

**East Central Ontario Regional Council**  
**Meeting of the Assembly of Elders**  
**Friday, September 23, 2022 – 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. Lesley Hamilton	Member (departed at 12:10 PM)
Brian James	Member - Financial Administration
Pat Long	Member
Ted Meyers	Member
Rev. Paul Reed	Speaker, Member
Ian Robb	Member (departed at 1:05 PM)
William (Bill) Sheaves	Member
Rev. Lynn Watson	Member (departed at 11:30 AM)
Rev. Edward (Ned) Wells	Member
Sharon Hull	Corresponding Member - Minister for Spiritual Nurture, Respectful Relationship and Justice for all Ages
Rev. Rosemary Lambie	Member, Executive Minister
Rev. Darren Liepold	Corresponding Member, Pastoral Relations Minister
Joel Miller	Corresponding Member, Program Assistant to Executive Minister, Recording Secretary
Karen Wilson	Corresponding Member - Communications and Administration Assistant

**REGRETS/ABSENT**

Kaitlyn Ostrander	Member (Youth)
Rev. Wanda Stride	Member, Leading Commissioner, 44th General Council Commissioner
Kathleen Whyte	Member
Rev. Rodney Smith-Merkley	Corresponding Member - Minister for Respectful Relationship and Indigenous Justice

**Circle Time of Sharing** – All were invited to share.

**Opening Devotions and Recognize the Land** – Ian Robb reflected on his summer vacation and shared how he had visited many friends that went way back. Ian shared the story of Betty and George, and the health issues that they faced. Their faith bound them together as one, and serving the church and their love for each other helped to sustain them. During a church service, singing and praying seemed to take place more intently. The constant of church for them became the joy of their life during this crisis time in their life. 1 Corinthians 13:13 “And now these remains faith, hope and love, and the greatest of these is love.” The perfect triad. Ian reflected on the passing of Queen Elizabeth and as he listened to the comments about her, what stood out the most was how she loved. Ian closed morning devotion with a prayer for all peoples, focusing on the three tenants: faith, hope and love, and in particular love.

Paul Reed led the Land Acknowledgement, giving thanks for the years of stewardship of these treaty lands on which we reside, and called for a renewed commitment to work towards right relations and reconciliations.

**Appointment of an Equity Monitor for this Meeting**

**2022-09-23-001 MOTION** (T. Meyers/B. James) That the East Central Ontario Regional Council Assembly of Elders appoint Karen Wilson as Equity Monitor for this meeting. **CARRIED**

**Agenda**

**2022-09-23-002 MOTION** (I. Robb/L. Watson) That the East Central Ontario Regional Council Assembly of Elders accept the agenda as distributed with (OD) order of the day at 10:30 AM with Rev. Dan Hayward. **CARRIED**

**Minutes of June 24, 2022**

**2022-09-23-003 MOTION** (B. James/L. Watson) That the East Central Ontario Regional Council Assembly of Elders approves the Minutes of June 24, 2022 as circulated. **CARRIED**

**Minutes of June 30, 2022**

**2022-09-23-004 MOTION** (W. Sheaves/L. Hamilton) That the East Central Ontario Regional Council Special Assembly of Elders approves the Minutes of June 30, 2022 as circulated. **CARRIED**

**Minutes of July 4, 2022**

**2022-09-23-005 MOTION** (N. Wells/L. Hamilton) That the East Central Ontario Regional Council Special Assembly of Elders approves the Minutes of July 4, 2022 as circulated. **CARRIED**

**Minutes of email poll completed July 14, 2022**

**2022-09-23-006 MOTION** (I. Robb/L. Watson) That the East Central Ontario Regional Council Assembly of Elders approves the Minutes of email poll ending July 14, 2022.

*2022-07-14-001 MOTION (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders, having received confirmation of eligibility through Church Hub, approves the appointment of Rev. Louise Sams to Kingsview Pastoral Charge, 40 hours/week July 1, 2022 to February 3, 2023 CARRIED*

*2022-07-14-002 MOTION (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders, having received confirmation of eligibility through Church Hub, approves the re-appointment of Rev. Lyle Horn, retired, to Emmanuel Pastoral Charge, Peterborough 20 hours/week July 1, 2022 to December 31, 2022 CARRIED*

*2022-07-14-003 MOTION (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders, having received confirmation of eligibility through Church Hub, approves the re-appointment of Kaitlyn Ostrander SME (Supervised Ministry Education) candidate to Arden Pastoral Charge, 40 hours/week August 1, 2022 to July 31, 2023 CARRIED, Kaitlyn Ostrander abstains*

*2022-07-14-004 MOTION (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders, having received confirmation of eligibility through Church Hub, approves the change in negotiated terms for the Call of Rev. Marilyn Zehr with Maynooth-Madawaska Pastoral, 20 hours/week. CARRIED*

*2022-07-14-005 MOTION (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders, having received confirmation of eligibility through Church Hub, approves the re-appointment of Rev. Lynda Hodgins, retired supply, to Harmony Pastoral Charge, (Whitby/Oshawa area) 20 hours/week October 1, 2022 to May 31, 2023 CARRIED*

2022-07-14-006 *MOTION (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders, having received confirmation of eligibility through Church Hub, approves the re-appointment of Rev. Allan Reeve to Greenwood Pastoral Charge, Peterborough 20 hours/week as Outreach Minister, July 1, 2022 to June 30, 2023 CARRIED*

## CARRIED

### Correspondence

- a) June 23, 2022 (snail mail) Sarah Charters, United Church Foundation re appreciation for the funds donated to Mission and Service Endowment Fund from the disbanding of Trinity United Church in Peterborough (*for information*)
- b) June 26, 2022 (snail mail) Anne Whitehead, secretary Cardiff & Paudash Pastoral Charge re request to amalgamate Cardiff, St Mark's Paudash and Gooderham United Churches to create Phoenix Rising Pastoral Charge (*for action – IV 3h*)
- c) July 1, 2022 Rev. David King re response to the June 24 motions... Do you have any sense about who will initiate those discussions? (*for follow-up*)
- d) July 1, 2022 Rev. Svinda Heinrichs re resignation as PC Supervisor of Carlow following the Review (*for action –referred to CST*)
- e) July 12, 2022 Tom Worden, Ebenezer United Church re future directions (*for information – IV 3b*)
- f) September 7, 2022 Rev. Marlene Britton, Team Lead Policy and Programs for Ministry Personnel Ministry & Employment Unit re appointment of Rev. Caroline Penhale and Rev. Lillian Roberts to the Office of Vocation position (*for information*)
- g) September 7, 2022 Rev. Lynn Watson re confusion caused by Review decisions at Bancroft and Carlow (*for discussion*)
- h) September 10, 2022 Phyllis Lewis, Board Chair, Heritage Cemetery at Catarauqui re appreciation for generous donation to our Care and Maintenance Fund of the cemetery on church closing and help from Rev. Phil Wilson (*for information*)
- i) September 16, 2022 Bev Oag, Program Coordinator, Duty of Care and Incorporated Ministries re copied on correspondence with Camp Quin-Mo-Lac about updating Bylaws (*for information*)

Discussion: Eventually, the Assembly of Elders needs to be approved bylaws in the future when finalized.

- j) September 19, 2022 Steve Coles re St. Stephen's United Church Oshawa beginning process for disbanding (*for action – IV 3i*)
- k) September 21, 2022 Rev. Dan Hayward, re report of Lakefield and Young's Point (*for action IV 3g*)
- l) September 22, 2022 Marilyn Down, Ebenezer United Church re future directions (*for action – IV 3b*)
- m) September 22, 2022, Rev. Brenda Timpson, status update on the recovery of Rev. David Timpson (*for information*)

### Business arising grouped according to confirmed Guiding Principles

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

**Facilitation Team report** – plans for three evenings and Fri Oct 28 - Sat Oct 29 open to all ECORC. Tuesday September 27<sup>th</sup> Commissioners will be providing an information session, on October 5<sup>th</sup> Formation, Nurture and Justice/Anti-racism Forum will hold an information session and Mission through Property/ Finance will hold an information session on October 25<sup>th</sup>. The hope is to include people

remotely using technology at the general meeting on Oct 28-29 at Emmanuel United Church, Peterborough. The Facilitation Team is looking for volunteer(s) to lead worship.

Discussion: It was highlighted that many people will most likely not travel anymore, that Covid 19 is still a reality and technology will be depended on. It was suggested to consult with TUCC website to get more information regarding setting up technology.

