
East Central Ontario Regional Council
Meeting of the Assembly of Elders
Friday, January 29, 2021 – 9:00 a.m.

Vision of the Assembly of Elders by which we evaluate progress based on:
Strengthened by God's grace and refreshed by the Spirit,
We follow the way of Jesus in healing our world.

IN ATTENDANCE

Rev. Paul Reed	Speaker
Rev. Don McLean	Member
Ian Robb	Member
Kathleen Whyte	Member
Marilyn Fortin	Member
Ted Meyers	Member
Nancy Sutherland	Member
Steve Coles	Member
Rev. Lynn Watson	Member
Brian James	Member - Financial Administration
Karen Wilson	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
Bruce Hutchison	Corresponding Member, Affirming
Joyce Payne	Corresponding Member, Affirming
Rev. Elizabeth Macdonald	Corresponding Member, Affirming

REGRETS/ABSENT

Rev. Phil Wilson	Member
Rev. Rodney Smith-Merkley	Corresponding Member - Minister for Respectful Relationship and Indigenous Justice

Opening Devotions and Recognize the Land – Lynn Watson acknowledged the unseeded indigenous territory and gave thanks for its stewardship throughout the centuries; referred to Deuteronomy: 'When God's people were afraid to listen to God, God sends prophets'. Lynn reminded of the determination of Gods prophets and acknowledged some prophets of the 20th century. Lynn also referred to the Beatitudes (Matthew 5:1-11) and highlighted poet Amanda Gorman and her poem *The Hill We Climb* – "The new dawn blooms as we free it for there is always light if only we're brave enough to see it, if only we're brave enough to be it." Lynn closed the opening devotions in prayer.

Circle Time of Sharing – all were invited to share.

Appointment of an Equity Monitor for this Meeting

2021-01-29-001 CONSENSUS MOTION That the East Central Ontario Regional Council Assembly of Elders appoint Sharon Hull as Equity Monitor for this meeting. **Carried**

Discussion: Sharon Hull described the role of the equity monitor.

Agenda

2021-01-29-002 MOTION (B. James/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders accept the agenda as amended (new motion under pastoral relations re liaisons). **Carried**

Corresponding Members

2021-01-29-003 MOTION (M. Fortin/S. Coles) That the East Central Ontario Regional Council Assembly of Elders welcome Bruce Hutchison, Joyce Payne and Rev. Elizabeth Macdonald from the Affirming Ministry as corresponding members for a presentation (O.D. 10 am). **Carried**

MINUTES from November 27, 2020 and December 07, 2020**a) Minutes of November 27, 2020**

2021-01-29-004 MOTION (k. Whyte/L. Watson) That the East Central Ontario Regional Council Assembly of Elders approves the Minutes of November 27, 2020 as circulated. **Carried**

b) Minutes of email vote ending on December 05, 2020

2021-01-29_005 MOTION (I. Robb/S. Coles) that the East Central Ontario Regional Council Assembly of Elders approved the Minutes of email poll closing December 05, 2020 as circulated.

2020-12-05-001 MOTION (B. James/M. Fortin) As a result of the amalgamation of Baltimore and Bethesda South United Churches in 2016 becoming Rural Faith United Church the East Central Ontario Regional Council Assembly of Elders approves the name change of the pastoral charge from Baltimore Pastoral Charge to Rural Faith Pastoral Charge effective 12/05/20. Carried

Carried**c) Minutes of email vote ending on December 16, 2020**

2021-01-29_006 MOTION (B. James/M. Fortin) that the East Central Ontario Regional Council Assembly of Elders approved the Minutes of email poll closing December 16, 2020 as circulated.

2020-12-16-001 MOTION (P. Wilson/B. James) That the East Central Ontario Regional Council Assembly of Elders appoints Credence and Co to conflict resolution work at Young's Point, along the lines of the "Assessment Proposal Young's Point UC" that has been received. The traditional 50/50 cost sharing between Lakefield Young's point Pastoral charge and East Central Ontario Regional Council in place. **CARRIED**

2020-12-16-002 MOTION (P. Wilson/B. James) That the East Central Ontario Regional Council Assembly of Elders having received the appropriate form on church hub appoints Rev Sharon Ballantyne Ordained Minister to Grace United Church Peterborough full time, Jan1 2021 to June 30th 2021. **CARRIED**

Carried**Correspondence**

- a) December 7, 2020 Rev. David Timpson forwarded letter from Health Unit re outbreak of COVID-19 at St. Johns United Church, Campbellford (*for information*)
- b) December 14, 2020 Rev. Ed Bentley, Trustees of Cherry Valley United Church re the final report on disposition of the assets of the property, deemed "mission complete" and a cheque of \$49,494.13 (*deposited by the treasurer*)
- c) December 15, 2020 Mike Bishop, St. Andrew's United Church, Beaverton, On re information for Viability Assessment, Evaluation and Disbanding Process (*for action*)

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- d) January 14, 2021 Rev. Dr. Nan Hudson, Faith United Church, Kingston, On. Re plans to retire effective June 30th, 2021. *(for action/recognition)*
 - e) January 16, 2021 Erik Matheson, CFO of the UCC re outstanding assessments *(for follow-up by the Mission through Property and Finance Team)*

Discussion: David Timpson updated regarding Beaverton UC and UCM (United Community Ministries). The UCM currently has a CDM (Congregational Designated Minister) and an LLWL. Beaverton Community is growing; how is United Church adapting to growth? Beaverton is currently searching for Minister, and has an appointed Liaisons and Supervisor.

Business arising grouped according to confirmed Guiding Principles

I. All Communities of Faith participate in ECORC meetings and initiatives

Facilitation Team report – see team proposal, **appendix A**; Paul highlighted items in the report, in particular three preliminary sessions focusing on main topics (priority settings, nominations and affirm) for delegates to prepare for June meeting.

Discussion: What can be done to highlight to Churches the things that can be carried forward from being church during the pandemic, as well as what can be done to help reinstate being church post-pandemic? This topic was discussed during the past facilitation meeting, and although it does not require a decision, the topic remains on the radar.

In regards to nominations, it was clarified that there were 14 General Council positions.

