

East Central Ontario Regional Council
Meeting of the Assembly of Elders
Friday, June 12, 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
Shannon Marsellus	Member
Brian James	Corresponding 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 10:30 a.m.)
Patricia Teskey	Corresponding Member (Departed at 10:30 a.m.)
Sharon Woodrow	Corresponding Member (Departed at 10:30 a.m.)
Elizabeth Macdonald	Corresponding Member (Departed at 10:30 a.m.)
Judy Amsbury	Corresponding Member (Departed at 10:30 a.m.)

REGRETS/ABSENT

Rev. Rodney Smith-Merkley	Corresponding Member - Minister for Respectful Relationship and Indigenous Justice
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Opening Devotions and Recognize the Land – Paul Reed read from the Gospel of Mathew, 10:34-35 and paralleled some similarities found in the Book of Micah. Paul reminded that God stands on the side of justice, and brought our attention to recent protest and “Black Lives Matter”. Paul recognized the indigenous territories on which we reside and gave thanks for the stewardship of the land by our indigenous brothers and sisters. Paul closed this time of devotion with a prayer.

Circle Time of Sharing – All were invited to share.

Appointment of Equity Monitor for this Meeting – Steve Coles

Agenda

2020-06-12-069 MOTION (S. Coles/P. Wilson) That the East Central Ontario Regional Council Assembly of Elders accept the agenda as circulated. **Carried**

Order of the Day Presentations

Draft Statement of Vision, Mission and Guiding Principles – (see **appendix A**)

2020-06-12-070 MOTION (P. Wilson/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders welcomes Nancy Payne and Patricia Teskey as corresponding members for this presentation of a draft Vision Statement for the Regional Council. **Carried**

Nancy and Patricia presented the *Draft Statement of Vision, Mission and Guiding Principles*. It was highlighted that this document purposely uses inclusive language. It was emphasized that this is a “living document”. It was asked that a preamble be made to indicate that the guiding principles are not delineated in any particular order. It was suggested to cluster the guiding principles thematically, and ask the Leadership Teams to indicate where they fit in the guiding principles. Team can then evaluate how well they are doing to meet the expectation of the guiding principles. The Teams will be provided with the draft statement. Patricia and Nancy will work towards creating a preamble, and then Rosemary, Patricia and Nancy will meet by Zoom to finalize editorial changes.

2020-06-12-071 MOTION (T. Meyers/S. Coles) That the East Central Ontario Regional Council Assembly of Elders receive the Draft Statement of Vision, Mission and Guiding Principles and recommend it to the Regional Council with requested editorial changes. **Carried**

Affirm/Equity – (Affirm Presentation attached hereto as **appendix B**)

2020-06-12-072 MOTION (S. Coles/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders welcomes Affirm representatives Judy Amsbury, Sharon Woodrow and Elizabeth Macdonald as corresponding members for this presentation. **Carried**

Judy, Sharon and Elizabeth identified some of the implications involved in bringing the guiding principles into being whilst from a perspective of being an affirming Regional Council; how to be “public intentional and specific about radical inclusiveness”.

2020-06-12-073 MOTION (R. McNally/S. Coles) That the East Central Ontario Regional Council Assembly of Elders agrees and recommends to the Regional Council that it approve an extension of Interim Affirming Status for until East Central Ontario Regional Council's 2021 Annual Meeting. **Carried**

2020-06-12-074 MOTION (T. Meyers/J. Wilson) That the East Central Ontario Regional Council Assembly of Elders approve payment of the \$1000 annual membership fee for our region in Affirm United. **Carried**

Break (5 mins)**Minutes of May 8, 2020**

2020-06-12-075 MOTION (T. Meyers/M. Fortin) That the East Central Ontario Regional Council Assembly of Elders accept the Minutes of May 8, 2020 as circulated. **Carried**

Correspondence

- a) May 12, 2020 Karen Valley, Office of Vocations re copy of letter regarding ending the candidacy of Elizabeth Amirault (*for information*)
- b) May 13, 2020 Charles Barrett, Network Chair re report of SJNORC (*for information*)

- c) May 19, 2020 Bev Oag, Program Coordinator, Duty of Care and Incorporated Ministries re OCA ruling: provincial government's decision - summer sleep-over camps closed, day camps being allowed to operate with limitations (*for information*)
- d) May 20, 2020 Rev. Cathy Hamilton, chairperson of the Nominations Committee re copy on letter to Morgan Bell regarding reappointment to the Roman Catholic-United Church Dialogue (*for information*)
- e) June 4, 2020 Rev. Deborah Hart, Deer Park United Church (Toronto) re suggestion that we send greetings to The Rev. Dr. Stanford Lucyk, former minister of Chalmers United Church, Kingston, to acknowledge the 65th anniversary of his Ordination by The United Church of Canada (*action taken*)
- f) June 10, 2020 Ali Hayes, Toronto United Church Council re Baillie Volunteer Service Awards, which recognize young people in the United Church for their contributions to community. The deadline is extended to July 15th (*for action by individuals*)
- g) June 11, 2020 David Eagleson, St. Paul's United Church, Ajax re approval for loan (*for action - IV*)
- h) June 11, 2020 Rev. David King, Chair of Covenant Support Team re need for the East Central Ontario Regional Council to conduct a review of the life and work of the Chalmers' congregation (*for action-3c*)

Business arising

Building Communications

- I. Communications** – Affirm logo is on the website; Regional Council membership is being updated continually. Naramata Centre is asking for blurb in Regional Council newsletter. It was advised to create a policy for deciding on what information should/could be communicated.

2020-06-12-076 MOTION (R. McNally/S. Coles) That the East Central Ontario Regional Council Assembly of Elders adopts the following Policy for Communication through it's newsletters and event advertising:

1. Communication is focused on sharing news from
 - a) The Regional Council and Assembly of Elders
 - b) Communities of Faith within the Regional Council
 - c) Other United Church of Canada related bodies
 - d) Other organizations whose work supports the mission statement of the Regional Council.
2. Regional Council resources will not be used in the advertising or promotion of events, goods and/or services that are for private and/or for profit entities. **Carried**

Discussion: Policy will be included in the Handbook and brought to the Regional Council Meeting.

II. Facilitation Team report

- a) Annual General Meeting (September 25-27, 2020) to be held on Zoom, currently waiting for decision from General Council regarding possible postponing General Council in Calgary, 2021. There is a potential conflict for the chosen date, there is another event happening that weekend (Rodney Smith-Merkley has details).

b) Celebration of Ministry

2020-06-12-077 MOTION (S. Coles/M. Fortin) that in light of the delay of celebrating ministries due to the COVID-19 pandemic, the East Central Ontario Regional Council Assembly of Elders recognizes the provisional appointment of Michiko Bowan-Kai to be ordained to the Ministry of Word, Sacrament and Pastoral Care with Glen Morris Pastoral Charge Toronto, and approves, effective July 1, 2020 the privileges to have an Ontario marriage licence and administer the Sacraments. The salary package will reflect the change in status, effective July 1, 2020. **Carried**

2020-06-12-078 MOTION (S. Coles/M. Fortin) that in light of the delay of celebrating ministries due to the COVID-19 pandemic, the East Central Ontario Regional Council Assembly of Elders recognizes the provisional call of Kimberley Lawrence to be ordained to the Ministry of Word, Sacrament and Pastoral Care with Greenwood Pastoral Charge, and approves, effective July 1, 2020 the privileges to have an Ontario marriage licence and administer the Sacraments. The salary package will reflect the change in status, effective July 1, 2020. **Carried**

2020-06-12-079 MOTION (S. Coles/M. Fortin) that in light of the delay of celebrating ministries due to the COVID-19 pandemic, the East Central Ontario Regional Council Assembly of Elders recognizes the provisional call of Cheryl McMurray to be ordained to the Ministry of Word, Sacrament and Pastoral Care with Arden Pastoral Charge and approves, effective July 1, 2020 the privileges to have an Ontario marriage licence and administer the Sacraments. The salary package will reflect the change in status, effective July 1, 2020. **Carried**

2020-06-12-080 MOTION (S. Coles/M. Fortin) that in light of the delay of celebrating ministries due to the COVID-19 pandemic, the East Central Ontario Regional Council Assembly of Elders recognizes the provisional call of Stephanie Richmond to be ordained to the Ministry of Word, Sacrament and Pastoral Care with Green Bank Seagrave Pastoral Charge, and approves, effective July 1, 2020 the privileges to have an Ontario marriage licence and administer the Sacraments. The salary package will reflect the change in status, effective July 1, 2020. **Carried**

2020-06-12-081 MOTION (S. Coles/M. Fortin) that in light of the delay of celebrating ministries due to the COVID-19 pandemic, the East Central Ontario Regional Council Assembly of Elders recognizes the provisional appointment of Marilyn Zehr to be admitted to the Ministry of Word, Sacrament and Pastoral Care with Maynooth Madawaska Pastoral Charge, and approves, effective July 1, 2020 the privileges to have an Ontario marriage licence and administer the Sacraments. The salary package will reflect the change in status, effective July 1, 2020. **Carried**

The ordination of Daniel MacDonald is pending having a provisional call or appointment.