**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 **Appendix A**

**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** – To do: Policy regarding supply, Update LLWL Handbook

ii) **Pastoral Relations** – William Sheaves

a) Covenanting Support Team – Change in Pastoral Relations

**Epsom-Utica Pastoral Charge**

**2022-09-23-007 MOTION** (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders, having received confirmation of eligibility through Church Hub, approves the appointment of Rev. Edith-Ann Shantz, retired supply at Epsom-Utica Pastoral Charge part-time 20 hours/week from September 1st, 2022 to June 30, 2023. **CARRIED**

**Westbrook Pastoral Charge**

**2022-09-23-008 MOTION** (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders, having received confirmation of eligibility through Church Hub, approves the appointment of Rev. Terrence Deline, retired supply at Westbrook Pastoral Charge. Part-time 10 hours a week from October 16, 2022-June 30, 2023. **CARRIED**

**Bobcaygeon-Providence Pastoral Charge**

**2022-09-23-009 MOTION** (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders, having received confirmation of eligibility through Church Hub, approves the appointment of Rev. Robert (Bob) Root, retired supply at Bobcaygeon-Providence Pastoral Charge, part-time 24 hours a week from September 1, 2022-June 30, 2023. **CARRIED**

**Little Britain Pastoral Charge**

**2022-09-23-010 MOTION** (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders, having received confirmation of eligibility through Church Hub, approves the re-appointment of Denise Boyd, DLM at Little Britain Pastoral Charge, part-time 24 hours a week from August 1, 2022-June 30, 2023. **CARRIED**

**Seymour Pastoral Charge**

**2022-09-23-011 MOTION** (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders, having received confirmation of eligibility through Church Hub, approves the appointment of Rev. Kirby Breithaupt, retired supply at Seymour Pastoral Charge part-time 24 hours per week from July 1, 2022-June 30, 2023. **CARRIED**

#### **Madoc Trinity Community of Faith**

**2022-09-23-012 MOTION** (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders, having received confirmation of eligibility through Church Hub, approves the appointment of Rev. Audrey Whitney, retired supply at Madoc Trinity Community of Faith part-time 20 hours per week from July 1, 2022-June 30, 2023 (This is Rev. Whitney's final year of appointment). **CARRIED**

Discussion: The Community of Faith is aware that this is to be Rev Whitney's final year.

#### **Trinity, Omeme Pastoral Charge**

**2022-09-23-013 MOTION** (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders, having received confirmation of eligibility through Church Hub, approves the appointment of Rev. Donald Green, retired supply at Trinity, Omeme Pastoral Charge, part-time 10 hours a week from July 1, 2022-June 30, 2023. **CARRIED**

Discussion: It was observed that 10 hours a week (with any Community of Faith) may be an indication that it is time to look at the sustainability of ministries. It was suggested that the Covenant Support Team communicate that Trinity, Omeme will need to work on its profile for next year.

#### **Crossroads Community of Faith, Kingston**

**2022-09-23-014 MOTION** (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders, having received confirmation of eligibility through Church Hub, approves the call of Rev. Sherry Fugard to the Crossroads Community of Faith, Kingston, full-time 40 hours a week effective November 28 2022. **CARRIED**

Discussion: Karen Wilson will send an invite to Sherry to attend the general meeting

#### **Norwood-Westwood Community of Faith**

**2022-09-23-015 MOTION** (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders, having received confirmation of eligibility through Church Hub, approves the appointment of Rev. Lynn Watson, ordained supply at Norwood-Westwood Community of Faith, 40 hours a week/fulltime from October 1st, 2022-June 30th, 2023. (L. Watson abstains). **CARRIED**

#### **Picton United Church**

**2022-09-23-016 MOTION** (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly names Rev. Rosemary Lambie, Executive Minister, as a commission of one, to review the eligibility and make a decision whether or not to grant Sacramental privileges to Brian Nicholson, retired DLM at Picton United Church, pending his appointment at Picton United Church. **CARRIED**

#### **Pastoral Charge Supervisors**

**2022-09-23-017 MOTION** (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders approves the appointments of the following Pastoral Charge Supervisors:

- Brian Nicholson, DLM to Cold Springs

- Rev. Mary Jane Hobden to Maple Grove UC
- Rev. Paul Reed to Cambridge Street UC Lindsay
- Rev. Lynn Watson to Coe Hill, St. Ola and the Ridge Pastoral Charge

**CARRIED**

ORDER OF THE DAY 10:30 AM

**Supporting the life of Communities of Faith where ministry takes place**

**Lakefield and Young's Point** – OD with Rev. Dan Hayward 10:30 AM

- See Rev. Dan Hayward's report as **Appendix B**

**2022-09-23-018 MOTION** (I. Robb/B. James) That the East Central Ontario Regional Council Assembly of Elders, having received the report of Rev. Dan Hayward, affirms Young's Point United Church as a single-point pastoral charge, encourages them to have further conversation to find relationship with another Pastoral Charge, that the pastoral charge will be in good standing as long as they continue meet their obligations of paying assessment, paying their Supervisor and paying pulpit-supply and travel at the general council rates, and that they adhere to the LLWL and pulpit supply policies of the Regional Council. **CARRIED**

**2022-09-23-019 MOTION** (I. Robb/B. James) That the East Central Ontario Regional Council Assembly of Elders, having received the report of Rev. Dan Hayward, affirm Lakefield United Church as a single-point pastoral charge, and affirm the continued called ministry of Rev. Kerrie Perry. **CARRIED**

Discussion: A new position description with the terms of the call to Rev. Kerrie Perry. A new governance structure is expected to come from Young's Point in the near future, for acceptance by the Assembly of Elders.

Rev. Dan Hayward was thanked for all of his work in this particular situation and for the help he provided throughout the past year.

**VAM**

**2022-09-23-020 MOTION** (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders receives for information the list of names of Voluntary Associate Ministers (retired ministry personnel not appointed, or engaged in ministry not recognized as 'community of faith') for July 1, 2022- June 30, 2023.

East Central Ontario Regional Council			
2022-23 Voluntary Associate Ministers (VAM)			
First name	Last Name	Community of Faith	Status
Anne Gowans	Blinn	Bridgenorth United Church	Pending: Annual Declaration 2022
Kahterine	Edmison	Wooler United Church	On the Registry
Caroline	Giesbrecht	St. Mark's United Church (Cannifton)	On the Registry
Katherine	Gregory	Trenton United Church	On the Registry
Nadene	Grieve-Deslippe	Cooke's-Portsmouth United Church	On the Registry
Svinda	Heinrichs	St. Andrew's Bethel (Maynooth) - St. Pauls St. James (Madaswaska)	On the Registry
David	Jones	Pickering Village United Church	On the Registry
Nancy	Lester	Trinity United Church (Cobourg)	On the Registry
Jeanette	Millar	Trinity United Church (Cannington)	Pending: Annual Declaration 2022
Bain	Milroy	Keene United Church	Pending: Boundaries; Annual Declaration 2022
Don	Misener	Zion United Church (Kingston)	Pending: Annual Declaration 2022
David	Mundy	Trenton United Church	On the Registry
Bill	Peacock	Greenwood United Church	On the Registry
Lynda	Price	Zion United Church (Kingston)	On the Registry
Joe	Ramsay	Trinity United Church (Napanee)	On the Registry
Robert	Root	Grace United Church (Peterborough)	On the Registry
William	Smith	St. Mark's United Church (Cannifton)	On the Registry
Steve	Spicer	St. Mark's United Church (Cannifton)	On the Registry
Janet	Stobie	Keene United Church	On the Registry
Kathleen	Walton	Faith United Church (Kingston)	On the Registry
David	Watson	Gooderham United Church	Pending: Annual Declaration 2022
Hal	Wilson	Rednersville Albury United Church	Pending: Boundaries; Annual Declaration 2022
Jean	Wilson	Castleton Grafton United Church	On the Registry
Ruth	Wood	St. Andrew's By-The-Lake United Church	On the Registry; DLM retired; Marriage license 54693
John H.	Young	St. Mark's United Church (Cannifton)	On the Registry
Dan	Yourkevich	Westminster United Church (Whitby)	On the Registry

**CARRIED**

Discussion: it was noted that if a DLM is active when they retire, they can retain their licence, but if they don't retire from an active appointment, they lose the licence when the appointment ends and therefore don't have a licence. Ruth Wood retired from an active appointment so can keep the licence.

**iii) Covenant Support Team Chair**

- a) Report from Liaison Forum – Darren provided an oral report on New Hope and Rural Faith, the suitability of the manse and the pastoral relationship between Rev. Lesley Hamilton relations and New Hope United Church. Technical incapacity in some Communities of Faith in regards to T4 and ADP, there needs to be a solution or policy to provide a solution.

**2022-09-23-021 MOTION** (T. Meyers/P. Long) That the East Central Ontario Regional Council Assembly of Elders express its concern between the pastoral relationship between New Hope and Rev. Lesley Hamilton, and direct the Covenant Support Team, Mission through Property and Finance Team, The Regional Council Pastoral Relations Minister to meet with Rev. Lesley Hamilton and to make recommendations to the Assembly of Elders no later than October 7<sup>th</sup> 2022. **CARRIED**

Discussion: Ted with do a manse review. T4 needs to confirmed by National Church. Ministry Personnel Emergency Fund may need to be acted on. Paul offered prayer for support as deliberations take place and recommendations come forward.

