
East Central Ontario Regional Council
Meeting of the Assembly of Elders
Friday, February 24, 2023 – 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.
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IN ATTENDANCE

Brian James	Member - Financial Administration
Margaret Curtis	Member
Pat Long	Member
Ted Meyers	Member
Kaitlyn Ostrander	Member (Youth)
Rev. Paul Reed	Speaker, Member
William (Bill) Sheaves	Member
Rev. Wanda Stride	Member, Leading Commissioner, 44 th General Council Commissioner
Rev. Lynn Watson	Member
Rev. Edward (Ned) Wells	Member
Kathleen Whyte	Member
Rev. Eric Hebert-Daly	Member, Executive Minister
Sharon Hull	Corresponding Member - Minister for Spiritual Nurture, Respectful Relationship and Justice for all Ages
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
Mary-Jane Hobden	Corresponding Member – Representing Nominations Leadership Team (departed at 10:30 AM)
<u>REGRETS/ABSENT</u>	
Rev. Lesley Hamilton	Member
Ian Robb	Member
Rev. Rodney Smith-Merkley	Corresponding Member - Minister for Respectful Relationship and Indigenous Justice

Opening Devotions and Recognize the Land – Rev. Lynn Watson led opening devotions, recognizing that this week is Ash Wednesday, marking the beginning of Lent, and referencing Isaiah 43:18-19. Lynn recognized the land, and highlighted that to-date up-to 1700 unmarked graves have been discovered in Canada's Residential Schools, with 17 more graves recently discovered on Vancouver Island (Alberni Indian Residential School). Lynn asked members to reflect on what the Land Acknowledgement means to them, and referenced Ezekiel 37:1-6 and reflected on the dry bones, and called for the courage of Church leaders to stand in the midst of the dry bones and continue to proclaim the Word of God. Lynn closed this time of devotion with blessings.

Circle Time of Sharing – All were invited to share.

Appointment of an Equity Monitor for this Meeting

2023-02-24-001 CONSENSUS MOTION That the East Central Ontario Regional Council Assembly of Elders appoint Rev. Darren Liepold as Equity Monitor for this meeting. **CARRIED**

Agenda

2023-02-24-002 MOTION (B. James/L. Watson) That the East Central Ontario Regional Council Assembly of Elders accept the agenda as circulated. **CARRIED**

Order of the Day (10 AM) Nominations

2023-02-24-003 MOTION (L. Watson/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders make Rev. Mary-Jane Hobden a corresponding member for this meeting. **CARRIED**

Minutes of January 27, 2023

2023-02-24-004 MOTION (T. Meyers/M. Curtis) That the East Central Ontario Regional Council Assembly of Elders approves the Minutes of January 27, 2023 as circulated. **CARRIED**

Incoming Correspondence

- a) January 9, 2023, Sarah Charters, President, The United Church Foundation, re funds from St. Mark's (Whitby) from the sale of former Almond's property, placed in the Foundation's Mission and Service Endowment Fund (*for information*);
- b) January 9, 2023, Sarah Charters, President, The United Church Foundation, re funds from disbanding Cataraqui United Church (Kingston) placed in the Foundation's Mission and Service Endowment Fund (*for information*);
- c) February 2, 2023, Don Samis, Joint Trustees Investment Sub-Committee, Ebenezer-Maple Grove Pastoral Charge, re starting the split process (*for information*);
- d) February 3, 2023, Ruth Stockish, Little Britain United Church congregations, re no longer insuring or maintaining the Miller Memorial Church and Hall (*for information*);
- e) February 8, 2023, Mary-Jane Hobden, re percentage split of manse funds for Maple Grove United Church (*for information*);
- f) February 23, 2023, Don Samis, Joint Trustees Investment Sub-Committee, Ebenezer-Maple Grove Pastoral Charge, re update on start of split process (*for information*).

