

ECORC Licensed Lay Worship Leaders (LLWL) NETWORK

April 4, 2022

Start: 7:05pm / Concluded: 8:30pm

Attending (13): Nancy Payne, Paul Kneebone, Kathleen Whyte, Lisa Norman, Tom Stobie, Shawn Pearce-Chambers, Robert Bennett, Richard Weigand, Darlene Hallett, Phyllis Tamlin, Karen Bates, Mark Sturman, Esther Warren

Regrets sent (5): Susan Pleasance, Debbie Sherwin, Evelyn Chambers, Diane McCracken, Ruth Olley

Chair this evening – and welcoming everyone: Nancy Payne

Acknowledging the Land: Nancy Payne

Opening Prayer: Kathleen Whyte

Welcome of our newest licensees: Kathleen Whyte and Lisa Norman – recently approved by ECORC Covenant Support Team! Will be formally conferred at the ECORC Fall meeting.

Approval of minutes from Jan. 24, 2022: Moved by Mark, seconded by Lisa.

Business arising from our last meeting

1. **License renewals** (Paul): Brief update from him. 19 packages received in full, 5 with missing documents and 5 which he hasn't received any materials yet. We are now past the March 31st deadline, so Paul needs any outstanding submissions "yesterday."
2. **News from March 24, 2022 LLWL Forum meeting** (Nancy/Kathleen/Paul/Richard/Karen): Covenant Support Team is primarily working hard on the many communities of faith with "squeaky wheels." Carol O'Neil has stepped down from LLWL Forum due to work requirements. Now 8 on our LLWL Forum, including two ministers, Pastoral Relations Minister and 5 LLWL's. Question raised about whether we need to add a replacement LLWL member, or possibly another minister? Not seen as necessary now, given the size of the group, but will be reviewed annually. Tom Stobie mentioned some possible interest from his wife (Rev. Janet Stobie) to serve on LLWL Forum at some point.
3. **Website updates:** LLWL list, recruitment (Paul) --- He has updated new content on the ECORC LLWL Forum and LLWL Forum Network tabs. Paul will check with Karen Wilson about also posting Sunday pulpit supply rate/mileage on Treasurer tab within ECORC website. **Somewhat related:** Scenario has come up when LLWL's home church does not pay the pulpit supply rate. Paul will amend the copy that such is covered --- pulpit supply rate is \$224 per Sunday, "including for LLWL's home church." Not including, of course, at nursing homes/etc., which is more of a volunteer outreach. Led into a broader conversation about conducting funerals. A LLWL can conduct such as a friend, not a LLWL. Also, of course, we need the approval of the minister in such community of faith scenario. Kathleen mentioned new book she bought --- *A Good Ending* by David Sparks. Robert brought up matter of preaching at home church more than once a year. Scenario of student minister vs. LLWL for summer Sunday preaching. For a LLWL, we need to preach at home church at least once a year, but can be more often – in fact, as much as required. *LLWL Forum will discuss this subject at their next meeting. Kathleen mentioned that presently CST is working on final details, then posting half-time position to assist David Timpson in his Pastoral Relations function.

4. **LLWL guidebook** (Nancy): This is the next big project for the LLWL Forum, after the present 2022 renewal process is completed.
5. **Terms of reference** (Nancy): Further discussions on Nancy's draft document. Nancy mentioned it some revised language, based on feedback at last LLWL Forum meeting. Moved by Mark, seconded by Richard. Approved.
6. **Update from national United Church – including GC (General Council) discussion on worship leadership (Kathleen Whyte):** [*Actually was discussed after two New Business items.] Including role of Designated Lay Minister (DLM)/Congregational Lay Minister (CLM)/Sacramental Elder & Licensed Lay Worship Leader (LLWL). Also matter of present maximum of 10 Sundays in any given community of faith in a calendar year, besides your own home congregation. Increasingly, becoming a real issue in particularly Saskatchewan and rural Ontario. The Manual states it should be under supervision of a minister. Also becomes a CRA issue. Example of Kathleen --- she has become member of Coe Hill and thus no limit to number of annual pulpit supply Sundays. Hired by local church, not region. This will all be discussed at this year's national meeting – with maybe some changes, may not. Paul will send out background document from recent meeting - now just a proposal. Vote will be at upcoming GC44 mtg.
7. **Compilation of worship resources** (Paul): He briefly mentioned distribution of latest version. This living process will continue going forward and re-issued/reposted as necessary.

