

East Central Ontario Regional Council
Meeting of the Assembly of Elders
Tuesday, October 3, 2023 – 1:00 p.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

Stephen Coles	Member
Margaret Curtis	Member
Rev. Kevin Fitzpatrick	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 (speaker for this meeting)
William (Bill) Sheaves	Member
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
Karen Wilson	Corresponding Member - Communications and Administration Assistant

REGRETS/ABSENT

Rev. Wanda Stride	Member, Speaker, Leading Commissioner, 44 th General Council Commissioner
Rev. Lynn Watson	Member
Rev. Rodney Smith-Merkley	Corresponding Member - Minister for Respectful Relationship and Indigenous Justice

*This meeting focused on planning of the Fall General Meeting; selling fair-trade products at general meetings; updating the Licenced Lay Worship Leaders Handbook; changes in pastoral relations; the appointment of a pastoral charge supervisor; granting sacramental privileges, recognizing the amalgamation of Cardiff United Church and Paudash United Church; expanding the volunteer base of Liaisons and Pastoral Charge Supervisors; collaborative ministries; considered the status of retired Designated Lay Ministers within the Regional Council a proposal being considered by the General Council; recognized additional Voluntary Associate Minister and added them to the current list (2023-24); received recommendations from the Property Through Finance Leadership Team; discussed the 2024 budget; received a report from the Formation Nurture & Justice Leadership Team, considered the use of a score card for Equity during meetings; received members of the Affirm Forum to discuss the current situation facing the LGBTQ2S community; and approved a request to open nominations for the vacant position on the Assembly of Elders.

Call to Order – Rev. Paul Reed, Past-Speaker, called the meeting to order at 1:03 PM.

Land Acknowledgement & Opening Devotions – Bill Sheaves acknowledged the land, recognizing that we gather on the unceded lands of First Nations Peoples, and gave thanks for their stewardship of these lands long before colonial settlers arrived. Bill opened devotion-time with reading of scripture (Matthew 4:18-21). Bill reflected on how the disciples followed Jesus from the moment Jesus' call arrived, and compared how Jesus' call continues today in our lives, and encouraged all to respond in a variety of ways. Bill closed this time of the meeting with prayer.

Circle Time of Sharing – All were invited to share.

Appointment of an Equity Monitor for this Meeting

2023-10-03-001 MOTION (W. Sheaves/B. James) That the East Central Ontario Regional Council Assembly of Elders appoint Rev. Ned Wells as Equity Monitor for this meeting. **CARRIED**

Minutes of September 5th 2023

2023-10-03-002 MOTION (S. Coles/N. Wells) That the East Central Ontario Regional Council Assembly of Elders approves the Minutes of September 5th 2023 as circulated. **CARRIED**

Email Poll

2023-10-03-003 MOTION (B. James/M. Curtis) That the East Central Ontario Regional Council Assembly of Elders receive into its minutes the results of an email poll held on September 26, 2023 regarding the sale of Trinity United Church (Apsley Pastoral Charge):

Trinity United Church Sale (Apsley Pastoral Charge)

2023-09-26-001 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 and accept the sale Offer of \$500,000 from Gord Tucker Cottage Services for the Trinity United Church at PT Lot 33-34 Con 1 Anstruther as in E570 & R132793 Except Pt 1 R142084 Pt 1,2 and 3 45R982, North Kawartha. **CARRIED**

CARRIED

Agenda

2023-10-03-004 MOTION (K. Fitzpatrick/N. Wells) That the East Central Ontario Regional Council Assembly of Elders accept the agenda as circulated. **CARRIED**

***Order of the Day (2 PM) – Members of the Affirm Forum**

Incoming Correspondence

- a) June 2023, The Right Rev. Dr. Carmen Lansdowne, Moderator, re certificate of thanksgiving to Mission and Service for givings in the amount of \$1,150,559.00 (*for information*);
- b) September 6, 2023, Lois McLeod, Secretary, Camp Quin-Mo-Lac, re Director Resignation (*for information*);
- c) September 15, 2023, copied on letter from Lisa Giffin, Policy Writer and HR Specialist, Shared Services Unit, to Rev. Darren Liepold, Pastoral Relations Minister, re Northminster Peterborough (*for information*);
- d) September 15, 2023, Erin Greeno, Ontario Regional Council Archivist re revision to Kingscourt United Church, Kingston (*for information*);
- e) September 28, 2023, Susan Jackson, Information & Statistics Coordinator, re 2022 statistics (*for information*);

Outgoing Correspondence

- a) September 6, 2023, to Bereavement Authority of Ontario, re Bethel Grove cemetery transfer and acceptance of the Municipality by mutual consent (*for information*);
- b) September 15, 2023, to Erin Greeno, Ontario Regional Council Archivist, from Rev. Eric Hebert-Daly, Regional Council Executive Minister, re amendment of record contained in the baptismal register of Kingscourt United Church, Kingston, ON (*for information*);

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

- a) **Facilitation Forum (General Meetings Planning)** – Rev. Paul Reed
 - See draft agenda of fall General Meeting (Oct. 28th 2023) as **Appendix A**
- b) **Sale of Fair-Trade items at General Meetings** – Rev. Paul Reed
2023-10-03-005 MOTION (P. Long/B. James) That the East Central Ontario Regional Council Assembly of Elders direct the Facilitation Forum to enact the policy that ECORC use fair trade coffee or tea during its general meetings and other events. **CARRIED**
- c) **Celebration of Ministry Service** – planning is underway, it is expected that the Right Reverend Dr. Carmen Lansdown, Moderator, will be present (maybe participate in serving communion).

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

- a) **El Salvador Project** – planning is ongoing
- b) **Women's Retreat** – will take place at Kingfisher Bay Inn
- c) **Earned Media Strategy** – more to come 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) Update LLWL Handbook
 - See LLWL handbook as **Appendix B**

2023-10-03-006 MOTION (W. Sheaves/S. Coles) That the East Central Ontario Regional Council Assembly of Elders receive and approve the LLWL Handbook and make it policy within the Regional Council. **CARRIED**

- b) **Policy regarding supply** – more to come
- c) **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.

- d) **Notes for Amalgamations** – Ted Meyers is preparing a document that can be used to help and will work with the Covenant Support Team to make a recommendation to the Assembly of Elders to adopt the tool for Communities of Faith. Darren provided additional information that members of the Covenant Support is also that at present there are several conversations going on about Collaborative ministries in the Region. One group meeting in the Brighton area consists of 6 congregations who met in July and will meet again this month to share strengths, look for commonalities, and seek a way forward. Another meeting is being held in Belleville on the 10th of this month to look at common resources. Also, congregations in the Blackstock Nestleton area are talking about having a session later this month. In terms of how we are supporting congregations-working with Mission Through Property, we are helping congregations to look at their resources, looking at options, and supporting their on-going ministries. We also received annual reports from over 100 communities of faith this year and are acting proactively on what we have learned from those documents.
- ii) **Covenant Support Team** –
- see *CST minutes of September 19th* as **Appendix C**
- a) **Changes in Pastoral Relations**
- 2023-10-03-007 MOTION** (W. Sheaves/S. Coles) That the East Central Ontario Regional Council Assembly of Elders concur with the following recommendations from Covenant Support Team:
- a. **Liaison**
 - i. the Covenant Support Team sought direction from the Assembly of Elders regarding Eastminster and Warkworth United Churches not following process. The Assembly of Elders has suggested that it be made clear to these congregations that they are in breach of the covenant with the Regional Council and that formal review is an option. Meetings with these communities will be sought.
 - b. **Appointments**
 - i. after having confirmed eligibility on ChurchHub, the Rev. Nancy Lester be re-appointed as retired supply to the Cold Springs community of faith effective October 1st 2023-September 30th 2024 with the following terms: 50% time, all terms as per the United Church Manual;
 - ii. after having confirmed eligibility on ChurchHub, the Rev. Stephanie Richmond be called to the Kedron Community of faith effective January 8, 2024 with the following terms: 100% time, all terms as per the United Church Manual.
 - iii. after having confirmed eligibility on ChurchHub, the Rev. Lyle Horn be re-appointed to the Emmanuel Peterborough Community of Faith effective October 1st 2023-December 31st 2023, Retired Supply 50% time, all items as per the United Church Manual.

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- iv. after having confirmed eligibility on ChurchHub, the Rev. Bryan Ransom be re-appointed retired supply at the Newcastle Community of faith effective September 1st 2023-February 29, 2024, all terms as per the United Church Manual;
 - v. after having confirmed eligibility on ChurchHub, the Rev. Richard Parker be re-appointed retired supply to the Columbus community of faith effective October 1st 2023-September 30th 2024 with the following terms, Retired supply 50% time, all terms as per the United Church Manual;
 - vi. after having confirmed eligibility on ChurchHub, that Michelle Hoffman, Diaconal Minister, be appointed to the Orono-Kirby community of faith effective October 1st 2023-September 30th 2024 with the following terms, United Supply 50% time, all terms as per the United Church Manual;
 - vii. after having confirmed eligibility on ChurchHub, Kathleen Whyte, student supply, be appointed to the Roslin Thomasburg community of faith with the following terms. Student supply, 75%-time, effective September 1st 2023 – August 31st 2024 all other terms as per the United Church Manual;
 - viii. after having confirmed eligibility on ChurchHub, the Rev. Sharon Campbell Raymont, United Supply, be appointed to the Cambridge Street Community of Faith effective October 1st 2023-June 30th 2024 with the following terms: United Church Supply Salary full time, all terms as per the United Church Manual;
 - ix. after having confirmed eligibility on ChurchHub, the Rev. Carol Gillard, retired supply be appointed to the Maple Grove Community of Faith effective September 1st 2023-June 30th 2024 with the following terms: Retired supply Salary, 50% time, all terms as per the United Church Manual;
 - x. after having confirmed eligibility on ChurchHub, the Rev. Margaret Goodwin, retired supply be appointed to the St. Matthew's Belleville Community of Faith effective August 1st 2023-December 31st 2023 with the following terms: 25% time, all other terms as per the United Church Manual

CARRIED**c. Pastoral Charge Supervisor**

- i. that Jean Wilson be appointed PCS to Dunbarton-Fairport Pastoral Charge

d. Sacramental Privileges

2023-10-03-008 MOTION (W. Sheaves/S. Coles) That the East Central Ontario Regional Council Assembly of Elders receive and approve the recommendation from the Covenant Support Leadership Team that Michelle Hoffman, Diaconal Minister, be granted sacramental privileges during her period of employment with the Orono Kirby community of faith.

CARRIED**e. Amalgamation: Cardiff/Paudash Pastoral Charge**

2023-10-03-009 MOTION (W. Sheaves/S. Coles) That the East Central Ontario Regional Council Assembly of Elders recognize and approve the amalgamation of Cardiff United

Church and Paudash United Church, on September 19th 2023. The name of the newly amalgamated entity will be Phoenix Rising Pastoral Charge, and operate under the registered charity status held by the Cardiff/Paudash Pastoral Charge.

- f. **Looking for Volunteers (Liaisons/Pastoral Charge Supervisors)** – Rev. Darren Liepold. William Sheaves highlighted that he will be making a call for volunteers at the Fall General Meeting (with specification on requirements, tutorial).
- g. **Collaborative Ministries** – Rev. Darren Liepold (already highlighted already in IV d)
- h. **Heritage (Millbrook area)** – Stephen Coles shared that the liaison needs time off; therefore, the Covenant Support Team is searching for a replacement. Rev. Darren Leipold has agreed to replace the liaison.
- i. **Eastminster and Warkworth United Churches**
2023-10-03-010 MOTION (M.Curtis/B. James) That the East Central Ontario Regional Council Assembly of Elders direct the Covenant Support Team to remove the liaisons from Eastminster and Warkworth United Churches, and direct the Covenant Support Team to provide an assessment of these communities of Faith to the Assembly of Elders. **CARRIED**
- b) **Consider the status of retired Designated Lay Ministers and Proposal to General Council** – Rev. Wanda Stride
 - See *General Council Proposal - GS 57 Ministry Leadership to Meet the Needs of The Church in the 2020s, Part B Designated Lay Ministry* as **Appendix D**

* 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).

