
East Central Ontario Regional Council
Meeting of the Assembly of Elders
Wednesday, March 27th 2019 – 10:00 a.m.

Vision of the Commission 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. Jean Wilson	Chair
Rev. Steve Spicer	Member
Carol Johnson	Member
Rev. Paul Reed	Member
Rev. Ryan McNally	Member
Rev. Elizabeth Macdonald	Member
Rev. Wanda Stride	Member
Brian James	Member - Financial Administration
Sharon Hull	Corresponding Member - Minister Supporting Justice and Mission, Minister Supporting Faith Formation & Spiritual Nurture for all ages
Gordon Wood	Corresponding Member - Communications and Administration Assistant
Rev. David Timpson	Corresponding Member, Pastoral Relations Minister
Rev. Rosemary Lambie	Corresponding Member, Executive Minister
Joel Miller	Corresponding Member, Program Assistant to Executive Minister, Recording Secretary

REGRETS/ABSENT

Ted Meyers	Member
Shirley Baster	Member
Steve Coles	Member
Rev. Rodney Smith-Merkley	Corresponding Member - Minister Supporting Justice and Mission with Indigenous Focus

1. ***Opening and Devotions*** – Steven acknowledged the land, reflected on the season of Lent, made reference to the Stewardship Tool Kit resource called Loving Our Neighbor, made reference to the Lenten message of the Right Rev. Dr. Richard Bott, in which Richards asks: “How is it with your soul?” and read Psalm 23.
2. ***Circle time of sharing*** – All shared as they reflected on “How is it with your soul?”
3. ***Approval of the Minutes - Meeting February 25th 2019***

2019-03-27-54 MOTION (B. James/P. Reed) that the minutes of February 25th 2019 be accepted as received. **Carried**

4. ***Approval of the Agenda***

2019-03-27-55 MOTION (C. Johnson /B. James) that the agenda be accepted as amended. **Carried**

Addition:

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- *Report on meeting with Regional Council Chairs and Nora Sanders*
 - *Birch Street United Church*
 - *Becoming Affirming (to be added to discussion on inaugural meeting)*

5. *Correspondence*

- a) February 20, 2019 Thivan Hoang, General Council office re process to become affirming Regional Councils (*for action, when?*)
- b) February 26, 2019 Thivan Hoang, General Council office re representation at an Archives Consultation in June (*for action – 6*)
- c) March 4, 2019 rev. Jenny Stephens, General Council re readmission of Rev. Brad Ford at Inaugural meeting (*for action - 6*)
- d) March 11, 2019 Paul Pierson, Chair of Council, Westminster United Church, Whitby Ontario re permission to register a mortgage on the property in order to pay a UCC loan (*for action – 1 b*).
- e) March 12, 2019 Rev. Dr. Larry Doyle, re expressions of frustration on Facebook (*for information*)

Discussion: East Central Ontario Regional Council Discussion Group on Facebook needs to be addressed.

- f) March 19, 2019 Rev. Cathy Gradante, Ecumenical Shared Ministry, Seymour United & St. Andrews Presbyterian, Burnbrae re Service of Celebration on May 5th 2019 at 2pm to recognize the official Ecumenical Shared Ministry (*for action – 1*)
- g) March 19, 2018 Shining Waters Presbytery Minutes of full Executive, November 7, 2018 (*for action*)

2019-03-27-56 MOTION (C. Johnson/S. Spicer) that the East Central Ontario Regional Council Assembly of Elders receives the Minutes of the Shining Waters Presbytery at its final meeting on November 7, 2018 for information. **Carried**

2019-03-27-57 MOTION (S. Spicer/P. Reed) that the East Central Ontario Regional Council Assembly of Elders ratifies the following decision(s) made by the Shining Waters Presbytery at its final meeting on November 7, 2018:

Approval of Consent Docket

Motion: Moved by Rev. Kevin Derry, seconded by Brian James that the Consent Docket be approved as circulated.

Carried

Approval of the Agenda

Motion: Moved by Floyd Sutherland, seconded by Herman Stremmer that the Agenda be approved as circulated.

Carried

Approval of the Minutes of the September 5, 2018 Full Court Meeting

Motion: Moved by Rev. Lyle Horn, seconded by Dawn Cox that the Minutes of the September 5, 2018 Full Court Meeting be approved as circulated.

Carried

BUSINESS ARISING

1.) Pastoral Oversight

The Pastoral Oversight Committee report was presented by Rev. Lyle Horn.

Motion: Moved by Rev. Lyle Horn, seconded by John Canning to move out of Shining Waters Presbytery Full Court and into a meeting of the Church Extension Council.

Carried

The Minutes of the Church Extension Council meeting were recorded by John Canning. A separate Addendum with two reports are attached.

Motion: Moved by John Canning, seconded by Rev. Svinda Heinrichs to move away from the Church Extension Council and return to Shining Waters Presbytery.

Carried

Motion: Moved by Rev. Lyle Horn, seconded by Rev. Joanna MacQuarrie, that the Knox funds be moved to the new Regional Council #11 as of January 1, 2019.

Carried

Motion: Moved by Rev. Allan Reeve, seconded by Mary Gordon that the balance of the Presbytery funds be moved to the Church Extension Council to be used for future mission services and ministries. The seconder withdrew.

Motion void.

Rev. Wendy Bulloch asked about the terms around the CEC's responsibility regarding indigenous ministries. There was general discussion.

Motion: Moved by Rev. Svinda Heinrichs, seconded by Maxine Reid that the reserve funds from Presbytery be transferred to Region 11 on December 31, 2018 with \$85,000. to be designated towards Indigenous Ministries and \$15,000. designated for clergy well being and the balance to go towards Youth Ministries.

Not Carried

Motion: Moved by Rev. Svinda Heinrichs, seconded by Rev. Wendy Bulloch that the money goes unrestricted to the region with recommendations of using the funds towards Indigenous Ministries, Clergy well being, and Youth Ministries within Region 11.

Carried

3.) Personnel

Buckhorn/Curve Lake Pastoral Charge:

Motion: It was moved by Kevin Derry, seconded by Rev. Svinda Heinrichs that Shining Waters Presbytery approve the call of The Rev. Rodney Smith-Merkley to the Buckhorn /Curve Lake Pastoral Charge (30 hours a week) effective January 1, 2019. Terms of the call include: Minimum salary of \$45,812.25 with continuing education being \$1061.25 for a total salary of \$46873.50 plus all other terms of The Manual. The Personnel Circle is delighted by this call as Rodney has a passion for Indigenous ministry. It is hoped that Rodney can find another piece of ministry to bring him up to full-time.

Carried

Motion: Moved by Rev. Nancy Wilson, seconded by Mary Gordon, that those interested meet as a cluster on the first Wednesday of March, May, September and November of 2019, recognizing that Shining Waters Presbytery has ended.

