

East Central Ontario Regional Council
Meeting of the Council of Elders
Tuesday, November 5, 2024 – 1 PM

Vision of the Council 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
Rev. Eric Hebert-Daly	Member, Executive Minister
Rev. Kevin Fitzpatrick	Member
Brian James	Member, Financial Administration
Patricia Long	Member
Rev. Kaitlyn Ostrander	Member
Rev. Brian Nicholson	Member
Rev. Edward (Ned) Wells	Member
Rev. Lynn Watson	Member
Sheila-Mae Young	Member
Sharon Hull	Corresponding Member - Minister for Spiritual Nurture, Respectful Relationship and Justice for all Ages
Rev. Darren Liepold	Corresponding Member, Congregational Support Minister
Joel Miller	Corresponding Member, Program Assistant to Executive Minister, Recording Secretary
Karen Wilson	Corresponding Member - Communications and Administration Assistant

REGRETS/ABSENT

Rev. David King	Member
Joyce Payne	Member

This meeting of the Council of Elders of the East Central Ontario Regional Council (ECORC) rescinded motion 2024-10-01-008; considered a recommendation from the Nominations Leadership Team in regard to the Treasurer's term on the Council of Elders; considered a strategy to increase participation at general meetings of the regional council; considered the revised terms of reference for the Covenant Support Leadership Team, the Equity Leadership Team, and the Nominations Leadership Team; considered process for regional council policy review; received and update from the Facilitation Forum in regard to the fall general meeting, including the receiving the draft agenda; received a strategic plan interim report; received the minutes of Oct. 15 and 18, 2024 from the Covenant Support Leadership Team (CST); received an update in regard to Voluntary Associate Ministers; received the minutes of Oct. 23, 2024, the email poll of Oct. 24, 2024 and the email poll of Oct. 26, 2024 from the Ministry Through Property and Finance Leadership Team (MTPF), and considered recommendations regarding the Doing Mission Together Grants, the revised 2023 ECORC Financial Statements, trustees for the sale of the Manse at Odessa United Church, and the amalgamation of Zephyr United Church and Sandford United Church; received an update in regard to the process for electing General Council Commissioners; receives two (2) General Council 45 proposals for forwarding to the regional council general meeting on Nov. 16, 2024 – Proposal 1 'Sabbaticals', Proposal 2 'Conflict and Change' Proposal 3 Systematic Information Sharing by Pastoral Charge Supervisors Proposal 4 Change to ChurchHub Access for Ministry Personnel and 5. Reviewing M&P Committee's Role and Function; and considered a request to contribute to the Ontario Regional Council Archives fund.

Land Acknowledgement & Opening Devotions – Patricia Long opened the meeting with the land acknowledgement, giving thanks for First Peoples stewardship of their traditional territories, and calling all to continue to work towards right relations and reconciliation. For the devotional, Patricia resourced Dipping Your Toe's written by Rev. Janet Stobie, which referred to Matthew 11:25-30 (The Message); and a reflection written by Rev. Stobie. Pat closed this time of devotion by reading Matthew 11:28-30.

Circle Time of Sharing – All were invited to share.

Appointment of an Equity Monitor for this Meeting

2024-11-05-001 MOTION (K. Fitzpatrick/L. Waston) That the East Central Ontario Regional Council of Elders appoint Sheila-Mae Young as Equity Monitor for this meeting.

* The equity score card can be used following this meeting and submitted to the Equity Leadership Team: <https://ecorcucan.ca/resources/accessibility/>

Minutes of October 1, 2024

2024-11-05-002 MOTION (B. James/S-M Young) That the East Central Ontario Regional Council of Elders approves the Minutes of October 1, 2024, as circulated. **CARRIED**

Email Poll of October 3, 2024

2024-11-05-003 MOTION (B. James/S-M Young) That the East Central Ontario Regional Council of Elders receive into its minutes the result of email poll of October 3, 2024:

2024-10-03-001 MOTION (N. Wells/J. Payne) That in regard to the Official Workplace Harassment complaint ongoing at Cambridge Street United Church (Lindsay, ON), the East Central Ontario Regional Council Elders agrees to be the responsible body to receive the report of the investigator, Linda Foy. CARRIED

CARRIED

Email Poll of October 8, 2024

2024-11-05-004 MOTION (B. James/S-M Young) That the East Central Ontario Regional Council of Elders receive into its minutes the result of email poll of October 8, 2024:

2024-10-08-001 MOTION (S-M Young/L. Waston) That the East Central Ontario Regional Council of Elders appoint Linda Foy as an investigator at Grace United Church (Peterborough) to deal with the complaints received at the community of faith, and, due to the fiscal situation at the church, at the cost of the Regional Council. CARRIED

CARRIED

Email Poll of October 18, 2024

2024-11-05-005 MOTION (B. James/N. Wells) That the East Central Ontario Regional Council of Elders receive into its minutes the result of email poll of October 18, 2024:

2024-10-18-001 MOTION (B. Nicholson/P. Long) That the East Central Ontario Regional Council of Elders approve the recommendation of the Covenant Support Leadership Team to place the ministry at Emmanuel United Church, Peterborough, under review, with a reviewer to be named

later. The cost of the review will be paid 50% by the regional council and 50% by the congregation
CARRIED.

CARRIED**Email Poll of October 21, 2024**

2024-11-05-006 MOTION (B. James/L. Waston) That the East Central Ontario Regional Council of Elders receive into its minutes the result of email poll of October 21, 2024:

2024-10-21-001 MOTION (B. James/K. Ostrander) That the East Central Ontario Regional Council of Elders name Stephanie Coward Yaskiw as the reviewer at Emmanuel United Church, Peterborough. CARRIED

CARRIED**Minutes of October 24, 2024**

2024-11-05-007 MOTION (B. James/S-M Young) That the East Central Ontario Regional Council of Elders approve the minutes of October 24, 2024. **CARRIED**

Business Arisinga) **Rescinding motion**

2024-11-05-008 MOTION (P. Long/N. Wells) That the East Central Ontario Regional Council of Elders rescind the following motion:

2024-10-01-008 MOTION (P. Long/J. Payne) That the East Central Ontario Regional Council of Elders has concerns about the state Grace United Church (Peterborough) and appoints Linda Foy to conduct a review under section J.4 of the Manual; conducting interviews in the way that suits the progress of the investigation, to address specific complaints received, and, due to their fiscal situation, at the cost of the Regional Council. CARRIED

CARRIED with required two-thirds majorityb) **Treasurer's Term on Council of Elders; Job description of Treasurer**

- See *Treasurer's Duties* see as **Appendix A**

2024-11-05-009 MOTION (P. Long/N. Wells) Whereas the April 2022 Governance Handbook states, "The Executive Minister of the East Central Ontario Regional Council, East Central Ontario Regional Council Staff and East Central Ontario Regional Council Treasurer shall be corresponding members of the Assembly of Elders";

Whereas the context is that the Nominations Leadership Team was asked to clarify whether the treasurer position, as a corresponding member, was a position with voting privileges.