- c) **Voluntary Associate Ministers** – Rev. Eric Hebert-Daly
2023-10-03-011 MOTION (M. Curtis/T. Meyers) That the East Central Ontario Regional Council Assembly of Elders receives for information the following names to be added to 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. Kathryn	Toivan	Rural Faith Pastoral Charge
Rev. Svinda	Heinrichs	Bethel-St. Andrew's of Maynooth-
(DLM) Ruth	Wood	Madawaska Pastoral Charge
Rev. David	Watson	St. Andrew's By-The-Lake United Church
Rev. Darren	Liepold	Gooderham United Church
Rev. David	Jones	Picton United Church
Rev. Dan	Yourkevich	Pickering Village United Church
(DLM) Helen	Bickle	Westminster United Church
		Odessa Pastoral Charge

CARRIED

* The Assembly of Elders will consider proposal for how retired DLMs status will be impacted following retirement. No decision was taken at this time on naming the following DLMs as VAMs.

(DLM) Judy	MacGillivroy	Cooke's-Portsmouth United Church
(DLM) Walter	Mayhew	St. Matthew's (Belleville)

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

1. **Mission Through Property – Ted Meyers**

a) **New Hope United Church, Port Hope**

2023-10-03-012 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 approve the request from New Hope United Church to use up to \$100,000 of their investments funds over the next year for the completed (\$30,000) and planned improvements (\$70,000) to New Hope United Church. **CARRIED**

b) **Violet Cemetery Transfer to Loyalist Township**

2023-10-03-013 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 abandonment of the Violet Cemetery operated by Emmanuel UC – Odessa at PT LT 14 CON 5 Ernestown (as in WE1862; Loyalist) and transfer to the Loyalist Township.

2. **Regional Council Budget for 2024 – Brian James, Regional Council Treasurer**

- See Proposed RC 2024 Budget as **Appendix E**

i) **2023-10-03-014 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 allocate the 2024 Mission Support Grants as follows:

○ Greenwood Beford House	\$20,000
○ Old Hay Bay Church	\$6,000
○ Camp Quin Mo Lac	\$37,000
○ Places for People	\$1,500
○ Quinte Health Chaplaincy	\$5,000
○ Five Oaks	\$5,000
○ Lakefield UC Outreach Ministries	
▪ PA Day Programs & Meals	\$2,500
▪ Hockey Camp Holistic Program	<u>\$5,000</u>
Total	\$82,000

CARRIED

ii) **2023-10-03-015 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 use the ECOR Emergency Fund to top up any shortfall between GC allocation and ECOR need to a maximum of \$60,000 for the 2024 year only. **CARRIED**

- iii) **2023-10-03-016 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 adopt the budget for 2024 for the ECOR as presented, concurring with the General Council cost of living salary increase of 2%, and recommend to the 2024 budget to the Regional Council. **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

Formation Nurture & Justice

- See minutes of FNJ meeting held on September 8th 2023 as **Appendix F**

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

- a) **Score Card for Equity During Meetings** – Rev. Kaitlyn Ostrander shared the proposed score cards, welcomes input from Teams.

- b) **A.I. Summaries on Zoom** – discussions moved to next Assembly of Elders meeting

- c) **Policy for when to record during information sessions** – discussions moved to next Assembly of Elders meeting.

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

Affirm - Order of the Day (2 PM) - Sharon Woodrow, Joyce Payne, Mary-Margaret Boone and Judy Amsbury

- See Notes for Affirm Presentation as **Appendix G**

2023-10-03-017 MOTION (K. Fitzpatrick/W. Sheaves) That the East Central Ontario Regional Council Assembly of Elders make Sharon Woodrow, Joyce Payne, Mary-Margaret Boone and Judy Amsbury corresponding members for the purposes of this meeting. **CARRIED**

- Mary-Margaret Boone shared some history and emphasized the importance of acknowledging preferred gender pronouns.

- Sharon Woodrow shared her experiences while attending a school demonstration, in particular how members of the 2SLGBTQIA+ safety was jeopardized.
- Joyce Payne shared upcoming events and planning that can keep people safe, as well as establishing a plan of action to engage political forums.

2023-10-03-018 MOTION (S. Coles/B. James) That the East Central Ontario Regional Council Assembly of Elders acknowledges its appreciation to members of the Affirm Forum, after presenting concerns for safety of individuals, and that the Assembly of Elders commit to sharing these concerns over the safety of 2SLGBTQIA+ community throughout the Regional Council. **CARRIED**

In particular, and to address the immediate concerns for safety, the following action will be taken:

1. Direct Facilitation Team to allow for time to address the concerns of safety of individuals
2. Ensure that this time on the agenda is introduced from the Speaker
3. Prepare a pastoral letter to all communities of faith to help provide safe places for those being accosted for their views

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) **Nomination** – Rev. Eric Hebert-Daly

2023-10-03-019 MOTION (K. Ostrander/S. Coles) That the East Central Ontario Regional Council Assembly of Elders receive and approve the recommendation from the Nominations Leadership Team to open nominations to fill the one remaining vacancy on the Assembly of Elders. **CARRIED**

Equity Monitor Report – Rev. Ned Wells, highlighted that 4 members on the Assembly of Elders have still not have access to ChurchHub. Raising hands digitally: don't forget to put hand down when finished talking. Reminder to guest coming into the meeting, they will be placed in the waiting room until the order of the day.

2023-10-03-020 CONSENSUS MOTION That the East Central Ontario Regional Council Assembly of Elders adjourn this meeting at 4:18 PM. **CARRIED**

Closing Prayer – Bill Sheaves.

Next Meeting Dates

- Tuesday, November 7, 2023 (1 PM) Zoom
- Tuesday, December 5 2023 (if needed)
- Tuesday, January 2, 2024 (1 PM) Zoom
- Tuesday, February 6 2024 (1 PM) Zoom

Rev. Paul Reed
Past- Speaker

Rev. Eric Hebert-Daly
Executive Minister

ECORC Assembly of Elders - Participation Roster

	Opening worship/Land ack/closing prayer	Equity Monitor Roles
<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	Draft Agenda – Fall General Meeting (Oct. 28, 2023)	Pages 11-12
Appendix B	Licensed Lay Worship Leader Handbook	Pages 13-18
Appendix C	Covenant Support Team Minutes (Sept. 19, 2023)	Pages 19-22
Appendix D	General Council Proposal - GS 57 Ministry Leadership to Meet the Needs of The Church in the 2020s, Part B Designated Lay Ministry	Pages 23-31
Appendix E	Proposed Regional Council Budget (2024)	Pages 32-37
Appendix F	(Minutes) Formation Nurture & Justice (Sept. 8, 2023)	Pages 38-44
Appendix G	Notes for Affirm Presentation	Pages 45-46

Appendix A

East Central Ontario Regional Council
2023 Fall Meeting
Draft Working Agenda as of Sept 21

Time	Activity	presenter	projections	Location
9:00	Registration Opens <ul style="list-style-type: none"> Coffee available 			
10:00	Call to Order Acknowledgement of the Land Welcome to the Land Teaching Moment Response to Welcome <ul style="list-style-type: none"> Remit explanation and reminder 	Speaker Wanda stride TBD: arrange with Rodney Speaker Wanda Stride		Head table Lectern ZOOM (spotlight) Lectern Lectern
10:30	Words of Constitution Opening Motions	Speaker Wanda Stride	Words of constitution	Lectern
Worship Prelude				
10:45	Opening Worship <ul style="list-style-type: none"> Worship Leaders Celebration of Ministry Communion 	TBD	Hymns, Prayers Prayers	Worship Space
12:00	Reception Lunch Break			
1:30	Recognition of LLWL Covenanting with LLWL	Darren Liepold		
2:00	Leadership <ul style="list-style-type: none"> Reports Assembly of Elders Discerning Currents <ul style="list-style-type: none"> Mission Goals Mission Through Property <ul style="list-style-type: none"> Budget Presentation Covenant Support Formation Nurture and Justice Equity Nominations 	Wanda Stride Eric and Larry Ted and Brian Bill and Darren Wendy and Sharon Phil and Karen Mary Jane Hobden		
3:30	Stretch Break			

The United Church of Canada
L'Église Unie du Canada

East Central Ontario Regional Council
Meeting of the Assembly of Elders

October 3, 2023
Zoom Teleconferencing

4:00	<ul style="list-style-type: none"> • Stewardship • Office of Vocation • New Business 	Roger James	Video Presentation
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4:45	Equity Monitor Report Concluding Motions	Equity Support	Closing Motions	Lectern
5:10	Closing Worship	TBD	TBD	Worship Space
5:15	Adjournment	Speaker:		Head Table

Appendix B**Licensed Lay Worship Leaders****A Guide for LLWLs and Communities of Faith in
East Central Ontario Regional Council****Table of Contents**

Overview

This guide is a supplement to the United Church of Canada document [Licensed Lay Worship Leaders](#). It focuses on practices related to LLWLs in the East Central Ontario region, and as such may differ from other regions of the United Church. It will be reviewed every year by the Licensed Lay Worship Leaders Forum and Network and updated as necessary. If you have questions or suggestions, please contact Forum chair Rev. Cathy Gradante revcathygradante@gmail.com. You may also wish to visit LLWL sections of the ECORC website, where you will find information about the [Forum](#) and [Network](#), a list of LLWLs available to lead worship, a list of frequently asked questions and more.

Please note that this guidebook uses “they” and “them” to refer to individuals in order to be respectful of all gender identities and expressions.

Licensed Lay Worship Leaders are members of the United Church of Canada who have felt a call to serve God. They are licensed by the East Central Ontario Regional Council to live out that call by serving communities of faith throughout the region. Often referred to as LLWLs, they bring a wide range of gifts from their careers in the business and non-profit sectors, in education and self-employment, as parents and volunteers, and as dedicated people of faith. They undergo special training to prepare them to create and lead worship services.

LLWLs differ from ordained clergy in that their sole responsibility is providing pulpit supply on a temporary basis. They are limited in the number of services they can lead and may not be employed by a community of faith. They are not permitted to perform the sacrament of baptism, to preside at communion or to officiate at weddings. LLWLs are able to officiate at funerals, as is any lay person. They typically undertake training at their own expense, and receive no pension or other benefits from the United Church of Canada. Each licensed lay worship leader must provide extensive documentation of their work and professional development in order to have their licence renewed by ECORC every two years.

Becoming licensed

Longer-serving LLWLs may have taken their training in a wide range of formats, from intensive study in a small group to multiple weekends over a period of years. New LLWL candidates are trained through United in Learning's online training program, which consists of four modules: Liturgy, Preaching, Prayers and Music, and All Ages and Special Events in Worship. Not all who take the program necessarily feel a call to serve as a Licensed Lay Worship Leader. Those who have successfully completed their training may wish to submit their names to the LLWL Forum for licensing in our region. In order to be licensed, the candidate must provide:

- a current criminal reference check including vulnerable sector.
- confirmation of membership in the United Church in the form of a letter from the chair of their home church's council or board, or the minister of the home church. This letter should state that the individual is a member in good standing and that their home community of faith supports their work as an LLWL in their own church as well as the wider ECORC.

-proof of completion of two mandatory online courses (Racial Justice and Personal and Professional Boundaries for Church Leaders).

The candidate will be interviewed by a group of three (one ordained clergy person and two LLWLs) members of the Forum to establish their suitability to serve as an LLWL and identify any areas for further reflection or work.

Licence renewal

LLWLs must renew their licence every two years by submitting these documents via email to the LLWL Forum secretary prior to the date the secretary specifies:

- a criminal reference check including vulnerable sector OR Annual Declaration Form, which includes the date of the last vulnerable sector check and asserts that a check less than five years old is still valid. If a check was obtained more than five years ago, a new one must be submitted.
- confirmation of membership in the United Church in the form of a letter from the chair of their home church's council or board, or the minister of the home church
- proof of completion of two mandatory online courses --- Racial Justice (one time) and Personal and Professional Boundaries for Church Leaders (within the past 5 years).
- a log listing where they have led worship since the last renewal process, including dates, the full name of the church and its location
- a sermon they preached on one of those occasions, together with sources used in its writing (e.g., books, websites, commentaries etc.). This can be submitted as written file or video.
- one original prayer of the people/pastoral prayer, and one original opening prayer
- information related to ongoing professional development and personal learning over the last two years, including courses, workshops, books, other training, video or podcast series, etc. that contributed to growth

Annual requirements

In non-renewal years, LLWLs must provide two documents to the LLWL Network secretary by March 31:

- A letter of support from their home community of faith. This letter simply needs to affirm that the LLWL is a member in good standing of the faith community, and that it continues to support the work of the LLWL in their congregation and the wider ECORC. This letter should be voted on by the membership at the annual general meeting, or, should that not be possible, it should be voted on by the community of faith's governing body (Official Board, Church Council, etc.).
- An Annual Declaration form that they have no charges or convictions under the Criminal Code of Canada since their last criminal reference check (which must have been obtained within the past five years) OR a new criminal reference check if the last one was obtained more than five years ago.

