
East Central Ontario Regional Council
Meeting of the Assembly of Elders
Tuesday, September 5, 2023 – 1:00 p.m.

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

Stephen Coles	Member
Margaret Curtis	Member
Rev. Eric Hebert-Daly	Member, Executive Minister
Brian James	Member, Financial Administration
Patricia Long	Member
Ted Meyers	Member
Rev. Kaitlyn Ostrander	Member (Youth)
Rev. Paul Reed	Member
William (Bill) Sheaves	Member
Rev. Wanda Stride	Member, Speaker, Leading Commissioner, 44 th General Council Commissioner
Rev. Lynn Watson	Member arrived at 1:45 PM)
Rev. Edward (Ned) Wells	Member
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

REGRETS/ABSENT

Rev. Kevin Fitzpatrick	Member
Rev. Rodney Smith-Merkley	Corresponding Member - Minister for Respectful Relationship and Indigenous Justice
Karen Wilson	Corresponding Member - Communications and Administration Assistant

Call to Order 1:04 PM

Land Acknowledgement & Opening Devotions – Margaret Curtis led the land acknowledgment giving thanks to First Nations Peoples and the stewardship of their lands. Margaret encouraged all to continue to work towards truth and reconciliation. As part of opening devotion, Margaret made mention of the stark contrasts in lives of people in the world, from little league baseball to the war in Ukraine. Margaret expressed her thankfulness for her blessings, and acknowledged that not all are experiencing blessings, but instead strife. Margaret reminded all to give thanks for their blessings.

Circle Time of Sharing – All were invited to share, in particular what they are looking forwards to in the fall.

Appointment of an Equity Monitor for this Meeting

2023-09-05-001 MOTION (B. James/N. Wells) That the East Central Ontario Regional Council Assembly of Elders appoint Rev. Paul Reed as Equity Monitor for this meeting. **CARRIED**

Minutes of June 27th 2023

2023-09-05-002 MOTION (S. Coles/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders approves the Minutes of June 27th 2023 as circulated. **CARRIED**

Agenda

2023-09-05-003 MOTION (W. Sheaves/B. James) That the East Central Ontario Regional Council Assembly of Elders accept the agenda as amended: additions: 1. correspondence f); 2. motion under section V c). **CARRIED**

Incoming Correspondence

- a) June 20, 2023, copied on letter from The Rev. Dr. Michael Blair, General Secretary, to Brianna Lane re congratulations on appointment as a Youth Advisor to the World Council of Churches Central Committee for the 2023-2030 term (*for information*);
- b) July 11, 2023, Rev. Bob Root, re fundraising for Michkodeh in Bobcageon (*for information*);
- c) July 18, 2023, Sarah Charters, President, The United Church of Canada Foundation, re receiving funds from the disbanding congregation: Bethel United Church, Warsaw (*for information*);
- d) August 23, 2023, Rev. Stephen Ambury, re licensing retired Designated Lay Minister to perform marriages in capacity as Voluntary Associate Ministers (VAM) (*for action under IV ii c*);
- e) August 28, 2023, Daryl Bennet, Redevelopment Committee, Mark Street United Church, re Property Redevelopment Agreement for Mark Street United Church, Peterborough (*for information*);
- f) August 28, 2023, Rev. Harry Oussoren, Retired Minister, re Proposal regarding the Indian Act for consideration; (*for information*);
- g) August 29, 2023, Susan Lebeau, Administrator, Grace United Church Pastoral Charge re vacation pay and pension due (*for action under IV ii a*).

Outgoing Correspondence

- h) August 29, 2023, to Daryl Bennet, Redevelopment Committee, Mark Street United Church, from Rev. Eric Hebert-Daly, Regional Council Executive Minister, re Property Redevelopment Agreement for Mark Street United Church, Peterborough (*for information*).

***Accessing documents through SharePoint by the Assembly of Elders – Rev. Eric Hebert-Daly**

Business arising grouped according to confirmed Guiding Principles**I. All Communities of Faith participate in ECORC meetings and initiatives**

Facilitation Forum - Rev. Paul Reed, fall date: October 28th at Emmanuel United Church, Odessa ordination service to be included; Spring date: 19th and 20th of April 2024 at Cambridge Street United Church.