Carried

Motion: Moved by Rev. Jan Stobie, seconded by Grietji McBride, that the Secretary transfer the Presbytery contact list to Rev. Wilson.

Carried. Carried (B. James abstained)

7. **Business Arising from the Regular Meeting** – Supporting and enhancing the life of Communities of Faith where ministry takes place

I. Communities of Faith

2019-03-27-58 MOTION (C. Johnson/E. MacDonald) that the East Central Ontario Regional Council Assembly of Elders acknowledges the invitation of Seymour United & St. Andrews Presbyterian, Burnbrae to bring greetings to the Service of Celebration on May 5th 2019 and delegates Rev. David Timpson to attend. **Carried**

2019-03-27-59 MOTION (B. James/C. Johnson) that the East Central Ontario Regional Council Assembly of Elders approves the request and implementation plan of St. Andrew's United Church, Beaverton to join the United Community Ministry, effective March 27, 2019. UCM consists of Oakwood, Cambay, Woodville, Peniel, and Cannington and was previously approved by Kawartha Highlands Presbytery. **Carried**

Discussion: It was noted that United Community Assembly is searching to fill a vacancy. It was suggested to designate a new pastoral charge supervisor to Beaverton, if the current person leaves before new Minister is in place. The Student Minister serving the pastoral charge now will be leaving in August. Interim Minister will hopefully be available in the fall. David will relay the decision to the Liaisons team.

II. Mission through Property and Finance

2019-03-27-60 MOTION (B. James/R.McNally) that the East Central Ontario Regional Council Assembly of Elders approves the following certification regarding Westminster United Church, Whitby, Ontario:

I, Rosemary Lambie, Executive Minister of East Central Ontario Regional Council, Province of Ontario, DO HEREBY CERTIFY AND DECLARE as follows:

1. I am the Executive Minister of Regional Council 11 of The United Church of Canada (the "Regional Council").
2. The Property is situate within the bounds of the former Lakeridge Presbytery in Bay of Quinte Conference of The United Church of Canada (the "Presbytery and Conference").
3. The Regional Council is the successor to the Presbytery and Conference.
4. A Motion was carried at a meeting of the Lakeridge Presbytery Executive held on July 4, 2018, approving the grant of the Charge. **Carried**

2019-03-27-61 MOTION (P. Reed/B. James) that the East Central Ontario Regional Council Assembly of Elders approves the request of Highland Hills United Church to sever the property of Zion United Church from the cemetery. **Carried**

III. Governance

Formation Nurture and Justice Team – see appendix A;

2019-03-27-62 MOTION (P. Reed/E. Macdonald) that the East Central Ontario Regional Council Assembly of Elders approves the revisions to the "Formation, Nurture and Justice Team" and refers it to Nominations team for implementation. **Carried**

The Governance document will go out prior to the Inaugural meeting so that attendees will have the opportunity to read, and be ready to participate in the three-phase process used at General Council 43 of "listening, discussing and deciding" about the document.

Nominations Team Mandate – see appendix **B**;

2019-03-27-63 MOTION (R. McNally/C. Johnson) that the East Central Ontario Regional Council Assembly of Elders approves the “Nominations Team Mandate” and begins implementation. **Carried**

2019-03-27-64 MOTION (P. Reed/E. Macdonald) that East Central Ontario Regional Council Assembly of Elders nominate Wanda Stride as Chair of the Nominations Team. **Carried**

2019-03-27-65 MOTION (E. Macdonald/B. James) That East Central Ontario Regional Council Assembly of Elders form an Equity Team accountable to the Regional Council. **Carried**

LLWL Discussion: David and Jean will bring information to next meeting regarding a LLWL forum which will be connected to the Covenant Support Team.

Policies:Liaison Practice and Policy – see appendix **C**;

2019-03-27-66 MOTION (P. Reed/C. Johnson) that the East Central Ontario Regional Council Assembly of Elders approves the “Liaison Practice and Policy”. **Carried**

Equity Policy – see appendix **D**;

2019-03-27-67 MOTION (P. Reed/S. Spicer) that the East Central Ontario Regional Council Assembly of Elders approves the guidelines for an equity monitor for the East Central Ontario Regional Council. **Carried**

2019-03-27-68 MOTION (P. Reed/ B. James) that all meetings and events within the East Central Ontario Regional Council will name an equity monitor and follow the guidelines for an equity monitor. **Carried**

Discussion: Sharon will provide an introductory letter attaching the equity guidelines to it, and Gordon will send it out through the weekly newsletter.

Travel Practice and Policy – see appendix **E**

MOTION (/) that the East Central Ontario Regional Council Assembly of Elders approves the “Travel Practice and Policy” for the East Central Ontario Regional Council.

Discussion: Need to establish who exactly is to doing the reimbursing (i.e. clustering is covered by congregations, annual meeting are covered by congregations). Who should subsidize networks? Is it fair to impose a penalty on people travelling alone? How are lay people considered by the policy in lieu of Ministry Personnel who get reimbursed through their work?

2019-03-27-69 MOTION E. Macdonald/R. McNally) the motion hereinabove is table and referred to the Mission through Property Team for work before the next meeting. **Carried**

Filling Communities of Faith Internally Practice and Policy – see appendix **F**

2019-03-27-70 MOTION (C. Johnson /S. Spicer) that the East Central Ontario Regional Council Assembly of Elders approves the “Filling Communities of Faith Internally” Practice and Policy. **Carried**

Discussion: According to the Pastoral Relations Handbook, when it’s a candidate SME, amalgamation, declaring a vacancy can be bypassed. This policy would extend these rules to eligible appointee.

IV. Pastoral Relations – David (also see appendix G)

MOTION (B. James/C. Johnson) that having received the properly completed form and confirmation from the Office of Vocation that the named ministry personnel is in good standing, the East Central Ontario Regional Council Executive approves the re-appointment of retired supply Rev. Audrey Whitney to Trinity United Church, Madoc, Hastings County, Ontario for part time (20 hours/week) ministry from July 1st 2019 to June 30th 2020.

Discussion: The Regional Council does not have a policy which sets a limit on number of reappointments. There are 50 plus communities of faith looking for clergy, a majority of them searching for part-time. Retired-supply seem to be the majority of possible candidates who can take on part-time positions. Should it not be enough to let the Office of Vocations determine eligibility (i.e. not just to consider good standing but other determinants such as history)? Are there other ministry models that can be considered instead of continued congregational-based ministry models led by part-time retired ministry personnel? Should a policy be in place that can appoint retired-ministry personnel in congregations that are needed, to emphasize relying on part-time retired-ministry personnel is not the solution.

It was noted that this pastoral relations request was deemed eligible by the Office of Vocation, while five others were not (missing trainings). There was caution expressed about how the Regional Council is going to consider handing the appointment of retired-supply because there are many more request to come like this in the future.