2021-01-29-007 MOTION (I. Robb/S. Coles) That the East Central Ontario Regional Council Assembly of Elders receive the report submitted by the facilitations Team and instruct that the proposals contained therein be put into motion. **Carried**

Dates for each session still to be confirmed.

II. Clergy, lay leaders and communities of faith express satisfaction with the support, development opportunities and communication they receive

Communications – Karen Wilson highlighted items in her report; see communications summary report **appendix B**; see Draft Regional Reports in Broadband Magazine **appendix B¹**; see proposed draft letter for submitting stories to Broadband Magazine **appendix B²**; see thank you letter to ECORC's Doing Mission Together & M&S grants in 2020 - Bedford House Community Ministry is growing new Communities of Faith **appendix B³**

Discussion: The budget for Broadview Magazine was removed, for the reason that Broadview magazine was not seen as a good form of communication to members of the Regional Council (in particular the time delay that is entailed).

2021-01-29-008 MOTION (S. Coles/B. James) That the East Central Ontario Regional Council Assembly Elders agree not to include inserts in Broadview Magazine. **Carried**

Discussion: that the Regional Council website be updated (i.e., list of Team names, members of the Assembly of Elders).

III. 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

IV. People in all roles and capacities within ECORC are aware of Council decisions and policies, and know where to find the information they need

i) Governance (Forums and Networks); see memo **appendix C**

2021-01-29 009 MOTION (B. James/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders receives the draft document “Forums or Networks” for discussion and refers the Terms of Reference for the Forums be sent to the Covenant Support Team for refinement. **Carried**

ii) Pastoral Relations – Minister’s report see **appendix D**;

a) Covenanting Support Team – Change in Pastoral Relations:

Call: Bridgenorth United Church

2021-01-29 010 MOTION (S. Coles/I. Robb) That the East Central Ontario Regional Council Assembly of Elders approves the recommendation of the Covenant Support Team who have received the properly completed Form on Church Hub for the Call of Rev Catherine Gradante to Bridgenorth United Church (Peterborough) full time ministry 40 hours per week May 1st 2021. **Carried**

Retired Supply Appointment: Emmanuel United Church, Peterborough

2021-01-29 011 MOTION (S. Coles/I. Robb) That the East Central Ontario Regional Council Assembly of Elders approves the recommendation of the Covenant Support Team who have received the properly completed Form on Church Hub for the appointment of Rev. Bryn Ransom, Retired Supply, to Emmanuel United Church, Peterborough, part time ministry. 20 hours per week. Dec. 1 2020 to Feb 28 2021. **Carried**

Appointment: College Hill United Church, Belleville

2021-01-29 012 MOTION (S. Coles/I. Robb) That the East Central Ontario Regional Council Assembly of Elders approves the recommendation of the Covenant Support Team who have received the properly completed Form on Church Hub for the appointment of Rev. Margaret Goodwin to College Hill United Church, Belleville, part time ministry. 8 hours per week. Pastoral Care. Dec 1, 2020 to March 31 2021. When the incumbent Minister is medically able to return to work, the appointment is terminated. **Carried**

Pastoral Charge Supervisors:

2021-01-29 013 MOTION (S. Coles/I. Robb) That the East Central Ontario Regional Council Assembly of Elders approves the recommendation of the Covenant Support Team for the following Pastoral Charge Supervisors:

- Rev Jeff Doucette to Eldad Hampton Pastoral Charge Jan 21,2021
- Rev Calvin Stone to Rural Faith Pastoral charge (Baltimore) Jan 1st 2021
- Rev Mary-Margaret Boone to the United Community Ministries Jan 6th 2021
- Rev Andrew Macpherson to Dunsford United Church Jan 21 2021
- Rev Richard Hamilton to Odessa Pastoral Charge Jan 21st 2021

Carried

b) Report from Liaison Forum –

2021-01-29 014 MOTION (K. Whyte/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders appoints Susan Patterson to the role of Pastoral relations liaison with in the East central Ontario Regional Council. **Carried**

2021-01-29 015 MOTION (S. Coles/I. Robb) That the East Central Ontario Regional Council Assembly of Elders receives for information the working spread sheet of communities of faith. **Carried**

2021-01-29 016 MOTION (T. Meyers/B. James) that the East Central Ontario Regional Council Assembly of Elders affirm the continued work of the Covenant Support with seven pastoral charges in the Kingston area. **Carried**

- c) Licensed Lay Worship Leaders Forum –waiting for Terms of Reference
- d) Retirees Forum –

iii) Supporting the life of Communities of Faith where ministry takes place

- a. Spring Brook United Church – David Timpson provided an oral report, and reminded that there are still many Communities of Faith in search (and have been since the inception of the Regional Council), and there is a heavy reliance on laity leading ministry (without having pastoral care training). This is beginning to set a precedent which may have more laity leading congregations than clergy, and is presenting a big challenge for pastoral relations. It was suggested that a list be provided indicating where the above scenario is playing out.

One suggestion is the creative solution created by Ryan McNally at Cannifton UC and it was suggested to tap him on the shoulder for more information.

- b. Chalmers Review – The conflict resolution group are engaged. Vacancies still remain in staffing positions that were outlined in earlier proposal. An update to come to the next meeting.

V. The number of church buildings in our Regional Council that are accessible is increasing. There is faithful stewardship of property and finances

Mission through Property and Finance

2021-01-29_017 MOTION (T. Meyers/B. James) that regarding the disposition of proceeds of Glenora United Church, the East Central Ontario Regional Council Assembly of Elders give its consent to the Cressy Glenora United Church.

1. To transfer 10% of the proceeds, net of the selling costs, (\$56,800) to The United Church of Canada Indigenous Ministries and
2. For the remaining 90% of the proceeds, authorize the Mission through Property and Finance to work with the Trustees on their plan including local charitable distribution of \$50,000 with whom there is a historic record of support. Proposed are
 - HUB Child and Family Services (daycare and parental help especially for those in essential services and children's supplies) 107858540 RR 0001
 - Reaching For Rainbows (four year program for ages 6-9)at-risk girls 704599513 RR 0001
 - Recreational Outreach Centre (ROC) (High risk youth programs and supplies)
 - Alternatives For Women (shelters for women and their children at risk) 106704620 RR 0001
 - Foodbanks – details required

- PEC Residential Hospice (end of life clients, grief counselling, outreach) Services all free, minimal funding from Province

The balance (\$416,200) will be invested with The United Church Foundation and the Toronto United Church Council Investing in Ministry Fund to help support the on-going ministry plan of the Cressy Glenora Pastoral Charge, which includes full time ministry for CGPC, a \$6,000 capital expenditure to purchase audio-visual equipment for the Cressy Glenora church building and other capital expenditures to be approved in the future, as outlined in the proposal and as permitted by the ECORC Policy.