Information Sessions: Budget and Strategic Planning session dates to be determined.

2023-09-05-004 MOTION (S. Coles/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders approves the following dates for the Spring General Meeting: 19th and 20th of April 2024 (location: Cambridge Street United Church). **CARRIED**

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

- a)
- Earned Media Strategy**
- Information to come to next meeting.

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:**

- a) 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, Kaitlyn Ostrander and Ted Meyers part of review team. The hope is to have the work completed in time for the November General Meeting.
- b) Policy for when to record during information sessions – Equity Team, work is ongoing.

ii) CovenantSupport Team – Next meeting is Tuesday, September 19th 2023

- a) **Grace United Church Pastoral Charge / Susan Lebeau** – Rev. Eric Hebert-Daly provided and oral update to address correspondence g). It was resolved that the Commission will respond to Susan Lebeau.
- b) **Consider the status of retired Designated Lay Ministers and Proposal to General Council** – Rev. Wanda Stride

* at its meeting in September 2022, the Assembly of elders maintained that if a Designated Lay Minister is active when they retire, they can retain their marriage licence, but if they don't retire from an active appointment, they lose their marriage licence when the appointment ends (i.e., Ruth Wood retired from an active appointment so can keep the licence).

After lengthy discussion, it was felt that more discussion needed to be had and that a decision would come to the October Assembly of Elders.

Policies from other regional councils will be consulted when coming to a decision.

- c) **Voluntary Associate Ministers** – Rev. Eric Hebert-Daly
2023-09-05-005 MOTION (W. Sheaves/P. Reed) 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, 2023- June 30, 2024.

First name	Last Name	Community of Faith
Rev. Aruna	Alexander	Picton United Church
Rev. Anne	Blinn	Bridgenorth United Church

Gowans		
Rev. Mary-Margaret	Boone	Bethany Pontpool Pastoral Charge
Rev. Paul	Currie	Edith Rankin Memorial Pastoral Charge
Rev. Terrence	Deline	Westbrook United Church
Rev. Bruce	Fraser	St-Paul's (Stirling)
Rev. Bill	Fritz	Sandord Zephyr Pastoral Charge
Rev. Susan	Genge	Westminster United Church (Whitby)
Rev. Caroline	Giesbrecht	St. Mark's United Church (Cannifton)
Rev. Katherine	Gregory	Trenton United Church
Rev. Nadene	Grieve-Deslippe	Cooke's-Portsmouth United Church
Rev. Michelle	Hofman	Faith United Church (Courtice)
Rev. Nancy	Lester	Trinity United Church (Cobourg)
Rev. Joanne	MacQuarrie	Bridgenorth United Church
Rev. Paul	McLenaghan	Admaston Pastoral Charge
Rev. Jeanette	Millar	Trinity United Church (Cannington)
Rev. Bain	Milroy	Keene United Church
Rev. Don	Misener	Zion United Church (Kingston)
Rev. David	Moore	Highland Hills
Rev. David	Mundy	Trenton United Church
Rev. Bill	Peacock	Greenwood United Church
Rev. Lynda	Price	Zion United Church (Kingston)
Rev. Joe	Ramsay	Trinity United Church (Napanee)
Rev. Louise	Sams	St. Mark's United Church (Whitby)
Rev. William	Smith	St. Mark's United Church (Cannifton)
Rev. Lynn	Smith-Reeve	Bethel, Emily United Church (Omeme)
Rev. Janet	Stobie	Bridgenorth United Church
Rev. Calvin	Stone	Saint Andrew's Grafton/Castleton
Rev. Hal	Wilson	Rednersville Albury United Church
Rev. Jean	Wilson	Castleton Grafton United Church
Rev. John H.	Young	St. Mark's United Church (Cannifton)

CARRIED

*the following names were not included in the list and decision will be made in October:

- (DLM) Helen Bickle, Odessa Pastoral Charge
- (DLM) Judy MacGillivroy, Cooke's-Portsmouth United Church
- (DLM) Walter Mayhew, St. Matthew's (Belleville)

*the following Minister is already in an appointment

- Rev. Robert Root, Grace United Church (Peterborough)

- 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) **Apsley Pastoral Charge - Trinity United Church**