2019-03-27-71 MOTION (P. Reed/C. Johnson) to defer the motion to re-appoint Rev. Audrey Whitney to Trinity United Church, Madoc, Hastings County, Ontario for part time (20 hours/week) ministry until May 22nd. **Carried**

Discussion: A letter will be sent to Trinity to convey the need to search for full-time minister. Liaisons will be paired with Trinity United Church, Madoc.

2019-03-27-72 MOTION (S. Spicer /B. James) that each having attended the liaisons training session on March 21st the East Central Ontario Regional Council Assembly of Elders add the following people to the liaison forum:

- | | | |
|---------------------|---|--------------------|
| 1. Rev David King | Serving Belleville, Intentional Interim, former CPM | lives Port Hope |
| 2. Rev Calvin Stone | from the Hills and shores Pastoral relation Committee | lives Cold Springs |
| 3. Colin Lenard | from Kente Pastoral relations Committee | lives Belleville |
| 4. Brian Reed | from Lakeridge Pastoral relations committee | Lives Newcastle |
| 5. Sharon Goulding | from Lakeridge Pastoral relations committee | Lives Port Perry |

Carried

Discussion: There is an extensive shortage of Liaisons; 13 have now been trained in the new process; currently there is a need from 55 communities of faith. This lack of liaisons is going to slow down work.

Spring Brook – David has requested more input from the Assembly. It was suggested that the Regional Council consider a lease to use the church by a non-denominational congregation. The lease would limit the liability in regards to a non-United Church minister leading a congregation in its space. The lease would also legally recognize that the United Church is the owner of the buildings. The lease could end before the expiration of its term if the congregations agree to search and hire a United Church Minister.

What about the significant number of people who do not want to end their membership in the United Church? In essence they would lose their memberships. The Congregation has agreed to hire a United Church pulpit supply once a month.

Don Wilmer has agreed to draft a lease using the template that has already been created at a considerable cost.

2019-03-27-73 MOTION (R. McNally/W. Stride) that the Regional Council mandate the Mission through Property Team to create a draft lease for Spring Brook Community Church to be circulated to the Assembly of Elders for approval. **Carried**

Discussion: Does this set a precedent which would allow a person to function as a minister, encroach on surrounding area ministries, with no accountability? If the congregation has disbanded, should not all the assets be returned to the Regional Council for decision on how the assets should be used?

Fenelon Falls – The Review has begun and a report should be available mid-April.

Bridge Street – There is a request to reengage the Commission.

2019-03-27-74 MOTION (W. Stride/ E. Macdonald) reaffirm the mandate of Bridge Street Commission during the term of the Interim Minister. **Carried**

Discussion: Jerry Howler will most likely be contacting Rosemary about this issue.

Nurturing Social Justice and Outreach programs

V. Mission Priority Grants – see appendix **H**

MOTION (/) that the East Central Ontario Regional Council approves the Mission Priorities Grants be approved.

This motion was moved to next meeting.

VI. Staff updates –

- Rodney Smith Merkley, Minister Supporting Justice and Mission with Indigenous Focus report – see appendix **I**;
- Sharon Hull, Minister Supporting Justice and Mission, Minister Supporting Faith Formation & Spiritual Nurture for all ages, report, see appendix **J**.

Building Communications

VII. Inaugural Meeting-

Discussion: The theme for the weekend is “Covenanting”. Cambridge Street United Church has voted to install screens and projectors. Brian and Paul are working on a budget. Wanda has agreed to prepare worship (Emmanuel College students will lead, creation of chalices from old Bay of Quinte chalices, Kimberly Heath will present on Friday, Music will also be led by students); Rodney will arrange including right relations pieces (working with Elder from Curve Lake).

Suggestion: Consideration of a one-day fall gathering in 2020 and a one-day meeting in the spring of 2020 (instead of 3-day meeting). It was suggested that at this IGM 2019 meeting, the governance pieces, structure, etc. would be introduced, and an invitation for refinement and mission statements could come back to a fall meeting.

It was suggested that the governance document be circulated by the end of April and that webinars/videos/ PowerPoint be created (Wanda and Steve) to walk people through material ahead of the inaugural meeting. It was also suggested that an outline be created prioritizing items contained in the governance document.

Paul has asked that a planning team be created to help with this work.

It was suggested that a slate of nominees for a position on the Assembly of Elders would be presented and voted on at the meeting, but nominations from the floor would not be accepted. It was also suggested that nominations forms would go out in the newsletter ahead of time (and eventually on website) explaining the tasks (beyond an expression of interest form) for which people could submit their nominations ahead of time. Wanda agreed to draw up the nomination forms; it was suggested that Diane Bosman be used as a resource.

In relations to Governance document, for the Teams that have already created, it was suggested that at least one member from the Assembly of Elders sits on each Team, and be the person that people could be direct to for questions. Jean will help identify who is on each of Teams.

We anticipate needing volunteers as Parliamentarians, Stewards, Scrutineers, Chaplains, Business team etc., and do we amalgamate all of these functions by creating a Facilitation Team? It was emphasized that the Facilitation team would need to consider various aspects of the meeting and not solely focus on just 'getting things done' – important discussions can emerge that were not planned but need to be had.

Bay of Quinte had a policy for AGM that stipulated that the purpose of the meeting was for business, worship, fellowship, and education, equally proportioned. It was asked if it would be useful to consider separating these functions for separate days throughout the year.

If live-streaming, considerations to privacy and permissions need to be dealt with. Paul was going to see if Cambridge Street has licensing for music selection.

THE MEETING ENDED DUE TO OVERTIME AND LACK OF SUFFICIENT PARTICIPANTS LEFT WITH VOTING PRIVILEGES.

8. *New Business*

VIII. Prayer Shawl Ministry – see appendix K

MOTION (/) that the East Central Ontario Regional Council Assembly of Elders acknowledges the important role that the Prayer Shawl Ministry played in the history of Bay of Quinte Conference, and encourages those who have such a passion or talent to form a network across the Regional Council. Information and promotion for this ministry will be communicated in the variety of ways possible; weekly newsletter, website (eventually), and through cluster networks. Financial support of \$300 annually will be budgeted from _____? Fund.

IX. Carol Johnson report – see appendix L

Opening worship for next meeting –

Next meeting dates

- April 15th 9 – 12 Zoom
- Apr 24th 10 – 3:00 In person TBD
- May 22nd 10 – 12:30 Zoom
- June 24th 10 – 3:00 In person TBD
- Aug 28th 10 – 12:30 Zoom
- Sept 25th 10-3:00 In person TBD

Closing Prayer –**8. Adjournment**

The chair declared that the meeting be adjourned at 4:11 p.m.

Jean Wilson
Chair

Rev. Rosemary Lambie,
Executive Minister

Appendices

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Appendix B	Nominations Team Mandate	Page 69
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Appendix I	Rodney Smith Merkley, Minister Supporting Justice and Mission with Indigenous Focus report	Page 82
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Appendix K	Prayer Shawl Ministry	Pages 84-85
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Appendix A

East Central Ontario Regional Council: Formation, Nurture and Justice Team

Purpose

The Formation, Nurture and Justice Team of the East Central Ontario Regional Council shall, with other Teams, shall assist the Regional Council meet its responsibilities as outlined in the 2019 Manual C.2.