New Business

1. **Topics for a training event/workshop in the fall:** Evening or weekend? Zoom vs. In-person? Topics? *We're asking all those not in attendance at this LLWL Network (as well as those that did attend) gathering to send Paul their preference on evening vs. weekend – Zoom vs. in-person --- by April 22nd.
 1) Presentation of couple of the parables. 2) Wider discussion on Resource Guide. 3) How to conduct a funeral or celebration of life service. 4) Sacramental Elder qualifications. 5) Open Hearts – Open Minds - Open Doors, with Indigenous theme. 6) Refresher on functions of various prayers we use. 7) Our role as LLWL in Order of Service – and how much can we move it. 8) Along the same lines, using other resources (i.e., screen & PowerPoint) to refresh Sunday service. 9) Agape Meal. 10) Preaching online, vs. in-person. 11) Biblical storytelling. *Email any other PD ideas to Paul ASAP.
2. **Local support groups** (Richard): He spoke about informal get together last fall with 5-6 others. Everybody left invigorated and renewed. Brought their own food and followed all health protocols. We all can do something similar in our own regional areas --- groups of 4-5-6 or more.

Next meeting Next Forum meeting is June 9th. Monday, June 20th is suggested next meeting date for this LLWL Network. Nancy is willing to chair next meeting --- suggested by Mark Sturman! She agreed to do so. We will defer until next meeting deciding on Chair and Co-chair for our next LLWL Network.

Closing prayer Lisa Norman.

Comments on Zoom CHAT during the meeting

From Me to Everyone 07:04 PM

in the traditional territory of the Mississauga of Scugog Island First Nation (MSIFN) here in Whitby.

From Kathleen Whyte to Everyone 07:43 PM

A Good Ending by David Sparks

From Mark Sturman (he/him) to Everyone 07:46 PM

I believe Worship Committee rather than M & P committee.

From Me to Everyone 07:52 PM

Same at my home church (Westminster UC in Whitby) --- pulpit supply is done by Worship Committee, not M&P. Our Treasurer issues the cheque, of course.

From Mark Sturman (he/him) to Everyone 07:55 PM

How can approval for exceptions be given while David is on Restorative Leave?

From Darlene Hallett to Everyone 07:55 PM

I seem to remember David Timpson saying that the \$224 rate as recommended, not mandated. Correct me if I'm wrong.

From Robert Bennett to Everyone 07:55 PM

Is Rosemary Lambie not in charge?

From Darlene Hallett to Everyone 07:56 PM

Bill Shields (er: Bill Sheaves) is taking David's position (at least on Covenant Support Team)

From Robert Bennett to Everyone 07:58 PM

Anyone know how David Timpson is doing health wise ???

Just an innocent question

From Kathleen Whyte to Everyone 07:59 PM

Rev Rosemary Lambie is the Executive Minister over the 3 eastern regions... and ours being one of them

From Mark Sturman (he/him) to Everyone 08:04 PM

The secretary does have the option of declining to run again.

Can we bring that up under new business tonight?

From Shawn Pearce-Chambers to Everyone 08:09 PM

Sacramental Elder Qualification

From Mark Sturman (he/him) to Everyone 08:11 PM

Is Michael allowed in if it's for women only?

From Darlene Hallett to Everyone 08:21 PM

It would be wonderful if Jan Stobie would lead a workshop in story telling!

Thanx everyone! Have to leave now.

From Tom Stobie to Everyone 08:23 PM

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--- Paul Kneebone, Secretary

Appendix 1

ECORC LLWL Terms of Reference (including Amendments after March 24,2020 LLW Forum meeting)

ECORC Licensed Lay Worship Leader Network

Membership: all Licensed Lay Worship Leaders and students training to become an LLWL, who live and plan to serve in the East Central Ontario region of the United Church of Canada

Purpose: an informal group to enable LLWLs and students to stay connected, share ideas and support each other in their ministry

Meetings: minimum of two a year, with two additional LLWL Forum-organized learning opportunities every year for professional development and personal spiritual growth

ECORC Licensed Lay Worship Leader Forum

Membership: a minimum of three LLWLs (one of whom may be a student) serving in the East Central Ontario region, a minimum of one ordained clergy serving in the region and the ECORC pastoral relations minister, to a maximum of eight members in total. The LLWLs serving on the Forum are chosen by members of the Network and should represent a range of geographical locations.

Purpose: overseeing the licensing and license renewal process for LLWLs in the East Central Ontario region. Members of the Forum conduct interviews with new LLWL candidates and recommend individuals for licensing and renewal to the Covenant Support Team, provides recommendations to the CST on policies and procedures related to the work of LLWLs, and receives and responds to input from the LLWL Network. The Forum helps ensure clear communication and accountability, linking LLWLs with other levels of the ECORC. The Forum supports the Network by organizing two learning opportunities a year for LLWLs and students. It is the main official channel of communication between the LLWL Network and the Covenant Support Team; LLWL members of the CST will also provide information to the Network.