Outgoing Correspondence

- g) January 31, 2023, Rev. Eric Hebert-Daly, Executive Minister, to Ebenezer and Maple Grove United Churches, re distribution percentages of manse funds (*for information*);
- h) February 3, 2023, Rev. Eric Hebert-Daly, Executive Minister, to Carolyn Holmes, Chair, Mark Street United Church (Peterborough), re request to meet to discuss potential future usages of property (*for information*);
- i) February 8, 2023, Rev. Eric Hebert-Daly, Executive Minister, to Mary-Jane Hobden, re percentage split of manse funds for Maple Grove United Church (*for information*).

Discussion: It was highlighted that SharePoint is being set up so members can have access to documents and correspondence.

Business arising grouped according to confirmed Guiding Principles

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

Facilitation Team report – Rev. Paul Reed highlighted that the facilitation team has met, reviewed feedback received, noting continued interest in holding Zoom gatherings. The general meeting is scheduled to take place on May 5-6 (location to be determined). There are two pre-meetings scheduled in

March and April. More details will be forthcoming. It was suggested that recorded Zoom meetings could be made available for those who are not able to attend.

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

Communications – Karen Wilson, see report as **Appendix A**; Karen highlighted the future use of SharePoint; it will make accessing information easier for Regional Council members. Karen highlighted communications may be changing platform from Mailchimp (no longer free). It has been suggested to create a phone-in service that would be a recording that would capture communications for folks who are not tech-savvy. It was suggested that Equity Team be consulted for helping determine a means of communication for folks not receiving the newsletter.

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 – The Governance Handbook needs to be updated and a process (i.e., look at the Governance Handbook as a whole, consult with Teams re terms of reference, etc.). Paul Reed, Lynn Watson, Wanda Stride, Ryan McNally, Kailyn Ostrander and Ted Meyers part of review team. The hope is to have the work completed in time for the May General Meeting.
- ii) **Congregational Designated Ministries (CDM)** needs to be reviewed by the Covenant Support Team and recommended to and approved by the Assembly Elders.
- iii) **Agenda of the Assembly of Elders** – Rev. Eric Hebert-Daly
 - See *Thoughts on the Agendas of our Assembly of Elders Meetings* see as **Appendix B**; Rev. Eric Hebert-Daly highlighted primary areas of work in the proposed new template of the agenda.
 - 2023-01-27-005 MOTION** (T. Meyers/P. Long) That the East Central Ontario Regional Council Assembly of Elders adopt the direction laid out in the reflection paper *Thoughts on the Agendas of our Assembly of Elders Meetings* presented by the Executive Minister for creating future agendas. **CARRIED**
- iv) **Covenanting Support Team** – William Sheaves
 - a. **Change in Pastoral Relations**
 - 1. **Picton Pastoral Charge**
 - 2023-02-24-006 MOTION** (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders, having received confirmation of church hub eligibility, concur with the recommendation of the Covenant Support Team to approve that Brian Nicholson, retired DLM, be reappointed to the Picton United Church pastoral charge effective April 1, 2023-June 30, 2024. The appointment is for 20 hours per week. The appointment is Salary category F COL 4. All terms as per the United Church manual. **CARRIED**

2. **Cold Springs Pastoral Charge**
 - See *Governance Structure Change Request*, see as **Appendix C**
 - 2023-02-24-007 MOTION** (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders, having received recommendation of the Covenant Support Team, approves the changes to the governance of the Cold Springs Pastoral Charge; namely, that all three congregations will have an equal vote in church matters going forward. **CARRIED**
3. **Grace United Peterborough**
 - 2023-02-24-008 MOTION** (W. Sheaves/ T. Meyers) That the East Central Ontario Regional Council Assembly of Elders concur with the recommendation of the Covenant Support Team that a Conflict Resolution Facilitator be hired to work with the Grace United Church Peterborough Pastoral Charge, and that the costs be shared 50/50 between Grace United Church and the Regional Council. **CARRIED**
4. **Dunsford Pastoral Charge**
 - 2023-02-24-009 MOTION** (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders receive for information the Voluntary Associate Minister (VAM) form of Rev. Anne Hepburn (retired) to the Dunsford Pastoral Charge, for year 2022-23. **CARRIED**
- b. **Pastoral Charge Supervisors**
 1. **Calvary Pastoral Charge**
 - 2023-02-24-010 MOTION** (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders concur with the recommendation of the Covenant Support Team that the Rev. Gary Stokes be appointed as Pastoral Charge Supervisor at Calvary PC, Kingston. **CARRIED**
 2. **College Hill Pastoral Charge**
 - 2023-02-24-011 MOTION** (W. Sheaves/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders concur with the recommendation of the Covenant Support Team that the Rev. Steve Spicer be appointed as Pastoral Charge Supervisor to College Hill while Brenda Timpson is on restorative care. **CARRIED**
- c. Reception of Community of Faith Annual Reports – Reports continue to come in.
- d. Licensed Lay Worship Leaders – Met on February 13th
- v) **Additional reports from the Team** – Reminder that T4A must be issued for honorariums over \$500 throughout a given year