The Formation, Nurture and Justice Team shall operate under the guiding principle that all work will be informed and aligned with the ECORC mission priorities established annually, as well the ongoing priority for youth ministry, intercultural and affirming ministries.

Membership

The Formation, Nurture and Justice Team shall consist of at least 8 members composed of:

- one member of the Assembly of Elders as appointed by the Assembly of Elders
- five members of communities of faith and/or local clusters and networks, elected by the Regional Council
- at least one youth representative, preferably named by the Regional Youth Executive

The Regional Minister for Spiritual Nurture, Respectful Relationships and Justice with All Ages, as well as the Regional Minister for Respectful Relationship and Indigenous Justice are Corresponding Members and Staff Resource to the Team

Meetings

The Formation, Nurture and Justice Team shall convene every other month and/or as required. The meetings may be in person, telephone conference call or web based, or a combination thereof, recognizing the value of in person meetings from time to time.

Duties

This committee will oversee the work outlined below, either as a committee, or by establishing sub-committees as needed.

1 General work shall include:

- a) promoting joining our collective hearts, voices and resources to witness to the gospel and vision of Jesus for a compassionate and just society, both in Canada and around the world;
- b) promoting local, regional, national and global initiatives and partnerships (community, ecumenical, and interfaith) for ministry, mission and justice work;
- c) ministry with people of all ages;
- d) honouring and living into intercultural mission and ministry;
- e) living in covenant with Mother Earth and All My Relations in the Earth community.

2. Supporting ECO Regional Council Youth Executive

- a) organize leadership, with and including youth leadership, and agenda for youth presence at annual meeting of ECO Regional Council.

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- b) organize leadership, with and including youth leadership, of any other youth gatherings deemed necessary by the Youth Executive of ECO Regional Council
 - c) support the work of the Youth Executive as needed

3. Supporting Work for right relations

- a) committing to on-going conversation and action toward living into right relations as treaty people;
- b) committing to explore new and on-going ways to be in relationship with local First Nations communities

4. Supporting the work of clusters and networks

- a) promoting events and missions on the ECORC web site,
- b) maintaining lists and contact information for clusters and networks within the ECORC bounds
- c) provide communications support for meetings in special circumstances

5. Participation in Denominational Life

- a) promoting and fostering direct dialogue between communities of faith and the General Council
- b) providing ongoing leadership training for ministry personnel and lay people
- c) encouraging life-long learning

Glossary of terms

Intercultural

Within the United Church, a variety of cultural expressions of faith are affirmed and welcomed. Part of the vision of the intercultural church is to create a space where we can sustain our own cultural identities while also affirming those of one another.

Affirming

Affirm United/ S'affirmer Ensemble works for the full inclusion of people of all sexual orientations and gender identities in the United Church of Canada and in society. The Affirming Ministries Program is a network of United Church of Canada congregations and ministries that declare themselves to be fully inclusive of people of all sexual orientations and gender identities. And it asks each Ministry to take action.

Equity

to come (from Rev. Sharon Ballantyne)

Appendix B

East Central Ontario Regional Council:
Nominations Team**Purpose**

The Nominations Team serves the Regional Council by recommending appointments to the Assembly of Elders, Teams, Forums and Task groups as well as individuals to positions as requested by the Regional Council, its Assembly of Elders, or the Executive Minister.

Membership

The Nominations Team will consist of seven members:

- one member of the Assembly of Elders
- six members of the Regional Council not serving on the Assembly of Elders

The composition of the Nominations Team will reflect the intercultural church.

The members and chair of the Nominations Committee will be appointed by the Assembly of Elders.

Terms of Appointment

Members will serve staggered terms of three years, two being appointed each year. There is a possibility of reappointment for a second term.

Meetings

The Nominations Team will meet as needed, primarily by videoconference call. As needed, and possible, the committee may meet in person.

Duties

The Nominations Team is responsible for reviewing nominations and submitting to the Regional Council, the Assembly of Elders, or the Executive Minister, as appropriate, recommendations for appointment.

In carrying out this responsibility, the Nominations Team will

1. reflect theologically on the basis for appointed member participation in the church
2. discern who is equipped to serve
3. Members of the Nominations Team will actively seek out and encourage nominations from across the diversity of the church and its geographic regions
4. Using spiritual discernment practices, the Nominations Team will
 - consult with mandating body and review their request, the expressions of interest and any screening reports
 - consider the diversity of the group with respect to gender, race, ethnicity, age, geography, and vocations, placing special emphasis on those who have been historically excluded from positions of influence and authority,
 - strive to meet the church's commitments to becoming an intercultural church, the full inclusion of people with disabilities, developing new and young leadership, the *United Nations Declaration on the Rights of Indigenous Peoples*, any future commitments regarding the appointed leadership of the United Church

Appendix C

Pastoral Relations Liaison Officer Practice and Policy
East Central Ontario Regional Council

PRACTICE NAME: Pastoral Relations Liaison Officer	<i>Date Approved: April 2nd 2019</i>
	<i>Review date:</i>
Purpose: The purpose is to outline the roles and responsibilities of a Pastoral Relations Liaison Officer and the compensation for such ministry. The Manual I.1.5	

a. Appointment: A regional council liaison or another regional council representative will, at minimum, touch base with a community of faith and a ministry personnel at the following times:

- i. for any discussion about the pastoral relationship;
- ii. any time support is needed to explore a living faith story, whether or not the community of faith is experiencing a change in pastoral relations;
- iii. when a change in pastoral relations has been requested;
- iv. when the community of faith begins writing their profile;
- v. when the community of faith is ready to post their profile;
- vi. when a search team is appointed;
- vii. when the governing body calls a meeting of the community of faith to hear the recommendation of the search team; and
- viii. at the covenanting service.

Pastoral Relations Liaison Officer is appointed to assist a Community of Faith through a Search process.

b. Responsibilities: An appointed Pastoral Relations Liaison Officer will

- i. consult with the Regional Council Pastoral Relations Minister and the governing council to determine scope and needs of the community of faith
- ii. provide support and guidance during pastoral relationship negotiations and change.
- iii. shall physically attend and provide a training session for Search Committees before interviews are initiated;
- iv. be present at the meeting called by the governing council to receive a recommendation from the Search Committee;
- v. to attend and represent the Regional Council at a Service of covenanting
- vi. to attend when requested by the governing Council or Search Committee

c. Compensation for Pastoral Relations Liaison Officer Policy: The Pastoral Relations Liaison role is a dual volunteer/paid responsibility shared by the Regional Council, Community of Faith.

Members of the Regional Council, lay and ordered, volunteer to serve as trained liaisons sharing wisdom and guidance.