Whereas it is a good time to clarify if in the future corresponding members to the Council could attain voting privileges by going through the election process and holding both the position of corresponding member and elected member;

The East Central Ontario Regional Council of Elders approves the recommendation of the Nominations Leadership Team that these corresponding members be ineligible to be elected as elders of the Council of Elders effective at the rise of the Spring Annual General Meeting 2025. **CARRIED (B. James abstains)**

Rev. Eric Hebert-Daly shared some of the details leading up to this recommendation. The Current treasurer was named treasurer at the inception of the regional council, but did not possess voting privileges because he was not a member of the UCC. Following which, the treasurer did become a member of a UCC congregation. The decision was then made to allow the treasurer (in this instance) to be an elected member (with voting privileges) on the Council of Elders. It was mentioned that in other regional council are corresponding members without voting privileges. It was highlighted that the current treasurer's elected position will end at the rise of the Spring AGM.

The treasurer shared the position's job description.

It was reiterated that Leadership Teams can recommend members (who are not necessarily members of the regional council) to their bodies. There was concern that representatives from the Council of Elders were corresponding members on teams without a vote. This has been the practice of the regional council, so that representatives of the Council of Elders could not steer the leadership teams but allow for complete independence to carry out its work without influence.

- c) **Ministry Personnel and Lay Representatives Who Do Not Attend Regional Council Meetings (Strategy for Increasing Participation)** – for discernment that may lead to a concrete plan (see under *new business*).
- d) **Revised Leadership Terms of Reference**
 - i. Covenant Support Leadership Team
 - See *Covenant Support Leadership Team Terms of Reference* as **Appendix B**
 - 2024-11-05-010 MOTION** (L. Waston/B. Nicholson) That the East Central Ontario Regional Council of Elders receive and approve the terms of reference of the Covenant Support Leadership Team and recommend at the fall general meeting of the Regional Council. **CARRIED**
 - ii. Nominations Leadership Team (no changes suggested for the terms of reference)
- e) **Governance Review Process**
 - i. Policies to be reviewed by relevant Leadership Team by end of February 2025.
- f) **Governance Handbook for Congregations** – Rev. Darren Liepold
 - See *Governance Handbook for Congregations* as appendix in the October 1, 2024 Council of Elders meeting.

Reminder:

2024-10-01-007 MOTION (N. Wells/K. Fitzpatrick) That the East Central Ontario Regional Council of Elders receive for information the *Governance Handbook for Congregations*, provide feedback to the Covenant Support Team, and defer a decision on its acceptance at the next Council of Elders Meeting in November. **CARRIED**

2024-11-05-011 MOTION (S-M Young/L. Waston) That the East Central Ontario Regional Council of Elders approve for distribution the *Governance Handbook for Congregations*. **CARRIED**

Agenda

2024-11-05-012 MOTION (L. Watson/K.Fitzpatrick) That the East Central Ontario Regional Council of Elders accept the agenda as amended with the following addition:

1. Section f under business arising having to do with the acceptance of the Governance Handbook for Congregations;
2. Under new business; request for ECORC representative to bring greetings to the Trinity Cobourg United Church 200th anniversary celebration
3. Correspondence a.
4. Addition of proposals: 1. Systematic Information Sharing by Pastoral Charge Supervisors, 2. Change to ChurchHub Access for Ministry Personnel, 3. Reviewing M&P Committee's Role and Function

CARRIED

Incoming Correspondence

- a) May 5, 2021, Chery-Ann Stadelbauer-Sampa, Executive Minister, Antler River Watershed, Western Ontario Waterways, Western Ontario Waterways Regional Council, re Archives protocol contributing to Ontario Regional Council Archives (*for discernment under section New Business c*);
- b) October 1, 2024, Rev. David Watson, Coe Hill/Ridge, re Council of Elder decision 2022-07-04-015 (*for direction*);
- c) October 4, 2024, Ian Malcolm, Chair of the Ministry & Personnel Committee at Sydenham Street United Church, re obtaining legal advice re non-ministerial staff (*for information*);
- d) October 7, 2024, Rev. David McMaster re becoming Supply Minister at Metropolitan United in London (*for information*);
- e) October 8, 2024, Kyle Pugh, Ontario Regional Council Archivist, re allocating percentage of proceeds from sale of property to regional council archives (*see under new business*);
- f) October 9, 2024, Kyle Pugh, Ontario Regional Council Archivist, re response to Executive Minister re allocating percentage of proceeds from sale of property to regional council archives (*for information*).
- g) October 9, 2024 copied on letter to Timothy Wisnicki, from Cathy Hamilton and Gary Tompkins, Co-Chairs, Quebec and East Ontario Candidacy Board, re affirmation of readiness for ordination (*for information*);
- h) October 9, 2024 copied on letter to Dougals Ferris, from Cathy Hamilton and Gary Tompkins, Co-Chairs, Quebec and East Ontario Candidacy Board, re mid-SME interview (*for information*);
- i) October 21, 2024, Susan Jackson, Information & Statistics Coordinator, Organizational Development and Strategy, The United Church of Canada, re 2023 regional council statistics (*for information*);
- j) October 22, 2024, copied on letter to Siobhan Flynn, from Cathy Hamilton and Gary Tompkins, Co-Chairs, Quebec and East Ontario Candidacy Board, re affirmation of promise for ministry (*for information*);
- k) October 22, 2024, copied on letter to Siobhan Flynn from Rev. Caroline Penhale Lukacs, Vocational Minister for Quebec and East Ontario, re information post interview (*for information*);
- l) October 28, 2024, Charles Barrett, Chair of Social Justice Network of Ontario Regional Councils of the United Church of Canada (SJNORC) re November 21, 2024 gathering in Toronto (*referred to Formation Nurture and Justice*).
- m) November 4, 2024, Trinity Cobourg United Church, re celebrating our 200th anniversary and wish for ECORC representative to bring greetings (*for action under new business*).

Outgoing Correspondence

- n) September 30, 2024, Rev. Eric Hebert-Daly, Executive Minister, re Simcoe Street United Church and Kingsview United Church officially amalgamated (*for information*);

- o) October 8, 2024, Rev. Eric Hebert-Daly, Executive Minister, responding to Kyle Pugh, Ontario Regional Council Archivist, re allocating percentage of proceeds from sale of property to regional council archives (*for information*);
- p) October 11, 2024, Rev. Eric Hebert-Daly, Executive Minister, re Bailieboro-Springville United Church and Millbrook-Cavan United Church officially amalgamated (*for information*);

Business arising grouped according to confirmed Guiding Principles

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

- a) **Facilitation Forum** – Stephen Coles
 - See 2024 Fall General Meeting Draft Agenda as **Appendix C**

Eric shared that there are many components to this general meeting agenda: 1. media training, 2. pizza party with reading of a play, 3. public witness singing inclusive hymns and connection to Rainbow Room project, 4. regular plenary. Currently there are almost 100 people registered. Finding stewards has been difficult.