Carried

Update: Warsaw Pastoral Charge is near the end of closing. Proceeds from the sale of properties were distributed in accordance with the Regional Council Policy.

VI. *ECORC events take place in a variety of geographic locations within our Region throughout the year*

VII. *We hold events every year related to outreach and social justice within our Regional Council*

i) Formation, Nurture and Justice

- a) Team Progress report – Assembly of Elder representatives – has not met since last meeting.
- b) Report from Supporting Staff Member - Report of the Minister for Spiritual Nurture, Respectful Relationship and Justice for all Ages (see **appendix E**)
- c) Social Justice Network of Ontario Regional Councils – Marilyn Fortin read a letter received from Charles Barrett and a strategy for getting this information out throughout the Regional Council will be worked on. It was suggested that Hugh Siegal be contacted to learn more about universal income and Lloyd Axworthy (via Jim Christie) about immigration – use Zoom and the network.

ii) Doing Mission Priority Grants

iii) Clusters and Network News

VIII. *We observe increasing use of land acknowledgments and more participation in learning opportunities related to Respectful Relations and Indigenous Justice*

Report of the Minister for Respectful Relationship and Indigenous Justice (see **appendix F**) – all are welcome to attend this webinar (outside the Regional Council).

IX. *Children, youth and young adults are represented on all decision-making bodies*

X. *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*

Youth and Young Adult Ministry

Report from Supporting Staff Member (*see appendix E*)

XI. *There is evidence that inclusive language is becoming the norm in the life and work of our church throughout our Regional Council, especially inclusive language and images of God in worship*

XII. *Reports from equity monitors and meeting notes give evidence of a growing awareness of equity standards*

Equity Team

Team Progress report – Assembly of Elder representatives (*see appendix E*) – Adele Halliday is hoping to be with us for a future meeting. Equity Terms of reference to be updated for the next meeting.

XIII. *The number of Communities of Faith designated as Affirming continues to increase*

Affirm Forum – ORDER OF THE DAY (10 a.m.)

Forum Progress report – Assembly of Elder representatives (*see appendix E*)

1. Further work on language (see **appendix G**)
2. A session on Micro-aggressions
3. Intersectionality –
4. Role of Assembly of Elders

Paul welcomed Elizabeth, Joyce and Bruce of Affirm United. Each introduced themselves. The group led members of the Assembly of Elders through a short presentation. Elizabeth highlighted items within the Regional Council's Mission Statement which coincide with the work of Affirm United. The presentation highlighted the use of language, heterosexual privilege and micro-aggression. All were split into smaller groups to discuss topics highlighted and returned to the larger group to share in discussion.

Announcement: There will be workshops offered in March and April facilitated by Affirm to prepare folks ahead of time of deciding during the June meeting.

XIV. *An increasing number of Communities of Faith, along with ECORC and the Assembly of Elders, are developing plans to increase their environmental stewardship*

XV. *We can document specific actions we have taken to become intercultural*

Nominations – Looking for guidance for terms - will terms be extended by a half year or reduced by a half year? Still to be determined, but most likely extended.

Additional Report – UCW are having their annual meetings on Zoom. It was suggested to get dates out via Communications.

New Business – none at this time.

Equity Monitor Report – Meeting went well.

Opening worship for next meeting – Kathleen Whyte

Motion to adjourn

2021-01-29_018 CONSENSUS MOTION that the East Central Ontario Regional Council Assembly of Elders adjourn this meeting at 12:05 p.m. **Carried**

Discussion: The Speaker invited members of the Assembly of Elders to help provide topics/messages to the Regional Council.

- Severity of Covid-19;
- Resources available for struggling churches (what, and how to get);
- Theological Statement – ‘we are gathered even when we are scattered’;
- Remind the leadership of each Community of Faith to contact the Regional Council if there are questions;
- Good news stories, including how Church is being done differently (use of technology); providing glimpse of what can look like post-covid – positive uses;
- Providing a toolkit (i.e., how to use zoom, creating virtual church, etc.);
- Sharing some of the struggles.

Closing Prayer – Paul Closed the meeting with prayer.

- Next Meeting Dates**
- Friday, February 26, 2021 9 am-noon ZOOM
 - RC Workshop on Priorities, Saturday, March 6 or 13
 - Friday, March 26, 2021 9 am-noon ZOOM
 - RC Workshop on Affirm, Saturday, April ??
 - Friday, April 23, 2021 9 am-noon ZOOM
 - RC Workshop on Nominations, Wednesday, May 12 7-9 pm
 - Friday, June 4 – Sunday, June 6... agenda TBD

Rev. Paul Reed
Speaker

Rev. Rosemary Lambie,
Executive Minister

Appendices

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Appendix A

Report and Proposal of the Facilitation Team

To accommodate an on-line spring meeting the Facilitation Team is proposing

That the 2021 Spring meeting of the East Central Ontario regional Council be held by ZOOM on June 4 and June 5. The Sessions to be held as required by the Agenda on Saturday morning, Saturday afternoon, Friday afternoon, Saturday evening.

That to facilitate the meeting and to provide opportunity for greater participation and engagement pre-meeting gathering/workshops open to all members of the Regional Council be conducted. Such gatherings to be educational, interactive and, in the manner of a sessional committee, be constructive in preparation of the work to come before the Regional Council.

Three workshop gatherings are proposed:

- a. **Priority Setting** on to be held on a date to be confirmed. Suggested dates are either March 6 or March 13. The purpose to review the Mission Statement and select three to five priorities for the 2022 year.
- b. **Becoming an Affirming Regional Council:** Hosted by the Affirm Forum on a date yet to be determined (April 10-24). This gathering/workshop will be a component of the requirements of being an Affirming Regional Council. (Affirm Forum is hosting additional targeted workshops in March). The objective is to ensure that following these workshops the Regional Council is ready to become an Affirming Regional Council.
- c. **Meeting Commissioner Nominees:** hosted by the Nomination Team this event will be open to all members of the Regional Council. During this event, the Commissioner Nominees will be introduced. Participating members of the Regional Council will have an opportunity following the session to provide input to the selection of Commissioners.