- b) Licensed Lay Worship Leaders Forum – Darren provided an oral report that GC is pushing for lay led conversation, Congregational Designated Ministers could have outside supervisors, LLWL policies up to Regional Council to determine – currently the RC has its policy; there have been verbal exceptions made, but not by motions. The Covenant Support Team is asking the Regional Council to affirm its Policy calling an end to exceptions to the policy by June 30<sup>th</sup> 2023.

**2022-09-23-022 MOTION** (W. Sheaves/L. Hamilton) That the East Central Ontario Regional Council Assembly of Elders affirm its current Licensed Lay Worship Leaders Policy and that the renewal of Licensed Lay Worship Leaders licenses in 2023 will require full compliance. **CARRIED**

- c) Retirees Forum –

*This Forum will be meeting on October 4<sup>th</sup> to discuss future monthly meetings with the 170 or so retired clergy from which we draw in our ECORC area. Attendance at previous meetings has been disappointing and we need to review why and how we can change this to a more positive attendance. It has not been for the lack of effort by the guiding team that we find ourselves in this position of review. New ideas/initiatives will be forefront on our minds as we get together on October 4th. To discuss monthly open meetings - respectfully submitted by Ian Robb.*

#### iv) Supporting the life of Communities of Faith where ministry takes place

##### ON-GOING concerns –

- a) Chalmers Commission: continuing to work with Rev. David King to August 1, 2023. Darren and Bill will follow up.

- b) **Ebenezer – Maple Grove**

2022-09-23-000 MOTION (/) That the East Central Ontario Regional Council Assembly of Elders receives the future direction plans of both Ebenezer and Maple Grove, and concurs with the request to disband the pastoral charge, creating two separate communities of faith, known as Ebenezer United Church and Maple Grove United Church, effective December 31, 2022 following the disbursement of the shared financial resources.

**2022-09-23-023 MOTION** (I. Robb/W. Sheaves) That the East Central Ontario Regional Council Assembly of Elders defer the above motion until there is agreement on the dispersal of the financial assets. **CARRIED**

It was decided to defer the above motion until a copy of the minutes of congregational meetings to confirm agreement of financial split of 66%-33% by both communities of faith (as recorded The Future Directions meeting minutes).

Discussion: Bill reported that the original agreement of assets would be a 66%-33% split, now the trustees are asking for a 75%-25% split of assets based on representation by membership. It was reiterated that following the sale of manse the proceeds from the sale were 66%-33% split.



Susan Jackson and Erik Matheson from the General Council office will need to be informed such that CRA can be officially notified, and new charitable status be established.

- c) **Coe Hill-St Ola-The Ridge Pastoral Charge** – Darren provided an Oral report. Brian provided an oral report about his meeting with The Ridge. No action was taken at this time.
- d) **Bancroft/Carlow Pastoral Charge** – Darren reported orally that a meeting will take place next Wednesday. No action was taken at this time.
- e) Maple Lake United Church – in process with Max
- f) A Spring Brook United Church – pending
- g) **Lakefield and Young's Point** (see order of the day at 10:30 AM)
- h) **Cardiff & Paudash Pastoral Charge and Gooderham United Church**  
**2022-09-23-024 MOTION** (I. Robb/B. James) That the East Central Ontario Regional Council Assembly of Elder acknowledge receiving the request from Cardiff, Paudash and Gooderham United Churches, and refers the request to amalgamate, creating Phoenix Rising Pastoral Charge to the Mission through Property, Finance Leadership Team and Covenant Support Team for more information (buildings, mission, finances) and recommendation. **CARRIED**
- i) **St. Stephen's United Church Oshawa**  
**2022-09-23-025 MOTION** (T. Meyers/I. Robb) That having received a request from St. Stephen's United Church, Oshawa, the East Central Ontario Regional Council Assembly of Elders refers the request to guide the disbanding process to the Mission through Property and Finance Leadership Team. **CARRIED**
- j) **Janetville United Church**  
- See New Governacne Structure of Janetville United Church as **Appendix C**  
**2022-09-23-026 MOTION** (T. Meyers/B. James) That the East Central Ontario Regional Council Assembly of Elders approves the newly revised Constitution for Janetville Pastoral Charge, comprised of Janetville United Church and Mount Horeb United Church. At a combined Annual Official Board and Congregational meeting held on July 31<sup>st</sup> 2022, they unanimously selected The Mission Team Model to be the new governance model. **CARRIED**

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

**Mission Support Grants**

**2022-09-23-0267 MOTION** (T. Meyers/B. James) That the East Central Ontario Regional Council Assembly of Elders approves the recommendation of the Mission through Property and Finance Leadership Team to use portions of the income from ECORC investments to top up the shortfall between Funds provided from The United Church of Canada and the requests for grants, and will recommend to the October 28-29 General Meeting. **CARRIED**

**2022-09-23-028 MOTION** (T. Meyers/B. James) that the East Central Ontario Regional Council Assembly of Elders approves the recommendation of the Mission through Property and Finance

Leadership Team for the following 2023 Mission Support Grants, and recommends to the October 28-29 General Meeting:

1. Grand River Spiritual & Educational Resources - a 2023 Mission Support Grant of \$8,000 for Grand River Spiritual & Educational Resources.
2. Places for People, Haliburton County Inc. - a 2023 Mission Support Grant of \$1,000 for Places for People, Haliburton County Inc.
3. Abbey Retreat Centre - a 2023 Mission Support Grant of \$7,000 for Abbey Retreat Centre.
4. Quinte Health Care Corporation Spiritual Health Services - a 2023 Mission Support Grant of \$5,000 for Quinte Health Care Corporation Spiritual Health Services.
5. Bedford House Community Ministry - a 2023 Mission Support Grant of \$25,000 for Bedford House Community Ministry c/o Greenwood United Church Peterborough.
6. Five Oaks Christian Workers Centre - a 2023 Mission Support Grant of \$8,000 for Five Oaks Christian Workers Centre.
7. Quinte Deaf Fellowship Belleville - a 2023 Mission Support Grant of \$25,000 Quinte Deaf Fellowship Belleville.
8. Camp Quin-Mo-Lac - a 2023 Mission Support Grant of \$37,000 to Camp Quin-Mo-Lac.
9. Old Hay Bay Church - a 2023 Mission Support Grant of \$6,000 to Old Hay Bay Church.

### **CARRIED**

#### **Mission through Property and Finance –**

- See Financial Statements (2022 budget, actuals and proposed 2023 budget) as **Appendix D**

**2022-09-23-029 MOTION** (T. Meyers /B. James) That the East Central Ontario Regional Council Assembly of Elders receive the financial statements (2022 budget, actuals and proposed 2023 budget) and recommend 2023 proposed budget to the Regional Council General Meeting on October 28-29, 2022.

### **CARRIED**

Discussion: The 2023 budget will be printed and ready for distribution at the general meeting on October 28-29.

#### **St Ola United Church**

**2022-09-23-030 MOTION** (T. Meyers /B. James) That the East Central Ontario Regional Council Assembly of Elders approves the request (Schedule A) of St Ola United Church to list/sell the real property, the legal description of which is Township of Limerick, County of Hastings, being Part of Lot 10, Concession 1 and the municipal address of which is 787 St. Ola Road, Gilmour, ON K0L 1W0. Property excepting the free-standing bell, outhouse, and the moveable contents of the church to be sold or otherwise dealt with at the discretion of the Trustees. Property will be listed with Steve Lesak of Reva Realty Inc with an asking price of \$150,000 and a 5% commission rate plus HST with a flexible closing date.

Distribution of proceeds from sale according to ECORC policy Regarding Proceeds from the sale of Property:

1. Distribution of funds as per the ECOR policy for a church disbanding.
  - a. 10% to the United Church Indigenous Ministry
  - b. 10% to Toronto United Church's Sustainable Energy Fund
  - c. 20% to ECORC COF Assistance Fund
  - d. 20% to United Church of Canada Mission and Service Fund
  - e. 40% to directed for the purposes within the United Church of Canada as recommended by the COF and approved by the ECORC **Unknown at this time** To be determined and the Regional Council – Mission Through Property & Finance will be advised)

### **CARRIED**

#### **Roblin United Church**

**2022-09-23-031 MOTION** (T. Meyers/B. James) That the East Central Ontario Regional Council Assembly of Elders approves the request (Schedule A) of Roblin United Church to list/sell the real property, the legal description of which is PT LT 22 CON 9 RICHMOND AS IN RH3939; GREATER NAPANEE, and the municipal address of which is 3271 County Road 41, Greater Napanee pursuant to an agreement between the Board of Trustees of Roblin United Church, a congregation of The United Church of Canada, dated the 07 day of September 12, 2022 and subject to Regional Council approval, the terms of which are as follows:

1. For a listing with Wade Mitchell, Owner/Broker Exit Realty Acceleration (32 Industrial Blvd Napanee, K7R 4B7) the terms would include the recommended asking price of \$199,000.00 and a 4% commission rate with a flexible closing date.
2. In the case of transactions generating proceeds to the following disposition of the proceeds arising from the transaction: as per the "Policy Regarding Proceeds from the sale of Property" not disbanding for The East Central Ontario Regional Council:
  - a. 10% be remitted to the United Church of Canada for the on-going support of Indigenous Ministry.
  - b. 10% be remitted to the Eastern Central Ontario Regional Council to support the Mission Strategy of the Regional Council. - ECORC COF Assistance Fund
  - c. 10% be remitted to the United Church of Canada Mission and Service Fund for on-going support of the ministry of the wider church.
  - d. 70% yet to be determined by the congregation as pursuant to the Regional Policy.