- b) **Dates of future meetings and information sessions (for information):**
 - **Tuesday, November 5th** from 7-9pm: “Proposal Review” – a discussion about proposals received to be presented at the Fall General Meeting for approval
 - **November 16th, 2024** Fall Meeting, Brighton, ON
 - **May 23rd - 24th, 2025** Annual Meeting, Spring, St. Paul’s United Church, Bowmanville, ON
 - **October 25th, 2025** Fall Meeting, Location TBD – Alderville has been suggested (Rev. David King suggestion). A formal request to go out to Chief of Alderville.

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

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

- a) **Strategic Plan Updates** – Rev. Eric Hebert-Daly
 - See 2024 ECORC Strategic Plan Interim Report as **Appendix D**

Strategic Plan can be viewed at <https://ecorcuccan.ca/>, then across the top, under Resources, see 2024-2025 Strategic Plan and then the drop-down menu.

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) **Covenant Support Leadership Team (CST)**
 - see *CST minutes of October 15, 2024* as **Appendix E¹**
 - see *CST minutes of October 18, 2024* as **Appendix E²**

2024-11-05-013 MOTION (B. James/P. Long) That the East Central Ontario Regional Council of Elders receive for information the CST minutes of October 15 and 18, 2024. **CARRIED**
- ii) **Voluntary Associate Ministers (VAM)** – Rev Darren Liepold

2024-11-05-014 MOTION (S-M. Young/B. James) That the East Central Ontario Regional Council of Elders acknowledge the Voluntary Associate Minister (retired ministry personnel not appointed, or engaged in ministry not recognized as 'community of faith') for July 1, 2024- June 30, 2025:

First Name	Last Name	Community of Faith
Rev. Catherine	Underhill	Northminster United Church, Peterborough

CARRIED

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

1. Ministry Through Property and Finance Leadership Team (MTPF) – Sheila-Mae-Young

- See MTPF minutes of October 23, 2024; MTPF Email Poll of October 24, 2024; and MTPF Email Poll of October 26, 2024 as **Appendices F¹, F² and F³**

2024-11-05-015 MOTION (N. Wells/S-M. Young) That the East Central Ontario Regional Council of Elders receive for information the MTPF minutes of October 23, 2024; the MTPF Email Poll of October 24, 2024; and MTPF Email Poll of October 26, 2024.

a) **Doing Mission Together Grants**

2024-11-05-016 MOTION (B. James/N. Wells) That the East Central Ontario Regional Council of Elders receive and approve the recommendation of the Ministry Through Property & Finance Leadership Team regarding the following Doing Mission Together Grants disbursements:

1. Crossroad UC-\$2000
2. ECORC women's retreat-\$900
3. Retreat for Israel/Palestine discussion-\$1000

CARRIED

b) **Revised 2023 ECORC Financial Statements**

- See *Revised 2023 ECORC Financial Statements* as **Appendix G**

2024-11-05-017 MOTION (B. James/S-M Young) That the East Central Ontario Regional Council of Elders receive and approve the recommendation of the Ministry Through Property & Finance Leadership to forward the Revised 2023 ECORC Financial Statements to the general meeting on November 16th for approval. **CARRIED**

c) **Amalgamation of Zephyr United Church and Sandford United Church**

2024-11-05-018 MOTION (S-M Young/L. Waston) That the East Central Ontario Regional Council of Elders receive and approve the recommendation of the Ministry Through Property & Finance Leadership to amalgamate Zephyr United Church and Sandford United Church, effective Nov 1, 2024, and also approve the request for a name change of the newly amalgamated entity to Sandford Zephyr United Church. **CARRIED**

d) **Trustees for Odessa United Church**

2024-11-05-019 MOTION (S-M Young/L. Waston) That the East Central Ontario Regional Council of Elders receive and approve the recommendation of the Ministry Through Property & Finance Leadership to name Ted Meyers, Brian James and Jeff Julian as trustees for Odessa UC

to carry out the sale of the Manse - real property, the legal description of which is pt lot 17 con 5 Kingston as in tkd253, and the municipal address of which is 2173 unity road Elginburg, Ontario.

CARRIED (B. James abstains)

- VI. ECORC events take place in a variety of geographic locations within our Region throughout the year*
- VII. We hold events every year related to outreach and social justice within our Regional Council*
- VIII. We observe increasing use of land acknowledgments and more participation in learning opportunities related to Respectful Relations and Indigenous Justice*
- IX. Children, youth and young adults are represented on all decision-making bodies*
- X. There are events planned for and by children, youth and young adults every year. A significant number of these events provide children, youth and young adults with leadership opportunities*
- XI. There is evidence that inclusive language is becoming the norm in the life and work of our church throughout our Regional Council, especially inclusive language and images of God in worship*
- XII. Reports from equity monitors and meeting notes give evidence of a growing awareness of equity standards*
- XIII. The number of Communities of Faith designated as Affirming continues to increase*
- XIV. An increasing number of Communities of Faith, along with ECORC and the Council 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) **General Council 45 Commissioners** – Update on process: A slate will be presented. There will be no open call for nominations, but the motion on the slate can be defeated, and a new motion could come forward. Lead-Commissioner will also be elected separately from the slate. Speaker-Elect will be voted on at the Spring AGM. It was noted that Moderator nominees can come from the floor (the Council of Elders can also nominate candidates following the Fall general meeting).
- b) **General Council 45 Proposals** –
- See Proposal 'Sabbaticals' as **Appendix H¹**
 - See Proposal 'Conflict and Change' as **Appendix H²**
 - See Systematic Information Sharing by Pastoral Charge Supervisors as **Appendix H³**
 - See Change to ChurchHub Access for Ministry Personnel as **Appendix H⁴**
 - See Reviewing M&P Committee's Role and Function as **Appendix H⁵**

2024-11-05-020 MOTION (S-M Young/K. Ostrander) That the East Central Ontario Regional Council of Elders forward all proposals received to the general meeting on November 16th for decision.

*No more Proposals are eligible for debate at the upcoming Fall General Meeting as the deadline has passed.

c) **Ontario Regional Council Archivist**

- See signed agreement to begin contributing at least 2% from the sale of any closing congregation's property to the Ontario Regional Council Archives reserve fund as **Appendix I**

2024-11-05-021 CONSENSUS That the East Central Ontario Regional Council refer the *agreement to contribute at least 2% from the sale of any closing congregation's property to the Ontario Regional Council Archives reserve fund* to Ministry Through Property and Finance Leadership Team for discernment and recommendation.