Workshop Descriptions*Priority Setting***Agenda for Gathering**

1. Participants are welcomed
2. Participants are placed in break our room/table groups with instructions to introduce themselves
3. Reconvene as a whole and list of priorities drawn from the Mission Statement are introduced. Each priority to be given a brief sentence as to why it should be most important.
4. In same breakout rooms/table group discussion to determine which of the listed priorities should be among the top three. Within the group an additional priority may be introduced and the relative merits of the priorities discussed. The group discussion to conclude with the ranking of the top three priorities.
5. Returning to the plenary discussion each table will record in the chat box the ranking response. If a new priority is placed on a group's list an opportunity to present and defend that priority will be offered.
6. A short breakout/table group time will be allowed following the presentation of new priorities to assess whether the group would like to change their listing to include a new priority.
7. In plenary the responses will again be received, tabulated and presented as the top five priorities for 2022.
8. A final breakout/tale group time will ask the question of the table group is able to consent to the listing as the proposed priorities of the Regional Council.
9. Final comments to be shared in plenary
10. Session is concluded

Following the session

1. The priorities determined by the workshop gathering will be presented to the Regional Council at the Spring Meeting for affirmation.
2. Time allowing breakout groups might be formed to allow people to compile statements of hope, vision and next steps.
3. The priorities and statements to be shared with the Regional Council Leadership Teams for response and planning.
4. At the Fall meeting the Leadership Teams will respond to the Priorities identifying the specific actions to be undertaken in 2022 to move the Regional Council forward.
5. The Budget presented at the Fall Meeting will reflect the actions on the Priorities.

Becoming Affirming

1. The design of the workshop to be determined by the Affirm Forum.
2. At the Spring Meeting the Affirming Forum will present the appropriate motions to request Affirming Ministry status.

Selecting Commissioners

In submitting this proposal, it should be noted that the contingent of Commissioners from the East Central Ontario Regional Council is roughly half of what former Conferences would have customarily sent to General Council. To ensure that the ECORC contingent is truly equitable and representative a greater degree of intentionality and care must be applied.

Prior to the gathering

1. *The Nominating Team will assemble a list of criteria to be considered in balancing the contingent. Consideration may include ministry personal/layity; gender; age; experienced mentor/new perspective; geography and other factors determined to be key in creating a representative contingent.*
2. *The Nominating Team will receive expressions of interest. Each expression of Interest will include two parts. The first part, for the exclusive use of the Nominating Team, shall provide a checklist of background information to guide the final deliberations of the Nominating Team, and a second part, a single page bio and introduction for distribution to voting members of the Regional Council. This written profile may address of why the individual wishes to serve as a Commissioner.*
3. *The Nominating Team prior to the Gathering shall distribute the Commissioner Nominee profiles.*

Agenda for Gathering

1. Participants are welcomed
2. Participants placed in breakout room/table groups to introduce themselves and share experience and knowledge of the role of Commissioners
3. In Plenary each of the Commission Nominees is introduced and invited to share their home congregation, their role within that church and one example of current service.
4. Explanation of how many Commissioners will be named this spring and the opportunity to fill positions next year.
5. Provide explanation of Leading Elder Role and how that person will be selected.
6. Prayer of thanksgiving for those offering service
7. Return to Table group/breakout rooms where people may share thoughts
8. In final plenary session explanation that each participating voting member will receive an email to which they may respond with their ranked top five choices.

Following the Session

1. The Nominating team will receive and tabulate all ranked ballots.
2. The Nominating Team, using the predetermined criteria, the Nominee's self-identification and with consideration of the tabulated ranked ballot create a slate of commissioners.

At the Spring Meeting

3. The slate to be presented at the Spring Meeting for affirmation

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4. Those willing to serve as Leading Elder are introduced
 5. The Leading Elder is elected

Respectfully submitted by Paul Reed

Appendix B

Communications Summary Report

- Elizabeth Macdonald and myself met over zoom to discuss WNDY topics and I created a logo for her for the newsletters as requested and I have added a link to their YouTube playlist to our website and will post to social media as needed.
- Jayne King and I met over zoom at the beginning of January to talk about Dynamics 365 and I attended her 3 training webinars in regards to Dynamics 365 last week.
- Sharon Doran from Broadview magazine reached out to me in regards to a new addition “Regional Reports” to their newsletter. See attachments for introduction letter and possible layout.
- Allan Smith-Reeve emailed me in regards to a story for ECORC about the Bedford House Community Ministry (see attachment) work that ECORC has been supporting. We have a meeting set up Monday afternoon to discuss how best to share the information.
- I have been working on the website – cleaning up broken links etc. I have been encouraging people to add their own events and I have also added some more online worship services as well.
- In regards to the newsletter – I have received a lot of positive feedback and we have 2 new subscribers for January with a total audience of 731. My plan is to add a page on the website to add links to the newsletters.

Respectfully submitted by Karen Wilson

Appendix B¹

REGIONAL REPORT

TO SUBMIT YOUR REGIONAL UPDATES: Email Sharon Dooran at regions@broadview.org. Tel: 416-960-8500 ext. 230. Toll free: 1-800-486-4566 ext. 230. For upcoming deadlines, visit broadview.org/classifieds/rates-and-dates. Announcements are priced at \$1 per word, taxes included—\$50 minimum. For additional updates visit broadview.org/regions.

THE UNITED CHURCH IN FOCUS

REGION NAME



1960s with the release of Letraset sheets containing Lorem Ipsum passages, and more recently with desktop publishing software like Aldus PageMaker including versions of Lorem Ipsum. Lorem Ipsum has been the industry's standard dummy text ever since the 1500s, when an unknown printer took a galley of type and scrambled it to make a type specimen book. It has survived not only five centuries, but also the leap into electronic typesetting, remaining essentially unchanged. It was popularised in the 1960s with the release of Letraset sheets containing Lorem Ipsum passages, and more recently with desktop publishing software like Aldus PageMaker including versions of Lorem Ipsum.