### **CARRIED**

#### **Roslin United Church**

**2022-09-23-032 MOTION** (T. Meyers/B. James) That the East Central Ontario Regional Council Assembly of Elders approves the request (Schedule A) of Roslin Trinity United Church to list/sell the real property, the legal description of 157 Roslin Road, Roslin Ontario, PT 3, Plan21R – 3500, Pt oaszzzf Pt 2 - Plan 21R – 850 (Main Church Area) pursuant to an agreement between the Board of Trustees ( Robert Smith, Keith McConnell and Murray Lockwood) of Roslin Trinity United Church, a congregation of The United Church of Canada, dated the 14 day of September 12, 2022 and subject to Regional Council approval, the terms of which are as follows:

1. For a listing with Ted Cassidy of Re/Max Quinte Ltd Brokerage the terms would include the recommended asking price of \$225,000 and a 5% split between selling and buying agents commission rate (Donation of 25% of Ted Cassidy's commission) with a flexible closing date.
2. In the case of transactions generating proceeds to the following disposition of the proceeds arising from the transaction: as per the "Policy Regarding Proceeds from the sale of Property" not disbanding (Amalgamating with Thomasburg United Church) for The East Central Ontario Regional Council:
  - a. 10% be remitted to the United Church of Canada for the on-going support of Indigenous Ministry.
  - b. 10% be remitted to the Eastern Central Ontario Regional Council to support the Mission Strategy of the Regional Council. - ECORC COF Assistance Fund
  - c. 10% be remitted to the United Church of Canada Mission and Service Fund for on-going support of the ministry of the wider church.
  - d. 70% yet to be determined by the congregation as pursuant to the Regional Policy.

**CARRIED****Trinity United Church Bowmanville**

**2022-09-23-033 MOTION** (T. Meyers/B. James) That the East Central Ontario Regional Council Assembly of Elders approves Final Distribution of Funds for Trinity United Church Bowmanville (Estimated at \$74,000) following their disbandment on June 30, 2022 as follows:

1. 10% designated for ongoing support of Indigenous Ministries
2. 10% designated to the United Church of Canada Mission and Service Fund
3. 15% designated to the ECOR Mission Strategy Fund that includes 5% shared for community ministries - B.L.U.E. (Building Lives Up Everywhere) based with St. Paul's United Church Bowmanville and Salvation Army Bowmanville Food Bank
4. The remaining amount would be distributed as stated in the following congregational motion from June 15, 2022. That Trinity United Church, Bowmanville recommends to ECOOC that the remainder of funds following the specific designations stated above be divided equally among Bowmanville Hospital Foundation, Durham Region Hospice-Clarington and Camp Quin-Mo-Lac.

**CARRIED****Kindred Works Status Update**

**2022-09-23-034 MOTION** (T. Meyers/B. James) That the East Central Ontario Regional Council Assembly of Elders receives for information the list of communities of faith currently working with Kindred Works to re-purpose the church property.

Trinity United Church - Bowmanville	In Progress
Dunbarton Fairport United Church - Pickering	In Progress
Trinity United Church - Uxbridge	In Progress
Cedar Dale United Church - Oshawa	In Progress
St Andrews United Church - Beaverton	In Progress
St Johns United Church - Campbellford	In Progress
Faith United Church - Courtice	In Progress
Darlymple Sebright - Sebright	In Progress
Marks Street United Church - Peterborough	In discussions

**CARRIED**

**Distribution of Funds from Property Sales**

**2022-09-23-035 MOTION** (T. Meyers/B. James) That the East Central Ontario Regional Council Assembly of Elders receives for information the list of communities of faith that have closed since 2020 and donated financial resources for the work of the wider church and community.

Date	Pastoral Charge	Indigenous Ministries	ECOR Mission Strategy	UCC Mission Service Fund	TUCC Sustainable Energy Fund
2020 Dec	Cherry Valley cemetery and investments		49,494		
2021 Jan	Carmel UC	15,682	31,298	31,298	15,682
2021 Jan	Warsaw UC	15,229	30,458	30,458	15,229
2021 Feb	Glenora	56,479			
2021 Aug	Sanford-Zepher (manse)	67,835			
2021 Oct	Orono UC	91,882			
2022 Dec	Empy Hill UC	25,000		25,000	
2022 July	Trinity UC Ptbo (initial)	60,000	125,000	125,000	60,000
2022 June	Trinity UC Ptbo (Final)	149,985	299,700	149,985	299,700
<hr/> <hr/>					
Total	1,770,392.76	482,092	535,950	361,741	390,611

**CARRIED**

**VI.** *ECORC events take place in a variety of geographic locations within our Region throughout the year*  
2022-09-23-000 MOTION (/) That the East Central Ontario Regional Council Assembly of Elders concurs with the direction and proposal created at the Eastern Central Ontario Regional Council (ECORC) of The United Church of Canada (UCC) Kingfisher Bay Retreat, where participants affirmed the challenges made by the Government of Canada to partner with Indigenous Peoples in the spirit of Reconciliation by issuing the following petition for action.

1. Walking together and listening in humility and with respect, acknowledging historical truth, Reconciliation challenges us to move forward together for the sake of all our relations, for future generations.
2. As members of The United Church of Canada, it is our commitment theologically, socially, economically, and ethically to educate ourselves about the truth (true history), to honour Indigenous Peoples as members of our family and follow Jesus's commandment to love one another as

ourselves, be relevant to young people, to create a better society for us all -- so that each of us will be happy, healthy and whole.

3. To partner with Indigenous Peoples for the purposes of reconciliation, we propose that The United Church of Canada seek a partnership with Toronto Metropolitan University by developing an endowment project called the Saagajiwe Endowment Fund that establishes storytelling education projects in any media for young people.

Discussion: The motion above was deferred to next meeting

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

**i) Formation, Nurture and Justice**

- See minutes from meeting held on September 15<sup>th</sup> as **Appendix E**

- a) **Team Progress report** – Assembly of Elders representative, Ned Wells provided and oral report. Patricia Long also provided an oral report.
- b) **Report from Supporting Staff Member** - Report of the Minister for Spiritual Nurture, Respectful Relationship and Justice for all Ages; see **Appendix F**.
- c) **Social Justice Network of Ontario Regional Councils** – see **Appendix F**.
- d) **Affirm Forum** –

ii) **Doing Mission Together Priority Grants** – grants were passed; see **Appendix F**.

iii) **Clusters and Network News** – work is ongoing; see **Appendix F**.

**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** – Rev. Rodney Smith Merkley provided a written report:

*The indigenous justice and respectful relationship forum had a day long retreat on September 7 at the home of Helmut Enns. We spent the morning talking about our purpose, and in the afternoon about some of the details of our work. I appreciate working with this wonderful group of folks!*

*I recently was a resource to the women's retreat at Kingfisher Bay, from which the assembly of elders will be receiving some steps for action (Rosemary and Sharon were there too!).*

*Newsletters have been prepared around the national day of truth and reconciliation Sept. 30, and Orange Shirt Day this Sunday, thanks Karen.*

*An event for Youth and young adults at Curve Lake this Sunday has been postponed a week Due to illness of elder Dorothy Taylor who is bringing water teachings, and her husband Mark who will be providing lunch!*

*I have been working with Westminster United Church around their land acknowledgement plaque. With Rev Michelle Robinson I will be hosting a talking circle at the church prior to a big drum social on October 8 hosted by the Carea community health center.*

*I would offer to work with the planning team of our regional meeting to have an indigenous leader welcome us to the territory when we meet in Peterborough at the end of October. I have had some preliminary conversation with Rev. Nancy Wilson about Hiawatha chief Lori Carr joining us should that be the desire of the Regional council. Nancy wondered if she might "zoom in" to the meeting, as she is away at a course at that time.*

*We also hope to have a display area for print and video resources that are currently housed at Bridgenorth United Church, and host a showing of the film Frontrunners at Mark St. United Church on October 27.*

*Towards Being Good Relations, Rodney*

**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

**First Third Ministry** – Report from Supporting Staff Member, see **appendix F**

**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 Elders representative – Team has not yet met

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

**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** – Nothing to report at this time.

**New Business** – New bylaws for Camp Quin-Mo-Lac will need to be approved by the Assembly of Elders when finalized.

**Opening worship for November meeting** – Rev. Darren Liepold

**Equity Monitor Report** – Karen will provide a written report following the meeting.

**Motion to adjourn**

The Chair declared the meeting adjourned at 1:40 PM.