- see *Certificate A Request from Apsley Pastoral Charge* as **Appendix A**

2023-09-05-006 MOTION (T. Meyers/B. James) That the East Central Ontario Regional Council Assembly of Elders approve the recommendation from the Mission Through Property Team to approve the *Certificate A Request from Apsley Pastoral Charge* re the listing and Sale of Trinity United Church, Apsley being the real property at PT LT 33-34 CON1 ANSTRUTHER AS IN E570R132793 EXCEPT PART1 R142084, PT 1,2&3 45R982 NORTH KAWARTHA and municipal address of 80 Burleigh Street, Apsley Ontario, K0L1A0. Distribution of funds from sale after expenses as per Certificate A (set attached appendix) and following the ECOR policy for a COF disbanding are:

1. 10% to INDIGENOUS MINISTRY
2. 10% to GREEN AWAKENING
3. 20% to ECORC COF ASSISTANCE FUND
4. 20% to UNITED CHURCH OF CANADA MISSION AND SUPPORT
5. 40% to REQUEST AFTER SALE OF PROPERTY TO BE DISBERSED
6. APSLEY UNION CEMETARY,
7. APSLEY FOOD BANK, COMMUNITY CARE
8. APSLEY PUBLIC SCHOOL MUSIC FUND,
9. CHRISTIAN SCHOOL MUSIC FUND, ST GEORGES ANGLICAN
10. APSLEY COMMUNITY CHAPEL CHURCH,
11. ST. ANDREWS- THE RIDGE UNITED CHURCH

The final terms of sale and approval to be carried out by the Mission Through Property Team.

CARRIED

b) **Bethel Grove United Church Cemetery**

2023-09-05-007 MOTION (T. Meyers/B. James) That the East Central Ontario Regional Council Assembly of Elders approve the recommendation of the Mission Through Property Team to the transfer by mutual consent of the Bethel Grove United Church Cemetery to Township of Hamilton located at 7375 Bethel Grove Road, Cobourg, Ontario, K9A4J7. **CARRIED**

- c) **2023-09-05-008 MOTION** (T. Meyers/B. James) That the East Central Ontario Regional Council Assembly of Elders approve the recommendation of the Mission Through Property Team to grant permission to Sydenham Street United Church to upgrade their Performance Hall/Sanctuary Sound Systems at a cost of \$134,734. Funding for this project is already in place. **CARRIED**

- 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*

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

New Business –

- a) **Case Report from the Regional Council Executive Minister** – Rev. Eric Hebert-Daly
- See Case Report as **Appendix B**
2023-09-05-009 MOTION (E. Hebert-Daly/L. Watson) That the East Central Ontario Regional Council Assembly of Elders receive the case report from the Regional Council Executive Minister, and approve the recommendations contained therein. **CARRIED**
- b) **Sabbatical Regional Council Executive Minister** – Rev. Eric Hebert-Daly
2023-09-05-010 MOTION (K. Ostrander/N. Wells) That the East Central Ontario Regional Council Assembly of Elders grant its Regional Executive Minister, Éric Hébert-Daly, a three-month sabbatical from June 3rd 2024 to September 3rd 2024, followed by two weeks of holiday from September 3rd 2024 to September 17th 2024. Furthermore, that the Regional Council will identify existing staff members to fulfill the role of Regional Executive Minister on an interim basis based on their availability throughout the summer during his absence. **CARRIED** (6 in favour, 4 opposed)

The Assembly of Elders felt that it was inappropriate to have Regional Council decide; and it would have been preferred that the General Secretary decide.

Opening worship and Equity Monitor for next meeting – See roster below.

Equity Monitor Report – Rev. Paul Reed, highlighted he witnessed collaboration amongst the group in order that the meeting remained equitable. It was also highlighted that an in-person meeting in the near future would be beneficial.

Flourishing: Bold Ideas Daring Connections- taking place in Kingston (Thu, Sep 28, 2023 9:00 AM - 8:30 PM). For more information: <https://www.eventbrite.ca/e/flourishing-bold-ideas-daring-connections-tickets-611380143467?aff=oddtcreator>

Motion to adjourn

2023-09-05-011 MOTION (B. James) That the East Central Ontario Regional Council Assembly of Elders adjourn this meeting 3:44 PM. **CARRIED**

Closing Prayer – Margaret Curtis closed the meeting in prayer. Betty Turcotte reference.