Discussion: When information is available, Joel will send Louise photos and bios for each of the candidates to post on website and circulate in newsletter.

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

III. Covenanting Support Team –

- a) Team progress report – Assembly of Elder representatives
- b) Report from Supporting Staff member

- c) Items from Liaison Forum (Pastoral Relations) – List of Liaisons working within the Regional Council (see **appendix C**)

Minutes of the Covenant Support Team Meeting held on May 6, 2020 (see **appendix D**)

2020-05-17-082 MOTION (T. Meyers/S. Coles) That the East Central Ontario Regional Council Assembly of Elders accept the Minutes of Covenant Support Team (Pastoral Relations work) for April 8 and May 6, 2020. **Carried**

2020-05-17-083 MOTION (J. Wilson/S. Coles) That the East Central Ontario Regional Council Assembly of Elders, under section J.4 (a) of The Manual, order a review of Chalmers United Church, Kingston:

The Manual J.4 (a) Regional Council Action—Communities of Faith

The regional council is responsible for the oversight of communities of faith. It must take seriously any concerns that come to its attention about the state of a community of faith within the bounds of the regional council.

These concerns may be raised by

- a. the regional council itself, including any member or committee of the regional council.

Carried

Discussion: Note Funding Policy of Reviews “Formal reviews called for by the Covenant Support Team requiring the hiring of professionals are funded by equally splitting the costs between the Regional Council and the Community of Faith.”

- d) Licensed Lay Worship Leaders – List is being finalized, and plans are to celebrate LLWL during the General Meeting.

IV. Mission through Property and Finance (see **appendix E**)

2020-06-12-084 MOTION (T. Meyers/M. Fortin) That the East Central Ontario Regional Council Assembly of Elders accepts the report of the Mission through Property and Finance Team. **Carried**

2020-06-12-085 MOTION (T. Meyers/S. Coles) That the East Central Ontario Regional Council Assembly of Elders approve the request of St. Paul’s United Church, Ajax to spend \$55,000 to replace a storm sewer system, a loan having been secured from the Lakeridge Presbytery Church Extension Council. **Carried**

Discussion: Ted highlighted that only two Communities of Faith have made application for the \$10,000 loan from the United Church.

V. Governance – EM to vote at meetings as decided at October 2019 General Council recall (*for information*) (GS12 Manual Changes: Executive Minister Regional Council Membership; see **appendix F**)

The Executive Minister is a full member of each of the Regional Councils they serve.

Opening churches following UCC, provincial and local guidelines ... best practice guideline to share and communications strategy: (see “Invitation to Risk Assessment & Protocols for Church Worship Services in Phase 2 of Reopening” and “Workplace Safety & Prevention Services Guidance on Health and Safety for Places of Worship During Covid-19” see **appendix G**)

Communities of Faith and Councils making decisions about going forward need to recognize how much responsibility the Ordered Ministry feel to keep people "safe". Many of them have found very creative ways, either solo or teaming with others, to provide weekly worship, to respond to pastoral needs through phone calls and letters, so that they are being faithful to their call to ministry. Even if we can't see 'germs', much as we can't see wind, it doesn't mean that the germs are not present, and we want to protect our Communities of Faith from sharing unseen, potentially deadly germs. Masks, hand sanitizer, not singing, not shaking hands, not passing the offering plate are band-aids to help, but they are not the solution. No one wants to hug, Baptize or Celebrate Holy Communion more than the ministers! Please educate yourselves to best practices so that you are ready WHEN IT IS SAFE.

2020-06-12-086 MOTION (R. Lambie/N. Sutherland) That the East Central Ontario Regional Council Assembly of Elders

- a. strongly recommend that no churches reopen for public worship before Labour Day weekend;
- b. expects that every Community of Faith prepare guidelines for reopening and submit their plan to the Regional Council (ecorc@cogeco.ca), two weeks prior to their proposed opening date;
- c. agrees to post and circulate the information and resources pertaining to safely reopening Communities of Faith;
- d. strongly encourage Communities of Faith to be in touch with their local health units;
- e. expects that every Community of Faith create a separate plan with guidelines for reopening buildings to rentals and community activities or community groups; and
- f. continue to provide information, as developments require. **Carried**

Discussion: Ryan will make edits to "Invitation to Risk Assessment & Protocols for Church Worship Services in Phase 2 of Reopening" and circulate to Assembly of Elders. This information needs to go out to each Community of Faith, on top of being posted and circulated in the newsletter. David will provide a list of all churches. It was suggested that a new email be created with an automatic reply to help David manage incoming plans.

VI. Communities of Faith –

- a) Spring Brook United Church – update pending, still waiting for an 'in-person' meeting

CONSENSUS to extend meeting to 12:30 p.m.

Nurturing Social Justice and Outreach programs
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VII. Formation Nurture and Justice –

- a) Team Progress report (see **appendix H**) – Assembly of Elder representatives
- a) Report from Supporting Staff Members - Report of the Minister for Spiritual Nurture, Respectful Relationship and Justice for all Ages (see **appendix I**)
- b) Truth and Reconciliation Report – Report of the Minister for Respectful Relationship and Indigenous Justice (see **appendix J**)
- d) **Mission Priority Grants**

2020-06-12-087 MOTION (M. Fortin/J. Wilson) That the East Central Ontario Regional Council Assembly of Elders accepts the recommendation of the Formation, Nurture and Justice Team for the Doing Mission Together grant to Being Good Relations for \$3,000.00. **Carried**

2020-06-12-088 MOTION (M. Fortin/J. Wilson) That the East Central Ontario Regional Council Assembly of Elders accept the recommendation of the Formation, Nurture and Justice Team for the Doing Mission Together grant to Cathedral in the Trees Algonquin for \$4,000.00. **Carried**

2020-06-12-089 MOTION (M. Fortin/J. Wilson) That the East Central Ontario Regional Council Assembly of Elders accept the recommendation of the Formation, Nurture and Justice Team for the Doing Mission Together grant to Intercultural Church and Community Network for \$2,500.00 (The workshop will be offered at such time as it is allowed, post-Covid.). **Carried**

2020-06-12-090 MOTION (M. Fortin/J. Wilson) That the East Central Ontario Regional Council Assembly of Elders accept the recommendation of the Formation, Nurture and Justice Team for the Doing Mission Together grant to Bedford House/ Story Tellers for \$5,000.00 (We have already granted funds for a different project of Bedford House. Note that this is a new stream of outreach from the original project.). **Carried**

Total grants being awarded: \$14,500

2020-06-12-091 MOTION (M. Fortin/S. Coles) That the East Central Ontario Regional Council Assembly of Elders accept the recommendation of the Formation, Nurture and Justice Team for support to the Restoration of Identity Legacy Project for \$5000.00. **Carried**

Discussion: Funding source will be determined by Regional Council Treasurer.