Professional development

Each LLWL is expected to participate in at least one of the two workshops to be offered each year by the LLWL Forum. They are also expected to read, and perhaps watch documentaries, listen to podcasts or find other ways to continuously work on improving their knowledge, leadership skills and personal faith. It is also important to take part in other training opportunities, such as webinars offered by the United Church of Canada, individual communities of faith, ECORC, social justice organizations, etc. LLWLs are not typically reimbursed for the cost of books, courses or other expenses incurred as part of their professional development.

Frequency of leadership

ECORC policy is that an individual LLWL should lead worship in a given community of faith for a maximum of five of eight consecutive Sundays, to a maximum of 10 Sundays per year in the same community of faith. If a community of faith wishes to have an LLWL lead worship for more than this number of worship services, it must seek approval from the ECORC Pastoral Relations Minister. These measures are intended to ensure that communities of faith work toward a pastoral relationship with ordained clergy or a Congregational Designated

Minister rather than simply relying on LLWLs to provide worship without a consistent source of leadership and pastoral care.

Home Community of Faith

A community of faith that has sponsored an LLWL is expected to invite them to lead worship at least once a year, with payment at the recommended rate, to show support and encouragement. LLWLs are not permitted to serve as their community of faith's regular worship leader. Any who have been doing so must refrain from acting in this role as of June 30, 2023.

Payment

The recommended rate in 2023 for anyone providing worship leadership is \$232 per Sunday. It is important to note that this rate is per day, not per service, so an LLWL may be asked to lead more than one worship service. This rate compensates the LLWL or other person providing pulpit supply for time spent on research, reflection, writing liturgy and the message and communicating with church staff, as well as for the actual leadership of in-person or virtual worship. The community of faith must provide a cheque, including the mileage amount, to the LLWL on the same Sunday they provide leadership. It is not acceptable to ask the LLWL to wait for payment unless they have explicitly agreed to another arrangement e.g. being mailed a cheque.

Mileage

The often-considerable distances worship leaders must drive to one or more communities of faith on a given Sunday is recognized with a payment of 55 cents/km (2023 rate). It is a good idea to review the location of a given LLWL to be aware of the mileage involved in having them lead worship.

Provision of T4A form

A community of faith must issue T4A forms to all LLWLs to whom it paid more than \$500 per year. For instance, if an LLWL drives 30-km round-trip to lead worship twice in a given community of faith, they must receive a T4A from that church. The amount on the T4A should include both a pulpit supply fee and any mileage reimbursement, since LLWLs are categorized as non-employees by the Canada Revenue Agency. More information for church treasurers is available through the ECORC website's [LLWL Forum](#) page.

Respecting local practices and traditions

Each Licensed Lay Worship Leader brings unique gifts to their work. LLWLs are also expected to ask about and take into account the preferences of the community of faith they are serving in areas such as worship format, hymn selection and style of worship leadership.

Respecting commitment to community of faith

On occasion, an LLWL may not be able to lead worship after having promised to do so. It is essential that they communicate as soon as possible with the community of faith in order to allow a replacement to be secured.

Inclusive language

Because God is beyond words, we can only ever attempt to capture part of the nature of God in language. There are many ways to conceive of God, which is why LLWLs are expected to use a variety of ways to refer to the Divine. Limiting the language we use, particularly to traditionally male imagery, also limits our understanding even as it creates hurdles for some in their relationship to God and personal faith development.

Original work

As is the case with clergy, Licensed Lay Worship Leaders may wish to use material in their liturgy from other sources on occasion. If so, the author of the material must be clearly credited in the order of service. Because each worship service is unique, LLWLs are encouraged to write new liturgical material as often as possible. The

sermon, message or a reflection should be the LLWL's own work. On rare occasions, it is acceptable to use someone else's sermon provided the worship leader has obtained permission and clearly states the original source of the material. Reading someone else's sermon without attribution is plagiarism and may be grounds for non-renewal of an LLWL's licence.

Personal worship practice

In order to nurture their own spiritual life and faith development, it is important that LLWLs only accept leadership invitations to an extent that they are still able to attend worship themselves. LLWLs are also expected to read works related to spirituality, theology, the Bible, etc., and spend time in prayer and reflection.

Personal conduct

Although Licensed Lay Worship Leaders are not employees of the United Church, ECORC or individual communities of faith, they are representatives of the Christian faith and our denomination. They are expected to act accordingly, with honesty, compassion, fairness, inclusivity, integrity, humility and kindness.

Mandatory workshops

All Licensed Lay Worship Leaders are required to have completed the workshop on United Church Policies on Healthy Boundaries and Sexual Abuse Policy and Racial Justice. Candidates must be current for both these workshops in order to be licensed, whether first-time or renewal

Funerals

Licensed Lay Worship Leaders may preside at a funeral, as indeed anyone can. An LLWL should, however, only preside at a funeral for members or adherents of a community of faith at the invitation of the called or appointed minister, or if there is no appointed or called minister in the community of faith, at the invitation of the pastoral charge supervisor or the Official Board/Church Council of the community of faith. If an individual, the family or a funeral home contacts an LLWL directly about presiding at a funeral service, it is expected the LLWL will not enter into any arrangement before consulting as above. If an LLWL conducts a funeral, they must ensure that the information about the service is properly entered in the burial register of the community of faith.

Non-permitted functions

Being licensed to serve as an LLWL does not qualify a person to:

- serve as a pastoral charge supervisor or representative of the region at Official Board/Church Council meetings.
- apply to or fill pastoral vacancies.
- use the title Reverend. An LLWL does not have the training or experience associated with this title.
- wear a clerical collar, stole or gown. It is important not to confuse people about the role of a Licensed Lay Worship Leader.
- preside at services of communion or baptism, nor does it allow an LLWL to perform marriages. In keeping with the ethos and practice of The United Church of Canada, Licensed Lay Worship Leaders may not seek to be recognized by or affiliated with outside religious organizations in order to perform these functions. Doing so will result in non-renewal of one's licence.
- enter into an ongoing relationship of pastoral care with a community of faith or individual members of a congregation. It is expected that the Licensed Lay Worship Leader will refer any requests or requirements for pastoral care (counselling, home visitation, hospital visitation) to the called or appointed ministry personnel or the pastoral charge supervisor for follow-up.
- advertise their services or solicit invitations to lead worship, through any means, except via appropriate venues designated by ECORC.

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- be “on call” with local funeral homes. Funerals require competency in the area of pastoral care for which Licensed Lay Worship Leaders are not normally trained; therefore, conducting funerals as a side business may be grounds for non-renewal of one’s licence.

Arranging for an LLWL to lead worship

A list of approved Licensed Lay Worship Leaders is available on the East Central Ontario Regional Council website [*insert direct link*] or by contacting LLWL secretary Paul Kneebone. The representative of the community of faith is encouraged to contact a given LLWL well in advance. At the time the LLWL is booked to lead worship, the representative should provide:

- contact information for the church secretary
- information about when the order of service needs to be provided
- contact information for the music director, as needed
- information about the community of faith’s preferences about hymns and other aspects of worship, including whether the order of service is printed or projected
- details about whether there is a PowerPoint or other visual aspect, and if so, who prepares it
- notice as to whether the service is simultaneously available live via Zoom to congregants, and/or recorded for viewing later online.
- information about how to obtain a past order of worship for the LLWL’s preparation purposes
- an idea of whether the congregants tend to prefer a more formal or relaxed style

Welcoming an LLWL to your community of faith

The first time a Licensed Lay Worship Leader comes to your community of faith, they will be unfamiliar with everything from the layout of the building to the way people interact before the service to where to park. It’s a great idea to designate someone to greet the LLWL and show them around—the location of washrooms is especially helpful! —and explain how the service works. Some things to explain might include:

- if there is a Christ candle, who lights it and when
- where there are special monthly activities e.g. birthday recognitions, special offerings, etc.
- who handles announcements
- whether those in attendance like to name people to be remembered in prayer
- what typically happens after the end of the service

If you have concerns about an LLWL

In rare instances, your community of faith may have a bad experience with a Licensed Lay Worship Leader. If so, you are welcome to contact the current LLWL Forum Chair and/or ECORC Pastoral Relations Minister Rev. Darren Liepold Dliepold@united-church.ca to express your concern so that it can be taken up with the LLWL. It is important to ensure ECORC is aware of any problems that may arise so that the appropriate action can be taken and the standards of leadership be upheld.

How LLWLs are governed

All Licensed Lay Worship Leaders, as well as students in the LLWL program, in the East Central Ontario Region, are members of the LLWL Network. LLWLs are approved for licensing and renewal by the LLWL Forum, which is responsible to the Covenant Support Team. The Pastoral Relations Minister provides additional support and oversight.

Insurance not provided for LLWLs

The East Central Ontario Region does not cover LLWLs under its insurance policies.

Recognizing new licensees and renewal of licences

LLWL licences are renewed every second year. The next meeting of Regional Council after the renewals are approved will set aside a minimum of 15 minutes for a liturgy that recognizes and celebrates LLWLs whose licences have been renewed. Newly approved LLWLs will be likewise recognized and celebrated at the same meeting. The Pastoral Relations Minister, working with the chair and secretary of the LLWL Forum, is responsible for organizing this service of recognition.

Support for LLWLs

If an individual LLWL has a question or concern, they should take it to the chair of the LLWL Network, or, if the concern is with the chair, to the chair of the LLWL Forum. Members of the Network provides informal community, connection and learning to each other. The Forum organizes two training events for LLWLs each year.

Ending service as an LLWL

When a Licensed Lay Worship Leader opts to retire from service, they will be recognized by the chair of the Forum and the Pastoral Relations Minister with a spoken acknowledgement at the next Regional Council meeting and a card of appreciation.

Becoming an LLWL

Serving as a Licensed Lay Worship Leader is a profoundly meaningful way to offer your gifts to communities of faith, to live out a calling and to deepen your own spiritual life. [United in Learning](#) offers a two-year online training program, in which adult students from all over Canada learn from a facilitator and each other in preparation for lay ministry in many capacities within our church. There are four modules, with two offered each year: Liturgy, Preaching, Prayers and Music, and All Ages and Special Events in Worship. The mentors are knowledgeable, supportive and enrich your learning, as do the others you meet in the Zoom platform courses. If this path into ministry is of interest and you would like to explore it further, you are encouraged to speak with the chair of the LLWL Forum, Rev. Cathy Gradante revcathygradante@gmail.com or ECORC's Pastoral Relations Minister Rev. Darren Liepold Dliepold@united-church.ca and visit the [LLWL Network](#) and [LLWL Forum](#) pages on the ECORC website.

RESOURCES

<https://pacificmountain.ca/support/for-lay-leadership/licensed-lay-worship-leaders-information-and-resources/>

<https://united-church.ca/leadership/entering-ministry/lay-ministry-and-discipleship/licensed-lay-worship-leaders>

Appendix C

East Central Ontario Regional Council
Covenant Support Team, Meeting Minutes
Tuesday September 19th, 2023 by Zoom 2:30 PM

Present: Bill Sheaves (Chair), Darren Liepold, Lisa Monsma (recording), Steve Coles, Lynn Watson, Donna Bignell, Ted Meyers, Kate Gregory, Randy Scott, Freda Burns, Sue Hogan, Stephanie Richmond

Regrets: Cheryl McMurray, Caroline Giesbrecht

1. Welcome by the Chair, Bill Sheaves
2. Opening Prayer by Lynn Watson
3. Additions to the Agenda by consensus, none
4. Approval of the Agenda by consensus
5. Approval of the Minutes from June 20th, 2023 by consensus
6. Business arising from the minutes: none

7. Forum/team reports:

a) Liaison : (Steve Coles)

- Extensive discussion of churches (Warkworth and Eastminster) who are not following the process that has been repeatedly explained to them. Liaison shared concerns and needs CST to help get these two congregations back on track. Some bullying has taken place. It has been suggested that they likely need an intentional interim minister but CST would like help from the Assembly of Elders how to handle congregations “not following the process”.