Next Meeting Dates

- Tuesday, October 3, 2023 (1 PM) Zoom
- Tuesday, November 7, 2023 (1 PM) Zoom

Rev. Wanda Stride
Speaker

Rev. Eric Hebert-Daly
Executive Minister

ECORC Assembly of Elders - Participation Roster

	Opening worship/Land ack/closing prayer	Equity Monitor Roles
<i>October 3, 2023</i>	Bill Sheaves	Ned Wells
<i>November 7 2023</i>	Pat Long	Paul Reed
<i>December 5 2023 (if needed)</i>	Ted Meyers	Marg Curtis
<i>January 2, 2024</i>	Paul Reed	Brian James
<i>February 6 2024</i>	Ned Wells	Ted Meyers
<i>March 5, 2024</i>	Wanda Stride	Lynn Watson
<i>April 2 2024</i>	Brian James	Steve Coles
<i>May 7 2024</i>	Kaitlyn Ostrander	Kevin Fitzpatrick
<i>June 4 2024</i>	Lynn Watson	Kaitlyn Ostrander

Appendices

Appendix A	Certificate A Request from Apsley Pastoral Charge	Pages 8-10
Appendix B	Case Report from the Regional Council Executive Minister	Page 11-12

Appendix A

Certificate of Trustees Asking Consent of a Regional Council

[By following this format, Trustees will meet the requirements of section G.2.3 of The Manual, The United Church of Canada (2019 edition). This format may be adapted to suit the local circumstances and, where the document is to be registered at a Land Registry Office, to satisfy the requirements of the Land Registrar.]

IN THE MATTER OF PT LT 33-34 CON1 ANSTRUTHER AS IN E570R132793 EXCEPT PART1 R142084,PT 1,2&3 45R982 NORTH KAWARTHAAND IN THE MATTER OF [LISTING PROPERTY FOR SALE from TRINITY UNITED CHURCH to POTENTIAL BUYER

CERTIFICATE OF TRUSTEES ASKING CONSENT OF THE REGIONAL COUNCIL

*The United Church of Canada Act, Schedule B, Trust of Model Deed Part 6
The Manual (2019 edition), section G.2.3*

We, the undersigned, do hereby certify that the following is a just and true copy of a resolution duly passed by the Trustees of TRINITY UNITED CHURCH a congregation of The United Church of Canada and part of the APSLEY Pastoral Charge, at a meeting of the Board of Trustees duly held for that purpose at TRINITY UNITED CHURCH on the 6TH day of MAY, 2022.

"Moved by ROGER CROSBY, seconded by LINDA REYNOLDS, that the Trustees of TRINITY UNITED CHURCH, a congregation of The United Church of Canada and part of the APSLEY Pastoral Charge, having received the direction of the TRINITY UNITED CHURCH CONGREGATIONAL MEETING of the said pastoral charge to do so, request the consent of EASTERN CENTRAL ONTARIO Regional Council:

- (1) to the SALE of certain Real Property, the legal description of which is AS ABOVE, and the municipal address of which is 80 BURLEIGH STREET APSLEY ONTARIO K0L1A0 , pursuant to an agreement between the Board of Trustees of TRINITY UNITED, a congregation of The United Church of Canada, as [capacity], and [other party], as [capacity], dated the 11TH day of AUGUST, 2023, and subject to Regional Council approval, the terms of which are as follows:

[for a listing, the terms would include the agent, any exceptions, the commission rate, the asking price, the proposed possession date]

[for a sale, the terms would include the purchaser, the sale price, the deposit, the balance due, the terms of any mortgage back, conditions, warranties, the scheduled closing date]

[for a purchase, the terms would include the vendor, the purchase price, the deposit, the balance due, conditions, warranties, the scheduled closing date, the source of funds][for a mortgage, the terms would include the principal, the interest rate, the term, payments, prepayment privileges][for a lease, the terms would include premises and exclusive use premises, fixtures and chattels, rental, commencement date, term, responsibility for taxes, insurance, repairs, rights to assign or sublet, dispute resolution and arbitration, early termination, renewals, options]

(2) [in the case of transactions generating proceeds] to the following disposition of the proceeds arising from the transaction: [disposition of proceeds]"