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THE UNITED CHURCH IN FOCUS

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Northern Spirit
REGIONAL COUNCIL

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THE UNITED CHURCH IN FOCUS

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REGION NAME



Regional Council 15
The United Church of Canada

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SHINING WATERS
REGIONAL COUNCIL

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WOWRWC
WESTERN ONTARIO WATERWAYS
REGIONAL COUNCIL

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Appendix B²

Dear -----

We'd like to introduce you to a new section that we are adding to the pages of *Broadview*, and to our website, called "Regional Report."

We've heard from many of you that ever since The United Church of Canada restructured from four courts to three, the new Regions need to foster a stronger sense of regional identity and have been looking for better ways to communicate their news and events both locally and nationally.

Broadview would like to help you fill these needs. Our new Regional Report pages will help your Region share its news — and learn about what other Regions are doing!

We've designed the Regional Report with your unique needs in mind. Similar to a Classified ad, a Regional Report posting is very affordable, and it's quick and easy to email us a short write-up and optional photo about your Region (see rates and deadlines below). Unlike the old Conference inserts published in *The United Church Observer*, there are no additional printing costs and no design acumen required.

The Regional Report section will also be available online! Our website (Broadview.org) will feature a Regional Report page, showcasing the most up-to-date information from each Region. The digital pages offer another advantage: we're able to post your news or make last-minute changes to your post at any time during regular office hours.

There's more! To extend the reach of the digital Regional Report, we will include a link to the online page in *Broadview's* weekly e-newsletter, delivered to over 10,000 readers, as well as in our Coming Soon e-newsletter, delivered to 1,500 *Broadview* Reps (United Church volunteers, who promote subscriptions in congregations).

Please find attached a sample of the print Regional Report, and go online to see the digital version at Broadview.org/Regions.

There is no limit to size on your notice; it is priced per word, so you can include as much information as you like.

Rates are \$1 per word (\$50 minimum charge), taxes included, for either print or online placement. If you would like your ad to appear in both print and online (at the same time) the cost would be \$1.50 per word for both, taxes included.

To learn more about the Regional Report, please contact Sharon Doran at regions@broadview.org, or by calling 416-960-8500 or 1-800-936-4566, ext. 230.

We look forward to helping you share news from your Region!

Best,

Sharon Doran
Regional Report Manager

Appendix B³

Thanks to ECORC's Doing Mission Together & M&S grants in 2020
Bedford House Community Ministry is growing new Communities of Faith.
January 2021

A prophet once wrote “Don’t it always seem to go – that you don’t know what you’ve got til it’s gone?”.

The past year has proven this true in so many ways. Trips to foreign locales, restaurants, theatre, and trips to the mall – are all gone. Kind of makes one appreciate what we’ve lost eh?

Except if you’re living below the poverty line. Many of those items that folks with disposable income take for granted were never enjoyed.

The song continues “They paved paradise and put up a parking lot!”. So, let’s ask “what was beneath that parking lot?” What exactly was the paradise lost? What has the colonization and consumerization of our lives paved over in these past decades?

Bridges Peterborough, a project of Greenwood United Church and Bedford House Community Ministry, invites participants to explore the ever-widening gap between privilege and poverty in our communities.

In the midst of that gap, folks from all walks of life discover the heart of what a “faith community” is - the paradise beneath the pavement.

We are discovering Faith without religious doctrine and a Community without barriers to participation. We create safe spaces to share stories, laugh, ask good questions and learn to listen well. In such spaces, a weekly “bridging team” gathers and the magic happens.”

In February a new team will begin the year-long process of bridging poverty and privilege. Ten “well-resourced” mentors and five “under-resourced” catalysts, led by trained facilitators will follow a process mapped out over the last five years.

The team will be led by Ralph and Laura, two recent graduates of Bedford House’s Facilitator training program. Both are also alumni of past Bridging Teams.

Ralph, retired after a career in teaching mediation and law, has walked on both sides of the bridge. “When I first was invited to join the team, I wasn’t too sure. I thought I’d attend a few sessions and see what it had to offer.” That was over three years ago.

Defining “Faith”

Faith as an individual experience of that which kindles a flame in the human heart. We welcome all expressions of what each community member perceives and trusts as their own deepest experience.

We make room for each community member to continually discover their life’s purpose and how their unique gifts might contribute to the health and wellbeing of us all.

In Bridging Teams we share a faith in the “end story” of a network of people sharing resources, opportunities, and - most importantly - stories, food, fun, and learning!

Laura's laughter is contagious. The joy and wisdom she shares has been earned through decades of battling her way through abuse, addiction, and cancer. "This is the best thing that's ever happened to me," she explains as her motivation for creating a new team.

Laura and Ralph are two of six members of the Company of Conversation Changers – a social enterprise they're starting to educate, animate, and facilitate community change. Here's the invitation drafted by the Company of Conversation Changers;

Would you like to be a part of something powerful and impact social change in 2021?

What if you joined a small group that meets weekly to have fun crossing socio-economic lines - with people you might not otherwise meet - to explore the "hidden rules of class" that we each follow? (www.bridgespeterborough.ca)

What if we changed the conversation around poverty and privilege by supporting each other, sharing joy and creating space for the magic to happen - the magic that happens when people from different walks of life find common ground.

Then joining a Bridging Team might be for you...

The Bridging Team model is based on the lived experience of Lynn Smith-Reeve as she invited a circle of mentors to support her own seven-year journey from poverty to commissioning as a Diaconal Minister. She now trains new Bridging Team facilitators and offers workshops on the Bridges Out Of Poverty educational framework that Bridges Peterborough uses.



From top left: Fleming college student Tarin Atwood & daughter, Bedford House Reverends Lynn & Allan Smith-Reeve, Company of Conversation Changer members: Todd Coombes, Kathi Curtin-Williams, Ralph Gutkin, Greg Parnall & Laura Warren, L.A. Wheeler, and Bridges Peterborough Program Manager Kat Snajdr-Zabehlicky.