1. **Motion:** by Lynn Watson, seconded by Kate Gregory “that the CST seek direction from the Assembly of Elders regarding Eastminster and Warkworth United Churches not following process” Carried ✓

b) LLWL: (Cheryl McMurray, sent regrets)

- Darren spoke to the enforcing of the rules for LLWL as was raised and discussed last fall. One LLWL will not have their licence renewed since they have not complied, even with much warning.
- One committee member asked whether the number 10 could be changed since some congregations were finding it difficult to find coverage and it was explained that the congregation could ask the Assembly of Elders to increase the number.

c) Retirees: (Caroline Giesbrecht) No report

d) Mission Through Property: (Ted Meyers)

- Mark St U. C. – research/analysis stage, will decide their directions soon
- Violet Cemetery (Phil Wilson): current trustees want to pass it to the municipality but need to “abandon” it for this to happen. (re: ONTARIO ACT...once abandoned, the municipality can take over)
- Ted warned us of an issue that has emerged when someone writes to have a church designated “Heritage Church”. MPAC checks who the trustees are on record and the church is given 90 days to respond. Without any response, the Heritage designation can be put on. They have identified 15 churches of “unknown trustees”. Need to update processes to update trustees for MPAC process.
- Cherry Valley closed in 2019. Final CRA forms were not filled out and the CRA is hassling former folks. Region trying to issue the forms.
- Final, and serious concern: M & S funding likely to be cut. Seven requests for monies that may (or may not) exist. How do we satisfy this mission work without the money??

8. ECOR information (Darren Liepold): Motions of Appointments:**2. Motion:** by Donna Bignell, seconded by Kate Gregory

“After having confirmed eligibility on church hub, the Covenant Support Team recommends to the Assembly of Elders that the Rev. Nancy Lester be re-appointed as retired supply to the Cold Springs community of faith effective October 1st, 2023-September 30th, 2024 with the following terms: 50% time, all terms as per the United Church manual.” Carried√

3. Motion: by Donna Bignell, seconded by Kate Gregory “After having confirmed eligibility on church hub, the Covenant Support Team recommends to the Assembly of Elders that the Rev. Stephanie Richmond be called to the Kedron Community of faith effective January 8, 2024 with the following terms: 100% time, all terms as per the United Church manual.” Carried √ (Stephanie Richmond abstained)

4. Motion: by Donna Bignell, seconded by Kate Gregory “After having confirmed eligibility on church hub, the Covenant Support Team recommends to the Assembly of Elders that the Rev. Lyle Horn be re-appointed to the Emmanuel Peterborough Community of Faith effective October 1st, 2023-December 31st 2023, Retired Supply 50% time, all items as per the United Church Manual.” Carried √

5. Motion: by Donna Bignell, seconded by Kate Gregory “After having confirmed eligibility on church hub, the Covenant Support Team recommends to the Assembly of Elders that the Rev. Bryan Ransom be re-appointed retired supply at the Newcastle Community of faith effective September 1st, 2023-February 29, 2024, all terms as per the United Church manual.” Carried √

6. Motion: by Donna Bignell, seconded by Kate Gregory “After having confirmed eligibility on church hub, the Covenant Support Team

recommends to the Assembly of Elders that the Rev. Richard Parker be re-appointed retired supply to the Columbus community of faith effective October 1, 2023-September 30th, 2024 with the following terms, Retired supply 50% time, all terms as per the United Church manual.” Carried ✓

7. **Motion:** by Donna Bignell, seconded by Kate Gregory “After having confirmed eligibility on church hub, the Covenant Support Team recommends to the Assembly of Elders that Michelle Hoffman, Diaconal Minister, be appointed to the Orono-Kirby community of faith effective October 1, 2023-September 30, 2024 with the following terms, United Supply 50% time, all terms as per the United Church manual.” Carried ✓
8. **Motion:** by Donna Bignell, seconded by Stephanie Richmond, “That the Covenant Support Team recommend to the Assembly of Elders that Michelle Hoffman, Diaconal Minister, be granted sacramental privileges during her period of employment with the Orono Kirby community of faith” Carried ✓
9. **Motion:** by Donna Bignell, seconded by Kate Gregory “After having confirmed eligibility on church hub, the Covenant Support Team recommends to the Assembly of Elders that Kathleen Whyte, student supply, be appointed to the Roslin Thomasburg community of faith with the following terms. Student supply, 75% time, effective September 1st, 2023 – August 31, 2024 all other terms as per the United Church manual.” Carried ✓
10. **Motion:** by Donna Bignell, seconded by Kate Gregory “After having confirmed eligibility on church hub, the Covenant Support Team recommends to the Assembly of Elders that the Rev. Sharon Campbell Raymont, United Supply, be appointed to the Cambridge Street Community of Faith effective October 1st, 2023-June 30th, 2024 with the following terms: United Church Supply Salary full time, all terms as per the United Church manual.” Carried ✓
11. **Motion:** by Donna Bignell, seconded by Kate Gregory “After having confirmed eligibility on church hub, the Covenant Support Team recommends to the Assembly of Elders that the Rev. Carol Gillard, retired supply be appointed to the Maple Grove Community of Faith effective September 1st, 2023-June 30th, 2024 with the following terms: Retired supply Salary, 50% time, all terms as per the United Church manual.” Carried ✓
12. **Motion:** by Donna Bignell, seconded by Kate Gregory “After having confirmed eligibility on church hub, the Covenant Support Team recommends to the Assembly of Elders that The Rev. Margaret Goodwin,

retired supply be appointed to the St. Matthew's Belleville Community of Faith effective August 1, 2023-December 31, 2023 with the following terms: 25% time, all other terms as per the united church manual." Carried ✓

Pastoral Charge Supervisors Needed

Northminster UC

Chalmers UC

Sanford Zephyr (report from kindred works, then they will decide)

Bethany Pontypool

Claremont-Greenwood -minister search process

- 13. Motion:** by Lynn Watson, seconded by Steve Coles " That the CST recommend to the Assembly of Elders, that Jean Wilson be appointed PCS to Dunbarton-Fairport Pastoral Charge"
Carried ✓

Updates (Darren Liepold)

- Cardiff-Potdash-Goodeham, have approved in principle, name to follow
- Ministry in Changing Times Event (Brighton in May) was successful and there is interest in other geographic areas.
- St. Paul's-St. Andrew's (Presbyterian church) trying to mend fences and work together.
- Heritage (Smithfield-Carman) looking at a joint shared ministry (also with presbyterian church). Need a PCS.
- Darren was very busy over the summer dealing with a variety of pastoral relation issues, as well as work health and safety.

New Hope-looking as contracting with Calvin Stone, their draft governance report is done. Need good leadership here.

Grace Commission-fee for service agreement. Have until end of November to prove viability.

New Business

none

Next Meeting

Oct 17 2023 at 2:30 p.m.

Appendix D

GS 57 Ministry Leadership to Meet the Needs of the Church in the 2020s, Part b Designated Lay Ministry
Origin: General Secretary**1. What is the issue?**

We believe God/Jesus Christ/the Holy Spirit is calling the church to recognize the lifelong call to ministry and faithful service in response to that call of many current Designated Lay Ministers.

While their practice of ministry is indistinguishable from that of ordered ministers in the eyes of many church members, DLMs have been frustrated, hurt and disappointed at continuing to be limited to appointments and not eligible for call, paid at lower minimum salary schedule than ordered ministers, and retaining no status as ministry personnel between appointments and in retirement in many regional councils.

It has been suggested that these functional distinctions simply be eliminated for DLMs in current appointments. The conclusion of the “Ministry Leadership in the 2020s” study was that by simply eliminating the distinctions in both practice and function, Designated Lay Ministry and Ordered Ministry would become identical. Therefore, why continue the distinction for DLMs who are effectively functioning as ordered ministers, not as a category of time-limited and localized lay leadership as was conceived for designated lay ministry in 2000?

Please read the background information (appendix in this proposal) as this provides more detail to support the proposals here.

Why is this issue important?

This issue is important because the church has drawn readily on the ministry and service of Designated Lay Ministers since the inception of the stream, effectively treating them as ordered ministers, without the same recognition or rights. In addition, the ongoing lengthy discussion (for the last 15 years or more) about the status of designated lay ministry has left many DLMs feeling undervalued by the wider church.

How might the General Council Executive respond to the issue?

(We suggest that the General Council Executive deal with each proposal seriatim.)

The General Secretary recommends that

The General Council Executive direct that the following five proposals be sent to General Council for discussion and decision-making at the annual meeting on October 21, 2023.

For Current Designated Lay Ministers and Current DLM Candidates

Proposal 1: Acknowledgement of the Faith and Leadership of DLMs

The General Council recognizes the lifelong vocational call of many current designated lay ministers and honours and values their many years of faithful service to the church and directs the General Secretary to develop an appropriate acknowledgement for the 45th General Council (2025).

Proposal 2: Possible Pathway to Testamur for Current DLMs and Current DLM Candidates

In light of the faithful and valued service of many designated lay ministers, the General Council directs the General Secretary, in cooperation with the Credentialing Committee of the Board of Vocation, to develop and implement a process that would allow current designated lay ministers who have discerned and practiced a lifelong vocational call to ministry to demonstrate that they meet the requirements for Testamur and readiness for commissioning or ordination and grants authority to the Board of Vocation,

on the recommendation of its Credentialing Committee, to grant Testamur to those DLMs. This process would also be open to current DLM candidates who have discerned a lifelong vocational call to ministry.

For Lay Ministry Going Forward

Proposal 3:

The General Council

- a) requests that regional councils permit currently recognized DLMs and those who are current students who do not choose to request ordering, to move to different communities of faith (grandparented);
- b) acknowledges that the need identified in 2000 for localized lay leadership still exists (in the “Ministry Together” Report on Ministry for the 21st Century received by the 37th General Council, 2000); and
- c) refers the original intent of designated lay ministry (in the “Ministry Together” Report on Ministry for the 21st Century received by the 37th General Council, 2000) to the on-going conversations about trained lay leadership in collaborative ministry settings.

For Future Candidates without undergraduate degrees

Proposal 4:

The General Council recognizes that most of our theological schools do not require an undergraduate degree for entry into degree and diploma programs leading to ordination or commissioning and affirms the theological schools’ development of a variety of programs of study for theological education and formation leading to commissioning or ordination. The General Council encourages the Board of Vocation and candidacy boards to direct people without an undergraduate degree, who are discerning a call to life-long church-wide ministry, towards ordered ministry preparation and formation.

For People who Retired as Designated Lay Ministers

Proposal 5:

The General Council strongly encourages regional councils to review their practices under C.2.1 b) and I.2.4.1 b) of The Manual to consider, in light of the leadership roles and acquired experience of many lay members who retired as designated lay minister, granting both licence to administer the sacraments and membership in the regional council to lay members who retired as designated lay ministers and are resident within the regional council. Further, that regional councils be encouraged to review their policies on voluntary associate ministry and eligibility to practice other functions of ministry as may apply to lay members who have retired as designated lay ministers.

What will be the impact?

This will involve staff and elected member time in:

- a) further developing the assessment pathway and process leading to testamur and thus to ordination or commissioning

This aligns with S2.02.002 “Resolve: Address the long-term role and trajectory of Designated Lay Ministry, developing a transition plan towards implementing the decision.”

How does this proposal help us live into the commitments on equity?

This proposal helps us live into equity in terms of honouring and valuing the ministry provided faithfully by Designated Lay Ministers over the years, recognizing their lifelong call to ministry in the church, which has been no different than ordered ministers.

For the body transmitting this proposal to the General Council Executive:

We strongly encourage reading the background document “DLM Background Information” (appendix) as this provides more detail to support the proposals here.

If this proposal is in response to assigned work – either from General Council or a previous GCE meeting, please list proposal / motion numbers.

- General Council 44: WF16 GCE06 Ministry Leadership to Meet the Needs of the Church in the 2020s
- General Council 44: GS16 Re: GCE06 Ministry Leadership to Meet the Needs of the Church in the 2020s, Part B
- GC43EX: GS 128 Ministry Leadership to Meet the Needs of the Church in the 2020s
- GCE 2022-11-18-009 GS15 Ministry Leadership to Meet the Needs of the Church in the 20202 (Part B)

APPENDIX: BACKGROUND BRIEFING ON DESIGNATED LAY MINISTRY PROPOSALS**Origin and definition of Designated Lay Ministry (DLM)**

The 35th General Council 1994 directed that a study of the “implications of various categories of designated ministry personnel” be undertaken with a report to the 37th General Council 2000. That report, entitled “Ministry Together: A Report on Ministry for the 21st Century”, recommended, and the 37th General Council 2000 passed, that a new category called designated lay ministry be established that includes lay people serving in Presbytery/District-recognized ministries.