Supporting the life of Communities of Faith where ministry takes place

ON-GOING concerns – Rev. Darren Liepold provided an update on all below.

- a) Grace United Church (Peterborough)
- b) Coe Hill-St Ola-The Ridge Pastoral Charge
- c) Young's Point United Church

- d) Lakefield United Church – Kerrie Perry has accepted the invitation to meet with the Assembly of Elders on March 31 (45 mins). Documents will be sent out ahead of time for review.

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

Mission Through Property – Ted Meyers

a) Cold Springs Pastoral Charge

2023-02-24-012 MOTION (T. Meyers/B. James) That the East Central Regional Council Assembly of Elders, as recommended by the Mission Through Property Team, approve the request of Cold Springs Pastoral charge to provide a right of way access through the Camborne Church property which sits on a parcel of land that includes the church, the cemetery, a parking lot and an adjacent lot. Approval comes with assurances from the CSPC that the survey and all other related expenses including water flow and drainage assessment will be covered by Pat and Carol Doyle the persons requesting the right of way. **CARRIED**

b) Oversight and Accountability of the Doing Mission Together Grant

2023-02-24-013 MOTION (T. Meyers/B. James) That the East Central Regional Council Assembly of Elders approve the transfer of oversight and accountability of the Doing Mission Together Grant process. A forum including members from Formation, Nurture and Justice and Mission Through Property teams collect and reviews applications will be put into place and report their recommendations through the Mission through Property Team to the ECORC assembly of elders for final approval. Members from Formation Nurture and Justice. **CARRIED**

c) Sydenham Street United Church

2023-02-24-014 MOTION (T. Meyers/B. James) That the East Central Ontario Regional Council Assembly of elders, as recommended by the Mission Through Property Team, approve the project submitted by Sydenham Street United Church, Kingston to improve their Audio/Visual Streaming Capability at a budgeted cost of \$79,136.63. Full capital funding is being sought from the Federal Government's Community Services Recovery Fund. **CARRIED**

d) Kindred Works

Ted reminded that the process involved needs to be looked at so that timelines are met; it was suggested that an education piece be done to create more of an understanding and trust in Kindred Works – in particular that in is a United Church of Canada entity.

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

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

- i) **Formation, Nurture and Justice** – Rev. Ned Wells and Patricia Long; The FNJ Team met yesterday (February 23), Ned highlighted various happenings which will be detailed in the minutes when they are made available. Patricia highlighted the Information Session on Black History Month was well received and a successful event.
 - b) Team Progress report – provided orally
 - c) Report from Supporting Staff Member - Report of the Minister for Spiritual Nurture, Respectful Relationship and Justice for all Ages (Sharon Hull), see as **Appendix D**
 - d) Social Justice Network of Ontario Regional Councils

- e) Affirm Forum
 - ii) **Doing Mission Together Priority Grants** – Sharon Hull
 - iii) **Clusters and Network News** – Sharon Hull
 - iv) **Long Term Care Network** – Sharon Hull
 - v) **Remit** – Kaitlyn Ostrander reminded that a remit surrounding the Indigenous Ministries Circle within The United Church of Canada will be circulated. Those who do not vote, their vote will be considered a 'no' vote.
- 2023-02-24-015 MOTION** (W Stride/K. Ostrander) That the East Central Ontario Regional Council Assembly of elders invite the Indigenous Justice and Respectful Relations Forum (with GC 44 Commissioners) to host an information session on April 24th. **CARRIED**
- vi) **Policy Regarding Anti-Racism** – Concern has been expressed that congregations are not aware of this policy. The Regional Council hasn't lost sight that it has made a commitment to provide racial justice training.