The Regional Council is responsible for the costs of training and the expenses of volunteers to attend training events.

The Regional Council will pay travel expenses to Liaisons to attend the Liaison Forums.

The Community of Faith will be responsible to pay for the Pastoral Relations Liaison Officer to attend required and requesting meetings including those identified as Responsibilities: iii, iv, v, and vi above.

The costs will be:

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- i. \$75 dollars *per diem* will be paid for each of the five touch-point meetings (see Handbook: Pastoral Relations: Regional Council Liaisons (January 2019) https://www.united-church.ca/sites/default/files/pastoral-relations_regional-council-liaisons.pdf, plus the General Council determined cost of travel to and from the meeting site.
 - ii. If the Pastoral Relations Liaison Officer is in full-time ministry at another Community of Faith site, the payment of the Pastoral Relations Liaison Officer's time will be paid to the Pastoral Relations Liaison Officer's Community of Faith in recognition of the time taken away from their ministry.
 - iii. If the Pastoral Relations Liaison Officer is a retired, a part-time minister, or a lay person, the community of faith site will pay the Pastoral Relations Liaison Officer directly.
 - iv. All mileage will be paid to the Pastoral Relations Liaison Officer by the Community of Faith.
 - v. If Pastoral Relations Liaison Officer receiving remuneration do not wish to receive payment, they are free to donate the payments at their discretion, but in no way does this excuse the receiving ministry site from making the payment.

Appendix D**East Central Ontario Regional Council:**
Equity Monitor**History**

The United Church of Canada and the General Council, in its commitment to be an equitable and accessible national Church is being called to establish the role of Equity Monitor and encourage all levels of the church to implement a similar role.

The Bay of Quinte Conference, the Executive, various committees and the Presbytery's have adopted the role of Equity Monitor in all their meetings.

Purpose

The role of Equity Monitor is to ensure web content, meetings, workshops, or events follow established protocols for equity, accessibility and communication related issues. As an example, the Monitor can encourage all PowerPoint slides comply with an established font size protocol.

Many sectors in Canada have established the role of Accessibility Coordinator, similarly, the Equity Monitor can act as a resource between individuals and the various structures of The United Church of Canada to identify gaps or barriers.

The United Church of Canada has committed to be an inclusive church. Should a gap be identified, the Equity Monitor will be available to receive and direct concerns for resolution.

Duties

The volunteer Equity Monitor(s) will work with the planning team of the event/meeting and work through the Equity checklist (see attachment). The Equity checklist is to be used as a guide to strive towards, recognizing that we might not be able to meet all of the points. It is helpful to name what is available on the meeting invite. The Equity Monitor(s) are introduced at the beginning of the event/meeting with a brief description of their role. Equity monitors are to be open and approachable to work through a solution for any additional concerns that may arise during a meeting/event. We have found comfort increase in recent years for people to bring forward their concerns.

Areas of equity concerns that have been identified are:

- Meetings held in accessible locations
- Visual loss accommodations (materials sent out 48 hours in advance)
- Scent free/nut free environments
- Assistive listening or amplification of speakers
- Speakers self identifying
- Concern for dietary needs
- Sensitivities for chemicals/scents/food
- Materials printed for those without access to computers/printers

-
- When printed items provided also include some large print
 - Gender neutral washrooms (can be identified temporarily for that meeting)
 - Accessible washrooms
 - Respect for pronoun use and identity
 - Inclusive language (also sensitivity to language complexity)
 - American Sign Language interpretation
 - Accommodations for persons with various mental health concerns (quiet spaces available)

Template Equity Checklist Planning and Hosting Events)

Name of Community of Faith: _____

This equity checklist is designed to be multi-functional to help us be pro-active hosts who offer radical hospitality to welcome all at our table.

PRE-PLANNING FOR AN EVENT:

- All groups and event organizers are asked to decide what is needed on promotional material, social media and invitations to help facilitate equity.
- Try to host only in accessible venues. If only partially accessible ensure that it is stated
- If accessibility support is needed (operator for lift, key for elevator) is pre-arranged for availability with a named person and contact (avoid vague assurances someone should be there).
- Ensure all invitations have a contact cell number for someone at event so a person has a contact if needed when arriving to event (directions, parking issues, entrance locked)
- Provide contact name for those who may need transportation to an event, arranging for volunteer drivers as part of pre-event planning
- If persons with disabilities are known to be attending, contact the individuals before the event to ask them about their needs and how to best plan for their inclusion (if Communion, how would they like to receive)
- If anyone has a service animal, pre-arrange with person prior to event requesting service animal expectations be shared when the handler is doing introductions (if introductions not feasible for size of group, invite the service handler to provide information during sharing of housekeeping)

-
- Include all appropriate symbols that identify features of the location on invitations, announcements and promotions e.g. (affirming, accessible, gender neutral washroom, hearing assists available, scent free, nut free)
 - Anticipate diversity of participants and plan with full participation as a goal (consider complexity of language, attention spans, movement, interactive, learning styles, able to speak in groups, stand, move, hear or see)
 - Be adaptive and creative
 - Include acknowledgement of lands as part of opening of event.
 - Name an equity monitor for the event, introduce at beginning and explain role so all participants have a safe “go to” person and review norms or holy manners, confidentiality expectations for gathering

PRESENTATION:

- Projection - font size minimum 40 clear easy to read font (Aerial or similar), strong visual contrast, reduce clutter/ busyness, limit content per slide, use colour contrasts for speaker and large group (white presenter/yellow all, or similar), inclusive wording, attention to complexity of language, add pictures or symbols to clarify such as praying hands to show a time of prayer, use multi-racial images for inclusivity
- distribute 48 hours in advance, documents, handouts, agendas and PowerPoints to allow for additional processing time and accessibility, participants understand there could be some last minute adjustments
- Have large print copies and leader copy of detailed presentation available
- Use existent microphone system consistently (be mindful of placement for lip readers)
- If a person uses a wheelchair, sit when possible to converse so all are face to face,
- Say name when speaking, some may not see, some may forget names or come in late
- Provide clear, large font name tags and ensure people wear name tags and/or use table name plates
- use alt tag labels for graphics and images, use closed captioning and described video features
- get permission for use of photos, video, quotes or other specific needs, to be used on social media, websites and future related events
- use a feedback or evaluation form that combines paper and on-line option, include request about equity (consider using survey monkey so non-anecdotal can be summarized by survey monkey)

BUILDING FACILITY:

- Offer accessible parking places and clear signage for directions to key rooms (if especially complex, consider making a brief video to give participants a preview tour of building and what to expect) that is posted on social media or website
- Check if site has any directions regarding best place to relieve service animal and directions, if there is an outside waste receptacle.
- Include in invitations special instructions for accessible access if needed, ensure door is unlocked and that signage is available from that entry point
- Accessible, gender neutral and family friendly washrooms with clear routes to washrooms, and if needed designating a temporarily labelled gender neutral washroom for event if not pre-existing
- Arrange seating to optimize all hearing, seeing screen, movement in the space, interaction and participation for all (ensure tables and arrangements allow space for those who use wheelchairs or other assists)
- Ensure passageways in room, to washrooms, quiet space, food and exits are accessible and kept clear
- Clarify procedures and comfort to avoid centering out, such as requesting if people will want to be served Communion at their seats or come up and individual preference, in planning, talk to individuals anticipate what will be most inclusive and accommodating for all to take part
- If family friendly, ensure spaces and activities are appropriate for all
- Ensure greeters have sense of inclusive design of building to best recommend seating but respect requests of individuals and do not move mobility assists to back or side of a venue, stranding the person
- Declare a quiet room space, with directions and sign on room
- Donated and catered food needs labels (gluten free, dairy free, vegetarian, vegan,) ingredient list, recipe as appropriate, placed by dishes for self-serve, on wall or clearly communicated to servers, determining if/when separate serving tables might be needed for special diet items
- Have water available, include which beverages are decaffeinated, sugar -free or other dietary identifiers
- Remind those bringing their own food to observe dietary needs

Last updated March 26, 2019 – working document, share/adapt for use.

Contact sharon.ballantyne@gmail.com 705 875-8837 with suggestions.

Appendix E

Policy Regarding Travel
East Central Ontario Regional Council

POLICY NAME: Policy regarding Travel Compensation for clusters, networks, staff-led trainings and meetings of the Regional Council	<i>Date Approved: March 27, 2019</i>
	<i>Review date:</i>
Purpose: The purpose of this policy is to clarify limits of the compensation. The Manual C.2.5.	

Preamble

This document outlines the East Central Ontario Regional Council's policy and best practices regarding requests for travel compensation for those attending gatherings of clusters, networks, staff-led training, and meetings of the Regional Council.

Policy

It is the policy of East Central Ontario Regional Council to reimburse travel at 75% the General Council Rate for persons traveling to meetings by themselves and incurring a minimum of 50 kilometers (total distance travelled), and reimburse travel at 100% of the General Council Rate for persons traveling to meetings with more than one person in the vehicle.

Appendix F

**Pastoral Relations 'Filling Internally' Practice and Policy
East Central Ontario Regional Council**

PRACTICE NAME: Filling Positions Internally	<i>Date Approved:</i>
	<i>Review date:</i>
Purpose: A procedure to allow for filling positions internally without engaging in a open Search	

Proposal:

When a Vacancy is declared to follow an appointment and if the current appointee is to accept the Call; the governing council, designated team or Search Committee, in consultation with the regional council liaison, shall give consideration and make a decision on the suitability of the appointed minister. A decision may be made to

- i. Invite the incumbent into negotiation;
- ii. Interview the incumbent and make a decision whether to extend Call;
- iii. Inform the incumbent that a Search will be undertaken and confirm that the appointment will end.

Background:

There are two specific changes in pastoral relations—amalgamations and provisional calls or appointments—where a liaison can help the community of faith navigate a modified process of calling or appointing ministry personnel. However, it is up to the regional council to decide how the pastoral relations process should be followed during these two specific instances. from handbook Pastoral Relations: Regional Council Liaison page 7]

There may exist other circumstances when an appointee may be eligible and of consideration to a community of faith. It is prudent to allow the appointee to know as early as possible if they being considered for the Call and it is unfair to solicit and interview if the incumbent appointee has is being sought for the position.

In circumstances in which an incumbent appointee is eligible for the Call a decision on the suitability of the incumbent may be made prior to an open Search.

Appendix G

Report to the East Central Ontario Regional Council,
Assembly of Elders March 27th 2019

The work of the Pastoral Relations Minister in East Central Ontario has been busy of late. There are many areas of focus.

The training recruiting training and deploying of pastoral relations liaisons has been a focus. This is absolutely trying to expand to whatever time and energy can be made available for it. The expanded group of liaisons is a positive step. We have clearly not reached a sufficient supply we have 50+ charges needing Liaisons. There is a real lack of liaisons across the northern edge of our region. I have only one Liaison serving the former Kawartha Highlands Presbytery and no one serving from the former Shining Waters Presbytery. Some of the liaisons are wanting serve some of the charges with additional resources of their choosing. In the End, there are pastoral charge situations that may benefit from the work of a Liaison who will have to wait until someone is available. Prioritising of the work is necessary at this time.

The Communication of changes on the issue of eligibility for both active and retired ministers is a large current issue. Five out of 6 recent eligibility checks have been rejected by the OV. There are two large factors at work here: 1. the bulk of Bay of Quinte face-to-face trainings took place prior to 2016, the biggest push was in 2014 that now require a refresher. 2. The OV is insisting that appointments and reappointments cannot happen until course completion. Ministers and the charges where they are working have deep concerns. I would join that level deep concern around the impact that this development has had in the life of retirees I think we need a place in our system for some deep work around Retirees. (Perhaps a Retirees Forum)

LLWL policy and placement with in our system is another area that is claiming significant time. We need the LLWL Forum defined and enacted soon.

Conflict Mediation is also claiming significant parts of my over all resources. As is the daily routine of answering many questions by phone and email. There is clearly a challenge in staying on top of all the parts of my work. Yet, I have experienced overwhelming grace form our people when the truthful answer is I do not yet have and answer to that particular question.

 Appendix H

East Central Ontario Regional Council:
Doing Mission Together Grant Review

On Monday March 25, 2019 Paul Reed, Ted Meyers, Rodney Smith-Merkley and Sharon Hull met by zoom to review the applications that had been received for the Doing Mission Together Grant.

There was discussion on the strength of the applications and a priority setting for future granting. Each grant was evaluated on who would benefit from the grant, ie. One congregation or a network.

There were 4 grant applications received for this granting cycle and it was discussed that we should be open to more grants to be received until the regional meeting, since this was the first cycle.

1. Sydenham Street United Church for a workshop titled “Re-Imagining Places of Faith in Kingston” for \$1000.00

A day long workshop from 9:00 am to 4:00 pm to be held at The Spire at Sydenham Street United Church Kingston on June 1, 2019. We are planning a unique event where local faith groups, heritage and community organizations will share their experience, concerns and creative solutions to the challenges confronting places of faith in Eastern Ontario in an interactive and engaging format.

This workshop is being planned by an ecumenical group involving St. Mark's Anglican congregation, Anglican Diocese of Ontario staff, Sydenham Street United Church community of faith, St. Andrews Presbyterian Church congregation, Friends of The Spire Inc., and the Frontenac Heritage Foundation. The Frontenac Heritage Foundation has applied for and received a grant toward the costs for this workshop. Program planning also includes advice from Kendra Fry and Robert Pajot who have facilitated similar workshops before.

Follow-up- Sharon to speak to Bruce about the date to make sure they realize it is during the regional meeting. The date was picked before the regional meeting date was announced and with so many partners it can't be changed.