10% to INDIGENOUS MINISTRY

10% to GREEN AWAKENING

20% to ECORC COF ASSISTANCE FUND

20% to UNITED CHURCH OF CANADA MISSION AND SUPPORT

40% to REQUEST AFTER SALE OF PROPERTY TO BE DISBERSED

APSLEY UNION CEMETARY,

APSLEY FOOD BANK, COMMUNITY CARE

APSLEY PUBLIC SCHOOL MUSIC FUND,

CHRISTIAN SCHOOL MUSIC FUND, ST GEORGES ANGLICAN

APSLEY COMMUNITY CHAPEL CHURCH,

ST. ANDREWS- THE RIDGE UNITED CHURCH

and in pursuance of the said resolution, we hereby apply to EASTERN CENTRAL
ONTARIO Regional Council for its consent to the LIST PROPERTY FOR SALE.

Dated this 11TH day of AUGUST, 2023.

ROGER CROSBY/ ELEANOR CROSBY Presiding Trustees

JUDITH MANARY, Secretary

Appendix B**Case Review**

Report from the Regional Executive Minister
August 25th, 2023
East Central Ontario Regional Council

Summary of the situation

In 2021, a candidate for ministry was aggressively bullied by a retired minister after only three weeks into their student placement. The candidate was threatened, told that they must keep their mouth shut about the presence of a former minister who was just released from prison after serving a sentence for child-luring. The victim and the candidate were of the same age and gender. There was also an underlying threat that the retired minister was well-connected and could interfere with the candidacy process if the candidate didn't follow instructions.

This left the candidate in a vulnerable place and they were left wondering who they could trust. While turning to the Office of Vocation, the candidate was given some health, safety and legal advice on how to handle someone who was recently released from prison, but there was not much support provided in relation to the bullying.

The candidate appropriately reached out to family, a mentor and the educational supervisor to help guide their next steps.

This was also a time when the Regional Council was without a Pastoral Relations Minister, when the new structures of the church were still being clarified, and the candidate was in a pastoral charge without other ministry personnel.

The retired minister in question was a known bully, as confirmed by the previous minister in that charge and by other members of the Regional Council. This person has since passed away.

Noted Issues in this Case

While seeing a situation such as this as a learning opportunity may be the natural instinct of those surrounding the candidate, it may be best to determine when a situation surpasses a 'normal' educational opportunity and should be escalated to the appropriate entity. While multiple people were informed of this situation and many were aware of the retired minister's proclivity to bullying, it appears that this situation fell through the cracks.

In cases of congregational bullying, it would be suitable for the Pastoral Relations Minister to be called upon to assist in managing the situation. The absence of such a resource was problematic in this case, but there is also question about how the availability of such a resource might be better communicated to candidates before they begin their Supervised Ministry Education.

Given that the bullying was done by a retired minister, if a formal complaint became necessary, the Office of Vocation would encourage the candidate to make this complaint directly. Alternatively, the Office of Vocation could direct a complaint to the Response Committee for review and follow up. This could have insured clarity about boundaries of retired ministers vis-à-vis student clergy serving their congregations.

Recommendations**Clarity of Responsibilities**

It is important for the bodies of the church to be responsive and act in such situations. Clear guidelines about who should be informed of such situations is key. I understand that the orientation process for new candidates going into their Supervised Ministry Education has been changed recently and that it is more thorough in describing how to handle such situations and that Educational Supervisors are also made aware of these processes. Going forward, I recommend that the Regional Council's Pastoral Relations Minister be offered as a secondary option to contact in cases where the candidate may feel uncomfortable raising this with people responsible for their candidacy process.

Clarity of Context

Ensuring that the SME site is a safe space for learning is key. If a known conflict or a strong personality is present at an approved SME site, a full briefing for the candidate needs to be shared with the candidate in advance of confirming the appointment. Given the Regional Council's more intimate knowledge of its communities of faith, this would be best done by the Covenant Support Team or Pastoral Relations Committee/Commission.

Regular Check-ins

It is important for the Regional Council and the Office of Vocation to stay in close contact with the candidate and build relationships up-front. A good relationship between the candidate, the Office of Vocation Minister and the Pastoral Relations Minister may help prevent situations from becoming problematic. These relationships will also be beneficial to the candidate as they will be better acquainted with the Regional Council, which is c