Meetings: minimum of four a year in addition to any meetings required for the licensing of new LLWLs, organizing learning opportunities, etc.

Volunteer LLWL Network positions

The chair, co-chair and secretary of the LLWL Network are chosen by a vote of members of the LLWL Network present at the first meeting of a calendar year ending in an even number. Should a chair, co-chair or secretary opt not to renew their license or not have their license renewed by the Forum, they must step down from their position with the Network. In this event, there will be a special meeting of the Network to elect a replacement for the person who has stepped down.

Chair: This person must be licensed as an LLWL in the East Central Ontario region. The chair is responsible for drafting agendas for and chairing Network meetings. They may receive questions and suggestions from Network members at any time, and respond to these communications or take them to the Forum for discussion. A term as chair lasts two years, after which the person may not be elected as chair or co-chair for at least four years. The chair is automatically a member of the LLWL Forum.

Co-chair: This person may be an LLWL or a student who has completed at least three modules of the LLWL program. They fill in if the Network chair is unavailable for a meeting, in which case they may be responsible for drafting the agenda for that meeting. Provided they have become licensed by the time the chair's term ends, the co-chair will typically become chair when the chair's term expires. A term as co-chair lasts two years,

after which the co-chair will either become chair or step down from the role. If they choose to step down, they may not be elected as chair or co-chair for at least four years.

Secretary: This person must be licensed as an LLWL in the East Central Ontario region. The secretary is responsible for a wide range of tasks, including but not limited to: circulating agendas to Network members, taking notes at Network meetings and circulating to members, circulating minutes of the Forum to Network members, communicating requirements and timelines for license renewals, compiling Network members' renewal applications supporting material and forwarding them to members of the Forum, communicating important dates to Network members, responding to or forwarding inquiries from Network members, and, in consultation with the chair of the Forum, taking minutes for Forum meetings. A term as secretary lasts two years; a secretary may serve as many consecutive terms as they wish, but must be confirmed by a vote of the Network at the start of each term. The secretary is automatically a member of the LLWL Forum.

Appendix 2

44th General Council, February-August 2022

For Action GCE06 Ministry Leadership to Meet the Needs of the Church in the 2020s

- Page 1 of 6 GCE06 MINISTRY LEADERSHIP TO MEET THE NEEDS OF THE CHURCH IN THE 2020s

Origin: Executive of the General Council

- 1. What is the issue?** The 43rd General Council (2018) received several proposals in response to concerns that the vocational ministry needs of smaller, often rural, ministries are not being adequately met in these changing times.

As well, other issues related to designated lay ministry and licensed lay worship leadership were recognized as relevant to the concerns for vocational ministry service in rural and smaller communities. The Executive of the General Council directed the General Secretary to conduct a comprehensive study on these issues and develop a strategy for meeting the ministry needs of all communities of faith, including access to the sacraments. A task group was established in 2019 to engage in this comprehensive study. The task group has concluded that it is not reasonable to assume that every pastoral charge can have a pastorate without interruption (Basis of Union Section 10.10.2) as it might have been imagined or intended in 1925. The contexts and expectations in our communities, in Canadian society, and in ministry personnel lives have changed dramatically since union. Despite these changes, or because of them, even where our policies or expectations have not kept up, vibrant faithful ministry is happening in rural and smaller communities of faith, led by vibrant and faithful lay members and by generous, resilient, and theologically astute ministry personnel, active and retired. These proposals imagine that Section 10.10.2 of The Basis of Union can be fulfilled in new and different ways ninety-seven years later.

- 2. Why is this issue important?** The task group has understood the purpose of the Church is to be a community that embodies "*Christ's presence in the world*" [A Song of Faith], seeking to love God and to love neighbour. That purpose is lived out through its communities of faith. Those communities of faith are where the faith tradition is taught and nurtured, where "*gifts are shared for the good of all*" [A Song of Faith], where persons are strengthened to resist the forces in our world that would marginalize, exploit, and destroy. Christian tradition has seen the Church as an instrument "*of the loving Spirit of Christ*" [A Song of Faith] for the mending of creation. The church has said that we

believe that *“for the sake of the world, God calls all followers of Jesus to Christian ministry”* [A Song of Faith].