ISARC Endorsement letter (see **appendix K**)

2020-06-12-092 MOTION (M Fortin/S. Coles) That the East Central Ontario Regional Council Assembly of Elders endorse the letter from ISARC about Long Term Care to the Ontario Government to support the commission but with strong recommendations for its mandate and transparency. **Carried**

Discussion: Suggested to create a deadline that is sooner than it is now to encourage more applications.

2020-06-12-093 MOTION (R. Lambie/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders authorizes the Formation Nurture and Justice team to allow for more applications to come in to make use of residual funding for this year. **Carried**

- e) Clusters and Network News
- f) Social Justice Network of Ontario Regional Councils (SJNORC)
- g) Additional work of the team

VIII. Additional Reports –

- a) Nominations – Next meeting will be June 22nd or 23rd
- b) Equity Report –

IX. New Business – Racism response (ECORC Against Racism – proposal of announcement for circulation; see **appendix L)**

2020-06-12-094 MOTION (J. Wilson/R. McNally) That the East Central Ontario Regional Council Assembly of Elders affirms the proposed Regional Council announcement against racism for circulation. **Carried**

Opening worship for next meeting – David Timpson

Adjournment

The Speaker declared the meeting adjourned at 12:45 p.m.

Closing Prayer – Paul Reed

Equity Monitor Report – Meeting went well.

Next Meeting Dates: Friday September 11, 9 am – noon (Zoom)
Friday September 25 – Sunday 27 AGM (Zoom)

Rev. Paul Reed
Speaker

Rev. Rosemary Lambie,
Executive Minister

Appendices

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Appendix H	Formation Nurture and Justice Team Report	Pages 264-265
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Appendix A

**Draft 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

Submitted to the ECORC Assembly of Elders
June 12, 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 aspects of this draft statement is a passionate belief 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 draft as meeting the requirements for the Vision/Mission statement of an Affirming Region within the United Church of Canada. We have formatted this document in accordance with our understanding of accessibility guidelines; we apologize if we have fallen short on that front. We were honoured to work on these draft statements, and submit them with respect and humility for the Elders' consideration.

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:

- 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.
- 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.
- ECORC events take place in a variety of geographic locations within our Region throughout the year.
- Reports from equity monitors and meeting notes give evidence of a growing awareness of equity standards.
- 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.
- 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.
- We can document specific actions we have taken to become intercultural.
- We hold events every year related to outreach and social justice within our region.
- 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.

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support and educate where necessary.

Who are we: We are currently 7 volunteers, Gay and Straight, from across the Region from Kingston to Pickering and areas north, with experience in helping to bring our own congregations and Bay of Quinte

Conference through the affirming process, and conducting many workshops which to date have contributed to 19 Faith Communities, and 6 Presbyteries achieving affirming status.

History – In Apr 2019, the Regional Council approved your motion to begin the affirming process. Interim affirming status for one year was granted by Affirm United, and the \$100 membership fee approved. However, the Affirming Forum under Sharon Ballantyne and the Equity Team was not fully formed until late 2019 and we had our first meeting with you on Mar.12. Consequently, an extension of the interim affirming status and approval of the increased membership fee to \$1,000 is required.

At the March12 meeting, a humorous video, "Guess Who's Coming to dinner" introduced the topic of accurate terminology when dealing with the many nuances of sexual orientation, and gender identity that are coming to the forefront of consciousness in our communities today. Our objective was to get a feel for the Elders' level of exposure and understanding of these issues. The next day the pandemic lockdown was put in place and everything moved into a very different pace.

With the limited responses we received to our 2 requests for feedback, we cannot assess what that level is at this point, so we wish to stress that the Teams you have been appointed to will be looking to you as models for this process and we ask for your commitment to work with us in bringing everyone to the level required to achieve affirming certification.

ACTION: So how to begin?

In looking at the various ministry teams and their areas of responsibility, we thought it would be helpful to give you a few examples of how you might begin to apply that Affirming lens of PIE - being Public, Intentional and Explicit about radical inclusion. This is not a to do list, but an invitation to engage in additional areas within the contexts of your teams and forums and know that we are ready to support you upon request.

Assembly of Elders : Coordination of the Annual Regional Council Meeting: **You Might**

- Purchase and Display the Official Affirming Ministry Standing Banner
- Create an Affirming statement and always include it with the Acknowledgement of the Land
- Name Tags with preferred pronouns
- Choose an Affirming building as venue with good accessibility and Gender Neutral Washrooms that are readily identifiable.

Nominations Team: Attracting and vetting volunteers;

- All Invitations for expressions of interest could state the Guiding principles of inclusion and justice seeking for all, as approved in the Vision and Mission Statement. Ensuring a safe and open selection process for those who may fear discrimination if they are "out" about their sexuality or gender identity.

Faith Formation, Nurture and Justice Team: Ensure adherence to affirming principles in all areas of responsibility and model your mandate of compassion and social justice. Encourage those involved with youth programs, indigenous right relations, leadership training, etc to critically approach each unique portfolio, and indeed all the work of the Team, with that lens of inclusion, and to solicit resources and support from the Affirming Forum and Affirm United,

Mission Through Property Team: Setting Use of Space Criteria

- As a team in an Affirming Region, communicate your expectations that all users of church property agree to abide by the principles set out in the Region's Mission Statement if the church does not have an inclusive policy of their own.
- Ensure building renovations include well signed gender neutral washrooms.

Covenant Support Team- Amalgamation with Affirming Ministries

- Inform those assessing suitable partnerships that both must be Affirming or current status will be lost until the amalgamated body has been certified and can once again guarantee safe space..

Equity Team: Work with the Affirming Forum and Affirm United in living into being an Affirming Ministry. All members should be intentional in learning how to put "PIE" into practice. .

This Forum is here for you in whatever capacity : to answer questions, attend meetings, do workshops, provide resources. Whatever it takes to attain and celebrate official Affirming Status at the 2021 Annual Regional Council Meeting.

So we ask " What do you need or want from us in your leadership role in this Region?"

And we have a few minutes for questions."

Community of Faith	Pastoral Charge	Status	Minister	Liaison	PC Supervisor
Adolphustown United Empire Loyalist Centennial United Church and Conway United Church	Adolphustown-Conway Alderville (NM) Indigenous Church	Search Appointment	Dorinda Volmer	?	
Alderville (NM) United Church					
Baileboro-Springville United Church, Millbrook-Cavan United Church	Harmony	Appointment	Cathy Underhill		
Bath United Church and Morven United Church	Bath-Morven	Search	Brad Ford	Phil Wilson	Joyce Holden
Bethany United Church and Pony Pool United Church	Bethany-Pontypool	Call	Lynn Smith- Reeve		
Bethel United Church (Omemee) Blackstock-Nestleton United Church (amalgamated)	Bethel Emily Blackstock-Nestleton	Call Call	Kim Falls Jennifer Uhrniw		
Bloomfield United Church	Bloomfield	Search	Search	Steve Spicer	
Breehin United Church and Athertley United Church	Breehin	Search	Sunday Supply		
Bridge Street United Church	Bridge Street	Interim Ministry	David King	Kathleen Whyte	
Bridgenorth United Church	Bridgenorth	Search			
Brooklin United Church	Brooklin	Call Pulpit Supply, Robin Thompson	Anne Meredith		
Burnt River United Church	Burnt River				
Calvary United Church	Calvary (Kingston)	Vacant, part of Kingston Discussion			

Camborne United Church, Plainville United Church and St. Paul's United Church	Cold Springs	Call Interim Ministry	Calvin Stone Tim Dayfoot Craig Donelly
Cambray Community United Church	UCM	Call	Ryan McNally
Cambridge Street United Church	Cambridge Street	Call	
Cardiff United Church and St. Mark's - Paudash United Church Carlow United Church, St. Matthew's United Church and St. Paul's United Church	Cardiff-Paudash	Call	
Castleton United Church and St. Andrew's United Church	Bancroft-Carlow	Call	Lynn Watson
Catawaqui United Church	Castleton-Grafton Catawaqui	Search, Appt, Unknown	Jean Wilson Calvin Stone
Cedar Dale United Church	Cedar Dale, Oshawa	Appointment	DLM-R Beltran Tadeja
Centennial Albert United Church	Centennial Albert	Call Interim Ministry	Barry King
Chalmers United Church	Chalmers (Kingston)	Vacant	Brenda Timpson
Claremont-Brougham United Church	Claremont-Brougham	Call in discernment with Northminster, Oshawa and St. Stephen's Oshawa	
College Hill United Church	College Hill	Vacant	
Columbus Community United Church	Columbus Community		Pam Holmes Nadine Grieve-
Consecon United Church	Consecon		Deslippe Jackie Harper
Cooke's-Portsmouth United Church	Cooke's-Portsmouth	Call	
Cressy United Church and Glenora United Church	Cressy-Glenora	Appointment	