Various opinions were shared: The regional council already pays for archival services in Ontario \$40,000 from budget and another \$40,000 as a grant (contributions to archive fund would be on top of fees already being paid); there is a stewardship duty to maintain archives for future generations; the regional council has already agreed to contribute in 2021.

d) **Trinity Cobourg United Church 200th Anniversary celebration (seeking ECORC representative to bring greetings)** – Rev. Darren Liepold volunteered to be the representative for the Council of Elders.e) **Ministry Personnel and Lay Representatives Who Do Not Attend Regional Council Meetings (Strategy for Increasing Participation)** – Karen shared that the current plan is to look at previous attendance lists and identify who is missing and contact those missing to learn what can be done to encourage participation. It was noted that some complexities make it difficult to identify an accurate list. It was suggested to use the list already created for remit-1. There was sadness expressed for disbanding Presbyteries, and although clusters and networks were designed to fill this void, many remain unconnected. There is lots of complexity and this issue will take more discernment. Creating space and time to have fellowship beyond regional meetings. Eric shared how in neighboring regional council there is a proposal for sub regional gatherings for fellowship to replace the Fall General Meeting, and dinners have been had inviting all to be part of 'connecting'. There is also annual retreats for ministry personnel (encouraging cohesion between colleagues and participation at the regional council level.

Equity Monitor Report – Sheila-Mae Young shared results of the Equity scorecard; documents sent out ahead of time, good explanations given, when necessary, self-identifying needs to be worked on. Remember to always ask for yes, no, abstention when voting. When it comes to inclusive language, search for sources (i.e., father and son to parent and child). Suggested to use the Inclusive Bible.

The Speaker declared that all the business having come before this meeting of the Council of Elders was duly concluded at 4:04 PM.

Closing Prayer – Patricia Long closed the meeting with a prayer.

Next Meeting Dates

- Tuesday, December 3, 2024 (1PM) Zoom
- Tuesday, January 7, 2025 (1PM) Zoom (if necessary)
- Tuesday, February 4, 2024 (1PM) Zoom

Steve Coles
Speaker

Rev. Eric Hebert-Daly
Executive Minister

ECORC Assembly of Elders - Participation Roster

	Opening worship/Land prayer	ack/closing	Equity Roles	Monitor
<i>December 3, 2024</i>	Brian Nicholson		Kaitlyn Ostrander	
<i>January 7, 2025(if needed)</i>	Staff		Staff	
<i>February 4 2025</i>	Ned Wells		Joyce Payne	
<i>March 5, 2025</i>	Sheila-May Young		Lynn Watson	
<i>April 1 2025</i>	Joyce Payne		Brian Nicholson	
<i>May 6 2025</i>	Kaitlyn Ostrander		Kevin Fitzpatrick	
<i>June 3 2025</i>	Kevin Fitzpatrick		Pat Long	

Appendices

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Appendix C	2024 Fall General Meeting Draft Agenda	Pages 17-18
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Appendix E ¹	Covenant Support Leadership Team (CST) minutes of October 15, 2024	Pages 25-27
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Appendix F ¹	Ministry Through Property and Finance Leadership Team Minutes of October 23, 2024	Pages 29-32
Appendix F ²	Ministry Through Property and Finance Leadership Team Email Poll of October 24, 2024	Pages 33-34
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Appendix I	Agreement to begin contributing at least 2% from the sale of any closing congregation's property to the Ontario Regional Council Archives reserve fund	Pages 60

Appendix A

ECORC Treasurer Duties

- a. Prepare budgets for next fiscal year prior to fall semi-annual meeting
- b. Present proposed budget to Ministry Through Property and Finance team for review and approval.
- c. Present proposed budget to C of E for review and approval.
- d. Present approved budget at semi-annual pre-meeting and meetings.
- e. Provide approved budget to GCO accounting for tracking.
- f. Review expense claims and correct or allocate account numbers then forward to Executive Minister for approval and accounting for payment
- g. Obtain address and banking information for new claims.
- h. Obtain address, banking and SIN information for all honorariums given.
- i. Receive e-transfers for payments for gatherings and other activities, prepare cash receipt form, assign account numbers and send information to accounting.
- j. Receive cheques, deposit them and complete cash receipt form for accounting.
- k. Work with GCO accounting to obtain quarterly income and expense reports.
- l. Present financial reports to Ministry Through Property and Finance then C of E.

Appendix B

Governance Document of ECORC: Covenant Support Team

Purpose: To provide terms of reference for the Covenant Support Team.

Purpose

The Covenant Support Team is a Leadership Team that supports and nurtures the relationships between the East Central Ontario Regional Council and Communities of Faith, Ministry Personnel (Active, Retained, and Retired), and Licensed Lay Worship Leaders. The Covenant Support Team supports and nurtures the covenant relationships within the Regional Council.

Membership

The Covenant Support Leadership Team shall consist of 12 elected voting members as recommended by the Nominations Team following recruitment and discernment practices. The members serve a three-year term with an annual rotation of 1/3 of the members.

The Regional Council Pastoral Relations Minister and the Regional Council Congregational Support Minister are Ex officio members of the Leadership Team.

The Office of Vocation Minister, The Regional Council Executive Minister, Council Elder appointments, and Chairs of the Forums may serve as corresponding members.

Role of Members

Members of the Team make decisions and recommendations upholding the overall vision and mandate as given by the East Central Ontario Regional Council and reflected in polity and policy. Team Members are expected to prepare for meetings of the Team and participate fully in the

deliberations of the Team. Members may expect to be given specific assignments for completion such as assignment to work with a Forum.

When representing a Forum or presenting a report the Team member should voluntarily limit participation to the nature of a corresponding member to avoid the perception of bias.

Role of Corresponding Members

Corresponding members do not vote and do not participate in discussion unrelated to the area of representation. Corresponding members provide a specific and contextual knowledge and level of awareness that is important to the deliberations of the Team. Corresponding members share make sure the elected members have the information they need to discern a course of action.

Corresponding members also have the responsibility to ensure that the body they represent is informed of the work and decisions of the Leadership Team.

Meetings

The Covenant Support Team shall convene every other month and/or as required. The meetings may be in person, telephone conference call or web based. At least three meetings a year will be in-person meetings held at a mutually convenient location.

Quorum

Quorum shall be 7 elected members.

Chairperson

The Leadership Team shall select from among the elected membership the Team Chairperson and a Chairperson Designate, and a Secretary. The names of the individuals to be reported annually to the Council Elders and the Nomination Team. The Chairperson shall not serve more than two consecutive years. The three-year term of an elected member may be extended by one year if serving as the Chairperson.

The Chairperson and the Secretary shall be responsible for reporting Team activities and actions to the Council Elders monthly as required. They shall attend Council Elder meetings upon request of the Council Elders.

Vacancies

A member of the Team unable to fulfill their term may resign. A member failing to fulfill the responsibilities may be removed from the position by a 2/3 majority decision of the remaining members.

Vacancies are filled by the Nominations Team during an annual election cycle.