Recommendation: Fund for \$1000.00

2. Cathedral of Trees for \$5000.00

A United Church presence in Algonquin Park has deep roots, as the former Bay of Quinte Conference parked a trailer (owned by the conference) in Algonquin Park each summer for decades. Dozens of ministers have occupied that trailer(s) sometime with their families, to provide a worship service to park visitors in the Outdoor Theatre, a unique space surrounded by majestic pines. The advent of the East Central Ontario Region provides an opportunity to reimagine and revitalize this ministry, through building a stronger relationship with the Park, who have been very willing, and developing an intentional worship ethos which facilitates a connection to the Holy Wonder of Creation, open to all. In Cathedral of the Trees, we acknowledge, celebrate and give thanks for the healing and enlivening power of nature for our bodies, minds and spirits.

The name Cathedral of the Trees comes from an existing ministry of the Maynooth Madawaska Pastoral Charge which currently meets once a month on land in the same area as the park. Rev. Svinda and Marilyn Zehr are willing to relocate the ministry to Algonquin Park for eight Sundays in the summer, with worship leadership shared amongst a number of clergy in our network.

Diana Butler Bass has underlined that the way to connect to the spirituality of Millennials is through creation, so we would see a Regional event for young adults taking place in the park

one weekend during the summer as a ministry with them. Young Adult participants would lead the Sunday service as part of the weekend experience.

Follow up: Application was to help pay the park fees to Algonquin park and to replace the old trailer. Paul to inquire about the trailer needs and what other sources of funding are expected.

Recommendation: Fund for \$5000.00

3. Cambridge Street U.C. for \$3300.00

We are taking the youth group at Cambridge St. united church to a youth retreat at Cairn Camp. 2 days of programing for the youth at our church, the program will include hard skills activities provided by the camp and leadership skills trainings. The hope is to help our youth, grow into a leadership role within the church and community. We also want to provide a fun and safe environment for our youth to learn new skills and explore their faith.

Our youth group with approximately 20 participants and 4 chaperones

The youth will be attending the camp, The children, youth and young families coordinator will be facilitating faith based activities and the camp staff will be providing hard skills and leadership training.

The youth will be asked to pay \$50. The leaders will donate their gas for travel but not pay for the weekend.

Concerns: This is just for one congregation. Gabby did express concerns about 20 campers being available that weekend. Suggest opening it up to other area youth to be a cluster event. Also concern about funding more than 1/3 the cost which had been the model used in the conference for learning. Since the funds are available, fund the portion asked for the youth and Cambridge Street can fund the cost for the leaders.

Recommendation: Fund for \$2620.00

4. Bridge Street United Church Food Ministry 2019 End-Of-the-Month (EOTM) Meal Program for \$5000.00

The End-of-the-Month meal program was started by the BSUC Food Ministry in March 2016. It offers a dinner-time hot meal on the Tuesday and Thursday of the last week of each month from March to December. The meal days are scheduled to take place just prior to the distribution of monthly social assistance. Frozen meals are also distributed on these two afternoons, all meals being prepared in the BSUC kitchen by our volunteer cadre presently 204 in number.

Throughout calendar 2018, an average of 119.5 meals were prepared and served on each EOTM meal day, 97.6 hot and 22.0 frozen meals, with a 2018 EOTM total meal consumption of 2,390. The 2018 average cost to the BSUC Food Ministry of food supplies for each prepared meal was \$1.79.

During calendar 2019, 14,908 meals are projected to be prepared and served from the BSUC kitchen: i) Inn-from-the-Cold 7,395 meals; ii) Thank-God-It's-Friday 4,980 meals; iii) End-of-the-Month 2,533 meals. The projected cost of food supplies for EOTM meals in 2019, using our 2018 average food supply cost/meal, will be \$4,534.07. The cost apportioned to the EOTM component of the Food Ministry budget for the Program Manager (a part-time employee of BSUC) would be partially met by the \$495.63 residual amount from the \$5,000 grant.

Concern: There is \$5000 in the 2019 Budget for a Kitchen renovation study - has this come to the Regional Council?

Recommendation: Fund for \$5000.00

For Reference:

Criteria for selection will include

- Designated priority of the Region
- Priorities to be reaffirmed by Annual Meeting each year
- Quantitative and qualitative valuation
- number reached or helped
- vulnerable sectors
- number of participating Communities of Faith
- Other Funding sources
- Positive consideration for partnerships and or participant commitments
- Maximum Grant request not to exceed \$5,000
- Granting Body may consider less than full amount of request
- Application to indicate whether partial funding to be considered
- If requests exceed \$25,000 granting body might consider applications for less than full funding. This might apply particularly to applications that less fully match above criteria. ie: is it all or nothing? If full funding is not available would partial funding be acceptable?
- Granting Body may consider granting in excess of \$5,000

Appendix I**Report from the Minister Supporting Justice and Mission with Indigenous Focus**

The trip to Kingston was a good opportunity to connect with United Church people in Kingston area and ecumenical partners doing work around reconciliation, and to visit the land Faith United Church is planning to develop in conjunction with an indigenous land council. Good connections were also made at the staff retreat in terms of what is happening in other regions, and there seemed to be energy around shared youth initiatives such as a visit to the Kahnawake powwow. I have also had communications with Indigenous Ministry Circle staff Joe McGill (in his Role as community capacity development coordinator for indigenous communities in eastern Canada) along with Right Relations co-chairs from Montreal area.

I also hosted a meeting with Paul Reed and Wanda Stride around plans for the inaugural meeting. In addition to arranging the acknowledgement of the land at the opening of the meeting (from an elected official of one of the Williams Treaty Anishnaabe First Nations), Dorothy Taylor from Curve Lake has committed to a sunrise ceremony Saturday morning, a smudge as part of opening worship, and a presentation around her leadership with the "Sacred Water Circle" along with other indigenous and non-indigenous people in the Peterborough area and around North America!

I have also participated in video conference calls with national network around the upcoming "Being Good Relations" retreat at Five Oaks in April. There was a desire from national staff Sara Stratton or more likely Lori Ransom to visit all of the regions. It may be fall before they get to other regions, but they may be able to visit us around our Inaugural meeting May 31/June 1 (this could happen Thursday or Saturday evening, or perhaps during the meeting). I see presenting what is developed at the "Being Good Relations" retreat as being the main thrust of a conversation with them. If this doesn't come together, it might also be interesting to share the film "Paddle to Klemtu" on Thursday or Saturday evening. This is a recently released film (Elizabeth Macdonald saw this as part of the Katowrakwi Indigenous Arts Festival in Kingston) by film-maker Zoe Hopkins, who I know from my time in Bella Bella, BC.