Crossroads United Church	Crossroads	Call	Judith Evenden Rodney Smith- Merkley Elaine Kellog Deborah Foster Sharon Ballantyne David McMaster	
Curve Lake (NM) United Church and Wesley (NM) United Church	Buckhorn (NM) Indigenous Church	Call		
Deseronto United Church and Grace United Church(Napancee)	Deseronto-Napancee	Call		
Dunbarton-Fairport United Church	Dunbarton-Fairport	Call		
Dunsford United Church	Dunsford	Call		
Eastminster United Church and Maple Graave United Church	Eastminster	Call L.TD, Conflict Resolution in place		
Ebenezer United Church and Maple Grove United Church	Ebenezer-Maple Grove	Appointments, Search	Joe Ramsay, Bill Smith	Larry Doyle
Edith Rankin Memorial United Church	Edith Rankin Memorial			
Eldad United Church and Hampton United Church	Eldad-Hampton	vacant	Bob Matheson	Need
Emmanuel United Church	Emmanuel, Foxboro	Call Call, Don Ulyyniw on administrative leave	Bryan Ransom, appointment	
Emmanuel United Church	Emmanuel Peterborough	Call	Jeff Doucette	
Erniskillen Tyrone United Church	Erniskillen-Tyrone	Sunday Supply	Alex Jepsom	
Epsom-Utica United Church	Epsom-Utica	Amalgamated with Greenwood United, Peterborough		
Fairview United Church	Fairview, Peterborough (Closed)		Allan Reeve	Don Wilmer
Faith United Church	Faith (Courice)	Call	Larry Doyle	
Faith United Church	Faith (Kingston)	Call	Nan Hudson	

Fenelon Falls United Church	Fenelon Falls	Review, vacant	Warran Vollmer Elizabeth Boehme- Wilson Lionel Ketola Lyle Horn Elaine Kellog Stephanie Richmond Allan Reeve	Alan Boyd	Walter Murray
Frankford United Church	Frankford-Batawa	Call			
Glenburnie United Church Goodwood United Church	Glenburnie Goodwood	Call Call			
Grace United Church, Grace United Church, Deseronto United Church	Grace, Peterborough	Call			
Greenbank United Church and Seagrave United Church	Grace, Napanee Greenbank-Seagrave	Call SME			
Greenwood United Church Haliburton United Church, Ingoldsby United Church and Lochlin United Church	Greenwood Haliburton	Greenwood, Peterborough Call			
Moscow United Church and Riverside United Church	East Camden	Call	Harry Morgan		
Mountain Grove United Church	Arden	SME Provisional Call	Phil Wilson Cheryl McMurray Kim Lawrence Tim Dayfoot		
Mt. Zion United Church St. Andrew's United Church St. Andrew's United Church, St. Ola United Church and Zion United Church	Greenwood-Mt. Zion Beaverton Coe Hill-St. Ola-The Ridge	UMC, Interim Search			
St. John's United Church St. Mark's United Church Trinity United Church Trinity United Church	Campbellford Cannifton: St. Mark's Cannington: Trinity Cobourg: Trinity	Call Call UMC, Interim Call	Mark Fearnall Tim Dayfoot Kristiane Black	Patti James	

Trinity United Church and Providence United Church	Bobcaygeon-Providence	Search, Call as of July 1, 2020	Wanda Stride	
Trinity-St. Andrew's United Church	Brighton	Call On it's own, vacant	Lynn Watson	
Trinity United Church	Apsley		Jamie York	
Roseneath United Church and Trinity United Church (Hastings)	Hastings-Roseneath	Call Minister on unpaid leave	Jamie York	
Havelock Trent River United Church	Havelock-Trent River	Sunday Supply	Nancy Wilson	Joan Chalovich
Heritage United Church	Heritage (Salem)			
Hiawatha United Church	Hiawatha	Call		
Highland Hills United Church and Maple Lake United Church	Highland Hills	Call In discussion with Atherly, Brechin, Dalrymple, Norland	Max Ward	
Hope United Church	Hope-Norland			
Janetville United Church and Mount Horeb United Church	Janetville	Student Supply	Kevin Fitzpatrick	Sharon Ballantyne
Kedron United Church	Kedron	Call	Chris Levan	
Keene United Church	Keene	Call	Nancy Wilson	
Kendal United Church	Kendal	Vacant	Sunday Supply	
Kingsview United Church	Kingsview	Call	Sue Genge	
Kinnmount United Church	Kinnmount	Pulpit Supply	Paul Erwin	
Lakefield United Church and Young's Point United Church	Lakefield-Young's Point	Call	Kerrie Perry	
Land O'Lakes Emmanuel United Church	Land O'Lakes Emmanuel	Search		?

Little Britain United Church	Little Britain	Denise Boyd (DLM) Search, Appointment	Audrey Whitney Brian and Pati James
Trinity United Church	Madoc: Trinity	Appointment	
Mark Street United Church	Mark Street	Appointment	Alan Boyd
Cordova Mines United Church, St. Andrew's United Church (Marmora) and Zion United Church Smith-Post Memorial United Church, St. Andrew's - Bethel United Church and St. Paul's and St. James United Church	Marmora	Appointment	Kirby Breithaut
Melrose United Church	Maynooth-Madawaska	Appointment (Admission)	Marilyn Zeltyr Marg Goodwin Cathy Russel Duggan
New Hope United Church	Melrose	Call	
Centreville United Church and Newburg United Church	Newcastle	Call	Barbara Mahood Mary-Jane Hobden Sunday Supply Sandra Farrow
Shiloh United Church	Newtownville-Shiloh	vacant	
Northminster United Church	Northminster (Oshawa)	Call	Kevin Derry
Northminster United Church	Northminster (Peterborough)	Call	
Norwood United Church and St. Andrew's United Church (Westwood)	Norwood-Westwood	Call	Don McLean
Oakwood United Church	Oakwood	UMC, Interim	Tim Dayfoot
Emmanuel United Church and Trinity United Church	Odessa	Call	Stephen Ambury

Orono United Church	Orono	minister on LTD?	Ceri Rees Steven Davis, Karen Smart	
Pickering Village United Church	Pickering Village-Audley	Call	Phil Hobbs	?
Picton United Church	Picton	Search, Appointment	Phil Hobbs	
Port Hope United Church	Port Hope	Search, Sunday Supply	Jean Wilson	
Port Perry United Church and Prince Albert United Church	Port Perry-Prince Albert	Call	Don Wilmer, Elaine Hall	Jean Wilson
Friendship United Church	Prince Edward North	Search, Appointment	Phil Hobbs Susan McAllister	
South Bay United Church	Prince Edward South	Call	Norm Long	
Princess Street United Church	Princess Street	Working with Tweed		
St. Andrew's United Church	Queensborough	waiting for meeting with AoE		
Springbrook United Church Rednersville-Albury Community United Church	Rawdon-Springbrook Rednersville-Albury	Call	Pam Holmes	
Roblin United Church	Roblin-Enterprise	Call	Tom Holmes	
Thomasburg United Church and Trinity United Church (Roslin)	Roslin-Thomasburg	Appointment	Nancy Lester	
Rural Faith United Church (Cobourg)	Rural Faith, Cobourg	vacant		?
Sandford United Church and Zephyr Unite Church	Sandford-Zephyr			
Seugog Island United Church	Seugog Island, Port Perry	Call In discussion with Atherly, Brechin,	Ned Wells	Sleve Coles
Dalrymple United Church	Sebright			