To provide continuity of task, or for the purpose of securing a chairperson, the Team may request of the Nominations Team to extend the membership of a member by one year.

Forums

The Covenant Support Team may be assisted in the work by creating Forums of knowledge and expertise to support and undertake directed work. Forums may consist of one or more individuals and be short term or permanent. It is the responsibility of the Leadership Team to determine the Terms of Reference of the Forums, to recruit and appoint Forums. Forums may be authorised to undertake necessary steps to complete the assigned activities but may not make decisions on behalf of the Leadership Team. Forums shall report to the Leadership Team regularly.

Authority as a Commission

The Leadership Team may be appointed by the Regional Council as a Commission for designated matters of a routine nature that are supported by policy and precedence. Commission powers shall be noted in the Mandate printed in italics with the date granted.

Duties

The Covenant Support Team shall have responsibility for the completion of the mandated duties, making decisions as authorized¹ and recommendations to the Council Elders as required. The responsibilities shall include:

Oversight of Communities of Faith and Pastoral Charges.

Ministry Personnel, active, retained, and retired.

Pastoral Relationships

License lay Worship Leaders

The Team shall have responsibility for the establishment of Forums and the oversight of same. The Team shall appoint Chairpersons of the Forums. The Covenant Support Team shall have a Liaison Forum and is encouraged at minimum a Retirees Forum and an LLWL Forum.

The Covenant Support Team is accountable to the Council Elders for all activities and decisions (with exception of those for which it is empowered to operate as a commission); and shall report annually to the East Central Ontario Regional Council.

Mandate

The mandated duties of the Covenant Support Team include:

Communities of Faith and Pastoral Charges

Supporting and encouraging healthy communities of faith.

Encouraging congregation in the exercise of Stewardship and Visioning.

Ensuring Community of Faith compliance with the policies and polity of the United Church and reviewing any relevant records.

Exercise oversight of communities of faith.

ensuring that Communities of Faith have a current and accurate Community of Faith Profile

providing support to emerging new ministries.

providing support, advice, and services to communities of faith in human resource matters.

providing ongoing leadership training for ministry personnel and lay people [The Manual C.2.2].

provide Pastoral Charge Supervision as required by:

recruit and train Pastoral Charge Supervisors.

assign a Pastoral Charge Supervisors to Pastoral Charges without a minister or during sabbaticals. 1

Propose recommended actions to the Council Elders

Of Communities of Faith in extraordinary circumstances where the Community of Faith is unable to or refuses to meet its responsibilities or acts outside of denominational policies.

the appointment of Interim Ministers.

the creation of a “congregational designated minister” position.

regarding amalgamations, realignments, and disbanding of communities of faith [The Manual C.2.1]

when requests are made for the acquisition of property, major renovations, or the sale of properties deemed as surplus.

Whenever there is concern regarding the wellbeing of a community of faith, pastoral charge, or pastoral relationship.

Ministry Personnel.

Encouraging and supporting ministry personnel

Providing measures to sustain health, joy, and excellence in ministry practice;

assist with informal conflict resolution processes as required.

celebrating the life occasions and accomplishments of ministry personnel.

Providing directly or with a Retirees Forum the support of ministry personnel approaching retirement and maintaining a relationship with pensioners

Propose recommended action to the Council Elders

for the granting of a license to administer the sacraments to diaconal ministers, designated lay ministers, people who retired while serving as designated lay ministers, and sacrament elders.

Requests to serve as a Voluntary Associate Minister

Whenever there is concern for the well being of the pastoral relationship or ministry personnel.

Pastoral Relations:

Oversee changes in Pastoral Relationship

Refer requests for change to the Liaison Forum to appoint Liaison Officers to work with Communities of Faith in transition.

notify the Council Elders of requests for changes in pastoral relationship.

receive recommendations from the Liaisons Forum regarding the self-assessments of Communities of Faith and Community of Faith Profiles

make recommendation to the Council Elders for the approval of vacancies and the initializing of a search.

when a vacancy is declared, direct the Liaison Forum to guide the community of faith in the process of search.

Receive recommendation upon completion of search.

Make decisions and reporting to the Council Elders when the call or appointment is consistent with the declared vacancy.

recommend action to the Council Elders when the result of the Search differs from the intended vacancy.

Propose recommended action to the Council Elders:

For the approval of vacancies and the initializing of a search when the result of the Search differs from the intended vacancy.

Of the ending or continuing of appointments.

Licensed lay Worship Leaders: Exercise oversight of LLWLs, Providing directly, or with a LLWL Forum, to ensure training for LLWLs, conduct annual evaluations, approve annually the licensing and relicensing of LLWLs (Manual I.1.11.5)¹

Items printed in italics are decisions the Covenant Support Team may take on behalf of the Council elders and Regional Council

Appendix C

East Central Ontario Regional Council
2024 Fall Meeting
Draft Agenda as of Oct 11

Friday afternoon, Media session, 1:30-4:30

Pizza party to follow, 5:00

Reading of “Maybe One” by Scott Douglas,
with the all-star cast of Éric Hébert-Daly, Brian James, Darren Liepold, Tori Mullin, Wanda Stride, and Karen
Wilson

Time	Activity	presenter	projections	Location
9:00	Registration Opens <ul style="list-style-type: none"> • Coffee available 			
10:00 – 12:30	Call to Order Acknowledgement of the Land <ul style="list-style-type: none"> • Introduction • Teaching • Response to Teaching 	Speaker		Head table
30 minutes				
30 min - 45 min	Words of Constitution Opening Worship <ul style="list-style-type: none"> • Worship Leaders • Communion 	Speaker	Words of constitution Hymns, Prayers Prayers	Head Table Worship Space
10 min	Opening Motions Holy Manners Introduction of Volunteers and leaders for this meeting	Executive Minister	Opening Motions	Head table
10 min	Assembly of Elders Report <ul style="list-style-type: none"> • Introduce elders • Share news • Strategic Plan report 	r		Lectern Mics if question
20 min	Team Report: Nominations <ul style="list-style-type: none"> • Election of slate of commissioners • Election of Leading Commissioner • Election of speaker- elect, if candidates come forward (if no candidates, will elect at the spring meeting) 			Lectern Mics if questions

20 minutes	Team Report: Formation Nurture Justice		
12:30	Lunch Break		
1:30	Hymn Sing	outside	on rainbow steps
2:00 – 3:00	LLWL Recognition		Lectern Worship space
	<ul style="list-style-type: none"> • Speak to process • Introduce LLWL's 	Motion to affirm	
20 min	<ul style="list-style-type: none"> • How to connect • Covenanting 	Project liturgy	
20 min	External reports (select from) <ul style="list-style-type: none"> • Office of Vocation • Animator • UCW 		
20 min	Covenant Support Team		
?	Governance Actions		
3:00	STRETCH BREAK		
3:20	Budget Presentation <ul style="list-style-type: none"> • Motion to accept 2023 Audited Statements • Motion to accept 2024 to date statement • Motion to accept 2025 Budget 	Brian James	Budget Material Motions
3:40	Equity Monitor Report		
3:50	Closing Motions	Executive Minister	Closing Motions
4:00			
4:20	Concluding worship <ul style="list-style-type: none"> • Prayer • Commissioning and covenanting with new commissioners and others 		
4:30	Adjournment		Head Table

Appendix D

2024 ECORC Strategic Plan Interim Report

Grading:

A = Completely on track, met all measurables

B = Mostly on track, met most measurables

C = Partly on track, some measurables met

D = Little progress

E = No progress

Overall Assessment

Despite some areas that did not get the attention required, the Regional Council has done quite well in advancing the priorities it had set for itself in late 2023. Staff have identified that there are ongoing requests for assistance with projects and activities that fall outside the scope of our plan, which puts them in the uncomfortable place of having to say 'no' in order to stay focused without working significant additional hours. We must also remember that this is an evolving plan that may require some changes within the three-year period it covers.