To learn more about how your church might either support or

start a Bridging Team visit www.BridgesPeterborough.ca

We'd love to share our story and explore with you how a Bridging Team might grow in your midst. Contact: Reverend Lynn Smith-Reeve at lynn@bridgespeterborough.ca

Appendix C

Memo
Forums and Networks

During the past few months the Assembly of Elders have received sporadic funding requests from a “Retiree’s Forum” and correspondence naming concerns with the “LLWL Forum”. I believe these indicate a lack of distinction between a ‘Forum’ and a ‘Network’.

I offer the following as distinction between Forums and Networks

	Forum	Network
Definition	A body appointed by the Regional Council to assist in the work of the Regional Council;	A collective of individuals and/or communities of faith for mutual engagement in ministry
Purpose	A Forum is created to provide guidance and service to a Leadership Team in the completion of a specific mandate.	A Network is a loose affiliation of interested bodies sharing a common objective. The participating members determine the objective and purpose of the Network.
Accountability	A Forum and its members are accountable to its designated Leadership Team and to the Regional Council.	The members of a Network are accountable to their communities of faith. The Regional Council has oversight responsibility to ensure Networks are in keeping with the polity and policies of The United Church of Canada
Membership	Members of the Forum are recruited by the respective Leadership Team and selected for the expertise, knowledge and skill required to perform the assigned task. Membership of a Forum is approved by the Regional Council or the Assembly of Elders.	Membership is open to Communities of Faith of the Regional Council and to members and adherents of The United Church of Canada.
Structure	The body requesting the formation of a Forum will propose the terms of reference and governance structure of the Forum. The Regional Council or Assembly of Elders must approve the terms of reference and structure of a Forum.	The Membership of a Network and the participating Communities of Faith may determine their own structure.
Funding	The Leadership Teams will recommend annually to the Ministry through Property and Finance Team (MPF Team) the budget requirements of the Leadership Team including those of the Forums. The MPF Team will make recommendation to the Regional Council which will consider and approve the Annual Budget.	The Budget of the Network may be determined by the participants and is the responsibility of the participating Communities of Faith and individuals. A Network may apply for Regional Council Mission Together Grants.
Staff Support	The Executive Minister will assign staff support to Forums as required; generally being the support staff assigned to the related Leadership Team.	Networks may request staff support from the Regional Council. Staff support will be assigned at the discretion of the Executive Minister and as is available

The Retirees Forum**Purpose**

To support the Covenant Support Team and the Regional Minister for Pastoral Relations in the support and oversight of Retirees.

Membership

The Covenant Support Team will recommend to the Assembly of Elders the appointment of 6-8 members of the Regional Council and may consist of both Retiree, Active Ministry Personnel and Lay Members.

Structure

Unless otherwise directed by the Covenant Support Team the Retirees Forum may structure itself as a body of equals or appoint a chair and secretary. At least one member of the Retirees Forum will represent the Forum to the Covenant Support Team as requested or required.

Meetings

The Retiree Forum shall meet as required at the call of the Pastoral Relations Minister, the Forum Chairperson or upon the request of the Covenant Support Team. The Forum shall meet at least four times per year.

Duties

The Retirees Forum exists to support and provide advice to the Covenanting Support Team in completion of Teams mandate as it pertains to Retirees:

- 3) *To serve, support and provide oversight of Ministry Personnel*
 - a) *encourage and support ministry personnel toward health, joy, and excellence in ministry practice;*
 - b) *Assist with informal conflict resolution processes.*
 - c) *To receive and make recommendation to the Assemble of Elders all requests for the granting of a licence to administer the sacraments to diaconal ministers, designated lay ministers, people who retired while serving as designated lay ministers, and sacrament elders,*
 - d) *To make recommendations to the Assembly of Elders of those who are retained or retired seeking status of VAM and/or requesting a marriage license.*

Specifically, the Retirees Forum shall take an active interest in the welfare of the recipients of pensions living within the jurisdiction of the Regional Council, and assist the Covenant Support Team

- 1) to annually assess the needs of all pensioners living within the jurisdiction of the Regional Council;
- 2) make recommendations to the Assembly of Elders of those who are retired seeking status of VAM and/or requesting a marriage license.
- 3) arrange for the celebrating the retirements of ministry personnel,
- 4) Provide encouragement and support of Retirees Networks

Note: 'Recipients of pensions' is not limited to those of the order of ministry but may also include surviving spouse and children but may not include lay members of the Pension Plan.

Support

The Retirees Forum is accountable to the Covenant Support Team and may receive financial support from the Covenant Support Team Budget and Staff Support from the Pastoral Relations Minister.

The Retiree's Network

The Retiree's Network is an informal gathering of Retirees for mutual support, encouragement, and celebration.

The structure, membership, and purpose of the Network is determined by and accountable to the membership. Individual Ministry Personnel Retirees are accountable to the Regional Council and to the Office of Vocation.

A Network is eligible to apply for Mission Together Grants and other grants of the Regional Council or elsewhere but is not funded from the operating budget of the Regional Council. Expenses are the responsibility of the membership and the supporting communities of faith.

The LLWL Forum

Purpose

To support the Covenant Support Team and the Regional Minister for Pastoral Relations in the support and oversight of Licensed Lay Worship Leaders

Membership

The Covenant Support Team will recommend to the Assembly of Elders the appointment of 6-8 members of the Regional Council. The Forum will have at least two Licenced lay Worship Leaders and at least two who are not LLWLs.

Structure

Unless otherwise directed by the Covenant Support Team the LLWL Forum may structure itself as a body of equals or appoint a chair and secretary. At least one member of the LLWL Forum will represent the Forum to the Covenant Support Team as requested or required.

Meetings

The LLWL Forum shall meet as required at the call of the Pastoral Relations Minister, the Forum Chairperson or upon the request of the Covenant Support Team. The Forum shall meet at least four times per year.

Duties

The LLWL Forum exists to support and provide advice to the Covenanting Support Team in completion of Teams mandate as it pertains to LLWLs:

Specifically, the LLWL Forum shall

- 1) Conduct an annual review and evaluation of practicing LLWL,
- 2) To make recommendations regarding the granting of licenses,
- 3) Arrange for the celebration of new and renewed LLWL
- 4) Publicize to the communities of faith the available LLW's
- 5) To review and assist in the development of the policy and procedures governing LLWL in the ECO RC
- 6) To make recommendations to the Covenant Support Team regarding LLWL practices
- 7) Provide encouragement and support of LLWL Networks

Support

The LLWL Forum is accountable to the Covenant Support Team and may receive financial support from the Covenant Support Team Budget and Staff Support from the Pastoral Relations Minister.

