (*lay representative from Sandford Zephyr*), to the
Formation, Nurture and Justice Team for a term ending 2023.

Kevin Fitzpatrick (*lay ministry personnel from Janetville Mt Horeb*), to the
Equity Team for a term ending 2023.

Grace Ferris, (*youth representative from Greenbank Seagrave*) to the
Equity team for a term ending 2021.

Maggie Allin, (*lay representative from Mark Street, Peterborough*) to the
Affirm Forum for a term ending 2023.

Doug Ferris, (*lay representative from Greenbank Seagrave*) to the
Affirm Forum for a term ending 2023.

Kimberly Collins (*lay representative from Dunbarton-Fairport*) to the
Affirm Forum for a term ending 2023.

Moved by Wanda Stride, seconded by Svinda Heinrichs

Appendix K

Assembly of Elders Report to the General Meeting September 2020

The East Central Regional Council is governed and resourced with committed Teams of volunteers growing in knowledge and experience and supported and guided by our dedicated and capable staff. The structure of the Regional Council enables the independence of the Teams to provide quicker response and guidance to communities of faith and the accountability of the Teams ensures consistency and coordination. We acknowledge and give thanks for the volunteers and staff, past, present, and future, who guide us in this faith journey.

The Assembly of Elders meets monthly, as a microcosm of the full Regional Council to receive the accountability reports and updates from the various Teams. We review the work of the Teams to ensure consistency with the polity, policy and practice of The United Church of Canada and of the Regional Council. We seek to ensure coordination among the Teams. Occasionally we use a 48-hour email voting procedure to give quick guidance and approval when required.

Members of the Assembly of Elders each relate to one of the Teams. They serve as the conduit of communication and ensure the flow of information to and from and between the Teams. On the Team they may participate as an observer or full member but at the Assembly of Elders gathering, they are the spokesperson for the Team's accountability report. Through these individuals the needs of the Team for further guidance and resources are made known to the Assembly of Elders.

When required the Assembly of Elders may answer on behalf of the Regional Council, when possible the Assembly of Elders oversees the preparation of materials for the consideration of the full Regional Council. To this gathering of the Regional Council the Assembly of Elders brings items large and small.

- ✓ As requested last fall the Assembly of Elders a revised Vision, Mission and Guiding Principle document has been crafted by Nancy Payne and Patricia Tesky. Patricia and Nancy have reviewed past documents, have consulted widely and have created a document that we are pleased to recommend for adoption.
- ✓ A revised Travel Policy is included for your review and consideration. It seeks to ensure that those benefiting from volunteer service show appropriate appreciation and that volunteers are appropriately compensated.
- ✓ You will also find a recommendation from the Assembly of Elders that enable and support the ongoing work of the Affirm Forum as they guide the Regional Council towards becoming a permanent Affirming Regional Council.
- ✓ We need to acknowledge that that this has been a most unusual year and that the adaptation and response to a pandemic crisis has been a challenge that has been met with incredible courage and creativity by the communities of faith, their leadership and by the leadership of the church. It is also accepted that planned agendas have been significantly disrupted. To this extent that Assembly of Elders recommends that the priorities and goal setting for year 2020 be extended into 2021.

We commend to you this workbook as a report of the Regional Council, its achievements, and its hopes.
The Assembly of Elders

On a personal note. And one on which I hope you will agree.

The first configuration of the Assembly of Elders was a commission established by the former Bay of Quinte Conference and the Presbyteries. Among that group were Steve Spicer, Ryan McNally and Jean Wilson. These three have brought deep commitment, broad vision, and tireless service. I have been so pleased to have them as colleagues in this formational work and I extend my deep thanks and appreciation for their support and leadership. Their terms on the Assembly of Elders end at the rise of this meeting but I know their passion and leadership will continue in their respective communities and ongoing roles. Thank you.

I also wish to express thanks to the Nomination Team for their work at recruitment and discernment and look forward to be joined at the table (or on the Zoom screen) in a new mix of the Assembly of Elders.

In your service,
Rev. Paul Reed
Speaker
Assembly of Elders