Each of us has a call that sets us apart for a particular task or tasks. Call can take different forms at different times in our lives. That call can be as a teacher, a pharmacist, a janitor, a nurse, a farmer, and the list goes on.

As a denomination, we have not honoured these various calls as much as we could, especially given some reflection in Scripture about the Church, reflection that reminds us of the variety of gifts God has given (e.g., I Corinthians 12). Some persons are called to exercise their ministry in and for the service of the Church.

Such leadership is necessary if the Church is to fulfill the role God has for it, by helping to create and nurture the community that teaches, comforts, confronts, serves, and witnesses to the wider world concerning God’s creating, redeeming, and abiding love. In the community of faith, some leadership is volunteer, involved in its educational, outreach, and governance activities, and accountable to the community of faith.

Some leadership is paid and accountable to the denomination. It focusses on equipping the saints for their ministry in the world.

Designated lay ministry was established by the 37th General Council in 2000 as a continued evolution of lay ministry. It was expected that it would meet the localized needs of smaller rural congregations, thus site-specific and time limited.

In practice, however, it opened vocational ministry to a significant cohort of called, faithful leadership that had previously felt that they had no access to vocational ministry, effectively establishing a third stream of paid accountable ministry largely indistinguishable in call and function from ordered ministry.

Most designated lay ministers describe a lifelong call to vocational ministry in the whole of the church. The church has been more than willing to bend the definitions and limitations of designated lay ministry to call up and appoint designated lay ministers into traditional pastoral ministry roles.

Remit Six authorized by the 42nd General Council, however, rejected the inclusion of designated lay ministry as a stream into the Order of Ministry. The task group and GCE have had to honour this decision of the church. This has left designated lay ministry in a sort of limbo.

Designated Lay Ministers are drawn on to fulfill all the functions of ministry in pastoral charges and in serving the wider church but are not granted the same status as ordered ministers. The designated lay ministry educational pathway/pedagogy is not dissimilar to that of other theological programs that integrate academic study and practice of ministry (for example, the **Centre for Christian Studies** and the summer distance program at the **Atlantic School of Theology**).

The task group concludes that there is a role for the original conception of designated lay ministry (from the 37th General Council) while noting there are educational avenues of theological formation for ordered ministry that were not as accessible in 2000.

The task group also heard that the designated lay ministry program was not accessible for some lay people who wish to offer trained ministry in their home communities of faith (often rural and/or smaller communities of faith).

These realities led the task group to recommend refocusing the Designated Lay Ministry program on the original intention to prepare paid accountable lay leaders for ministry in their home community of faith.

The task group and the GCE recognize the long and faithful ministry that current designated lay ministers offer to the church, in all councils of the church, and thus propose to the 44th General Council that the church develop pathways that recognize the experience, service, and commitment of individuals currently serving as designated lay ministers, in meeting the criteria for Testamur and, thus, **eligibility to be commissioned or ordained.**

These pathways to ordination or commissioning will be optional for current designated lay ministers.

- 44th General Council, February-August 2022 For Action GCE06 Ministry Leadership to Meet the Needs of the Church in the 2020s - Page 3 of 6 The full report of the task group may be found [here](#).

3. How does this proposal help us to live into our church's commitments on equity? The task group met from December 2019 through July 2021 and consulted with approximately 350 people from all regional councils:

§ lay leaders of congregations without ministry personnel for extended periods of time (two consultations with members identified by regional council ministers);

§ designated lay ministers (two consultations self-selected from an open invitation plus a survey [128 responses to the survey]);

§ diaconal ministers (with experience in rural and urban communities of faith identified by regional council pastoral relations ministers);

§ ordained ministers (with experience in rural and urban communities of faith identified by regional council pastoral relations ministers);

§ staff of field-based theological education programs (Atlantic School of Theology summer distance program for ordination; Centre for Christian Studies for diaconal ministry; program for designated lay ministry at St. Andrew's College);

§ community development capacity coordinators, regional pastoral relations and community of faith support ministers; § Indigenous Ministries and Justice and Indigenous Office of Vocation staff;

§ Christine Jerrett, Network and New Ministries Animator, General Council Office;

§ Éric Hébert-Daly, Ministères en français.

4. How might the General Council respond to the issue? ***Note: It is suggested that the General Council consider Section A and Section B separately.**

The Executive of the General Council proposes that the 44th General Council could:

A. Better Supporting Rural and Smaller Communities of Faith

1. Lay-led Communities of Faith

a) affirm the importance and value of “lay-led congregations” (a descriptive term, not a formal “class”, loosely describing a congregation without called or appointed ministry personnel for more than a year) continuing to be linked to the denomination and supported in governance by a regional council appointed pastoral charge supervisor;

b) oversight of any person paid for services (custodial, administrative, ministry, etc.).