Empey Hill United Church and Selby United Church	Selby	Student Supply	Mike Putman Nancy Gradante Richard Hamilton David Moore	Paul Reed
Seymour United Church	Seymour, Hoard's Station	Call		
Sidney Westminster United Church	Sidney, Westminster, Belleville	Call		unknown
Simcoe Street United Church	Simcoe Street, Oshawa	Call		
Smithfield-Carman United Church - Carman	Smithfield-Carman	Appointment	Ian Robb	
St. Andrew's By The Lake United Church	St. Andrew's By The Lake, Kingston	Call	Christine Sloan Julie Van Haften Ryan McNally	
St. James United Church	St. James, Peterborough	Call		
St. Mark's United Church	St. Mark's, Carnifon	Call		
St. Matthew's United Church	St. Matthew's (Belleville)	Search		Jean Wilson
St. Matthew's United Church	St. Matthew's (Kingston)	Student until July 1	Allan Hobbs Cordelia Karpenko Michelle Brotherton	Jean Wilson Mark Arnill
St. Paul's United Church	St. Paul's (Ajax)	Call		
St. Paul's United Church	St. Paul's (Bowmanville)	Call		
St. Stephen's United Church	St. Stephen's	Appointment	Michelle Hoffman	in discernment with Northminister, Oshawa and St. Stephen's Oshawa
St. Paul's United Church	Stirling, St. Paul's	Call	Bruce Fraser	
Stockdale United Church	Stockdale	Unknown		
St. Andrew's United Church and St. James Vroomantion United Church	Sunderland	Call	Les Hill	

Sydenham Street United Church	Sydenham Street, Kingston	Interim Ministry, in partnership with Chalmers United Church	Barry King	
Trenton United Church	Trenton United	Call	Isaac Munday	
Trinity United Church	Trinity (Bowmanville)	Call	Jennifer Broombrood	
Trinity United Church	Trinity (Napance)	Call	Mark Arnill	
Trinity United Church	Trinity (Peterborough)	Appointment	Joanne McQuarrie	Sharon Goulding and Jean Wilson
Trinity United Church	Trinity: Omemee	Call	Norm Long	
St. John's United Church	Tweed	Call	Kirby	
Trinity United Church	Uxbridge: Trinity	Call	Constable	
St. Paul's United Church	Warkworth	Call	Meggin King	
		Both buildings being sold and closing	Joan Haycock	Brian James
Warsaw United Church	Warsaw			
Wellington United Church	Wellington	Call	Sievan Spicer	
Westbrook United Church	Westbrook			
Westdale United Church	Westdale, Peterborough	Call	Bev Sumbler	
Westminster United Church	Westminster, Belleville	Call	Ryhard Hamilton	
Bethesda United Church	White Lake-Bethesda	Working with Tweed	Norm Long	
Udora United Church	Willifrid			
Wolfe Island United Church	Wolfe Island	SME		
Peniel United Church and Woodvale United Church	Woodville	UMC, Interim	Tim Dayfoot	

Wooler United Church Zion United Church	Wooler Zion	Appointment	Kathy Edmison	St. Mark's United Church
	Whitby	Vacant		David King

Appendix D

Report for the Assembly of Elders
June 12 2020

Covenant Support Meeting May 6th the committee has not yet met in June

- Change in terms of call .6 to .5 processed fully and all parties in agreement
- Kim Falls ordained part time 20 hours per week call to Bethel Omemee July 1 2020

Re appointment

- Audrey Whitney ordained, Retired Supply part time 20 hours per week July 1 2020 to June 30th 2021
- Carol Gillard Ordained Retired supply full time Ebenezer Maple Grove, July 1 2020 to June 30th 2021
- The Covenant support team will meet June 17th there are many Pastoral Relation's matters to be considered.
- The usual crop of reappointments is under way for July 1st this does not seem to be the Year to push on the issue of our reliance on retired supply part time ministers. However clearly there are some areas that will need to be prepared for bigger conversations through the year ahead.
- Weekly sessions with clergy have continued Tuesday mornings. This would seem to be important to some of them and is in the past week growing again. The next phase in the reopening plan for Ontario will require a great deal of congregational decision making. While I can not and we should not absolve the congregations of their responsibilities (even if they want us to). I think we can work to support solid rational decision making. As such I have begun drawing materials together and communicating them across the church. I will continue these supportive actions. And will stand by for the various unintended outcomes.
- The work around disabilities is also heavy in this time with many ministers moving through various decision points in the areas of restorative care and Long term disability. One needs a constant eye on the insurance company (insurance companies) over the long haul.
- Congregational decision making during the pandemic has required some technical support. Many of our people are becoming comfortable with Zoom.

ECOR Property and Finance Report for the Regional Meeting June 12 2020

Date Rec'd	From	Description	Action/Status
June 6 20	Columbus Community UC Richard Parker rparker@sympatico.ca	Sale of Columbus Community UC parking lot to town for \$1	Sent them the forms to fill out and returned for approval
June 9 20	East Camden Pastoral Charge Phil Wilson rev.philwilson@yahoo.com	Request approval for change in Insurance coverage for the Moscow UC reducing the insured value from \$936,000 to \$745,506 Net savings of \$995 per yr.	Approved on motion by Brian, 2 nd by Mary-Margaret Forward to Region for approval
June 1 20	Cataragui UC - Kingston Kathryn Teske cataraquichurch@gmail.com 613-539-8267	Pandemic Response Bridging Loan Application \$10,000 has been received. All paper work has been received, App and Financials	Approved with questions to the COF about their repayment plans as well as their ministry plan for growth
May 8 20	Edith Rankin Memorial UC – Kingston - Peter Merkle 613-532-8490 margrandpetemerkley@gmail.com	Pandemic Response Bridging Loan Application \$10,000 has been received.	Approved by email vote May 8 th
Apr 24 20	Warsaw Pastoral Charge – Bob Little, Chair of Board 705-877-2460 robilit1@sympatico.ca	Forwarded by David T. 2 point charge of Warsaw and Carmel. Both are wanting approval to disband as of June 30th. Rev Joan Hacock will be leaving when they close in. Total of 2 congregations is 40. They will scatter to other churches. Had talks with	Rosemary sent a series of questions to be answered by COF. Brian has followed up with COF re sale of properties. Now waiting on both COF's to pass motions to sell.

May 31 20	Cambridge Street UC Lindsay Brenda Dekoker Chair of Board brendaidelokoker@gmail.com 705-324-9410	Greenwood UC but the congregation decided this was not an option for them.	Referring to Sharon. Falls in their scope. Maybe there will be another round of funding. Looking into Technology grant as a better solution
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Agenda: Executive Minister Regional Council Membership

2019 For Action

Minister Membership - 1

GS12 MANUAL CHANGES: EXECUTIVE MINISTER REGIONAL COUNCIL MEMBERSHIP

Origin: General Secretary

1. What is the issue?

Membership in the regional council includes “all ministry personnel within the geographic bounds served by the regional council” [section C.1.1 of The Manual 2019].

The Executive Ministers of the regional councils serve more than one regional council. If they are ministry personnel, should they be considered as “within the geographic bounds” of each of the regional councils they serve so that they hold membership by virtue of office in each of those regional councils? In the new structure, there is no prohibition against ministry personnel being a member of more than one regional council.

2. Why is this issue important?

For administrative efficiency, and following general practice from the previous structure, Executive Ministers should have the ability to make motions at meetings of the regional council that they serve, particularly motions dealing with procedural and governance matters. The Executive Minister would need to be a member of each of the regional councils they serve in order to be eligible to make motions.

They would also be entitled to vote at meetings of each regional council of which they were a member.

3. How might the 43rd General Council 2019 respond to the issue?

The General Secretary proposes:

That the 43rd General Council 2019 approve the policy that Executive Ministers are automatic members in each of the regional councils they serve because they are “within the geographic bounds served by the regional council” for each of those regional councils by virtue of their office.