The LLWL's Network

The LLWL's Network is an informal gathering of Licensed lay Worship Leaders and those becoming LLWLs for mutual support, encouragement, and celebration.

The structure, membership, and purpose of the Network is determined by and accountable to the membership. Individual Licensed Lay Worship Leaders are accountable to the Regional Council in the exercise of the role of LLWL and personally to their home communities of faith.

A Network is eligible to apply for Mission Together Grants and other grants of the Regional Council or elsewhere but is not funded from the operating budget of the Regional Council. Expenses are the responsibility of the membership and the supporting communities of faith.

Appendix D**Pastoral Relations Ministers Report**

The work continues to be busy with a constant supply of churches facing difficulty. The stress of the Pandemic is a big player in many of the current church struggles. At the same time I am seeing a great deal of dedication and creativity on the part of clergy across this region. While the less reasoned people among us suspect that ministers are not working the evidence before my eyes is rather the opposite. Many of our churches are finding their way successfully in these times because of the huge efforts of clergy who are now for the most part comfortable with new technologies. Concerns about pastoral care and effective care for the grieving are becoming greater in our Tuesday conversations. Which continue on Zoom each week.

There is in our society Just now a need for hope and strength in the face of trying times. I am convinced that we need to look at creative ministry in the places where church has stopped in the face of the shutdowns. The restarting challenge may well over take some of our at risk congregations if we are unable to find new ways of ministering. Increasing cooperation running deeper into the governing bodies of pastoral charges may be one way forward. Strategic alliances may be necessary to bring some of our charges back into compliance with the manual and labour law. Further, I see places where ministers are being called upon to step into the leadership void in some congregations even as our structure would seem to be moving more of the decision making on to congregational bodies, who are in many places no longer able to face the challenge or attract the wise local leadership that we assume is present.

As always, it is the struggling church that claims much of my attention. However, I can also see the thriving of some of our congregations who are adjusting to the new norm and finding the full opportunity that even these times create. They are for the most part congregations that have jumped to the new technology while working hard to find ways to include everybody in a real experience of pastoral care. All of this seems to be drawn from the energy that is based on a clear sense of the mission of the congregation.

The coming months will no doubt be busy ones. I would conclude with a simple reminder. Our church policies are designed to bring about sober consideration of all the facts so that wise decision can be reached. Even if hard work is required we seek to put all the facts before decision makers. Thus avoiding decisions made from some times faulty assumptions.

Appendix E

Report of the Minister for Spiritual Nurture, Respectful Relationship and Justice for all Ages**Children, Youth and Young Adults**

- Connecting with youth, young adults, children and youth leaders
- National YAYA meetings- included Adele Halliday to talk about Equity and Anti-Racism, Lori Neale to talk about Love of Creation, Guaranteed Livable Income
- Creating a National conversation on UCC participation in Love of Creation- for all ages and for youth/young adults
- Using the ECORC website to gather more children, youth and young adult leaders in our RC, including permission to create a contact list to share
- Webinar for ECORC children, youth, young adult leaders to talk about Lent resources and to check in
- The regions are still gathering to provide online webinars for children, youth and young adult leaders are continuing. The same webinar offered twice- night and day- sharing contact information to form a cluster
- The Young Adults had another zoom meeting and Sharon continued as a resource/mentor.
- The GO Project curriculum is available through UCRD. They are also offering virtual Sunday School. For more information :<https://thegoproject.ca/> or <https://thegoproject.ca/curriculum/>
- Quin Mo Lac - Continuing to fundraise online, working on updating their bylaws
- VIBE- applying for Government grant- preparing to offer program online

Equity Team

- planning for items for the You tube channel
- Survey from Adele for input on Equity Monitor- will add to the next ECORC newsletter
- Will have a meeting in Feb or March to discuss the proposed Policy update that was sent from Sharon B- perhaps-Phil, Nancy, Lynn, Sharon's and Paul

Affirming Forum

- went well on November 14, attended by teams, forums and C of F reps, spent time together as a large group and time in breakout sessions
- Webinar on March 14th 2SLGBTQIA+ and 21st for Allies- both at 2pm
- Meeting with teams and forums

See Formation, Nurture and Justice Report for more information on

- Anti-Racism Interfaith/Intercultural Forum- working on Anti- Racism Policy that will be brought to the Assembly of Elders, book studies
- SJNORC (Social Justice Network of Ontario RC) meeting in November- minutes will be forwarded
- Lenten book from UCRD- Faith on the Move- Also united in Learning webinars on leading a book study
- Guaranteed Living Income- interest in starting a network in ECORC

UCW

- Meeting on zoom
- Finding ways to do outreach

Training:

- 3 online dynamics online sessions

Appendix F

Report of the Minister for Respectful Relationship and Indigenous Justice

The Indigenous Justice and Respectful Relationship Team met earlier today, Jan. 28th. We had a consultation with two members of the Affirm Forum as part of our meeting.

We also received and worked on a draft terms of reference for our team. Once it is in a workable form we will send to the Formation Nurture and Justice team prior to the Assembly of Elders.

We finished the planning of our Feb. 3rd webinar: The Fragile Gift of Indigenous Language, which we are co-hosting with the Anti-Racism and Intercultural team. The second part of this series is being planned for Mar. 3rd. We have about 40 registered for the event to date, with 3 more waiting for the recording, which we aim to post on ECORC's YouTube channel.

I continue to promote events through the ECORC newsletter and my email list. I continue to support community of faith initiatives around the region in the area of Indigenous Justice and Respectful Relationship.

Towards Being Good Relations, Rodney

Appendix G

Open Hearts: Resources for Affirming Ministries in The United Church of Canada - 3

accessibility, and socio-economic differences) and encourage those creating the process for their ministry to seek these out.

The resources page on the Affirm United/S'affirmer Ensemble website (<https://affirmunited.ause.ca/>) is another source of information which is continually being updated.