2. Licensed Lay Worship Leaders

a) reaffirm that licensed lay worship leaders continue to be limited to worship leadership on an occasional basis, “occasional” determined by the regional council; 44th General Council, February-August 2022 For Action GCE06 Ministry Leadership to Meet the Needs of the Church in the 2020s - Page 4 of 6

b) revise the policy with respect to Licensed Lay Worship Leaders to require that where the community of faith requires a larger scope of service, or more than “occasional” leadership, than is within the scope of a licensed lay worship leader, the regional council work with the community of faith to develop either a collaborative ministry or a congregational designated ministry role with its attendant accountabilities and ensure adequate training and oversight of congregational designated ministry.

3. Congregational Designated Ministry

- a) revise the policy with respect to congregational designated ministers to require that
- i. if a congregational designated ministry position includes worship leadership the congregational designated minister must successfully complete the licensed lay worship leadership program of that regional council, or an equivalency determined by the regional council, and be a full member of The United Church of Canada;
 - ii. if the congregational designated minister is the primary individual leading worship, then they must be a full member of The United Church of Canada;
 - iii. revise Section I.1.11.4 d) of The Manual to delete the requirement that there be a ministry personnel appointed or called to the community of faith and replace it with the requirement that the regional council ensure that there is adequate and appropriate support and oversight of the ministry.

4. Pastoral Charge Supervisors

a) affirm the importance of the role of pastoral charge supervisors to nurture the connection with and support of the United Church with churches that do not have appointed or called ministry personnel;

b) direct the General Secretary, with the regional councils, to consider how the role of paid pastoral charge supervisors may support the development and evolution of collaborative ministries.

5. Technology

a) encourage regional councils to give priority to and encourage leveraging technology to support communities of faith in the provision of worship and pastoral care and for supporting oversight, supervision, and governance.

B. Designated Lay Ministry - in light of the rejection of the One Order of Ministry remit proposal in 2018:

1. For Current Designated Lay Ministers

- a) direct the General Secretary, in consultation with Designated Lay Ministers, to develop a proposal to enable current recognized Designated Lay Ministers to meet the Testamur requirements for ordering (commissioning or 44th General Council, February-August 2022 For Action GCE06 Ministry Leadership to Meet the Needs of the Church in the 2020s - Page 5 of 6 ordination). Such a proposal will recognize the lifelong vocational call of many current designated lay ministers; honour and value their many years of service to the church; and credit their theological education and formation for ministry. These criteria should form the basis for any prior learning assessment that may form part of such a proposal. Such a proposal should also take into account that there may be current recognized Designated Lay Ministers who already meet the criteria for Testamur and qualify for immediate transition into ordered ministry; and
- b) direct the General Secretary to consider recognition of status of Designated Lay Ministers who are retired.

2. For Future Designated Lay Ministers

- a) limit designated lay ministry to that which was conceived by the 37th General Council;
- b) refocus the designated lay ministry program to reflect the specific original focus;
- c) refocus designated lay ministry as a lay practice of ministry specifically on localized and time-specific appointment within their community of faith, or the current community of faith appointment;
- d) articulate the distinction between those called to ministry in the community of faith or pastoral charge where their membership resides and those called to life-long denominational vocational ministry;
- e) encourage the Board of Vocation and candidacy boards to direct people discerning a call to life-long church-wide ministry towards ordered ministry preparation and formation;
- f) the church stop “using” designated lay ministers as if they are ordered ministers with privilege of call, lifetime service throughout the church and recognition in retirement while at the same time restricting them to appointment, providing no status between appointments or in retirement, and paying them less;
- g) in consideration of the localized character of the practice of designated lay ministry, request that regional councils not approve appointments of designated lay ministers to communities of

faith that are not the home communities, or current site of appointment, of the designated lay minister.

3. For the body transmitting this proposal to the General Council: The United Church—through its faith statements, practices, and policies—has made theological affirmations about the paid, accountable ministry that is carried out in and for the service of the Church:

- God calls individuals to ministries of Word, Sacrament, Education, Service, and Pastoral Care.
- Call has both an inner dimension (the individual must believe themselves called to such a ministry by God) and an external dimension (others must see in the individual the gifts 44th General Council, February-August 2022 For Action GCE06

March 24th --- Emailed by Kathleen Whyte. Paul Kneebone then transferred to Word file, with some added formatting. Also, some shading was added.