**Closing Prayer** – Paul Reed closed the meeting with prayer.

**Next Meeting Dates** -Friday Oct 28 - Saturday Oct 29 ECORC RC - save the dates  
-Friday November 25 9:00 to noon ZOOM

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Rev. Paul Reed  
Speaker

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Rev. Rosemary Lambie,  
Executive Minister

### **Appendices**

Appendix A	Communications Report	Page 17
Appendix B	Lakefield and Young's Point – Report from Rev. Dan Hayward	Pages 18-23
Appendix C	New Governance Structure of Janetville United Church	Pages 24-27
Appendix D	Financial Statement (2022 budget, actuals, proposed 2023 budget)	Pages 28-30
Appendix E	Formation, Nurture and Justice – Minutes of meeting held on September 15 <sup>th</sup>	Pages 31-33
Appendix F	Report of the Minister for Spiritual Nurture, Respectful Relationships and Justice with All Ages	Pages 34-35



## Appendix A

### Assembly of Elders Meeting - Friday, September 23<sup>rd</sup> at 9am

#### Communications Summary Report

##### Meetings Attended in September:

- KAIROS Blanket Exercise
- Dynamics Training Session with Jayne King and Rev. Darren Liepold
- UCC Pastoral Relationships Thriving with Equity project (looking for input from Communications and various staff as well)
- Facilitation Meeting re: Fall Business Meeting
- Support Staff for Equity Team Meeting
- Tech Support for Liaisons 101 Workshop
- Support Staff for Senior's Advocacy Group
- Assembly of Elders Meeting

##### Communications:

- Rev. Rosemary Lambie's Retirement news was sent out to all three Regional Councils on September 1<sup>st</sup>. The job posting has been posted in our newsletter and website as well as social media.
- Registration has been sent out for the upcoming ECORC Information Sessions prior to our Fall Business Meeting and I am working on following up with catering.
- I am seeing more people have joined both our public and private Facebook groups and I am encouraging them to use these platforms to promote their events etc.
- Feedback tells me that our newsletter subscribers are enjoying the new addition of "Sharing Circle" that I added and I continue to encourage people to share their stories.

##### Other:

- "A Conversation with Rev. Murray Pruden" video is now captioned and uploaded to ECORC YouTube channel and I am now focusing on other videos that need to be captioned and uploaded to our YouTube channel.

##### Upcoming Plans and Goals:

- I will be contacting Chairs of Teams and Forums to meet over Zoom to look at and update their webpages over the fall.
- Our website has been upgraded and our Events page looks a little different. I am planning to do a video tutorial that will help encourage people to upload their own events which I will then preview and post.

*Karen Wilson*

## Appendix B

**The Ongoing Viability of the Young's Point and Lakefield Pastoral Charges**  
**Report to the Assembly of Elders, East Central Ontario Regional Council**  
**By Rev. Daniel Hayward UE**  
**September 23, 2022**

On December 17, 2021, Rev. Rosemary Lambie, Executive Minister of the East Central Ontario Regional Council, wrote to the Lakefield and Young's Point congregations (then part of the Lakefield Young's Point Pastoral Charge), to inform them of decisions made by the Assembly of Elders. The letter read in part:

The East Central Ontario Regional Council Assembly of Elders had considerable discussion about the state of the Lakefield Young's Point Pastoral Charge on November 26, 2021, based upon many letters, phone calls and documents received during the past year.

A letter was sent to the Young's Point United Church with a request for responses by Tuesday, December 7, 2021. The responses were shared in their entirety with the Assembly of Elders.

At a special meeting called on December 10, 2021, the East Central Ontario Regional Council Assembly of Elders addressed the situation regarding the Lakefield-Young's Point Pastoral Charge, making the following decisions, decisions that will affect both communities of faith:

*Whereas the East Central Ontario Regional Council Assembly of Elders has been receiving concerns regarding the Young's Point United Church since November 2020 from various sources;*

*Whereas in September 2021 the Regional Council received a formal request from the Lakefield congregation to immediately change the boundaries of the Lakefield Young's Point Pastoral Charge, separating Lakefield from Young's point;*

*Whereas the Young's Point United Church members have responded to the November 27, 2021 motion, clearly requesting for an opportunity to continue as an active community of faith; with those members not in leadership positions unaware of the extent of the challenges;*

*Whereas the East Central Ontario Regional Council Assembly of Elders has reservations about the ability of the Young's Point congregation to undertake necessary changes to function in accordance with the United Church polity;*

*Whereas the East Central Ontario Regional Council Assembly of Elders recognizes that Young's Point United Church has experienced various governance challenges during the pandemic, including limited access to technology for meetings, the inability to meet in person for leadership elections, and the absence of the minister for medical reasons, and further Young's Point United Church has demonstrated a need for instruction to meet the requirements to remain in good standing as a body of The United Church of Canada;*

*Whereas the East Central Ontario Regional Council Assembly of Elders has been made aware that there is a potential dispute regarding ownership of the Young's Point United Church and does not want to engage either party in a legal encounter while documents are being assessed;*

***a) Disbanding the current Pastoral Charge***

***2021-12-10-045 MOTION (D. McLean/B. James) That the East Central Ontario Regional Council Assembly of Elders, having received a formal request from the Lakefield congregation to change the boundaries of the Lakefield Young's Point Pastoral Charge, separating Lakefield from Young's Point,***

*concur with the request to disband the Lakefield Young's Point Pastoral Charge, creating two separate pastoral charges; Lakefield United Pastoral Charge and Young's Point United Pastoral Charge effective January 1, 2022. **CARRIED***

***b) Provide Governance Support***

**2021-12-10-046 MOTION** (P. Wilson/B. James) *That the East Central Ontario Regional Council Assembly of Elders authorizes Rev. Dan Hayward to provide governance support to the Lakefield United Church congregation effective January 1, 2022, and report to the Assembly of Elders at regular intervals. A report submitted in Sept 2022, shall outline the on-going viability of the community of faith, and confirmation of understanding of, and compliance with, United Church polity. The Assembly of Elders to make decision on the viability and future of the Lakefield Pastoral Charge as determined by the assessment of the mission strategy, governance model, financial capacity, capacity for call or appointment of ministry leadership. **CARRIED***

**2021-12-10-047 MOTION** (I. Robb/W. Sheaves) *That the East Central Ontario Regional Council Assembly of Elders authorizes Rev. Dan Hayward to provide governance support to the Young's Point United Church congregation effective January 1, 2022, and report to the Assembly of Elders at regular intervals. A report submitted in Sept 2022, shall outline the on-going viability of the community of faith, and confirmation of understanding of, and compliance with, United Church polity. The Assembly of Elders to make decision on the viability and future of the Young's Point Pastoral Charge as determined by the assessment of the mission strategy, governance model, financial capacity, capacity for call or appointment of ministry leadership. **CARRIED***

***c) Ministry***

***Lakefield United Church***

**2021-12-10-048 MOTION** (L. Watson/M. Fortin) *That the East Central Ontario Regional Council Assembly of Elders, having received confirmation of eligibility through Church Hub, approves the appointment of Rev. Bryan Ransom to Lakefield United Church, Lakefield part time (15 hr/week) effective January 1, 2022 for worship leadership and emergency pastoral care to cover the medical leave of the Rev. Kerrie Perry. **CARRIED***

***Lakefield United Church***

**2021-12-10-049 MOTION** (P. Wilson/W. Sheaves) *That the East Central Ontario Regional Council Covenant Support Team will consult with Rev. Dan Hayward and Rev. Bryan Ransom to determine whether a Pastoral Charge Supervisor is required to work at Lakefield United Church to ensure quorum for governance and meetings effective January 1, 2022 until the return of the Rev. Kerrie Perry. **CARRIED***

***Young's Point United Church***

**2021-12-10-050 MOTION** (B. James/D. McLean) *That the East Central Ontario Regional Council Covenant Support Team will appoint a local Pastoral Charge Supervisor to work with Rev. Dan Hayward at Young's Point United Church to ensure quorum for governance and meetings effective January 1, 2022 during the transition to confirm viability. **CARRIED***

In fulfillment of the two motions on governance support, several meetings were held with the governing bodies of each of the Young's Point and Lakefield communities of faith in the spring of 2022, as well as with the Young's

Point trustees. Both communities of faith supplied background documentation such as past annual reports, financial statements, and reports on mission and governance.

## **Mission Strategy**

### *Young's Point*

In 2022 the Young's Point church saw attendance of 13 to 14 members each Sunday, out of approximately 30 members on the congregational roll who attend with any regularity (there are an additional 36 names on the roll, representing people who continue to be members but have not attended since the roll was last reviewed in 2010). There were no online services, as many people in the area lack Internet access.