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

Over the past month I met with the Indigenous Justice and Respectful Relationship network and the Formation Nurture and Justice team.

I've accompanied individuals and congregations in worship preparation, study groups, and special event planning.

I've worked with Karen Wilson on updating our webpage, and sharing information around the Elders Gathering on-line and at Trent University Mar. 10-12, and the Time of Reflection in wake of the truths shared about the United Church-run Port Alberni Residential School.

I've begun planning for a workshop for the remit around the Indigenous church-information package should be shared on March 15th.

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 – Sharon Hull, see **Appendix D**

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 – Rev. Kaitlyn Ostrander highlighted video on how to caption videos is available, updates have been made to the Regional Council website.

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****Order of the Day (10 AM) Nominations – Mary Jane Hobden**

- Mary-Jane Hobden informed that nominations will open in March 1st to be ready for May. It was suggested that the task group working on the process for strategic operational plan present to the Nominations Leadership Team to help with preparing to recruit a working group.
- Nominations Information Session (Zoom) on March 21st – The Working Group would be prepared to present about the Strategic Operational Plan.
- Mary-Jane Hobden reiterated that help is always needed to help encourage people to volunteer and fill vacancies in leadership role. It was suggested that a letter be circulated encouraging leadership to tap shoulders and make aware opportunities to serve.
- It was highlighted that there are four upcoming vacancies on the Assembly of Elders.

New Business –**a) Visioning****i) Moderator's Human Flourishing Project**

- The Moderator has announced that she will be running the program for EOORC and ECORC the week of November 6, 2023 in Kingston.

ii) Strategic Operational Plan – Rev. Eric Hebert-Daly

- See *Process for the Preparation of a Strategic Operational Plan in ECORC*, see as **Appendix E**; Rev. Eric Hebert-Daly, highlighted that he had the opportunity to work with Ted Meyers, Rev. Ned Wells and Sharon Hull, to create the proposed process, and provided detailed information on the monthly goals.

2023-02-24-015 MOTION (N. Wells/L. Watson) That the East Central Ontario Regional Council Assembly of Elders approve the process for the preparation of the Strategic Operation Plan within the Regional Council, and refer to Nominations to recruit the working group. **CARRIED**

Discussion: It was suggested to add retirees as part of the consultation process alongside the Licensed Lay Worship Leaders and Clergy. It was emphasized that Clergy need space to articulate and respond to their experiences in Ministry. It was also highlighted that that the demographic of 25-40 and laity (folks in the pews) need to be consulted – this may be difficult as their presence in church-life is dwindling. It was highlighted that, beyond the Nominations Leadership Team, Church leadership (i.e., members of the Assembly of Elders) needs to be involved in making folks aware and tapping shoulders.

iii) Bursaries – Mary-Jane Hobden informed that work continues in creating this team.

- iv) **Extended recognition of Rev. David Timpson ministry within the Regional Council**
2023-02-24-016 MOTION (P. Long/W. Stride) That the East Central Ontario Regional Council Assembly of Elders make a donation in the amount of \$500 to College Hill United Church in honor of Rev. David Timpson, and that the Mission through Property Team in consultation with Brenda Timpson consider the possibility of creating a grant in Rev. David Timpson's name and make a recommendation to the Assembly of Elders. **CARRIED**

- v) **Alberni Indian Residential School** – The following information was provided:

In light of recent truths shared about Port Alberni residential institution, Indigenous Ministries and Justice and Church in Mission will be holding spaces for members of the non-Indigenous church to reflect about the ongoing legacy of the United Church's role in colonization and the operation of residential institutions.