The “Ministry Together” report found that many lay ministers reported that they chose that stream because the traditional seminary-based educational pathways did not take into account their accumulated life, work and church experience and because they were unable to access traditional four-year residential educational programs. It pointed to the part-time learning circle while working part-time models being developed by the Dr. Jessie Saulteaux Resource Centre, Francis Sandy Theological School, and the Centre for Christian Studies. It recommended that a similar pedagogical model be developed for training DLMs.

Lay pastoral ministers, lay pastoral ministers-in-training, and, in some cases, staff associates, many without consultation, became, by action of the General Council, Designated Lay Ministers. This stream of ministry personnel would be “localized, accountable for a specified period of time, and congregational based. People in ministry who identify as ‘lay’ and who do not envision a lifelong covenant with the church as a [sic] Ordered Minister could choose to be a Designated Lay Minister for the term of their appointment.” This was to be distinct from Ordered (Commissioned and Ordained) ministry personnel who were available to the church in response to a lifelong vocation with the church universal. (cf Record of Proceedings 2000 37th General Council pp. 573-637). Thus, DLM at inception was conceived as a time-limited local ministry based on appointment only.

Evolution of DLM in Practice

The “Statement on Ministry in The United Church of Canada (2012, approved by 41st General Council 2012) reads:

Designated lay ministers are members of the church called to exercise gifts for leadership in mission and ministry that respond to a need within a local congregation or community ministry. Their ministries are presbytery accountable and dependent on appointment. Designated lay ministers are required to complete an educational program while under appointment, and completion of the program provides eligibility for subsequent appointments. Designated lay ministers function in various aspects of ministry leadership relating to their appointment and they are also members of presbytery. At the end of an appointment, the presbytery and designated lay minister discern together questions of ongoing ministry and presbytery membership. Because

designated lay ministry is dependent on appointment, it is celebrated (re-enacted) at each appointment. The appointment is liturgically enacted by the presbytery either in a presbytery meeting or in the local ministry.

The “Ministry Leadership in the 2020s” study (presented at the 44th General Council 2022) found that many people serving as DLMs stated that their call to ministry was not time-limited or localized. However, the traditional ministry requirement of a multi-year residential academic degree was not accessible to them for multiple reasons. The DLM education pathway of distance learning and learning circles while practicing ministry was accessible so they pursued the DLM stream as the only way to honour their call to lifelong, vocational ministry. Soon after creating the stream, the church began appointing DLMs into full-spectrum solo pastoral ministry roles, often full-time. As a result, the education pathway evolved to better equip them for this full-spectrum practice. DLMs have served in all roles and offices in presbyteries, Districts, Conferences, Regional Councils, and General Council. Many have long-service appointments in communities of faith, and others have served multiple communities of faith over many years of ministry. Their practice of ministry and leadership in the church has become, for many church members, indistinguishable from that of ordered ministers.

While their practice of ministry is indistinguishable from that of ordered ministers in the eyes of many church members, DLMs have been frustrated, hurt and disappointed at continuing to be limited to appointments and not eligible for call, paid at lower minimum salary schedule than ordered ministers, and retaining no status as ministry personnel between appointments and in retirement in many regional councils.

It has been suggested that these functional distinctions simply be eliminated for DLMs in current appointments. The conclusion of the “Ministry Leadership in the 2020s” study was that by simply eliminating the distinctions in both practice and function, Designated Lay Ministry and Ordered Ministry would become identical. Therefore, why continue the distinction for DLMs who are effectively functioning as ordered ministers, not as a category of time-limited and localized lay leadership as was conceived for designated lay ministry in 2000?

The distinction between designated lay ministry and ordered ministry, beyond function and practice, relates to the integrity of each form of ministry of leadership in the United Church and in Christian ecumenism and how each form relates to the ministry of all. “Ministry will be transformed as the church itself is transformed.” (Statement on Ministry 2012) The United Church, formed and transformed, now seeks to provide a pathway for DLMs, through acquired experience and continued learning, to be considered for testamur and eligible for ordering (commissioning or ordination).

This background document addresses four areas of policy and practice related to this reality:

1. the status of the approximately 130 current Designated Lay Ministers, 30 DLM Candidates, and 70 persons who retired as Designated Lay Ministers.
2. the future of communities of faith wishing to have trained lay persons from within the community of faith offer lay leadership
3. accessibility to seminary-based educational pathways to ordered ministry
4. acknowledgement of the faith and leadership of DLMs

Proposal 1: Acknowledgement of the faith and leadership of DLMs

Designated lay ministers serve, and have served, with faithfulness, spirit-filled energy, imagination, and conviction. Throughout the church, members have testified to the importance of their leadership in teaching and preaching and caring and serving. The intent of this series of proposals is to acknowledge the life-long call and commitment that many DLMs bring to The United Church of Canada and to provide a pathway to fold them, on an individual basis, into the Order of Ministry. This particular proposal asks that the gifts of ministry and leadership that DLMs have offered to the church be recognized liturgically at the 45th General Council (2025).

Proposal 2: Possible pathway to Testamur for Current Recognized DLMs and current DLM Candidates

The direction from GCE in November 2021 was to: *“Recognize the lifelong vocational call of many current designated lay ministers and, building on the Office of Vocation practices and in consultation with designated lay ministers, design an accessible pathway for meeting the Testamur requirements for ordering (commissioning or ordination) through prior learning assessments and/or additional accreditations. Many active designated lay ministers may already meet the criteria for testamur and will qualify for immediate transition into ordered ministry.”*

Testamur is the course of study required for ordained or diaconal stream candidates. On behalf of the United Church, certain theological schools grant testamur to those candidates who have satisfactorily completed the program of study required. Each United Church theological school that has the right to grant testamur is responsible for designing a curriculum to cover the areas of study specified and for the method of teaching.

If the proposal is accepted, the “prior learning assessments” requirement could be determined to be met through serving a minimum of 5 years in half-time to full-time pastoral ministry appointments after the initial liturgical act of recognition by presbytery, Conference, or regional council. This would capture DLMs’ practical experience, their demonstrated leadership, and their continued educational development. This process would apply to current DLM candidates as well and so would remain in place for current DLM candidates until they’ve completed the minimum years of pastoral ministry experience after recognition. The process *could* look like this:

- **Minimum of 5 years’ experience** in at least half-time pastoral ministry appointments **after** recognition (for a minimum total of 8 years of experience, 3 of which were under supervision)
- Provide a copy of certificate/diploma/letter signifying completion of a program of study or prior learning assessment that led to recognition as a DLM,
- Be interviewed by the Credentialling Committee of the Board of Vocation in order to discuss vocation and call to lifelong ministry as expressed through ordination or commissioning, as is currently the case for diaconal ministers who desire to be ordained, or ordained ministers who desire to be commissioned.
- Be granted testamur by the Board of Vocation, on recommendation of the Credentialling Committee.
- Act of ordination or commissioning at a regional council celebration of ministries service.

Note: The denomination’s Testamur is granted on behalf of the General Council or Indigenous Church by its approved theological schools. In this specific instance, for DLMs who have met requirements of testamur, the General Council could act through the Credentialling Committee of the Board of Vocation to assess equivalent credentialling and authorize testamur. Previously, the General Council Executive or sub-executive has authorized testamur (eg. Sub-executive meeting April 25, 2003¹; see also November 1997 GCE minutes²).

The General Council, or its Executive, also has the responsibility of “giving and revoking the power of a theological school related to the United Church to issue a testamur.” (D.2.8.b). In November 2022, with the joining of United Theological College/Séminaire Uni with Montréal Diocesan Theological School, the Executive of General Council gave Montréal Diocesan Theological College the right to grant testamur to United Church candidates for ordination.³

Proposal 3: For Lay Ministry Going Forward**Current DLMs and DLM Candidates who choose to remain DLMs**

Current recognized DLMs and current DLM candidates who choose not to pursue ordination or commissioning will continue to minister under current policies and practices. This will include being recognized by a regional

council at a celebration of ministries service (for DLM candidates) **and** being able to take appointments in various communities of faith (for current DLMs and DLM Candidates).

Trained Lay Leadership

Some local lay leaders will continue to be called on to provide regular worship leadership and pastoral care in their local community of faith. Work is currently being done to further develop models of collaborative ministry that would include training for lay leaders in communities of faith. These trained lay leaders could work in collaboration with a called or appointed ministry personnel within collaborative ministry settings, offering worship leadership, pastoral care, or Christian education, among other things. Training would not lead to accreditation, but be focussed on building skills and expertise to fund the “eco-system” of shared/collaborative ministry emerging among communities of faith without paid accountable ministers regularly on-site. Because these lay leaders will specialize in areas of ministry, rather than be generalists, they will develop skills and expertise in particular areas of ministry needed by the community of faith. This model of ministry and its training would be distinct from the training received and ministry practiced by current commissioned, designated lay, and ordained ministers. Training for models of collaborative ministry is envisioned to be widely and readily accessible through local and online resourcing currently being developed.

Proposal 4: For Future Candidates Without Undergraduate Degrees

The church values the integration of knowledge and practice in its ministry personnel, from initial formation and theological education within a theological school, including in field education; through the further development of skills for ministry in supervised settings; and in its commitment to ongoing continuing education for ministry personnel. The Candidacy Board resources state:

The pedagogical model for education and formation for a vocation in ministry is founded on *integration* of knowledge and practice of ministry. There have always been several paths of formation and education toward ministry, and there are continually new paths under construction as schools and centres design programs to meet both

- a) the demands of the church, and
- b) the learning styles and life experiences of students

In service to both the church and its ministers-in-formation, schools offer a variety of paths to a common goal. Though variously exercised, **this principle of integrated, practice-based learning is true of every United Church school.**

The education options have changed significantly since 2000 when the DLM stream was introduced. Currently, most of our theological schools do **not** require an undergraduate degree for entry into degree and diploma programs leading to ordination or commissioning. However, the church’s own requirements for entry into a program for ordination **do** require an undergraduate degree or application for a reduction in the undergraduate degree requirement.

At our theological schools now, students are assessed based on educational background and prior learning assessments. Schools also provide additional supports to students who may need accommodation around learning and other disabilities. Schools also regularly tailor their programs to students’ needs and interests in theological education and formation for ministry. Today, unlike in 2000, most schools provide distance-learning, online program options.

Our theological schools also all engage in theological education using action-reflection (or “praxis-based”) models of learning, not a primarily theoretical model. Students integrate learning in the classroom with practical, experiential-based learning throughout their program of study, no matter what school they are enrolled in.

Faculty from the theological schools eagerly affirmed the church's commitment to in-ministry based learning to meet testamur requirements. Faculty continue to develop accredited diploma and degree programs with this commitment in mind.

Please see the last page of this document for a chart outlining the various ways in which students can enter into diploma and degree programs for ministry at United Church theological schools.

Proposal 5: Pathway for retention of aspects of permission to administer the sacraments and regional council membership in retirement

Because Designated Lay Ministry was originally conceived to be time-limited and localized, DLMs do not retain any ministry personnel status or permission to exercise ministry functions outside of that time-limited local appointment. DLMs between appointments and after retirement are considered lay members with no ministry status or function. Many long serving DLMs upon retirement find themselves not recognized as retired ministry personnel, ineligible to be voluntary associate ministers, or even members of the regional council, unlike Ordered Ministers who, by virtue of ordering, are members of the regional council for life.

While the definition of "ministry personnel" is referenced in *The Manual*, it is not a definition set in *The Manual*. The Basis of Union (Section 10) implicitly equates ministry personnel with ordered minister, with specific exceptions when a lay member is under appointment. *The Manual* does, however, give regional councils, (and formerly presbyteries), permission to grant licence to administer the sacraments to people who have retired as DLMs (C.2.9 and I.2.4.1 b). Some regional councils do, others do not. Some regional councils, under the authority to name lay members in C.1.2 b), grant members who retired as DLMs member-at-large status. The Statement on Ministry (41st General Council 2012) also states this: "At the end of an appointment, the presbytery and designated lay minister discern together questions of ongoing ministry and presbytery membership."

It is proposed that the General Council encourage regional councils to review their practices under C.2.1 b) and I.2.4.1 b) to consider, in light of the leadership roles and acquired experience of many lay members who retired as designated lay ministers, granting both licence to administer the sacraments and membership in the regional council. Further, that regional councils be encouraged to review their policies on voluntary associate ministry and eligibility to practice other functions of ministry as may apply to lay members who have retired as designated lay ministers.