Young's Point is forthright about being known as a "seniors' church," with the average age currently being 75 to 78. The area sees few new arrivals. As a result, any strategy the congregation has is focused on serving the existing membership rather than attracting or retaining new members and adherents. However, the pastoral charge supervisor has encountered resistance when she has attempted to reach out to existing members for pastoral care and home Communion, although the cost of paying her may be a factor. As a result, Young's Point's current mission seems to consist largely of worship, fellowship at Sunday services, and such pastoral care as members and adherents can provide to each other.

This is not necessarily seen as a liability, either by the congregation or external consultants. The March 2021 report on the Young's Point congregation by Credence & Co. listed as strengths the relationships among members, described as like those of a family – caring, close, and present during times of joy and sorrow; common interest and identity among members, who are similar in age and are brought together in the church; the depth of faithfulness and dedication demonstrated by Young's Point folk in giving of much time and energy to the work of the church; and the significance of the congregation and the church building in the history and life of the village of Young's Point itself. This is reflected in conversations with members, who speak of their pride in the generations of their families who have been active in the Young's Point church and in The United Church of Canada.

### *Lakefield*

Lakefield had always been the larger of the two points in the former Lakefield Young's Point Pastoral Charge, with a membership approximately four times larger than Young's Point. It has also been more able to articulate its mission, as shown in such work as the Transformation Project Team (2015-16), Governance Model development (2021) and mission/governance alignment exercise (2022). The Transformation Project Team's Final Visioning Report concluded that "If we continue without an intentional view to change, Lakefield United Church will cease to be operable in the near future. We must change what we do to become an inclusive, contemporary, spiritual center for the community of Lakefield." This has resulted in extensive ongoing work to refine and align mission strategy and governance in the congregation.

Lakefield has chosen to base its mission strategy and governance model on the assumption that it will have a small number of families with a subset of active folk, and has made decisions on mission and governance accordingly. Mission, it says, is at its core. It sees its governance model in particular as mission-driven, coalescing all congregational entities around a single goal in mission, and therefore choosing to avoid hierarchical structures as much as possible as these are viewed as limiting the ability to unite around this one goal. Lakefield strives to be effective and efficient with the resources it has, to realize a vision summed up as Gather Community, Offer Compassion, Deepen Faith.

## **Governance Model**

*Young's Point*

The Young's Point congregation had relied on the traditional United Church governance model of Session, Committee of Stewards, and Trustees, but the resignation of the members of the Session in 2021 left the Stewards as the only effective governing body, a role for which this committee was never intended. This was understood by the members of the Young's Point congregation, who began governing themselves with about 15 members meeting together while they looked into possible alternatives, including variants of the Board model. They have decided to move to a Board of six members, with an elected chair, vice chair and secretary. Trustees remain separate but at least some of the Trustees will serve on the Board as well, given the small number of individuals involved in the congregation. There will be no Ministry & Personnel Committee until there is a minister serving in Young's Point. The Board model is believed to be the most effective means to govern the congregation, while being the most simple – one member said that “Young's Point is not complex in any way.”

*Lakefield*

The Lakefield congregation replaced the Session/Stewards governance model with a Council system decades ago, and codified it with the adoption of its Constitution in 1993. Currently over 45 members serve on eight committees which report to the Coordinating Committee: Finance & Administration, Ministry & Personnel, Membership & Pastoral Care, Christian Education, Worship, Property, Social Fellowship and Trustees.

The work of the Transformation Project Team in 2015-16 has led to ongoing examinations of how to align governance with mission and context. A 2017 report to the congregation stated that:

Every congregation needs structures and practices that enable it to pursue its mission to the fullest. To do this, we want buildings and property to be well maintained. We want clear, accountable decision-making processes that are appropriate to the size and context of our congregation. We want to ensure the safety and security of vulnerable people. In short, we want to use the congregation's resources thoughtfully to enable ministry to flourish. At the intersection of who we are lies our mission: Gather Community, Offer Compassion, Deepen Faith.

This report proposed a possible governance model with this mission being lived out in three commissions: Spiritual Life, Executive, and Stewardship and Leadership. These commissions would be “interrelated rather than hierarchical,” with each having unique tasks but together ensuring that the Lakefield congregation is faithful to its mission. They would provide high level decision making and direction, with action teams engaging the commissions' work.

This model was not adopted as such, but was part of a process which led to a review of governance by consultants The Dennis Group in 2022. The consultants' submission noted that “LUC's small and aging congregation is experiencing volunteer fatigue. A shortage of additional volunteer and staff resources inhibits this small congregation from addressing the mission goals identified by the Transformation Project, necessitating a review of governance:

The role of volunteers in society is changing and evolving. Many individuals who wish to be involved and support an organization or their community in a volunteer capacity are not interested in serving on committees that meet regularly, nor do they wish to serve for consecutive appointments. Re-evaluating and rethinking the current LUC governance model provides an opportunity to identify ways in which the church can address its current governance needs, while freeing up the resources required to deliver on its mission and goals.

Lakefield's change to a single point from being part of a two-point pastoral charge has given fresh impetus to this governance work. At the 2022 Annual General Meeting the congregation committed to reviewing, and hopefully streamlining, the governance structure to align more closely with mission, capacity, and demographics. A survey was distributed to all members and attendees. Input has also been sought from the broader Lakefield community

and user groups. The consultants have collected responses and shared themes and ideas with a task force of congregational members to develop an appropriate governance model with which to move forward. This work is intended for resolution in 2023.

## **Financial Capacity**

### *Young's Point*

The Young's Point congregation as part of the joint pastoral charge had an average annual income of \$37,915 over the past five years. In 2019, the last year before the pandemic, 85% came from givings and another 11% from fundraising activities. Expenses averaged \$37,299 during the same period. However, an average of \$12,302 was paid out as the Young's Point share of the joint pastoral charge expenses, largely for salary and benefits for the minister.

The Young's Point Trustees have approximately \$71,000 in reserve funds. They drew on these to transfer \$4,900 in 2021 to cover a shortfall as the pandemic caused a 39% drop from 2019 in terms of donation and fundraising income.

A 2021 Stewardship Analysis Report found that "over the last five years, overall giving has been lower than expenses, resulting in deficits most years. Deficits have been covered by withdrawal of investments and at times, large end of year gifts intended to cover the loss. This cannot continue."

### *Lakefield*

Lakefield had income of an average of \$187,535 in 2020-21, of which 63% came from donations and offering and another 2% from fundraising and rentals. As a single-point pastoral charge it has lost the Young's Point share of joint expenses, which accounted for 6% of income. Expenses averaged \$174,851 in 2020-21, the largest portion, representing 70% of the operating budget, being the \$120,308 in salary and benefits for the minister and lay employees (office administrator, music director, custodian and summer outreach coordinator), not including continuing education and sabbatical. The averages are distorted somewhat by Rev. Kerrie Perry being on restorative care for part of 2021.

As of December 2021, Lakefield had \$119,748 in reserves: capital, memorial, healing pathway, defibrillator, minister sabbatical leave, music enhancement, team building and leadership, infrastructure repair, upgrades and renewal, community outreach, and discretionary funds. The capital fund disbursed \$6,338 in 2021, mainly for insulation work on the church building.

## **Ability to Call or Appoint Ministry Personnel**

### *Young's Point*

Young's Point has expressed a wish to have an ordered minister. Setting aside the rocky relationship with the minister of the previous joint pastoral charge, the ability of Young's Point to pay salary and benefits to ministry personnel appears questionable, particularly given the continued rise in costs of expenses such as utilities and insurance that will consume an even greater share of the budget, the expected increases in ministry personnel's pay to cover the cost of living – as well as the forecast rise in per kilometre payment for travel, the congregational leadership's resistance to paying for pastoral care by the pastoral charge supervisor, and the aging demographic that makes up the great majority of the congregation.

One Young's Point member said that the congregation can be viable for another 10 years. But it can be assumed that givings and fundraising will not increase by much, and will in fact decrease as members become unable to

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donate either money or time. The number of donors has been quite consistent for the last several years, but this is unlikely to continue given the average age of members.

The only funds available in the budget for the minister's salary and benefits are the approximately \$9,000 to \$12,000 annually that formerly went to the joint pastoral charge. This represents only about 20% of the minimum salary alone for an ordered minister, Designated Lay Minister or candidate in Young's Point's Cost of Living Group, without adding on employer-paid pension, EI, CPP and group benefits payments. Young's Point could only call or appoint a minister or candidate as part of a pastoral charge, a cooperative arrangement with other United Church congregations, or an ecumenical shared ministry.

### *Lakefield*

There are few questions that Lakefield is able to support its called minister with either its present or future revenues. The pastoral charge has a strong Ministry & Personnel Committee with an extremely capable chair who has been deeply involved in Lakefield's mission and governance visioning.

### **Conclusions**

Young's Point United Church is not much different from many other small congregations in having a mission primarily to its own "church family," and a demographic whose aging will eventually empty the financial coffers. It has shown an ability to adapt to this aging and the resulting shortage of volunteers to maintain the traditional governance model, by moving to a new system of church government. It cannot financially support its own ministry personnel and could only do so in relationship with congregations of either the United Church or ecumenical partners.