About Language

Language constantly changes. It also has a powerful impact on how we live with respect to God's creation. The aim of Open Hearts is, as its title suggests, to open people's hearts and minds. We hope you will find this document useful in advancing your ministry's discussions about gender and sexuality, which the United Church believes are God's gifts—with all persons being made in the image of God

While this resource has been revised and updated since its initial inception, no perfect or fully up-to-date version of this resource is possible. By the time this resource is written, certain terms will have gained currency over others. Some may have acquired different nuances or completely new meanings. Furthermore, some people choose words to describe themselves or their relationships that others do not feel comfortable with. Differences in language may be generational, contextual, or a matter of personal preference. If in doubt, ask people what words they prefer to use to describe themselves and their experience.

Affirm United/S'affirmer Ensemble is committed to using the language of sexual orientation(s) and gender identity(ies) to go beyond the use of specific labels and to include all people on the continuum of human sexuality. However, in this resource the term LGBTQIA2S+ (lesbian, gay, bisexual, transgender, questioning or queer, intersex, asexual, and Two-Spirit people) is often used as an abbreviation. While the term is more expansive than the older abbreviation of LGBT, it is nevertheless imperfect.² But since many sexual minority justice and advocacy organizations use this term (or a version thereof) and for the sake of brevity, we use it, occasionally, to refer to people whose sexual orientation is not heterosexual and/or whose gender identity does not conform to binary male/female categories. The list of terms below is by no means exhaustive.

Asexual refers to a person who does not experience sexual attraction or desire. The person may or may not have spiritual and emotional attraction to others.

*Bisexual refers to someone whose sexual and/or romantic attraction is to both males and females. A bisexual person may not be attracted equally to both sexes—people who are primarily attracted to one sex may still describe themselves as bisexual. Bisexuality is a description of sexual orientation and does not imply that the person engages in sexual behaviour with one or both sexes. Some people continue to use the term *bisexual* to describe themselves. Others are more comfortable with terms such as *pansexual*, *omnisexual*, or *queer*.*

Cisgender refers to someone whose gender identity conforms with the one that they were assigned at birth.

*Gay usually refers to men who have relationships with other men. It is sometimes used as a generic term for men and women; some women who love women call themselves *gay* while others prefer the term *lesbian*.*

Gender is what a person lives or experiences themselves to be in society (woman, man, girl, boy, androgynous, etc.).

Genderfluid refers to those whose gender identity and expression are fluid and change depending on personal circumstance or desire.

² Some transgender people do not want "T" to be included with LGB because they see themselves simply as male or female, not of a different orientation. And some folk feel that *queer* should be an umbrella term for everything LGBT encompasses. Others have raised the valid critique that the order of the initialisms reinforces a hierarchy within the LGBTQIA2S+ community wherein lesbian, gay, and bisexual people are privileged in relation to, for example, asexual and Two-Spirit folks. Affirm United/S'affirmer Ensemble is committed to using the language of sexual orientation and gender identity to go beyond the specific labels but recognizes that this resource would be a lot longer without abbreviations.

4 - Open Hearts: Resources for Affirming Ministries in The United Church of Canada

Gender Identity is an individual's self-conception as being male, female, both or neither as distinguished from actual biological sex.

Gender Non-Conforming refers to those whose gender expression does not conform to prevailing gender norms.

Homosexual is used in a formal sense. Many people do not use the term to describe themselves, preferring words such as *gay* (men who love men) or *lesbian* (women who love women).

*Intersex*³ refers to people who may have atypical combinations of physical features that usually distinguish female from male—for example, someone with an XY chromosome who appears physically female, XX-male, genital ambiguity, or sex developmental differences. An intersex individual may have biological characteristics of both the male and female sexes. *Intersexuality* is a medical term introduced in the 20th century to refer to people who cannot be classified as clearly male or female.

Non-binary is an umbrella term used by those who do not identify as a man or a woman. Non-binary genders can be understood in a variety of ways. For some, their gender may feel like a combination of man and woman. Others have a sense of their gender being beyond the categories of man or woman. Still others may feel as though they do not identify with any gender at all. *Non-binary* may also refer to gender categories that are specific to a culture that recognizes more than two genders.

Pansexual is a term used to describe those who are sexually or romantically attracted to people regardless of sexual orientation or gender identity. Pansexual people may perceive themselves as gender-blind, meaning that gender and sexuality are not factors that determine their attraction to others. Considered as a subset of bisexuality and sometimes as a sexual identity in its own right, pansexuality refuses the logic of the gender binary.

Queer used to be a derogatory term, but this word is used, often in academic settings, to refer to those who do not conform to traditional gender and sexual stereotypes, constructs, or roles—for example, "queer studies" programs in universities, or "queer theology." Young LGBTQIA+ folk may often refer to themselves as queer. Queer can sometimes be an affectionate term between LGBTQIA+ people, although it can still be a derogatory term when directed against people.

Questioning is a word often used by youth who are in the process of coming out or are still discerning their sexuality, gender identity, or sexual orientation.

Sex as an adjective (in reference to someone's sex) usually refers to body and biology, as in male, female, intersex.

Sexuality or *sexual orientation* refers to a person's sexual desire, love interest, or affiliation—heterosexual, homosexual, bisexual, or asexual.

Trans and *transgender* are those whose assigned sex at birth is different from their gender identity or gender expression. Some cross-dressers and many intersex people identify as trans.

Transsexual is sometimes used to refer to someone who is transitioning from male to female or female to male, or someone whose biological sex does not match their felt or lived gender. For many people in the transgender community, however, it is seen as an outdated term, and primarily a medical term that pertains to gender-confirming surgery and/or hormone replacement therapy.

Two-Spirit came from the 1990 Native American/First Nations gay and lesbian conference in Winnipeg, and refers to First Nations people who fulfill one of many mixed or cross-gender roles found traditionally among many

Indigenous groups. A direct translation of the Ojibwe term *Niizh manidoowag*, "Two-Spirited" or "Two-Spirit" is usually used to indicate a person whose body simultaneously houses a masculine spirit and a feminine spirit. Many First Nations or Aboriginal people are not comfortable using this term, however. The term is not interchangeable with gay, lesbian, or other terms in the LGBTQIA+ initialism, nor is it appropriate for non-Indigenous people to use this word to describe themselves.