Appendix G

To: All ECORC Communities of Faith

INVITATION TO RISK ASSESSMENT

As of Friday, June 12, 2020, much of the ECORC will be in Phase 2 of the COVID-19 reopening. Simultaneously, the Province of Ontario has allowed in-person religious gatherings to resume. Many jumped at the announcement, believing the only requirement was a reduced seating capacity. This is **NOT** the case.

The Province of Ontario has issued guidance documents that will govern the return to in-person worship as well as documents respecting offices and general workplace requirements. The documents represent the minimum

legal standards which communities of faith much follow. Communities of faith will be held legally responsible for following these standards, and the failure to follow them may result in fines and other penalties.

Once these restrictions are taken, communities of faith are likely to find that their ability to accommodate worshippers in-person will be lower than the 30% maximum.

We strongly encourage you not to resume in-person worship until you have adequately worked through the risk assessment. Remember, should you have an outbreak, members of your community of faith could become very ill or die. In case of an outbreak, your actions will face media scrutiny. Failure to have adequately assessed the risk and created a plan may open you to legal liability and void your insurance coverage.

QUESTIONS TO ASK:

- What are the values and principles that inform our decision to restart in-person ministries?
- What is the need to which we are trying to respond, by opening in-person ministries?
 - In what ways are we still “open” even though the building is closed?
 - In what ways are we still feeling “closed”?
 - Are there reasons we should postpone reopening in-person ministries?
 - What about in-person events that are limited to 10 people (e.g. AA meetings)?
- Do we have the resources (financial, human, etc.) to adequately manage the risks?

Prior to hosting in-person worship services, the governing bodies of communities of faith must approve plans to ensure:

- Clergy, staff and congregational safety
- Compliance with all Public Health directives
- Accessibility and equality

ITEMS TO INCLUDE IN PLANS

Prior to opening for in-person worship and meetings/events

- Ensure cleaning of all touch services with appropriate cleaning products
- Ensure all church facilities are in working order
- Confirm on-line capabilities to provide worship for those unable to attend in person
- Erect required signage communicating public health messages and requirements
- Prepare a plan for the maximum capacity of the space, adhering to physical distancing (2 m) rule
- Identify single point of entry and one-way movement through the building (prevent entry from other doors)

-
- Ensure physical distancing is maintained at all times and that participants do not engage in touch activities
 - Provide screening questionnaires and messages
 - Provide and require use of an alcohol-based hand sanitizing station or appropriate hand washing station
 - Distribute masks to all participants and ensure they are worn while in the building
 - Register all attendees and collect contacting information to facilitate contact tracing
 - Limit access to other areas of the building

Considerations Before/After and During Worship

- No Passing of the Peace involving handshakes or other types of touch.
- No congregational singing
- No gathering of the offering through the passing of a receptacle (plate, bucket, basket)
- No invitation to children to gather in the worship space
- No nursery or children's program, unless public health measures for daycares are being followed
- Remove all hymnbooks, bibles and other items from pews/seats
- Worship leaders maintain physical distance (2 m) from each other and use separate microphones
- Provision of required technology for home viewing of service
- No fellowship times or sharing of food/beverages

Cleaning

- Clean of all high touch areas including doors, pews, altar, pulpit, lectern, microphones, musical instruments etc. with Public Health recommended cleaning agents
- Clean all washrooms with Public Health recommended cleansing agents
- Clean all spaces used during worship with Public Health recommended cleansing agents
- Document the date/time that cleaning took place

Other Uses/Users

- Ensure all tenants and renters are aware of your pandemic-related policies and have written agreement to abide by requirements

- Keep a log of all persons who enter the building at other times, including date/time and contact information

REFERENCES/RESOURCES

GOVERNMENT OF ONTARIO

General resources <https://www.ontario.ca/page/resources-prevent-covid-19-workplace>

Guidance on Health and Safety for Office Administration and Secretarial Staff during COVID-19
<https://www.wsps.ca/WSPS/media/Site/Resources/Downloads/covid-19-office-admin-health-and-safety-guidance.pdf?ext=.pdf>

Guidance on Health and Safety for Places of Worship During COVID-19
<https://d1ow5xpphy0w2p.cloudfront.net/common/covid-19-worship-places-health-and-safety-guidance.pdf?mtime=20200609144243&focal=none>

OTHER RESOURCES

“Discerning “re-opening”: A conversation and planning process for Living Skies Regional Council”
<https://livingskiesrc.ca/wp-content/uploads/2020/06/DiscerningRe-openingTogether-Living-SkiesRC-UCC.pdf>

Hard-surface disinfectants and hand sanitizers (COVID-19): List of disinfectants with evidence for use against COVID-19 <https://www.canada.ca/en/health-canada/services/drugs-health-products/disinfectants/covid-19/list.html>

“Reopening Churches during Covid-19”, United Church of Canada. <https://www.united-church.ca/community-faith/being-community/reopening-churches-during-covid-19>

United in Learning Reopening Webinars’s: Note, both webinars have links to helpful documents.
<https://www.united-in-learning.com/index.php/webinars/recordings/346-congregational-programming-opening-our-buildings-may-28>

<https://www.united-in-learning.com/index.php/webinars/recordings/348-congregational-programming-more-opening-our-buildings-june-4-2020>



Workplace Safety & Prevention Services Guidance on Health and Safety for Places of Worship During COVID-19

OVERVIEW

During the COVID-19 (coronavirus) outbreak, we all need to do our part to keep workers and the public safe and healthy so we can stop the spread and prepare to reopen the province, when we are ready.

Below is a set of resources, tips and best practices to help employers and workers prevent the spread of COVID-19 and work together to reopen the province.

Employers and workers in Ontario have certain duties and rights under the Occupational Health and Safety Act (OHSA) and its regulations. Employers should also review and follow any applicable directives and guidance coming from the Chief Medical Officer of Health and Ministry of Health.

Learn more about:

- [workers' rights](#)
- [employers' responsibilities](#)
- [Duties of Employers and Other Persons](#)

BEST PRACTICES

We know that every workplace is unique which makes it so important that every workplace assesses functions carried out by their workforce to ensure they take action to protect against hazards presented by exposure to COVID-19.

Practicing physical distancing (staying at least 2 metres away from others), minimizing contact with droplets of mucous or saliva, keeping hands, surfaces and objects clean, and preventing contact with potentially infected people – are all critically important measures. Other information on how you can protect yourself is available on ontario.ca/coronavirus.

We have provided some recommendations below for your consideration. Please keep in mind that introducing any new protective measures should be done as part of a full review of other workplace hazards - not just COVID-19. Employers should consult with Joint Health and Safety Committees/Health and Safety Representatives on measures to protect workers in the workplace.

Some workplaces may already have some existing controls in place that may help reduce the risk of exposure to workers, so regular 'check-ins' on the effectiveness of controls is highly recommended.

RECOGNIZE HAZARDS/ASSESS RISKS

For Religious leaders and staff, we recognize that the nature of the services you provide could require close contact with your visitors and congregation (i.e. less than 2 metres). These interactions as well as the need to touch surfaces and equipment could increase the likelihood that you could come in contact with the virus.

Take a look at where you might minimize those risks within your place of worship. Workers who are sick or have signs of illness (e.g. fever, coughing, sneezing, runny nose, tiredness, shortness of breath) **should self-isolate**. Consult [public health information](#) to learn more about the symptoms of COVID-19 infection. Recognize and report these hazards and use appropriate controls. Ensure that you and your staff stay home if you or they have symptoms.

Take a look at the controls below to see how they may assist you.



CONTROLS

All existing safety, sanitation, and infection control standards established by licensing agencies and public health authorities are still in effect and enforced. Already existing controls may help to reduce the risk of exposure to staff (e.g. following practices required by the Local/Provincial Health Unit).