Rodney Smith-Merkley

Appendix J

Spiritual Nurture, Respectful Relationships and Justice with All Ages

- Attending the first cluster meetings and UCW Presbyterials to get to know people across the region (3 UCW and 3 cluster since last meeting)
- 2 in person meetings with Vibe (in Lindsay)
- Provide additional information to Government for VIBE grant application
- Connect with children, youth and young adult leaders (use google survey to collect info) also some in person meetings
- Planning for the children and youth programs at the regional meeting
- Mentoring youth and new youth leaders
- Connect with Bawaajigewin Aboriginal Community Circle in the durham region and will connect local churches- Network (with Rodney)
- United in Learning series on Disabilities in the Church
- Connected with Sharon B., Phil Wilson and Aruna Alexander about Equity in the region (prepared draft Equity Monitor Policy) (Will prepare a Draft Equity Committee Policy).
- Staff retreat in Alexandria with Region 11, 12 & 13 staff, also presentation by Edge
- Met with Trevor from Quin Mo Lac
- Add information for weekly Newsletter updates
- Wampum- get registration forms ready for FO website
- Online meeting with SJNOR (Social Justice Network of Ontario Regions)
- Doing Mission Together Grant zoom meeting and report

Appendix K

Prayer Shawl Ministry in East Central Ontario Region (Region 11)

Background: Bay of Quinte Conference has had an active prayer shawl ministry and provided information and guidance for churches/other groups in the Conference to carry out their ministries.

Rev Dr. Jackie Harper and then Rev Caroline Giesbrecht were the staff who supported this work at the Conference Level. Conference was able to provide yarn to people as needed; many donated both their time and the yarn for the shawls.

Rev Caroline informed the Transition Team that she had asked Cheryl Mound to act as a volunteer to convene/coordinate this ministry; to do this work, Cheryl has received from Bay of Quinte Conference a small number of shawls, the blessing cards and some informational material.

Proposal:

1. **that ECO Region 11 continue the prayer shawl ministry** of the former Bay of Quinte Conference.

Prayer Shawls to be given, as per past practice, at the Regional Annual Meeting* to:

- New ministers (at recognition of ordination/commissioning)
- Retiring Ministers (at time of celebration)
- Incoming new President/Chair of E.C. O. Region
- Others as designated by regional executive

*Estimated numbers to be provided by Personnel Minister for Region 11.

It is expected that local churches will respond to pastoral care needs of their own people. However, if possible, a network of people in different areas of the region could be identified to respond as able to provide shawls for times of need.

2. **that a Prayer Shawl Ministry Convenor be appointed.** This is a voluntary unpaid service to:

- Prepare/distribute informational materials e.g., for Annual Meeting docket/via website/other
- Identify/contact people to make the shawls
- Prepare the blessing cards/assemble shawls/cards for Regional Annual Meeting
- Provide information/contacts/support for groups who might want to start their own Prayer Shawl Ministries (on request/as possible)

Note: Blessing of the Shawls: A blessing card is attached to each shawl. A time/method for a 'blessing' of the shawls could be identified.

3. **Budget:** It is expected that minor incidental costs of information items, blessing cards, travel, etc. will be the convenor's responsibility. In many cases people donate the yarn they use. However, in order to encourage any one who might want to make shawls, a small 'budget' of \$300 per year (approximately 10 – 15 shawls) would allow us to offer to give people yarn for this purpose. Alternatively, a free will donation box at the annual meeting or other means would assist.

4. **That information about the prayer Shawl Ministry be posted on the Regional Website/facebook**

1. Overview of prayer shawl ministry (as received from BofQ Conference)
2. Sample patterns (as received from BofQ Conference)
3. Sample 'blessings'
4. Prayer Shawl Convenor(s)'s contact name(s)
5. Information about any workshops/information sessions available

Request:

- That the Regional Interim Executive support this plan in principle.
- That information about the road ahead for the Prayer Shawl Ministry be included in the Annual Meeting docket or table materials/display area if there is one.
- That \$300 be requested for yarn as needed to produce shawls for the Annual Meeting.

Appendix L**Report to ECOR Council Executive March 27/19 Carol Johnson**

Since last April I have been attending regional meetings in our new Lakeridge region. Right from my first step in the door I felt welcomed and comfortable. Last week I attended 3 Cluster meetings and felt accepted at all of them. I was pleased to see Sharon Hull at two of the meetings.

The Lakeridge Cluster was well attended in Brooklin and held an inspiring worship and meeting. Their goal is to make people welcome, to worship, learn and connect with each other, to get support and a chance to be church or a Community of Faith beyond their silos. Another lay person of our executive Steve Cole spoke about the UC changes that were only about 10 weeks old and running into difficulty as would happen in this kind of change in any corporation. He was asked a lot of questions, which he handled well. I was surprised to learn that they are Lakeridge Presbytery Church Extension Council Corporation (CEC) of the United Church of Canada.

The UCW annual meeting in Whitby had 119 attendees and they too want to see how they can adapt to the changes to suit their purpose including continuing their work. This was my second meeting with that UCW. They, too, make everyone welcome, are extremely well organized and collect a large number of items to distribute to an even larger number of charities etc. It was like a large gathering of old friends.

That same night a friend and I we went to Epsom for a meeting of about 20 people from Greenbank, Sunderland, Seagrave and Vroomanton, and may be more, most from the Kawartha Highlands area, a totally different meeting. So far they call themselves "A Gathering of Churches". Paul had attended a previous meeting. I don't know exactly how many meetings they have had, not many. They were getting to know each other. At a previous meeting they made a review of what they felt they can do well and where they need to improve and discussed working together to hire a full time treasurer for all their churches. Acquiring a kid's social director had been discussed and at this meeting everyone had an opportunity to comment on what kind of skills and education the director would need. A suggestion to have joint services every two months to celebrate church anniversaries etc. to bring them all closer together led to possible dates. They also discussed family fun things to do together, including when their towns held special events.

They aroused interest in sending reps to form a Circle of Prayer, around a Mosque during prayer time and to attend a service in a Unitarian church in Peterborough. They certainly wanted to show their respect for other religions, and also to be more educated about them.

There was lots of laughter and the time went by quickly. There were also sad times when others showed their concern and support. They are off to a good start after only a few meetings.

As a lay person what did I get from these meetings? They all want to continue their individual Communities of Faith and their Clusters, to work together, to make everyone feel welcome, to have joy in their gatherings, to share ideas and resources, to think outside the box, and most of all to find a way to make this all work. The clergy and laity are working together. It was not obvious who were the clergy and to me that's a good sign of cooperation.

At each meeting, they knew I was on this committee and a number spoke to me. Most had similar concerns. First was the increase in their financial assessment. One man was very annoyed as he said his went up 92%. Next, was that they found Clusters and Networks very confusing. It was obvious as we all know that many Communities of Faith need help and a few said it was slow in getting responses and the help they needed.

I think it helped when I reminded them that the changes only took place on January 1st less than 3 months ago, with new staff, learning curves and with any corporation it takes time to make all the adjustments.

All the meetings have been positive and welcoming with many people ready to work together to make this succeed.