School Entry Level	Vancouver School of Theology	St. Andrew's College within Saskatoon Theological Union	Centre for Christian Studies (diaconal)	United Church Studies@Montreal Diocesan Theological College (DIO) & Montréal School of Theology, McGill	Emmanuel College of UofT	Atlantic School of Theology
no undergrad	graduated entry c/o St. Mark's BTh	graduated entry c/o STU's BTh	Prior learning assessment recognition	admission to 120 credit BTh (CGEP=90), can lead to MDiv, no prior learning assessment required	N/A	Prior learning assessment
some undergrad	permission to register tests capacity	Prior Learning Assessment Registration (PLAR) (complete 6 courses in addition to MDiv)	Prior learning assessment recognition	placed according to BA credits	Assessment c/o Admission committee; supports	Prior learning assessment
undergrad degree (humanities preferred)	MDiv entrance	MDiv entrance	Dipl Prog entrance	MDiv at MTS = 60 credit upper level BTh + one year of in-ministry practice and formation at UTC	MDiv entrance	MDiv entrance
part MDiv or other theological degree	use MDiv as measure of testamur	use MDiv as measure of testamur; includes integrated seminar	Dipl Prog entrance + Prior learning assessment recognition	use school report as measure of sufficient knowledge of student	use MDiv as measure of testamur	use MDiv as measure of testamur

accommodations	follow UBC and ATS protocols for alternate forms of assessment of student learning outcomes; access to UBC testing for disability, learning assessments and writing centre supports		Negotiate with Prog Staff + CCS policy of accommodation	<p>Supports available at McGill for UTC students for all types of learning accommodations and disabilities;</p> <p>McGill can do assessments as required for learning accommodations and disabilities.</p> <p>Writing centre supports students including those working in a second or third language</p>	Support at UofT	AST working as faculty on understanding breadth of accommodations needed; continual adaptation and learning in relation to EDIA/JEDI; look for expertise to advise us as well as peer learning & teaching among faculty
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Entry Requirements to United Church Theological Schools' Programs

Appendix E

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	D	E	F	O	P	Q	R	T
2	East Central Ontario Regional Council 2024 Proposed Budget and 2023 Budget vs Actuals t							
5				Annual Administrative	YTD Administrative	YTD Administrative		Annual Administrative
6				2023 Budget	2023 YTD Budget	2023 YTD Actual	2023 Difference Over (Under) Budget	2024 Proposed Budget
7	Revenue							
8		Discretionary Assessment Revenue		\$ 325,000	\$ 216,667	\$ 216,667	(0)	\$ 325,000
9		Salary Support Grant		\$ 33,500	\$ 22,333	\$ 22,333	0	\$ 33,500
10		Cross Region Support		\$ 33,500	\$ 22,333	\$ 22,333	0	\$ 33,500
11		Other Regional Revenue		\$ -	\$ -	\$ -	-	\$ -
12		Other Regional Revenue		\$ -	\$ -	\$ -	-	\$ -
13		Mission Support Allocation		\$ -	\$ -	\$ -	-	\$ -
14		Other Grants		\$ 19,639	\$ 13,093	\$ 13,093	-	\$ 19,639
15		Other Designated Gifts		\$ -	\$ -	\$ 49,400	49,400	\$ -
16		Theological College		\$ -	\$ -	\$ -	-	\$ 3,000
17		Property Income Fund		\$ -	\$ -	\$ -	-	\$ -
18		Total Revenue		\$ 411,639	\$ 274,426	\$ 323,826	49,400	\$ 414,639
21								
22	Expenses							
23								
24	Exec Minister Shared Expenses	Total Exp.						
25		Executive Minister		\$ 54,408	\$ 36,272	\$ 36,384	112	\$ 55,431
26		EM Assistant		\$ 27,106	\$ 18,071	\$ 19,093	1,022	\$ 27,683
27		Travel (EM,EA)	\$ 12,000	\$ 3,000	\$ 2,000	\$ -	(2,000)	\$ 2,000
28		Phone cell phone (EM,EA)	\$ 2,400	\$ -	\$ -	\$ -	-	\$ -
29		Hospitality	\$ 1,500	\$ 600	\$ 400	\$ 68	(332)	\$ 627
30		ConEd	\$ 1,500	\$ 500	\$ 333	\$ -	(333)	\$ 1,093
31		Miscellaneous	\$ 3,600	\$ 500	\$ 333	\$ -	(333)	\$ 523
32		Office	\$ 18,000	\$ 5,000	\$ 3,333	\$ 2,932	(401)	\$ 5,225
33		Total EM Shared expenses		\$ 91,114	\$ 60,743	\$ 58,477	(2,266)	\$ 92,582
34								
35	Staff							
36		Regional Personnel Minister		\$ 94,045	\$ 62,697	\$ 62,834	137	\$ 102,257
37		Finance honorarium		\$ 5,000	\$ 3,333	\$ -	(3,333)	\$ 5,000
38		Communications/Administrative 50%		\$ 40,137	\$ 26,758	\$ 26,517	(241)	\$ 43,469
39		Spiritual Nurture Minister		\$ -	\$ -	\$ -	-	\$ -
40		Respectful Relationships Minister		\$ -	\$ -	\$ -	-	\$ -
41		Special Care Minister		\$ 55,000	\$ 36,667	\$ -	(36,667)	\$ 58,300
42		Travel		\$ 1,500	\$ 1,000	\$ 4,865	3,865	\$ 6,500
43		Cell Phones		\$ 1,700	\$ 1,133	\$ 156	(978)	\$ 1,777
44		ConEd		\$ 1,500	\$ 1,000	\$ 106	(894)	\$ 1,568
45		Other		\$ 300	\$ 200	\$ 4,674	4,474	\$ 5,000
46		Total Staff Expenses		\$ 199,182	\$ 132,788	\$ 99,152	(33,636)	\$ 223,870
47								
48	Regional Council Executive							
49		Regional Chair		\$ 500	\$ 333	\$ 146	(187)	\$ 523
50		Travel		\$ 1,500	\$ 1,000	\$ 234	(766)	\$ 1,568
51		Administrative		\$ 200	\$ 133	\$ -	(133)	\$ 209
52		Communication		\$ 200	\$ 133	\$ 22	(112)	\$ 209
53		Shared expenses		\$ -	\$ -	\$ (0)	(0)	\$ -
54		Total Region Executive		\$ 2,400	\$ 1,600	\$ 401	(1,199)	\$ 2,508
55								
56	Regional Council AGM			\$ 50,000	\$ 33,333	\$ 1,972	(31,362)	\$ 52,250
57		Local Arrangements				\$ 378	378	
58		Facility				\$ 12,073	12,073	
59		Food				\$ 4,065	4,065	
60		Programming				\$ 750	750	
61		Service of Celebration				\$ 382	382	
62		Hospitality				\$ -	-	
63		Youth				\$ -	-	
64		Total Regional Council AGM		\$ 50,000	\$ 33,333	\$ 19,619	(13,714)	\$ 52,250
65								
66								
67	Covenant Support							
68		Pastoral Charge supervisors			\$ -	\$ -	-	\$ 2,500
69		Covenant Support Travel		\$ 1,000	\$ 667	\$ -	(667)	\$ 1,045
70		Liasion Travel		\$ 1,000	\$ 667	\$ 882	216	\$ 1,500

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	D	E	F	O	P	Q	R	T
2	East Central Ontario Regional Council 2024 Proposed Budget and 2023 Budget vs Actuals							
5				Annual Administrative	YTD Administrative	YTD Administrative		Annual Administrative
6				2023 Budget	2023 YTD Budget	2023 YTD Actual	2023 Difference Over (Under) Budget	2024 Proposed Budget
71		Youth Minister/Program support		\$ -	\$ -	\$ -	-	\$ -
72		Emergency Pastoral Care		\$ 1,000	\$ 667	\$ 1,508	842	\$ 1,045
73		Conflict Resolution Professional		\$ 20,000	\$ 13,333	\$ -	(13,333)	\$ 20,900
74		Review of Community of Faith		\$ 5,000	\$ 3,333	\$ 6,436	3,102	\$ 7,000
75		Retirees Forum		\$ 1,000	\$ 667	\$ -	(667)	\$ 1,045
76		Licensed Lay Worship Leaders		\$ 1,000	\$ 667	\$ -	(667)	\$ 1,045
77		Observer Insert		\$ -	\$ -	\$ -	-	\$ -
78		Pastoral Relations - Affirming Forum				\$ -	-	\$ -
79		Total Covenant Support		\$ 30,000	\$ 20,000	\$ 8,826	(11,174)	\$ 33,580
80								
81								
82		Mission Throught Property & Finance						
83		Travel		\$ 1,000	\$ 667	\$ -	(667)	
84								
85		Total Mission Throught Property & Finance		\$ 1,000	\$ 667	\$ -	(667)	\$ -
86								
87		Mission Support Grants						
91		Greenwood - Bedford House						
92		Places for People (Haliburton Conty Non-profit)						
93		Quinte Healthcare Corp - Chaplancy						
94		Abbey Retreat Centre						
95		Grand River Spiritual						
96		Five Oaks Christian Workerd Centre						
122		Camp Qui-Mo-Lac						
123		Quinte Deaf						
125		Old Hay Bay church						
126		St. Paul's UC - Stirling						
127		Lakefield UC Outreach						
128								
129		Total Mission Support Grants		\$ -	\$ -	\$ -	-	\$ -
130								
133								
134		Total Three Year Commitment		\$ -	\$ -	\$ -	-	\$ -
135								
136		Doing Mission Together Grants						
143		Bedford House Community Ministry/Greenwood						
146		Trinity St. Andrews United Church						
147		Crossroads United Church						
148		St Andrews By-The-Lake United Church						
149		United Community Ministry						
150		St. Matthews Table & Food Pantry						
151								
152		Total Doing Mission Together		\$ -	\$ -	\$ -	-	\$ -
153								
154		Other Mission Related						
161		Total Other Mission Support		\$ -	\$ -	\$ -	-	\$ -
162								

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	D	E	F	O	P	Q	R	T
2	East Central Ontario Regional Council 2024 Proposed Budget and 2023 Budget vs Actuals							
5				Annual Administrative	YTD Administrative	YTD Administrative		Annual Administrative
6				2023 Budget	2023 YTD Budget	2023 YTD Actual	2023 Difference Over (Under) Budget	2024 Proposed Budget
163	Formation, Nurture and Justice							
164		Affirm Ministries		\$ -	\$ -			
165		Anti-Racism Interfaith Intercultural Forum		\$ -	\$ -			
166		Respectful Relations		\$ -	\$ -			
167		First Third Ministry Forum		\$ -	\$ -			
168		Networks - GLI		\$ -	\$ -			
169		Networks - Palestine		\$ -	\$ -			
170		Networks - Regional		\$ -	\$ -			
171		Clusters		\$ -	\$ -			
172		SJNOC Yearly Fee		\$ -	\$ -			
173		Leadership Training Fund		\$ -	\$ -			
178								
179		Total Formation, Nurture & Justice		\$ -	\$ -	\$ -	-	\$ -
180								
181	Equity							
182		Software support						
183								
184		Total Equity		\$ -	\$ -	\$ -	-	\$ -
185								
186	Other Administrative Services							
187		Archives		\$ 40,300	\$ 26,867	\$ 26,012	(855)	\$ 40,300
188		Shared National Services		\$ 1,000	\$ 667	\$ -	(667)	\$ 1,000
190		IT		\$ 5,000	\$ 3,333	\$ 3,339	6	\$ 5,000
191		Accounting		\$ 20,000	\$ 13,333	\$ 10,000	(3,333)	\$ 20,000
193		Website		\$ 1,000	\$ 667	\$ -	(667)	\$ 1,000
194		Professional Services		\$ 10,000	\$ 6,667	\$ -	(6,667)	\$ 25,000
196		Misc (subscriptions; mtgs; bank fees)		\$ -	\$ -	\$ 1,440	1,440	\$ -
197		Total Other Admin Services		\$ 77,300	\$ 51,533	\$ 40,792	(10,742)	\$ 92,300
198								
199	Other Expenses of Restricted Funds							
202		Property Income Fund Grants						
203		Property Income Fund Other costs						
204		Edith Rankin Memorial UC Pilgrimage Fund						
205		Other Trust Fund Costs						
206		Total Other Restricted Fund Expenses		\$ -	\$ -	\$ -	-	\$ -
207								
208		Total Expenses		\$ 450,996	\$ 300,664	\$ 227,267	(73,397)	\$ 497,090
211								
212	Net Income			(39,357)	(26,238)	96,559	122,797	(82,450)