Activity Stream 1: Community of Faith Self-Assessment Tool

Activity: Develop a tool, hold a workshop, get communities of faith using it to assess themselves.

Measurable Outcome Projected: Tool created and refined, workshop held, all communities of faith using it by Spring 2025 (at least 75%)

Result: The tool itself is being used by congregations at this point. 10 congregations have used it, many more may be doing it at annual meetings in the Spring.

Analysis: B, this is moving forward as predicted. There is a team of six looking at these.

Recommendation Going Forward: We will need to advertise the tool a little more so that it is part of annual reporting.

Activity Stream 2: Collaborative/Shared/New Ministries Resources

Activity: Creation of resources, holding of roadshow events, workshop held at Regional meeting

Measurable Outcome Projected: Resources gathered and available, roadshow events held, workshop held, engagement of at least 50% of communities of faith by Spring 2025.

Result: Largely on track. Workshops held in Brighton/Hastings, Cobourg and area, upcoming: Tweed/Madoc, Dunford area. More requests coming in.

Analysis: B, there is large uptake from those who have been invited.

Recommendation Going Forward: Keep doing what we've been doing, a regional council wide workshop may not be needed, but we can advertise this a little more.

Activity Stream 3: Amalgamating and Disbanding Resources

Activity: Tools researched and gathered, how-to workshop/video/guide created, refine language about what disbanding or amalgamating represents.

Measurable Outcome Projected: Resources gathered and adapted, how-to products produced and made available, review of them done by those who used them.

Result: Resources created, shared and in use. An amalgamation resource has been locally developed and shared.

Analysis: B, This is moving forward as planned, some pieces remain to be done (evaluation, tweaking, web presence)

Recommendation Going Forward: Check with those who have reviewed the resources, some need to be tweaked for legacy language. Needs to be easy to find on the website.

Activity Stream 4: Alternative Worship links on Regional Website

Activity: Alternative worship resources crowd-sourced, gathered and posted online so that they are accessible to all and inspiring people to use new and creative ways to worship.

Measurable Outcome Projected: By summer 2024, a resource page is available to inspire people to use alternative worship resources.

Result: Webpage created in draft mode but needs more resources added.

Analysis: C

Recommendation Going Forward: Overall, this area is very open to interpretation and is a little vague. Survey folks about what they might be looking for in this category of work, and what they are doing already to be shared, calendar of experiences that are already underway.

Activity Stream 5: Justice Feature

Activity: Quarterly, a specific justice issue will be featured and materials related to that feature will be offered to the regional council so that we can integrate and focus our justice work.

Measurable Outcome Projected: Calendar of justice issues developed, first quarter launched in early 2024, evaluation done in June 2024.

Result: We have done a few shorter sessions (two-months) in the earlier part of the year, anti-racism/Black History Month, Pride in April/May, Indigenous Justice in June-September, 40 days of anti-racism in October and November.

Analysis: B, we have not been branding these as features, but we have been doing these as projected.

Recommendation Going Forward: Move to quarterly as previously planned and recruit from the whole Regional Council. Prepare a sample 'package' and schedule this for the whole year. Possibly recruit from other Regional

Councils too. General Council is now doing a focused media strategy, we should consider, where possible, to align our efforts.

Activity Stream 6: Media Strategy

Activity: Spokespeople identified and trained, develop ability to respond quickly to emerging issues, presence in the public sphere.

Measurable Outcome Projected: Training provided by Spring 2024, five media stories in non-church media by Spring 2025, evaluation to be done in the Summer of 2025.

Result: Nancy Payne will lead a Media Training Session on November 15th, invitation has been emailed to the region.

Analysis: B

Recommendation Going Forward: Identification of spokespeople remains to be done (possibly during the media training), gather stories that have appeared in the media.

Activity Stream 7: Faithful Footprints and Greening Sacred Spaces

Activity: Identify who is participating in the programs now (inventory) and grow the number of communities who are involved with an engagement strategy.

Measurable Outcome Projected: 10% of our communities of faith have participated or are participating in these projects.

Result: 13 in Discussion, 3 approved, 5 project completed, 13 Final energy data submitted = 34 – Stories have been shared in the weekly newsletter. (% achieved)

Analysis: B+, still a strategy to develop here, but we are doing well in participation overall.

Recommendation Going Forward: Continue sharing stories in our weekly newsletter. Consider use of the Climate Forum to engage with this. Engagement strategy still to be defined.

Activity Stream 8: Carbon Footprint Reduction

Activity: Task Group identified, strategy developed and lowered carbon emissions achieved.

Measurable Outcome Projected: Task Group formed, strategy developed and reduction of 10% of our carbon emissions achieved by end of 2024 through things such as a carpool strategy.

Result: We have begun tracking this through a fillable form on the website and through our registration system for meetings.

Analysis: C-, While our regional council meetings can be tracked, we need to consider how all decision-making in the Regional Council is made when it comes to physical meetings that require travel (choice of location, choice of liaisons and supervisors that are close to their charges, etc.)

Recommendation Going Forward: We didn't anticipate creating a baseline year, which should be 2024. We also need to define what qualifies in the calculation. Reminding people to fill out the form and evaluate at the end of the year. Helping people make connections for carpooling.

Activity Stream 9: Climate Forum

Activity: Gauge interest in a Climate Forum and collectively discern how this forum could contribute to this priority.

Measurable Outcome Projected: Survey conducted to gauge interest, gathering of interested people discerned way forward.

Result: Survey conducted, emailed some people individually, many emails to try to gather by zoom. 5 people have confirmed their interest.

Analysis: C, challenges in finding common time to meet. People are expressing an interest in the topic, but may not have the energy.

Recommendation Going Forward: Another call out for members to help pull this together. Once the group meets, they will need to consider what they will take on, work plan, etc.

Activity Stream 10: Lay Mentoring Network

Activity: Gauge interest for a Lay Mentoring Network and gather interested people to discern the structure and goals of such a network.