To protect from some of the risks of exposure to COVID-19, consider the following:

Keep Informed and Communicate

- Screen visitors and staff regularly for health issues. This may include reminders to customers on websites and via telephone messages. If anyone develops symptoms of COVID-19, implement procedures for reporting the illness and keeping the worker away from others. For further guidance on screening procedures, consult the [Ministry of Health](#).
- Ensure that illness reporting requirements are well communicated to staff. Workers who are sick or have signs of illness (e.g. fever, coughing, sneezing, runny nose, tiredness, shortness of breath) must self-isolate
- Leaders are to follow all municipal and local public health recommendations related to COVID-19.
- Regularly check in with public health updates and retrain/revise practices as needed.
- Learn about innovative approaches that other leaders are using to continue services that follow public health directions and recommendations.
- Ensure staff are trained on possible COVID-19 transmission points in the place of worship, what steps are being taken to protect them, and how they can protect themselves, including frequent hand washing especially before and after each service, sanitizing items and surfaces more frequently, and not touching their face.
- Consider how to communicate your health and hygiene practices and protocols to your congregation and community

Eliminate or Minimize Exposure

Physical Distancing

- Provide work from home options, when possible, to reduce number and duration of contacts.
- In shared spaces, consider measures such as staggered shifts and virtual meetings as much as possible.
- Communicate to staff, to refrain from socializing or congregating outside of the facility when returning to their vehicles or homes in order to adhere to physical distancing guidelines.
- Consider whether the use of barriers is necessary to protect staff and visitors (For example, installation of hard, clear plastic barriers where physical distance cannot be maintained)
- Maintain a single point of entry to the place of worship and a separate point of exit. Provide physical guides, such as tape on floors or walkways and signs on walls, to ensure that staff and congregants remain physically distanced apart while moving in spaces such as hallways.

Disinfection and Sanitizing

- Develop and implement procedures for staff to ensure the regular and frequent cleaning and disinfecting of high-touch/shared surfaces and objects such as: doorknobs, seating areas, tables, light switches, railings, washrooms etc.
- Provide hand sanitizer and/or sanitizing wipes where staff gathers. Consider having them available near the entrance.
- Provide a safe place for individuals to dispose of used sanitizing wipes and protective equipment. Empty and clean waste containers on a regular basis.
- Consider how lunch, coffee break and other high touch or high traffic common areas will be addressed

Hand Hygiene



- Use [good hand washing technique](#) and avoid touching your face. Extra handwashing is a good idea for everyone – and when that's not possible, a hand sanitizer with minimum alcohol content of 60% should be used frequently. Disinfect your hands after interacting with co-workers, customers or completing tasks. Keep an adequate supply of soap, paper towels, etc.
- Encourage staff/volunteers and congregants to [wash their hands](#) before entering the premises, after contact with others, or with surfaces others have touched. Be sure to include handwashing before and after service. Be sure to keep an adequate supply of soap, paper towels, etc.

Other Control Measures

- Where appropriate, consider using outdoor spaces.
- Ventilate spaces by opening doors, windows etc.

In addition to the above recommendations, your workplace should consider protective equipment. Equipment is only effective if people understand its limitations and wear it correctly. Workers need to be trained in the fit, use, storage, cleaning, maintenance and limitations of the protective equipment that they wear. Workers must use protective equipment as required by their employer.

If physical distance and separation cannot be maintained, workers should have protective equipment consisting of surgical/procedure mask and eye protection (goggles or face shield).

EVALUATION

It is recommended that you take a look at your preventative measures on an ongoing basis, and adjust them if they are not working well enough or causing other issues with your work. For example, if you decided to use goggles, but they are impeding your vision, or are making other tasks unnecessarily difficult, you may want to try a face shield instead. Or, if you decided you needed a certain kind of disinfectant that is no longer available, identifying alternative disinfecting products or solutions or switching to good soap and water practices may be reasonable substitutes.

Bottom line? Plan to make regular check-ins and adjustments part of *your* COVID-19 infection prevention plans.

For anyone who thinks they may have been exposed to or are experiencing symptoms of COVID-19, please start by visiting the Ministry of Health website and taking a [self-assessment](#). Please do not visit an assessment center unless you have been referred by a health care professional. Do not call 911 unless it is an emergency.

RESOURCES

Stay updated with daily government updates:


- [Government of Ontario](#)
- [Government of Canada](#)
- [Public Health Ontario](#)

Ontario government and agency-issued resources about COVID-19

The [Ontario Ministry of Health](#) is providing consistent updates on the provincial government's response to the outbreak, including:

- status of cases in Ontario
- current affected areas
- symptoms and treatments
- how to protect yourself and self-isolate
- updated Ontario news on the virus

[Public Health Ontario](#) is providing up-to-date resources on COVID-19, including:



- links to evolving public health guidelines, position statements and situational updates
- synopsis of key articles updating on the latest findings related to the virus
- recommendations for use of personal protective equipment
- information on infection prevention and control
- testing information
- other public resources

The Ontario government is supporting employers by setting up a portal to assist them in finding supplies and equipment through the [Workplace PPE Supplier Directory](#).

Other COVID-19 resources

[Health Canada](#) outlines the actions being taken by the Government of Canada to limit spread of the virus, as well as what is happening in provinces and communities across the country. It also maintains a live update of the number of cases by province.

The [World Health Organization](#) is updating the latest guidance and information related to the global outbreak and spread beyond Canadian borders.

It also provides the most up-to-date information on:

- current research and development around the virus
- a COVID-19 situation "dashboard"
- emergency preparedness measures
- live media updates on the spread of the virus

This resource does not replace the *Occupational Health and Safety Act* (OHSA) and its regulations, and should not be used as or considered legal advice. Health and safety inspectors apply the law based on the facts in the workplace.

For more information visit www.wsps.ca/COVID19

NOTE: This document is intended for informational purposes only to provide an overview of the potential hazards posed in the workplace due to COVID-19. It is not intended as medical advice, to provide a comprehensive risk assessment for all workplaces, or to replace any legislated workplace safety obligations. Due to the ongoing evolution of the situation in Ontario and around the world, this document may be used as a guide for Employers in addition to guidance delivered by public health authorities such as the [World Health Organization \(WHO\)](#), [Ontario Ministry of Health](#), [Public Health Ontario](#) and the [Centers for Disease Control and Prevention \(CDC\)](#). Any use which is made of this document by any Employer, or any reliance on or decisions to be made based on it, are the responsibility of the Employer. WSPS and its partners, officers, directors, employees, agents, representatives, suppliers and service providers accept no responsibility for any errors or omissions in content or for damages of any kind or nature suffered by any Employer or any third party as a result of use of or reliance on this communication.

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get people online? Marilyn Rouger noted the way that parking lot services can connect folks in rural areas.

Anti-racism-- International Day presentation at the Trenton Air Force Base, and was well-attended and well-received. Attendees were informed of the United Church of Canada's Anti-racism policy. Also, there was a local history event at the Belleville Library during Black History Month. Also, two other events took place: 1) at Kingsview United Church, Oshawa, and (2) at Consecon United Church, Consecon, Prince Edward County

Motions: We have 4 Doing Mission Together Grant Applications
May 2020

1. XXXX MOTION (/) That the East Central Ontario Regional Council Assembly of Elders accept the recommendation of the Formation, Nurture and Justice Team for **the Doing Mission Together grant to Being Good Relations** for \$3,000.00
2. XXXX MOTION (/) That the East Central Ontario Regional Council Assembly of Elders accept the recommendation of the Formation, Nurture and Justice Team for **the Doing Mission Together grant to Cathedral in the Trees Algonquin** for \$4,000.00
3. XXXX MOTION (/) That the East Central Ontario Regional Council Assembly of Elders accept the recommendation of the Formation, Nurture and Justice Team for **the Doing Mission Together grant to Intercultural Church and Community Network** for \$2,500.00 (The workshop will be offered at such time as it is allowed, post-Covid.)
4. XXXX MOTION (/) That the East Central Ontario Regional Council Assembly of Elders accept the recommendation of the Formation, Nurture and Justice Team for **the Doing Mission Together grant to Bedford House/ Story Tellers** for \$5,000.00 (We have already granted funds for a different project of Bedford House. Note that this is a new stream of outreach from the original project.)