To register for one of the online sessions, please use the links below:

Thursday February 23 @ 8:30pm ET: <http://ow.ly/8cv450N02bg>

Sunday February 26 @ 4:30pm ET (with French translation): <http://ow.ly/O93A50N02bh>

Monday February 27 @ 8:00pm ET: <http://ow.ly/XP9P50N02be>

Opening worship for next meeting – Rev. Wanda Stride

Equity Monitor Report – Rev. Darren Liepold recognized that not everyone can connect and an effort needs to be made to reach those who are not tech savvy; highlighted the suggestion to stagger meeting times so that information can be circulated ahead of time; highlighted that work must continue to get information out (in particular in regards to Anti-Racism Policy); lastly that members used time today and interacted well with one another.

Motion to adjourn

2023-02-24-017 CONSENSUS MOTION That the East Central Ontario Regional Council Assembly of Elders adjourn this meeting at 11:40 AM. **CARRIED**

Closing Prayer – Rev. Lynn Watson closed the meeting with a prayer.

Next Meeting Dates

- Friday, March 31, 9:00 to noon ZOOM
- Friday, April 28, 9:00 to noon ZOOM
- AGM, May 5-6 (venue TBD)

Rev. Paul Reed
Speaker

Rev. Eric Hebert-Daly
Executive Minister

Appendices

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Appendix A

Assembly of Elders Meeting: Friday, February 24th at 9am
Communications Summary Report – Karen Wilson

February Goals Set, In Progress & Completed:

- Continue working with Teams, Forums and Networks on website updates
 - Pages updated:
 - Equity Team **(completed)**
 - Stewardship **(completed)**
 - Indigenous Justice & Respectful Relationships Forum **(in progress)**
 - Affirming Forum **(in progress)**
 - LLWL (Licensed Lay Worship Leaders) Forum **(in progress)**
 - Mission Through Property **(in progress)**
- Complete the Zoom Navigation Documents **(in progress/need to be reviewed)**
- Review feedback received through the Communications Survey **(completed)**
- Review the website and make any updates outside of the Teams, Forums and Network pages
 - Each Team will now have their own page which has been set up and just needs information added to each one
 - Some pages have been re-organized under more appropriate heading

Communications:

- Attended a Zoom webinar on “Hardware Solutions for Your Hybrid Meetings”
- Tech for Zoom side of “Friendly Visitor’s” meeting with Trinity St. Andrew’s United Church in Brighton
- Attended the LLWL Forum Meeting to talk about communications

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- Met with Éric Hébert-Daly and my Communication's Colleagues and we discussed strategies and ideas for moving forward with our newsletters as well as social media and other content. We are looking at myself doing a pilot project using a phone in service for those who don't have internet or access to the newsletters. More information to come.
 - Sharon H and I have been talking about use of staff time going forward. We are encouraging those in networks to connect with me directly in regards to any communications needed.
 - Earlier this month, my communication's colleagues and I met with Rev. Éric Hébert-Daly and conducted an "Interview with our Executive Minister..." I am now in the process of editing and captioning the video which will then be posted on our YouTube channel and will be shared across our three Regional Councils.
 - Our first "Pastoral Relations News" newsletter was sent out this month and will be bi-monthly going forward.
 - Attended the Anti-racism, Interfaith and Intercultural forum's event on Feb, 22nd and acted as their Equity Support Person.
 - **Mailchimp Update:** this is the platform that is used for our newsletters. As of March 10th, they are making some changes and we will have to upgrade to a paid subscription. As per Éric's suggestion, myself, Anita Jansman and Judy Coffin are looking at the possibility of combining our three Regional Councils into one account. In doing our research, we came across another Canadian platform called "Envoke" and attended a demo on Thursday, February 23rd. The three of us met after the demo and have made the decision to go ahead with the 30-day free trial of the program. This program does allow for the three Regional Councils to share one account while still having our own databases. More information to follow.
 - **SharePoint:** I am currently working with John Neff on setting up a SharePoint site for ECO RC. This is a work in progress but hoping to be up and running

some time in March. SharePoint will allow us to house documents, videos etc.