Lakefield United Church may be larger than Young's Point but would still be considered a smaller congregation. Yet it has a remarkable ability to articulate its mission strategy and an impressive commitment to continual alignment of its governance with its stated mission to Gather Community, Offer Compassion, Deepen Faith. It is able to call or appoint, and pay, a solo minister.

Yours in Christ,

Rev. Daniel Hayward UE

## Appendix C

**Janetville United Church**  
**New Governance Structure**August 24<sup>th</sup>, 2022Reverend Darren J. Liepold  
Acting Pastoral Relations Minister  
East Central Ontario Regional Council

Dear Darren,

Please acknowledge our request to ECORC to review our change of Governance, amend where necessary and approve it as soon as possible.

Janetville Pastoral Charge has historically had an Official Board Structure comprised of Janetville United Church Unified Board and Mount Horeb United Church Unified Board. We have always worked via the United Church of Canada's Manual, and directions and support of Presbytery and Conference, and continue to do so with directions and support of ECORC. Just as the United Church of Canada has reduced by 1 level of upper governance, we also desire to move from 2 levels of Charge governance with the 3 boards to 1 community of faith with all members being Board members. Individual Board members may wear more than one hat, and the current United Church acceptable models we reviewed provide us with a choice of either The Mission Team Model (The Manual 279) or The Streamlined Board Model (The Manual 279). A team directed from the Official Board examined all the Models of Board Governance (The Manual) and presented these two models to both congregations via email, personal delivery and handouts at the church for pickup from the end of January 2022. After much discussion and praying we all realized that God has led us to working in teams driven by a mission focussed on Mission & Service to be God's presence in our community and abroad. We will continue to provide a service to members while inviting in the many young families new to the area due to our geographical changing demographics to spread God's word and give them a helpful Spiritual Presence in the community. At a combined Annual Official Board and Congregational meeting held on July 31<sup>st</sup> 2022, we unanimously selected The Mission Team Model to be our new governance model.

Details to follow re: 5.3.2 Governance and Administration and B.2 Governance Requirements for all Communities of Faith.

**5.3.2 Governance and Administration**

Janetville Pastoral Charge recognize and follow all four points outlined in this section. We have done so historically and will continue to do so.

**B.2 Governance Requirements for all Communities of Faith.****B.2.1.1**

We continue to fulfill the Purpose of the Community of Faith and will more easily comply and work together with ECORC with this new Governance Model. We had been represented in the past by Reverend Mary Margaret Boone and Regional Rep Teresa Jordan who is retiring from that position. Our new Regional Rep is now Margaret Scott. We have survived as a Charge without a Minister since Mary Margaret Boone's retirement but are pleased to have the SME candidate Kevin Fitzpatrick serving our needs from July 1st 2021 to June 30th



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2023. A lot of assessment and reporting has been shared with ECORC and the Office of Vocation during the last few years. You may remember we worked together and started a move to simplify our Governance before Mary Margaret's retirement with a version of Ministry based on the Co-Operative model existing in eastern Ontario.

Included in each service and the emails from Kevin Fitzpatrick during Covid and continuing today is an acknowledgement of the land on which we live. Also continuing is the saying of the Lord's Prayer every night near 9pm by our members to remind us of being spiritually together in God's world. One of the goals in Kevin Fitzpatrick's SME is reaching out to young families and children, and he has instigated a children's section of the service called "Godly play" that is directly aimed at the children present, and enjoyed by all adult members a well.

#### B.2.1.2

Governance and Administration. This will be greatly simplified and more efficient as the Mission Team Model we will have one Treasurer (instead of the current 3) for remittances and using finances efficiently. The many transfers back and forth, and Church and Government coordination will be less arduous with one manager.

#### B.2.1.3

Continues as printed.

#### B.2.1.4

##### Ministry and Other Leadership

With the cooperation of Regional Council, Janetville Pastoral Charge applied to become a SME site. Together we worked on directions, assessment, learning and teaching goals and objectives, and opportunities available for any SME candidate to proceed to ordination. Our charge has encouraged and supported spiritually Stephanie Richmond and Morgan Bell to become Ministers. We are supporting Kevin Fitzpatrick in his 2 year SME position, and Carol Cunday has become a LLWL as well as continuing as our Mission and Service enthusiast! Not only is Kevin Fitzpatrick working in 2 Charges and sharing ideas from each with the other, he is also a Chaplain at Ross Memorial Hospital where he shares God's word, spirit and support with all denominations.

#### B2.1.5 TO B2.1.9

We acknowledge, agree with and will continue to work by these, and all other rules and bylaws of the United Church of Canada. The only comment we have on these sections is that a change to the Mission Team model governance structure will "free people to live out their commitment to God and to each other."

Our manse houses the Janetville Food Bank and Thrift store manned by our volunteers.

Darren, thank you and God bless you for the work that you and ECORC are doing.

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Carol Cunday  
Chair Of Board

Carol A. Cunday

**Included:**

- 1) The Mission Team Model
- 2) 2022 Board Leadership

**The Mission Team Model** *{The Manual 279}*

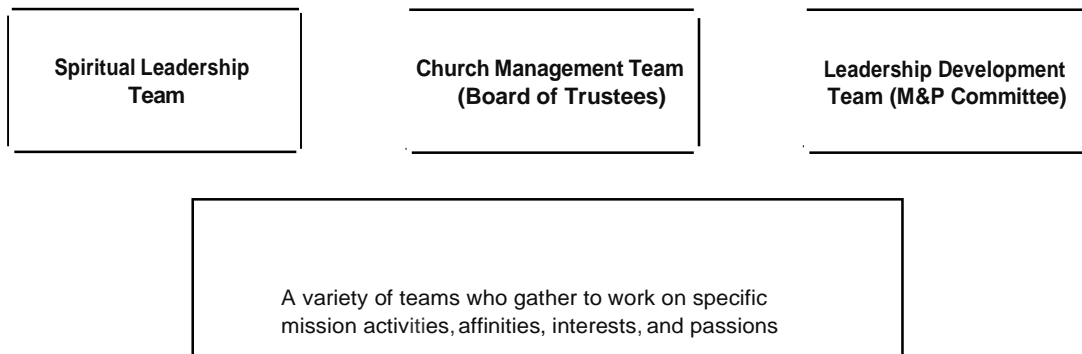
The Mission Team structure consists of three teams that reflect the three areas of responsibility essential to congregational life and work:

- **Spiritual leadership team:** Motivates, equips, and trains leaders for effective ministries in and beyond the church. The work of visitation and pastoral care is assigned to this team.
- **Church management team:** Deploys the resources of the congregation to facilitate the ministries of the congregation. The work of the Trustees is assigned to this team.
- **Leadership development team:** Nurtures volunteer and salaried participants to discern gifts and callings and to work together responsibly in healthy relationships. The work of the Ministry and Personnel Committee is assigned to this team.

Ministry personnel serve as a resource to all three areas of the Mission Team model.

Together, the members of the three teams, the ministry personnel, and presbytery representatives make up the Church Board. This model of board governance is oriented toward policy development and long-term planning. Mission discernment, design, and implementation are delegated to the various ministries.

The Board consists of a chairperson, secretary, and treasurer. For a quorum, the Board requires the attendance of the ministry personnel or, where no minister is settled or appointed, the Pastoral Charge Supervisor.

**Typical Mission Team Model**

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10 The United Church of Canada • L'Église Unie du Canada

JANETVILLE & MOUNT HOREB UNITED CHURCHES BOARD LEADERSHIP 2022

GOVERNING BODY – ENTIRE CONGREGATIONS

CHAIRPERSON Carol Cunday

SECRETARY Elizabeth Peeters

TREASURER Margaret Scott

REGIONAL REP Margaret Scott

M&P COMMITTEE  
Randy Scott  
Muriel Oliver  
Paul Toole

MANSE COMMITTEE  
Courtney Gray  
Peter Peeters  
Randy Scott

WORSHIP COMMITTEE  
Doreen Burton  
Carol Cunday  
Muriel Oliver

TRUSTEES  
Elizabeth Peeters  
Judith Russo  
Paul Toole

CONGREGATION GOVERNING BODY All Congregation Members

Appendix D

D:\Users\Bryan.Lime\Documents\CO Regional\Assembly\Budget\2022\CO Budget vs Actual 2023 Budget.xlsx Region1

R	C	D	East Central Ontario Regional Council 2022 Budget vs Actuals to Sept 30 and 2023 Budget			Annual Administration			Missions			Total			Total			
			2022 Budget	2022 YTD Budget	2022 YTD Actual	Difference Over (Under) Budget	2023 Proposed Budget	2022 Budget	2022 YTD Budget	2022 YTD Actual	Difference Over (Under) Budget	2023 Proposed Budget	2022 Budget	2022 YTD Budget	2022 YTD Actual	Difference Over (Under) Budget	2023 Proposed Budget	
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## Appendix E