Measurable Outcome Projected: Survey completed, first gathering held, goals identified.

Result: The survey was completed, emails were sent to the interested parties (8 people), but this has not yet come together as expected.

Analysis: D, staffing challenges have moved this to a lower priority for the moment.

Recommendation Going Forward: This project needs a volunteer lead that can advance it.

Activity Stream 11: Association of Ministers

Activity: Bring together interested parties to determine a way forward for such an association, inspired by the NS/Bermuda example, present result of agreed-to shape of the association for launch in 2024.

Measurable Outcome Projected: Discernment of interested people completed in early 2024, launch in late 2024.

Result: There was a group that met in the Spring, but there was great diversity on how this would work and what it would prioritize.

Analysis: C, the original team had good intentions, but there are two very different perspectives – one that is more about ministerial support, another that is more about standing up for colleagues (solidarity).

Recommendation Going Forward: More discussions to be held about meeting the needs expressed in this activity stream.

Activity Stream 12: Governance Models Toolkit

Activity: Research and collect alternative governance models and provide these options to help generate new ways to structuring ourselves at the community of faith level.

Measurable Outcome Projected: Materials surveyed from other regions, collection of models assembled and provided for use by communities of faith.

Result: The collection is ready to be presented to the Council of Elders. Covenant Support has tweaked and approved it.

Analysis: A, completely on track.

Recommendation Going Forward: Approval by Council of Elders, distribution to congregations (website or sharing by email)

Activity Stream 13: M&P Refresher

Activity: Offer materials and workshops for M&P Committees from our communities of faith so that they may be more effective in their work.

Measurable Outcome Projected: Tools and workshops provided by Spring 2024, used by at least 50% of our communities of faith by Spring 2025.

Result: We offer these twice a year, they have been tweaked and adapted. May have approximately 40% who have participated so far. We encourage congregations that have issues to attend.

Analysis: A

Recommendation Going Forward: Remind folks about this training to encourage folks in the 60% who have not participated yet.

Activity Stream 14: Healthy Connections Forum

Activity: Recruit and gather a forum of people who seek to help communities of faith be better connected with the Regional Council and to provide care for them. These would function as 'soft liaisons', and would help everyone to feel supported and to identify emerging issues that need to be addressed.

Measurable Outcome Projected: Group assembled and terms of reference created and approved by Spring 2024, functioning by end of 2024.

Result: People are identified, but training event of those people has not yet occurred. We could use more connectors for this to be most effective.

Analysis: B, a few things left to be done and more people to be recruited.

Recommendation Going Forward: Hold the workshop sometime by end of January 2025 and continue to tap people on the shoulder to join the team.

Activity Stream 15: Covenant Renewal

Activity: Using the information we gather in the Healthy Connections Forum, work to renew the covenants the Regional Council has with its communities of faith.

Measurable Outcome Projected: By Spring 2025, a process for this project would be established by the Healthy Connections Forum, by Summer 2025 the schedule and contact process will begin. By Spring 2026, 65% of covenants will be renewed.

Result: This is dependant on the Healthy Connections Forum being up and running.

Analysis: N/A - goals set for 2025.

Recommendation Going Forward:

Activity Stream 16: Centres of Excellence

Activity: A task group would be named to help identify current areas of strength within each community of faith, identify gaps and help fill them.

Measurable Outcome Projected: Establish task group, begin surveying congregations in Winter 2024, identifying and filling gaps in Winter 2025 and launch public facing expression of these centres in Spring 2025.

Result: Have been encouraging communities of faith to share their areas of strength through our communications. These are built into visioning work with congregations.

Analysis: B, Unlikely that we will meet the date goals for this task, but they are still valid pieces of work to be done.

Recommendation Going Forward: Moving forward, even if delayed.

Appendix E¹

East Central Ontario Regional Council Covenant Support Meeting Minutes
October 15, 2024

A meeting of the Covenant Support Team was held by Zoom on Tuesday October 15, 2024 at 2:30pm.

Present: Donna Bignell, Freda Burns, Caroline Giesbrecht, Philip Hobbs, Sue Hogan, Patti James, David King, Paul Kneebone, Cheryl McMurray, Anne Meredith (scribe), Ted Myers, Stephanie Richmond, Randy Scott, Bill Sheaves (Chair), Lynn Watson

Regrets: Steve Coles

Darren Leipold was present acting for Debbie Roi on restorative care leave.

Bill Sheaves opened the meeting. Darren Liepold led the opening prayer.

Additions to the agenda, approval of the agenda, and minutes from the September meeting were approved by consensus.

Business Arising

Cheryl McMurray reminded everyone that the Licensed Lay Worship Leaders Forum is still looking for a clergy person to fill a vacant position on the forum.

Forum/Team reports

Ministry Through Property

Ted Meyers reported the team is helping some communities of faith with manse sales. The negotiations for settlement at Little Britian with Rev. Denise Boyd are coming to its conclusion.

Liaison Forum

No meeting was held this month.

Licensed Lay Worship Leaders Forum.

Paul Kneebone reported 28 LLWLs are at work.

Retirees

No report.

Pastoral Relations

It is moved by Philip Hobbs and seconded by Stephanie Richmond that after confirming eligibility on church hub, we approve the call of the Rev. Mike Putnam to the Eastminster Belleville Community of Faith, Category E Col 3, 100% time. Effective Date January 1, 2025, Phone \$1200, Con Ed 1689, Extra one time payment of 1500 for a computer. All other terms as per the United Church Manual. Carried.

It is moved by Cheryl McMurray and seconded by David King that after confirming eligibility on church hub, we approve the re-appointment of the Rev. Nancy Knox at the Ebenezer-Bowmanville Community of Faith. Category F COL 5, 80% time. Effective date January 1-December 31, 2025. Communications \$1200, Con Ed

\$1351.20. All other terms as per the United Church Manual. this will be the last time for an extension of this appointment as the mandate is to be in search for a call. Carried.

It is moved by Caroline Giesbrecht and seconded by Stephanie Richmond that after confirming eligibility on church hub, we approve the call of the Rev. Kevin Fitzpatrick to the Bethany-Pontypool Community of Faith. Category C COL 4 50% time. Effective date January 1, 2025. Communications 600 per annum (other 600 covered by Kevin's call to Janetville). Con Ed \$844.50. All other terms as per the United Church Manual. Carried.

It is moved by Cheryl McMurray and seconded by Patti James that after confirming eligibility on church hub, we approve the call of the Rev. Sherry Fugard to the Bridge Street United Church Belleville Community of Faith. Category F COL 3 100% time. Effective November 15, 2024. Communications 1200, Con Ed 1640, Extra 2 weeks vacation. All other terms as per the United Church Manual. Carried. Caroline Giesbrecht abstained.