Think of it as a 'library'. More information to follow.

- **Spring Meeting Update:** I have booked Trinity United Church in Cobourg for May 5th and 6th

Other meetings attended in February:

- Facilitation Team Meeting
- Assembly of Elders Meeting

March Goals:

- Continue on webpage updates
- Complete and post/share the following videos
 - Friendly Training
 - Interview with our Executive Minister
 - Feb 22 Black History Month event
- Continue on website updates
- Mailchimp vs Envoke newsletter platform

Appendix B**Thoughts on the Agendas of our Assembly of Elders Meetings**

Every year, the Regional Council elects a group of people with the purpose of serving the best interests of the church within our region. They are elected for their ability to bring wisdom, discernment, consideration of emerging issues and to help move us forward as we are called by God. There are three primary areas of work we need to consider as an Executive:

- Fiduciary (legal, financial, sound management)
- Generative (creativity, exploration, construction)
- Strategic (vision, planning, considerations for the future)

There is work that is done by staff, volunteers, networks and communities of faith that warrant the attention of the executive, but we need to be able to make a distinction about what needs time for discussion on the agenda and what can be done through a written report in advance of the meeting.

Using our time together as an Assembly of Elders is important if we want to extract the full value of those we have elected to lead us between meetings.

- Key items that need to come to the Assembly of Elders (and are mandated responsibilities) include finances, property decisions, pastoral relations, and care for communities of faith. These are easily grouped in the **fiduciary** category of work – and require our formal decisions.
- **Generative** work is when we identify something that needs deeper conversation but we do not have a clear path forward. We set aside some time for conversation and discernment that may (or may not) lead to a formal decision, but helps tap into the wisdom gathered at the table.
- Once we have a **strategic** plan, we would also spend some time assessing it, adjusting it, learning from it so we can adapt.

Often agendas in any organization dedicate a significant amount of time to items that are ‘for information’. Such items are often reflected (or should be) in written reports and, in my view, should not consume valuable time on agendas.

My suggestion would be that when issues arise from networks, clusters, communities of faith or committees that require deeper discussion, decision or reflection, (fiduciary, generative or strategic areas) they should be flagged for addition to the agenda on an as-requested basis by the chair of the group or the staff resource person, but that there not be established oral reports on meeting agendas.

The danger of keeping standing items on an agenda ‘for information’, puts us in a situation where we are ‘singing to the choir’ and using reports as a form of announcements for the regional council. Announcements are going to reach a much wider audience through our communications channels than to the executive.

I value the experience and wisdom of our leadership, so I am also open to your thoughts on whether this approach might work for our regional council.

Appendix C

Governance Structure Change Request **Cold Springs Pastoral Charge**

To: Rev. Darren Liepold, Pastoral Relations Minister for Cold Springs Pastoral Charge;

From: Ian McFarlane, Chair, Official Board, Cold Springs Pastoral Charge

Re: Governance Structure Change Request

Date: January 6, 2023

At a December 5 Official Board meeting of the Cold Springs Pastoral Charge it was decided to make a change to the voting structure of our Official Board. Previously any vote taken at Official Board was based on a simple majority of the members present, without regard to the church of origin (Camborne, Plainville, St. Paul's/Cold Springs). Following the recognition and thorough analysis of the extant financial situation and membership numbers, it was decided that charge viability could only be maintained if we moved from percentage financial support based on numbers to equally shared financial support. This in conjunction with the decision to move to half-time ministry. Thus Camborne United Church, Plainville United Church and St. Paul's United Church will move to 1/3 shared support of the CSPC Central Treasury. Because of this change it was agreed that a similar change would be observed with regard to matters requiring a vote, that is, each church would have a 1/3 say in any motion requiring a vote. Each church will elect and name, from their members, two OB voting representatives, with a third named alternative voter.

It should be recognized that this decision was arrived at only after extensive analysis of individual church finances and member numbers, the decision to move to a half-time ministry, and individual church congregational meetings and consultations to explain and decide upon the above financial support and voting changes. It was supported by the majority of those polled at the church and Board levels.