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	D	E	AD	AE	AF	AG	AH
2	East Central Ontario Regional Council 2024 Proposed Budget and 2023 Budget v						
5			Annual Mission	YTD Mission	YTD Mission		Annual Mission
6			2023 Budget	2023 YTD Budget	2023 YTD Actual	2023 Difference Over (Under) Budget	2024 Proposed Budget
7	Revenue						
8		Discretionary Assessment Revenue		-	\$ -	-	
9		Salary Support Grant		-	\$ -	-	
10		Cross Region Support		-		-	
11		Other Regional Revenue		-		-	
12		Other Regional Revenue		-		-	
13		Mission Support Allocation	\$ 240,000	160,000	\$ 159,757	(243)	\$ 180,000
14		Other Grants		-	\$ -	-	
15		Other Designated Gifts		-	\$ 2,603	2,603	
16		Theological College		-	\$ 2,656	2,656	
17		Property Income Fund		-	\$ 96,374	96,374	
18		Total Revenue	\$ 240,000	160,000	\$ 261,390	101,390	\$ 180,000
21							
22	Expenses						
23							
24	Exec Minister Shared Expenses						
25		Executive Minister		-			
26		EM Assistant		-			
27		Travel (EM,EA)		-			
28		Phone cell phone (EM,EA)		-			
29		Hospitality		-			
30		ConEd		-			
31		Miscellaneous		-			
32		Office		-			
33		Total EM Shared expenses		-	\$ -	-	\$ -
34							
35	Staff						
36		Regional Personnel Minister		-		-	
37		Finance honorarium		-		-	
38		Communications/Administrative 50%	\$ 10,034	6,689	\$ 6,629	(60)	\$ 10,867
39		Spiritual Nurture Minister	\$ 77,532	51,688	\$ 52,184	496	\$ 84,287
40		Respectful Relationships Minister	\$ 19,383	12,922	\$ 12,944	22	\$ 21,072
41		Special Care Minister	\$ -	-	\$ -	-	\$ -
42		Travel	\$ 500	333	\$ 290	(43)	\$ 530
43		Cell Phones	\$ 1,200	800	\$ -	(800)	\$ 1,272
44		ConEd	\$ 1,500	1,000	\$ -	(1,000)	\$ 1,590
45		Other	\$ 200	133	\$ -	(133)	\$ 212
46		Total Staff Expenses	\$ 110,349	73,566	\$ 72,048	(1,518)	\$ 119,830
47							
48	Regional Council Executive						
49		Regional Chair		-			
50		Travel		-			
51		Administrative		-			
52		Communication		-			
53		Shared expenses		-			
54		Total Region Executive	\$ -	-	\$ -	-	\$ -
55							
56	Regional Council AGM			-	\$ -		
57		Local Arrangements					
58		Facility					
59		Food					
60		Programming					
61		Service of Celebration					
62		Hospitality					
63		Youth					
64		Total Regional Council AGM	\$ -	-	\$ -	-	\$ -

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	D	E	AD	AE	AF	AG	AH
2	East Central Ontario Regional Council 2024 Proposed Budget and 2023 Budget v						
5			Annual Mission	YTD Mission	YTD Mission		Annual Mission
6			2023 Budget	2023 YTD Budget	2023 YTD Actual	2023 Difference Over (Under) Budget	2024 Proposed Budget
65							
66				-			
67		Covenant Support		-			
68		Pastoral Charge supervisors					
69		Covenant Support Travel		-	\$ -		
70		Liaison Travel		-	\$ 552		
71		Youth Minister/Program support		-	\$ -		
72		Emergency Pastoral Care		-	\$ -		
73		Conflict Resolution Professional		-	\$ -		
74		Review of Community of Faith		-	\$ 459		
75		Retirees Forum		-	\$ -	-	
76		Licensed Lay Worship Leaders		-			
77		Observer insert		-			
78		Pastoral Relations - Affirming Forum		-			
79		Total Covenant Support	\$ -	-	\$ 1,011	-	\$ -
80							
81							
82		Mission Throught Property & Finance					
83		Travel	\$ -	-	\$ -	-	
84							
85		Total Mission Throught Property & Finance	\$ -	-	\$ -	-	\$ -
86							
87		Mission Support Grants					
91		Greenwood - Bedford House	\$ 20,000	13,333	\$ 10,000	(3,333)	\$ 20,000
92		Places for People (Haliburton Conty Ne	\$ 1,000	667	\$ 750	83	\$ 1,500
93		Quinte Healthcare Corp - Chaplancy	\$ 5,000	3,333	\$ 3,750	417	\$ 5,000
94		Abbey Retreat Centre	\$ 7,000	4,667	\$ 5,250	583	\$ -
95		Grand River Spiritual	\$ 8,000	5,333	\$ 6,000	667	\$ -
96		Five Oaks Christian Workerd Centre	\$ 8,000	5,333	\$ 6,000	667	\$ 5,000
122		Camp Qui-Mo-Lac	\$ 37,000	24,667	\$ 37,000	12,333	\$ 37,000
123		Quinte Deaf	\$ 10,000	6,667	\$ 7,500	833	\$ -
125		Old Hay Bay church	\$ 6,000	4,000	\$ 4,500	500	\$ 6,000
126		St. Paul's UC - Stirling	\$ 3,000	2,000	\$ 2,250	250	\$ -
127		Lakefield UC Outreach	\$ -	-	\$ -	-	\$ 7,500
128					\$ 5,000	5,000	\$ -
129		Total Mission Support Grants	\$ 105,000	70,000	\$ 31,750	18,000	\$ 82,000
130							
133							
134		Total Three Year Commitment	\$ -	-	\$ -	-	\$ -
135							
136		Doing Mission Together Grants	\$ 20,000	13,333		(13,333)	\$ 15,000
143		Bedford House Community Ministry/Ge	\$ -	-	\$ 5,000	5,000	
146		Trinity St. Andrews United Church			\$ 5,000	5,000	
147		Crossroads United Church			\$ 2,000	2,000	
148		St Andrews By-The-Lake United Church			\$ 3,850	3,850	
149		United Community Ministry			\$ 1,000	1,000	
150		St. Matthews Table & Food Pantry			\$ 5,000	5,000	
151					\$ -	-	
152		Total Doing Mission Together	\$ 20,000	13,333	\$ 21,850	8,517	\$ 15,000
153							
154		Other Mission Related					
161		Total Other Mission Support	\$ -	-	\$ -	-	\$ -
162							

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	D	E	AD	AE	AF	AG	AH
2	East Central Ontario Regional Council 2024 Proposed Budget and 2023 Budget v						
5			Annual Mission	YTD Mission	YTD Mission		Annual Mission
6			2023 Budget	2023 YTD Budget	2023 YTD Actual	2023 Difference Over (Under) Budget	2024 Proposed Budget
163	Formation, Nurture and Justice					-	
164		Affirm Ministries	\$ 7,500	5,000	\$ -	(5,000)	\$ 7,838
165		Anti-Racism Interfaith Intercultural F	\$ 6,000	4,000	\$ -	(4,000)	\$ 6,270
166		Respectful Relations	\$ 5,000	3,333	\$ -	(3,333)	\$ 5,225
167		First Third Ministry Forum	\$ 10,000	6,667	\$ -	(6,667)	\$ 10,450
168		Networks - GLI	\$ 200	133	\$ -	(133)	\$ 209
169		Networks - Palestine	\$ 600	400	\$ -	(400)	\$ 627
170		Networks - Regional	\$ 700	467	\$ -	(467)	\$ 732
171		Clusters	\$ 500	333	\$ -	(333)	\$ 523
172		SJNOC Yearly Fee	\$ 1,000	667		(667)	\$ 1,045
173		Leadership Training Fund	\$ 5,000	3,333	\$ -	(3,333)	\$ 5,225
178						-	
179		Total Formation, Nurture & Justice	\$ 36,500	24,333	\$ -	(24,333)	\$ 38,143
180							
181	Equity						
182		Software support			\$ -		\$ 350
183							
184		Total Equity	\$ -	-	\$ -	-	\$ 350
185							
186	Other Administrative Services						
187		Archives		-		-	
188		Shared National Services		-		-	
190		IT		-		-	
191		Accounting		-		-	
193		Website		-		-	
194		Professional Services		-		-	
196		Misc (subscriptions; mtgs; bank fees)		-		-	
197		Total Other Admin Services	\$ -	-	\$ -	-	\$ -
198							
199	Other Expenses of Restricted Funds						
202		Property Income Fund Grants	\$ -	-	\$ 108,682	108,682	
203		Property Income Fund Other costs	\$ -	-	\$ 1,214	1,214	
204		Edith Rankin Memorial UC Pilgrimage	\$ -	-	\$ -	-	
205		Other Trust Fund Costs	\$ -	-	\$ 1,300	1,300	
206		Total Other Restricted Fund Expenses	\$ -	-	\$ 111,196	111,196	\$ -
207							
208		Total Expenses	\$ 271,849	181,233	\$ 294,104	111,661	\$ 255,323
211							
212	Net Income		(31,849)	(21,233)	(32,714)	(10,270)	(75,323)

Appendix F

Minutes of FN&J Meeting
September 7, 2023- 1:30 p.m.

Welcome

Attending:

Members: Rev. Wendy Bulloch, Darlene Hallett, Peggy Fillier, Adele Boy, Rev. Dr. Aruna Alexander, Carol Peterson (minutes)

Assembly of Elder reps: Patricia Long, Rev. Ned Wells

Staff- Sharon Hull, Rev. Rodney Smith-Merkley

Corresponding members: Joyce Payne, Sharon Woodrow, Debbie Fingas, Cynthia Doyle

Regrets: Rev. Kevin Fitzpatrick (Assembly of Elders rep), Marilyn Rodger (UCW rep)

Opening Reflection: Wendy Peace- the presence of love, not the absence of struggle. Let's live out that direction in our lives. Prayer

Land Acknowledgement: Wendy

Equity Support person: Ned Wells

Approval of Minutes of June 7 Meeting (recorded by Carol Peterson): moved by Darlene Hallett, sec. Peggy Fillier

Report from the Assembly of Elders (Pat/Ned): Ned -Action, Discussion, Information. Two items were approved. Networks-a big conversation. Policies are needed. See report, below.

Forums**First Third's Ministry Forum (Children, Youth, Young adults- and their leaders) Sharon Hull-**

- Exciting National things to report: The Climate Motivators are a group of 15 young people working with local communities of faith on actions and initiatives for climate justice. They were employed for the summer and they had mentors this time. A lot of connecting was done on-line. They did connect in BC for two weeks in August. Moderator Carmen Lansdowne was there. Used Zoom to present projects. We had two youth interns who did a joint project in Lindsay. See ECORC newsletter for more details.
- CONNECTING First Third Ministry Leaders (leaders of children, youth and young adults). We have started a monthly zoom check in for anyone who is offering leadership to children, youth and young adults in the Regional Council. Everyone is welcome. It is a space to get to know other leaders, share

ideas, share challenges and to connect with each other.

Leaders zoom check in at both 1:00 pm and 7:30 pm on the Third Tuesday of the month. For more information and to sign up for the zoom connections:

<https://ecorcuccan.ca/event/first-third-ministry-leaders-monthly-zoom-check-in-afternoon/>

Affirming Forum

- Sharon Woodrow -will be speaking at Assembly of Elders in October re: use of pronouns. Safe travel to US will be discussed at the next meeting on October 11. Freedom of Conscience Question arose about referring couples to other ministers for marriage. When there are diverse perspectives on issues how are we dealing with that? Is it mandatory to have pronouns put on name tags? Sharon replied that it is optional. Not everyone is comfortable sharing pronouns. Choice is crucial for everyone. Goal is for people to feel comfortable and safe.
- Anti-Racism Interfaith Intercultural Forum-Aruna, written report is attached to these minutes. Theology Conference being planned this fall. Darrin Leopold expressed full support. Save Nov. 22/23 Kingsview United in Oshawa, 9-3pm Rev. Dr. Jennifer Janzen-Ball will speak. Lens is Anti-Racism, Interfaith, Intercultural. There will be four responders: Alan Boyd, Aruna Alexander, Bill Smith, Shelley Knott-Fife; chaired by Wendy Bulloch. UCW will cater the lunch at \$15/person. What amount is available? Is there a travel allowance? (No) Permission granted to distribute photos of moderator without cost. Recognises all those who've made contributions alongside mainstream leaders. Could the photos be sent to Karen Wilson for easier distribution on the website? Murray Whetung photo is at St. Marks; also at Alderville. Sharon will inform Aruna about budget. Assembly of Elders may have additional funds "within reason". Parliament of World Religions took place last month in Chicago; Rev. Susan Genge is expected to present on this at the AGM, October 28th.