**Formation, Nurture and Justice**  
**Minutes of September 15, 2022****Individuals on group email**

Rodney Smith-Merkley (Acting Chair); Isaac Mundy (recording secretary); Marilyn Rodger; Sharon Hull; Wendy Bulloch; Peggy Fillier; Ned Wells; Patricia Long; Carol Peterson; Adele Boy;; Sharon Woodrow; Aruna Alexander

**Regrets:** Helmut Enns

**Opening Devotion:** Led by Rodney Smith-Merkley

**Equity monitor:** Patricia Long

Approval of August Minutes: Ned/Adele (carried)

Updates

**Affirming Forum**

Sharon Woodrow: Report circulated prior to meeting

- Joyce Payne and Sharon Woodrow are the new co-chairs
- Planning to host a kitchen sink session
- Participated in cross Canada Affirm Video
- Your Affirming Journey webinar (October 15<sup>th</sup> on Saturday Morning)

**Anti-Racism, Interfaith, Intercultural Forum**

- Meeting to work on November 8<sup>th</sup> Workshop: Reading scripture from anti-racism perspective
- Spoke with Dorcas Gordon on September 14<sup>th</sup>
- Rodney will share information on upcoming anti-racism workshops
- Five week series coming up in our Region with Dr. Brian Carwana
- Cheryl Mound will be hosting a book study group on the book "Five Little Indians"

**First Third Ministries Forum**

- Working with United Church interns and connecting with other Regional Councils
- Joint event taking place at Curve Lake on September 25<sup>th</sup> with intergenerational
- Other events and connections are beginning to be developed for later in the season

**Indigenous Justice and Respectful Relations Forum**

- Retreat took place at the home of Helmut Enns on September 7<sup>th</sup>
  - o Helped to connect forum members in person
  - o Worked on visioning and planning for the future
- Coming up at the Regional meeting there will be a movie screening at Mark Street United of the film Frontrunners (day before meeting)
- Resource Library will be on display at Regional Meeting (normally kept at Bridge North)
- Planning to invite Moderator to come to East Central Ontario Region (Ned to ask that the moderator be invited by the Assembly of Elders)

- October 8<sup>th</sup>: Big Drum Social in Oshawa
- Land Acknowledgement plaque being developed for Scugog Church

## Networks

### United Network for Justice and Peace in Palestine and Israel

- National network working to help introduce Palestinian individual to learn about organic farm in Canada. Sadly they were barred from coming to Canada by the government because of fears that they would not return to Palestine, which was baffling for the network. This has been very disappointing for the network
- Concern expressed about lack of critique of Israeli policies toward Palestine
- Request by Adele to transfer some funds of the network to develop videos about circumstances in Palestine, resources on file, and Zoom connections with Palestinian communities and Canadian churches
- Adele will send an amended application to FNJ

## GLI

- More podcasts will be released this fall and have been released over the summer
- Motion: Request from Isaac for \$200 for a podbean subscription in order to upload new podcasts for GLI (Marilyn/Pat) (Carried)

## Other networks

- Look to the newsletter for upcoming events and national points of interest
- Creation Time resources being offered
- A new technology network has just been created and offering support to communities of faith facing challenges or with new ideas

## Clusters

- Darren Lieppold has started a Tuesday morning check in
- Quin Mo Lac: The season went well, managed challenges well. Main dining area has had improvements, but the lower level is needing some mold removed and upgraded

## Marilyn Rodgers (UCW and Fair Trade Advocate)

- UCW: Marilyn travelled with 30 region members to the 60<sup>th</sup> anniversary celebrations in Sydney, NS in the summer. Sold many masks and pins. \$5000 presented to Women for Change in Zambia from the mask proceeds. Attended women's weekend at Quin Mo Lac last weekend.
- Mission and Service: in Nfld Marilyn thanked churches for M&S support and gave pins for recognition.
- Fair Trade: Camino (Fair trade and organic chocolate company) celebrated 20<sup>th</sup> anniversary in 2021 (which was started in an Ottawa United Church). Big business becoming involved in Fair Trade is potentially weakening some of the fair trade standards, and impacting small scale farms
- Requesting logos from networks, clusters, and groups in region for regional table cloth

## October 5<sup>th</sup> pre-meeting (7 to 9:30 PM)

- Affirm, Antiracism, and Indigenous Justice will be presenting at the October 5<sup>th</sup> pre-meeting for an evening of learning. Half an hour will likely be given for each group. This is a session to share activities and mission with the wider Regional community. Question and Answer periods and break out groups will be included.
- (The first pre-meeting will be an update from General Council Commissioners in September 5th)



**Budget**

- All groups are over budget. Can any groups cut back? We will ask the Region to pull funds from reserves

**Chair**

- Aruna will chair next meeting
- Meggin: Contribute a word cloud describing our former chair's gifts and have it framed for Meggin

**Next meeting November 10, 2022 @ 2 PM**

## Appendix F

**Report of the Minister for Spiritual Nurture, Respectful Relationships and Justice with All Ages****Formation, Nurture and Justice Team Report**

- see Rodney's report- one correction- Friday October 28th- movie showing
- Meggin has retired- no chair at the moment- taking turns chairing the meeting
- Working with the Anti-Racism Interfaith Intercultural Forum- connected them with Stephen Fetter- offering the 5 week learning series to the whole church. Information in newsletter- registration link to hopefully be ready next week. Also save the date for an in person learning event in Cobourg on Nov 8, 2022
- Many events in September - look at the special newsletters from Rodney- encouraging people to attend events in their area and to gather together for fellowship.
- Friday September 30th - Office closed- staff encouraged to attend events.

**Social Justice Network Ontario RC**

- Ongoing- new reps to be named from the FNJ Team for the fall- no date set for next meeting yet

**Doing Mission Together Grants**

- Completed for 2022- see list below- next cycle in November for 2023

**2022 Doing Mission Together Grants :**

- Provision of Daily Hot Lunches in Downtown Belleville (Bridge Street UC) for \$5,000
- ECO RC Investment in Leaders Fund for \$4,190 (to be created)
- Grace United Church, Napanee – Good Neighbours Feast for \$3,600
- Greenwood United Church / Bedford House Community Ministry- Kick-starting the Catalyst Fund for \$5,000
- Open Hearts, Open Minds, Open Doors – Women's retreat (Sept 2022) for \$2,210
- Trinity St. Andrew's UC, Brighton Community Group (HUGS- Helping Ukrainians get settled in Brighton) for \$5,000
- The Investment in Leadership fund is up and running- 1 applicant so far

**Clusters/Networks**

- Cathedral of the Trees Algonquin park- I went to open up the trailer- clean it, put up the signs advertising at all the campgrounds. Ministers took a week each- staying in the trailer and leading the service on Sundays. It was nice to have this ministry up and running again this year.
- First meeting was held for the new Tech network -
- Work ongoing for other networks
- Women's retreat at Kingfisher Bay retreat center

**UCW**

- A great anniversary celebration in July. An in person weekend at Quin Mo Lac in September. Marilyn has been very busy with fundraising.

**First Third's Ministry (Children, Youth and Young Adults)**

- **General Council (GC) 44 Youth Program:** Congratulations to Elleena (from Courtice), Ellia (from Lindsay), Jess (from Blackstock), Olivia (from Bowmanville) and Stephon (from Oshawa) who are representing the East Central Ontario Regional Council as General Council 44 youth summer interns. Nick (from Port Perry) is their co-ordinator for the summer and he is working under the leadership of The GO project and General Council Office staff. In July they focused on orientation, training and reviewing

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of GC44 documents and taking part in the next phase of the GC 44 online meetings in July. They then spend time exploring one of the 4 passion streams of Anti-Racism and Inclusion, Indigenous Justice, Gender and 2SLGBTQIA+ Justice and Climate Justice.

- Our RC interns were invited to join an in person retreat time at Five Oaks, with other RC's. I also spent time online listening to their passion projects and connecting.
  - Zoom webinar for children and youth leaders with 2 dates and times next week
  - Planning an youth, young adult and leaders event together with Rodney in person outside at Curve Lake (now rescheduled to October- due to covid)
  - VIBE - reimagined for 2022 - 1 intergenerational Sunday in August
  - Camp Quin Mo Lac- they are working with Bev from GCO to update Bylaws. Camp ran this summer- some challenges, everyone pulled together to make things happen. Needs a new septic system, lower level of the dining hall - closed due to mold- will be a large expense to have it cleaned properly- will fundraise. <http://quin-mo-lac.org/>
  - First Third Ministry (children, youth, young adult and their leaders) in our RC is at a rebuilding stage- Karen is working on learning how to pull a custom report on Dynamics- that will pull many data fields together in one report. This will allow us to know who is doing this work in the RC- I will use this information to contact the leaders (if indicated- or minister or lay rep) and get them connected with the RC and each other. Start to have smaller events- in geographical areas.
- 
- Staff gathering in person at Rodney's in Bobcaygeon at the end of July- nice to connect and get to know each other.
  - I have booked my time off for the extra hours that I worked in the first half of the year.
  - It has been a busy fall so far.