Respectfully submitted,

Ian McFarlane,
Chair,
Official Board,
Cold Springs Pastoral Charge

Appendix D

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

- see Rodney's report and the draft FNJ Team meeting minutes from meeting on Feb 23
- Wendy Bulloch to chair

Social Justice Network Ontario RC

- Meeting- January 24- online- Sharon- staff rep, Adele Boy- lay rep- still looking for a clergy rep- will send draft minutes once they are available- January - short visioning session- fee set for Regional Councils for 2023- information will be sent to each RC.

Doing Mission Together Grants-

- Discussion for the Assembly of Elders to consider- moving this to Mission Through Property Team to have all the grants together- but invite some members of the Formation, Nurture and Justice to join in the grant review process (meeting).

Networks:

- Affirming Ministries- next Network event- April 22
- Care of Creation- connecting with National events- see ECO RC newsletter
- Guaranteed Livable Income (GLI)- see latest podcast- possible Easter Vigil
- Long Term Care Crisis- trying to reconnect, I gathered information to connect and passed it on- waiting for next meeting to be scheduled.n
- Palestine- partnering with Shining Waters RC- Adele to contact Karen directly to add some more information to website
- Rural Connect- checked in with Ryan and Randy- offer worship for January zoom meeting
- Licensed Lay Worship Leaders (LLWL)
- Retirees
- Tech Support- need to schedule the next meeting
- New network on Collaborative Ministries- watch newsletter for information on dates

Meetings/Events:

- FNJ Team meeting
- IJRR meeting
- Affirming Forum meeting
- UCW planning meeting
- Strategic plan- 1st gathering meeting
- Anti-racism Interfaith Intercultural Forum meetings, planning sessions and webinars
- Facilitation Team planning meeting
- Check in with some of the networks
- Check in and supporting First Third Ministry leaders
- First Monthly staff check in - Peter Bartlett and David-Roger
- Rural network round table
- Meetings with new network - collaborative /shared ministry- exciting sharing and dreaming- work on cluster group list (from Liaison database), registration set up
- Held first zoom Cluster group for First Third Ministry- connecting directly with each community of faith
- Collaborating with other RC- Event for PIE day (Affirming Ministries)
- Cathedral of the Trees meeting

Upcoming:

- Meeting to be scheduled for VIBE - reimagining- possibly PA days or intergenerational Sunday services
- Connect with and form remaining cluster groups for First Third Ministry- connecting directly with each community of faith
- Check in with networks

Appendix E**Process for the Preparation of a Strategic Operational Plan in ECORC**February

- Approval of process by RC Assembly of Elders – February 24th (including co-chairs of Nominations Team in discussion at AoE)
- Call out for members of a planning team* (email, tap some people on the shoulders) deadline: March 24th

March

- Nominations process (vote by email if required)
- March 21st – Pre-meeting on Strategic Plan (possible shift from April 18th)
- Hold first meeting by end of March
- Construct communications for consultative phase (online and in-person) with team

April

- Review existing mission and vision
- Determine proposed length of plan (one, two or three years?)
- April 18th – Pre-meeting on grants
- Staff input and participation (staff retreat) – including committee leaders in the process
- Online town hall takes place

May

- Annual Meeting (May 5,6)
- LLWL consultation / involvement
- First draft of plan outline

June

- Circulate summary of proposed objectives for input/feedback to wider church
- Prepare possible worship tools tied to themes and objectives
- Bring together LLWL to review possible themes for summer preaching circuit
- Ask teams, forums, clusters and networks to consider the objectives and how they might see their work/adjust focus in light of the plan

July/AugustSeptember

- Review any final feedback and prepare final draft, including specific measurables
- Assembly of Elders identifies any areas for training/education/development that we might want to attach to this plan

October

- Identify activities and projects that relate to the plan and the focus
- Review budget on how it aligns with the priorities and objectives established

November

- Adopt plan and budget for 2024

- Review tasks, assign responsibilities, review job descriptions, assess work that falls outside the plan

*This general call-out should include a short submission that describes their interest and expertise in this kind of work.