Indigenous Justice and Respectful Relationship Forum

- Rodney- Attended National Spiritual Indigenous Conference, U of Alberta; resources coming out in September, 12 candidates for ministry arose from that event. Rodney was on Welcoming and Entertainment committees. This weekend: a Women's Retreat. Next: Curve Lake Pow Wow, drumming etc.- Sept. 16th&17th; Wild Rice festival, Curve Lake Sept. 23rd.
- Remit- work at adapting a resource from National Church. Looking for 7 volunteers to ensure Communities of Faith vote. It is a NO vote if you don't vote. Meeting next Wednesday night, Sept. 13th via Zoom. Also, a meeting on Oct. 4th. Joyce Payne, Sharon Woodrow volunteered for Sept. 13th.

Networks

- Guaranteed Livable Income (GLI)
- Palestine Justice Adele- display coming to Bloor St United coming soon, special speakers not just about Palestine
- Music United (Debbie Fingas/ Dawn Dunccliffe) Debbie -music sampler for *Then Let Us Sing* will be out in the next couple of weeks. Only the first 350 who register on the website can obtain the sampler. Check soon for access to that registration.

- Long Term Care Crisis (Deb Brown)-no report
- Affirming Ministries (Sharon Woodrow/Joyce Payne)-no additional report
- Ecuador Project Cynthia Doyle -El Salvador project started a while ago. March 7-14/24 next trip to El Salvador. Information is out re: climate, volcanic landscape/steep walking. Intergenerational: 13 youth, 13 adults and 4 leaders. Meeting Sat. Sept. 16 at Frankford United to learn about trip. Mission Awareness Trip- history, faith and culture; Build site; Community Centre; Support for Emmanuel Baptiste's Mission. Cost is \$2000/person (\$800 for flight).
- Creation Care (National)
- Rural Connect (Ryan McNally)
- Music leaders
- Tech support
- Shared Ministries

Clusters

Updates

- Quin Mo Lac -Trevor (director for 17 years) has resigned and will finish at year's end. UCW will be there this weekend.
- UCW and Fair Trade- Marilyn Rodger No report. Sharon will ask for a written report. New book will be launched this weekend.

New Business

- Correspondence
- Worship preparation NOT by anti-racism committee for Fall 2023 meeting on October 28th.
- Fall 2023 Regional Theology/Spirituality - for all who want to attend.
- Picture Project from Anti-racism, Inter-faith, Inter-cultural Forum-done
- Any additional new business Kingston: Nov. 10 free event with moderator; Nov. 9 for community leaders and business leaders to connect, pay to attend. "Human Flourishing" is the theme. Note: We have connected with all sectors in Belleville/Quinte, Brighton communities.

Next Meeting Date: Thursday, November 16, 2023-1:30 p.m.

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Upcoming Dates:

Sept 13th - Training for Remit calling (see Rodney)

Sept 16th and 17th - Curve Lake Pow wow

Sept 16th - IBE partnership program- information Session

Sept 19th - Zoom - 1:00pm and 7:30 pm First Third Ministry leader connection

Sept 23rd - Wild Rice - Curve Lake (see Rodney)

Oct 4th - Zoom for congregations - about the Remit (see Rodney and newsletter)

Oct 11th - Zoom- Affirming Network - 7:00 pm (see Sharon W)

Oct 17th - Zoom - 1:00pm and 7:30 pm First Third Ministry leader connection

Oct 28th - Fall ECORC meeting (see newsletter)

Nov 9th- In Person- Kingston- Moderator Human Flourishing - Community Leaders

Nov 10th- In Person- Kingston- Moderator Human Flourishing- Communities of Faith (free event)

Nov 21st- Zoom - 1:00pm and 7:30 pm First Third Ministry leaders connection

Nov 22nd- In person- Kingsview Oshawa- Fall Theology Conference (see Aruna)

March 7 - 14, 2024 - IBE Partnership Trip

Reports:

Report to Formation Nurture Justice Team from members of the Assembly of Elders

For Action/ Discussion

Two items were brought from the FNJ Team to the Assembly of Elders for discussion at the June 27th meeting. The first was the request from the Affirming Forum to have 15-20 minutes on the agenda at a meeting in the fall. The second was regarding the formation of new networks. The particular questions brought to the Assembly were, “What is the role of the FNJ Team in helping new networks to get started?” and “How much authority does a forum or network have to speak to issues on behalf of the Region?”

Regarding the request for the Affirming Forum to speak to the Assembly:

- This was approved. The Assembly welcomes the opportunity to have the Affirming Forum speak to them about what it means to be an Affirming Region.
- It was noted that the equity concerns raised by the forum around gendered language, use of preferred pronouns, and font size on name tags had also been discussed at the Equity Team meeting. The Equity Team would be happy to connect with the forum. The contact person is Rev. Phil Hobbs.

Regarding the question about networks forming and authority to speak on behalf of the Region:

- It was identified by the Assembly that clear communication policies need to be created and shared. A group of Assembly members are working to update the governance handbook and policies of the Region and have added this to their work.
- It was also noted that networks and clusters are free to form themselves and do not need to seek permission from the FNJ Team to form
- My (Ned) takeaway was that the FNJ Team has raised something that is important for how communities of faith and individuals within the church connect with one another within the new structure and that it will not be left to this team to figure out how this works on our own

Of interest to the FNJ Team

- Creating an **Earned Media Strategy**
 - As part of the Region's effort to raise awareness of the remit vote establishing an autonomous national Indigenous organization, ECORC will develop a media strategy with the goal of ensuring every community of faith is contacted and the Region reaches 100% vote

- The Region is aware that neighbouring Regions are coming up with similar strategies and intends to borrow from what they create
- **Creation of Facilitation Forum**
 - For the past several years a Facilitation Group has handled the planning of the agenda for Regional Meetings, the online information sessions, and the logistics of in-person and hybrid Regional Meetings. It was felt this group should be consistent with the rest of the Region and so terms of reference were created to assist in transitioning the group into a forum.
 - The terms of Reference for the Facilitation Forum were approved
- **Change of Assembly of Elders Meetings date**
 - The Assembly of Elders Meetings are now being scheduled for the first week of the Month, rather than the last week of the month. Keep this in mind if you want something brought to the Assembly of Elders or are waiting for direction.
- **Seeking New Members for the Assembly of Elders**
 - If you are interested or know someone who might be interested in serving on the Assembly of Elders, please contact the nominations committee

Rev Ned Wells, Rev Kevin Fitzpatrick, Patricia Long, Sharon Hull

ECORC Affirming Forum Report to FNJ Sept. 7, 2023

- The AF is scheduled to meet with the Assembly of Elders in October to discuss the importance of use of proper pronouns.

- We continue to reach out to communities of faith as they explore becoming affirming.

Our next scheduled Networking session is Oct. 11, 7-8:30 pm.

-In August, the AF sent a message to our mailing list, from Affirming Connections with their support on “United Against Hate”. This contained links and references in support of drag performers and 2SLGBTQ+ communities across Canada. Karen Wilson also published these links in the ECORC Newsletter.

REPORT OF THE ANTI-RACISM, INTERFAITH, INTERCULTURAL FORUM – ECORC

for September 7, 2023 meeting – respectfully submitted by Aruna Alexander, Chair.

THEOLOGY/SPIRITUALITY CONFERENCE:

The AII Forum had informed our Assembly of Elders Staff person – Sharon Hull of a Theology/Spirituality conference being planned for this Fall. In addition, Ministry Personnel Staff – Darren Leipold had also been told of this plan when he met with Forum members. Darren expressed his full support.

This Summer we laid the foundation stones for such a conference. Here are preliminary details:

DATE: NOVEMBER 22, 2023 (an in-person event)

VENUE: Kingsview United Church, Oshawa

TIME: 9:00 am to 3:00 pm

THEME SPEAKER: The Rev. Dr. Jennifer Janzen-Ball, Executive Minister of Theological Leadership, The United Church of Canada.

The speaker is aware that there are diverse theological perspectives in our Region. She has been requested to address the audience from the perspective of her leadership position, as well as making connections with the anti-racism, interfaith, intercultural lens in relationship with the UCC's and ECORC'S Strategic Plan. There will be four responders to her presentation:

Bill Smith (who chaired the National UCC Committee on White Privilege)

Shelley Knott-Fife (from Curve Lake Indigenous Community)

Alan Boyd – retired UCC Minister interested in and engaged with issues of Anti-racism, Interfaith, Intercultural, through The Abraham Festival in our Region.

Aruna Alexander, leader of the AII Forum, ECORC.

The Conference Moderator will be Chair of FNJT Committee, Wendy Bulloch.

We will now be working on details of Q&A time, and/or small group discussions.

Budget: The Forum Chair had requested, and received a written estimate from the UCW at Kingsview United Church. They have agreed to cater the conference lunch for attendees at a cost of \$15.00 (fifteen dollars only) per person. Before a budget is written and presented to our Treasurer, we need to find out from Sharon that concrete amount is presently available to us. We need to know if we can offer subsidies to those who are unable to pay the fifteen dollar lunch ticket? In addition, can attendees receive travel allowance?

AIIF INITIATIVE – ON PORTRAIT PROJECT:

Good news from our Moderator! She has granted permission to distribute photographs of her to those congregations willing to frame and hang a picture in their Church building. This reduces the cost of paying copyright fees of \$100.00 plus 13% tax on each picture – as was the case when ordering The Hon. Murray St. Clair's pictures. In addition to major cost reduction, this also retains our goal of recognizing Indigenous and diverse cultural leaders who have made

significant contributions within The United Church of Canada, alongside mainstream leaders.

FORUM MEMBERSHIP:

We have experienced a loss of three members: (1) Meggin King who has retired; (2) Lionel Ketola - moved to Thunder Bay; (3) Andrew McPherson – now in British Columbia.

PARLIAMENT OF WORLD RELIGIONS: Rev. Sue Genge is expected to report at the Oct. AGM.

Appendix G**Affirming Forum- Oct 3 for Assembly of Elders (By Don Fry, Westminster UC, Whitby)**

The situation has dramatically changed:

- Up to 1 ½ years ago, the resistance to our Affirming efforts have been mostly passive, at worst passive aggressive.
- The field of engagement has now changed dramatically. Opposition is well organized, well-funded and supported by a media that they control (TruNorth Media).
- Although they have been concentrating on the issue of 2SLGBTQIA+ (predominantly the Trans-Gender students), this is only one of their objectives (Check [Action4Canada](#) or [Blueprint4Canada](#) websites). They also list opposition to “Political LGBTQ”, “Political Islam”, Migration (including political and poverty), Climate Change, Vaccination and masking, and Abortion. All of these issues are of vital interest to United Church of Canada.
- Over the past 1 ½ years, they have been successfully infiltrating all levels of government (Federal, Provincial, Municipal AND school boards trustees) resulting in sympathetic school trustees and municipal councilors being elected. Provincially, decisions have been made regarding the treatment of Trans-gender students regarding preferred names and pronouns in New Brunswick, Saskatchewan and Ontario.

Our Challenge, as Affirming Churches:

- We have a responsibility to stand in solidarity with our 2SLGBTQIA+ neighbours, when they are threatened.
- In their most recent national “1 Million March 4 Children’ rallies, in most cases we were very badly outnumbered.
- Despite our message of love, tolerance and non-violence, we were being met with the exact opposite. That combined with being badly outnumbered (Pickering was estimated at 10 to 1), could potentially put our supporters at a risk of being in danger.

Our asks:

- Encourage Affirming UCC Churches to continue to vigorously support 2SLGBTQIA+ issues, when they occur.

- Encourage UCC churches, even those not Affirming, to be vigilant to political initiatives, tweets, news articles and quotes by all levels of government, that impact the rights of the Pride Community. Encourage them to react, if possible, ask for help if needed and vote accordingly.
- Encourage Affirming UCC Churches to form alliances with Affirming places of worship of other denominations and organizations (PFLAG, AIDS Committees, Pride Committees, unions, Etc.) to better defend against attacks on the 2SLGBTQIA+.