Total \$14,500

5. XXX MOTION (/) That the East Central Ontario Regional Council Assembly of Elders accept the recommendation of the Formation, Nurture and Justice Team for support to the Restoration of Identity Legacy Project for \$5000.00. (To be taken from the ECORC budget or from money transferred from the former Presbyteries.)
6. XXXX MOTION (/) That the East Central Ontario Regional Council Assembly of Elders endorse the letter from ISARC about Long Term Care to the Ontario Government to support the commission but with strong recommendations for its mandate and transparency.

The online application will soon be available for a test run.

November deadline for January to June projects. We discussed whether we should ask for a report from people who have received grants? Some photos from their project? We decided yes because accountability is important. We will put a description of what we expect post-completion, in our grant application form with structured questions. We would like this to be put on our website.

We are still discussing how do we get information networks up and running? There was discussion about putting items on our ECORC page.

Marilyn Fortin

Appendix I

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

Appendix J

Minister for Indigenous Justice and Respectful Relationship Report, June 11/20

1. I anticipate an attendance of 40-60 at a zoom gathering on Saturday June 13th. We will continue to discern opportunities for an in-person gathering this fall.

We plan to interview 3 people immediately after the June 13th event (on a zoom call) to discuss the event and other initiatives around the region and send out to congregations as a 20 minute clip they could use in worship on June 21st or beyond. This will be posted on the Regional Webpage/Facebook page before Monday or Tuesday.

2. My email list now contains over 50 individuals representing many communities of faith around the region. I am sending information once or twice a month, in addition to newsletters.

3. I have been connecting with the St. Paul's Circle of Indigenous Friends and Advocates in Bowmanville about an event they are planning next September that has been moved from in person to on-line. They are kicking it off September 25th with an evening concert by Indigenous band Twin Flames. They will then offer 4 workshops on Wednesday evenings, beginning on Sept. 30th, Orange Shirt Day. These workshops will be open to all for a small fee. I hope to record a zoom conversation with this Circle in early September and again post to our Regional Webpage and Facebook page to help promote this event.

Saturday morning, Sept. 25th, is their main plenary, featuring Senator Murray Sinclair and author Lee Maracle discussing the TRC recommendations that pertain to the church. My hope is that all delegates to our fall regional meeting could participate in this talk. Our budget commits \$500 to this event (which I hope will cover costs of delegates, who would be sent a link). Other funding comes for the National Church, and a good chance that the local Rotary and School Board will also enter as partners, very exciting!

Appendix K

Letter from ISARC about Long Term Care to the Ontario Government to support the commission

From:

ISARC Faith Communities in Action Against Poverty

To:

The Honourable Doug Ford, Premier of Ontario

The Honourable Marrilee Fullerton, Minister of Long-Term Care

May 29th, 2020

Honourable Premier and Minister Fullerton,

We, the undersigned as individual clergy and religious leaders, from a broad range of faith communities throughout Ontario, are endorsing this letter written by the Interfaith Social Assistance Reform Coalition. Each of us, and the religious institutions we are part of, are responding to the many ways in which COVID-19 has affected Ontario residents.

While faith communities are finding new ways to worship online, as we engage in social distancing, our concern is growing about the needs of those we care for through pastoral care and outreach. Those on the margins – the impoverished and the elderly – have been especially hard hit through this pandemic.

We express our appreciation for your overall leadership during this time of crisis. However, we are gravely concerned about the tragic impact the pandemic has had on long term care homes. While we acknowledge that the problems in long term care extend back over a series of governments, your government's failure to take appropriate action prior to the outbreak has undoubtedly contributed to the current consequences.

In particular your government has failed to:

- fully implement the recommendations from the Gillese inquiry and especially those related to staffing increases
- follow up on the unanimous vote on Second reading on Bill 43 during the previous Parliament to implement the minimum daily average of four hours of hands on front line nursing and personal care
- increase funding to meet actual need, let alone by increases in the cost of living and in acuity

We note with appreciation your promise to establish a Commission to conduct a review of the province's long-term care system. While we would have preferred a full Public Inquiry to review the entire impact of COVID-19 on the Province, we agree that the situation in long term care is so extreme that it requires more speedy attention. We do urge you to establish the broader public inquiry once we have emerged from the main impact of the pandemic.

This pandemic has caused tremendous damage, not just in the loss of life and the physical impairment to those infected survivors, but also trauma to their family members and the general public. The establishment of the Commission and the conduct of its mandate, will have to meet a high standard for the public to be able to restore their trust in long term care and confidently arrange for their family members to be admitted into these homes.

Membership and Mandate

The Commission and its staff must be fully independent of home operators and other special interests. The proceedings and records of the Commission must be completely open and transparent and it must collect timely and relevant documentation, from residents and their family representatives, front line workers and their unions and other community advocacy groups as well as from the academic community, in order for the public to be confident that real change will be made in the Long Term Care program.

The scope of the Commission needs to consider the severity and concentration of the COVID-19 outbreak in long term care homes, with a view to ensuring that this kind of tragedy can never happen again.

We are sadly aware that COVID-19 was not the first indication that the delivery of Ontario's long-term care has serious systemic flaws.

There has been ongoing understaffing and a failure to deliver the amount of care residents need.

There is a chronic shortage of workers of all classifications willing to work at these homes.

The extensive use of part-time staff has resulted in many care workers finding it necessary to seek and secure additional part time positions at other homes.

For-profit long-term care homes have had a much higher incidence of infection and death. (Toronto Star article: For-profit nursing homes have four times as many COVID-19 deaths as city-run homes, Star analysis finds)

Necessary Outcomes

We look to the Commission to develop better standards, enforceable staffing regulations, and an improved funding formula. All these will be needed to enable the public to have confidence that family members admitted to these homes can live the remainder of their lives in decency and respect.

Interim Measures

The establishment of the Commission, however, should not delay the immediate implementation of measures to reduce the tragic consequences of COVID-19 now while the current outbreak continues to run its course:

- Better infection control including better access to PPE.
- Ramp up testing using our province's full public capacity.
- Transfer to hospitals those residents who cannot be properly treated in long term care homes.
- Bring in family caregivers and retired nurses as soon as possible.
- Address the chronic critical understaffing in long-term care by finally implementing the long promised minimum of an average four hours of hands-on frontline nursing and personal care and by mandating Employers to provide the same total hourly compensation to part-time employees that is provided to their full-time counterparts.

Public Access to Information

To ensure that there is transparency of information about the current impact of the pandemic in our long-term care homes, the Government should immediately post on its public website;

- accurate and consistent data for each home on the number of infections,
- the number of deaths, and
- the staffing levels by shift and classification of front-line nursing and personal care personnel,

so that families can, even in advance of the outcome of the Commission, make more informed decisions as to which home to seek admission to for their family member.

We look forward to hearing from you that you will accept our requests for the composition, mandate and process for the Commission and that the identified interim remedial relief measures are being implemented.

Appendix L

ECORC Against Racism Proposes announcement for circulation

June 9, 2020

The United Church of Canada East Central Ontario Regional Council has been shaken to the core by the anti-black racist and violent murders recently and publicly personified in the media.

As believers, God is calling us to live love in the world, to believe we are all equal before God, and anti-black racism is a sin and violates God's desire for humanity. We believe anti-black racism is present in our society and our church, and throughout time has manifested itself in many forms in varying degrees.

Rev. Michael Blair, the Executive Minister for Church in Mission, United Church of Canada/L'Église Unie du Canada, states, 'I need you to know that George Floyd's cry: "I can't breathe," is a daily reality for many black folks. It is important, yes, to be angry at the physical violence of a knee to the neck. And know that your silence at the systemic and unending racism that black folks experience daily is in itself an act of the knee to the neck...'

We believe we are called to work against anti-black racism and for a society in which God's love is realized. Therefore, we are called to speak and act, not to be silent. It is imperative to work on the call of God - to name anti-black racism and racial violence, to question assumptions and examine more closely how the status quo keeps us divided, and part of our community under constant threat.

The United Church of Canada East Central Ontario Regional Council is committing itself to raising our voices in dismantling anti-black racism and racial violence – we will not be silent. Today and in the weeks, months, and years to come, our raised voices will articulate concrete actions for healing wounds and transforming systems and structures to a diverse and inclusive society.