It is moved by Stephanie Richmond and seconded by Patti James that after confirming eligibility on church hub, we approve the re-appointment of the Rev. Allan Smith Reeves to Bedford House Outreach Ministry, Salary Category F COL 4. Effective March 1, 2025-June 30th 2025, Phone 685 (the other portion covered by Allan's work at Greenwood Community of Faith), Con Ed 844.50. All other terms as per the United Church Manual. Carried.

New salary guidelines for 2025.

A reminder was given that the new Salary Schedule has been published. There is a 3% increase for clergy. Pulpit supply is now \$254. Mileage remains at 55 cents per km.

Pastoral Charge Supervisors

It was moved by Sue Hogan and seconded by David King that Philip Hobbs be appointed Pastoral Charge Supervisor at Selby United Church. Carried.

Philip Hobbs will remain as the Pastoral Charge Supervisor at Chalmers United Church, Kingston. He will also be involved with the transition team for

Rev. Elizabeth Guillaume – Koene who is appointed there for two years as she moves from the Christian Reformed Church.

It was moved by Philip Hobbs and seconded by Paul Kneebone that Stephanie Richmond be the Pastoral Charge Supervisor at Scugog Island United Church. Carried.

It was moved by Paul Kneebone and seconded by Patti James that Bill Sheaves be the Pastoral Charge Supervisor at Faith United Church, Courtice. Carried.

Supervisors are still needed for St. Matthew's Kingston, and Arden United Churches.

Information

Grace United in Peterborough and Cambridge St. have processes in place to explore complaints. St. Andrews, Kingston complaint is being handle by the Office of Vocation.

It was moved by Philip Hobbs and seconded by Donna Bignell the Covenant Support Team recommend to the East Central Ontario Regional Council of Elders that, at Emmanuel United Church, Peterborough, all Trusts be dissolved into one Trust managed by one board of Trustees accountable to the Emmanuel United Church, Peterborough Council. Carried.
Patti James abstained.

Terms of Reference for Covenant Support Team

Issues were raised regarding meetings being required to be in person three times a year and the size of quorum and clarifications needed regarded eligibility for voting. (ie. corresponding members, appointees representing other committees)

Under Ministry Personnel “retained on the roll” needs to be removed as now clergy must be associated with a congregation.

New Business

South Bay and Cressy-Glenora needs Region involvement so there is a wait for follow-up documentation. St. John’s, Campbellford has a commission team made up of David King, Kaitlin Ostrander, and Brian James. New Hope is being encouraged to seek a call. Eldad-Hampton commission will be reviewing a new governance structure.

The next meeting is Tuesday November 19, 2024 at 2:30pm on Zoom.

Appendix E²

East Central Ontario Regional Council Covenant Support Meeting Minutes
October 18, 2024

A meeting of the Covenant Support Team was held by Zoom on Friday October 1, 2024 at 9:30 am.

Present: Donna Bignell, Steve Coles, Caroline Giesbrecht, Philip Hobbs, Patti James, David King, Paul Kneebone, Anne Meredith (scribe), Ted Myers, Stephanie Richmond, Bill Sheaves (Chair).

Darren Leipold was present representing ECORC.

Stephanie Richmond offered prayer.

A discussion was held and the following motion was carried.

It was moved by Philip Hobbs and seconded by Donna Bignell that the Covenant Support Team recommend to the East Central Ontario Region Council Council of Elders that a review of the ministry at Emmanuel United Church, Peterborough take place with a reviewer to be named later. Carried.

The cost of the review would be paid 50% by ECOR Council and 50% by the congregation.

Pastoral care has been put in place.

Appendix F¹**Minutes of the Ministry Through Property & Finance Leadership Team**
Oct 23, 2024

PRESENT: Ted Meyers, Chair; Brian James, Treasurer; Paul Binkley; Isaac Mundy; Jeff Julian; Arthur Smith
Regrets: Ken Begbie
Support Staff: Eric Hebert-Daly; Darren Liepold

Cof E rep: Sheila-Mae Young, recording secretary

QUORUM CONFIRMED

ITEM NO.	DESCRIPTION	NOTES	ACTION/MEMBER ACCOUNTABLE
1	Opening prayer, Land Acknowledgement, Sharing, Agenda	Opening prayer; land acknowledgement by Chair. agenda as printed. Quorum declared by Chair	MOTION: approve agenda as circulated. B.James/A.Smith <i>CARRIED</i>
2	Review of previous minutes	Minutes: Sept 20, digital Sept 28, digital Sept 18 regular	MOTION: approve the minutes of MTPF (I Mundy/B.James) <i>CARRIED</i>
3	Conflict of Interest	None noted	Chair ongoing item
REPORTS/ACTION ITEMS			
4	Update ECORCofE meeting Oct 1, 2024 Oct 15 special budget presentation	All MTPF Motions approved by CofE as noted in the minutes. Motion re Peniel not transmitted and still outstanding. Discussion around what specific Commission privileges are afforded to MTPF. Mission Support Grants all approved and forwarded to GC. Terms of Reference referred to appropriate ECORC committee. Well received by attendees. No specific question with note of deficit Budget.	Future agenda item: Peniel UC sale fund distribution Suggestions re ToF R quorum 50% eligible members at the time of meeting
5	Congregational Activities Updates -Little Britain UC	Updates provided by Chair -Little Britain UC, the friends of the Miller Memorial Property and cemetery are in	Future agenda item:

	<p>-Bridgenorth UC manse sale</p> <p>-Blackstock/Nestelton PC</p> <p>-St James UC, Peterborough</p> <p>-Maple Grove UC, Courtice</p> <p>-Vroomton UC/Cemetery, Sunderland</p> <p>-Trinity UC, Cobourg</p> <p>-St Peter and cemetery</p>	<p>discussion to maintain the property for community uses. -As per Commission privilege: this property sold for above the \$350,000 asking price with no restrictions and closing date of 30 days.</p> <p>-Blackstock Nestelton PC believe that their future is not viable-meetings are proceeding to discuss disbandment. Some discussion around how to proceed with CofF when funds are to be depleted till the end and thoughts of legacy or ministry plan in question.</p> <p>-presently St. James UC and a municipal entity, new Canadians Centre share space with the UC as owners. Discussion are underway for St. James to sell the UC to the Canadians Centre with the UC lease space for their work. MTPF question the policy re distribution of sale funds for this particular entity.</p> <p>-in disband discussions</p> <p>-presently, Vroomton shares 20% of services of Clergy time for 3 services per year. Wants to continue this tradition. Maybe amalgamation might be considered. Student ministry</p>	<p>MOTION: approve the sale of the Bridgenorth Manse at 825 Charles Street Bridgenorth for \$395,000, with disbursement of net funds from sale as per the Manse Fund policy. (A.Smith/B.James) <i>CARRIED</i> Commission privilege FYI for CofE When the sale is final: MTPF will be advised of the details of the net funds.</p> <p>Future discussion of sale distribution of funds</p> <p>-future agenda item</p> <p>-future agenda</p>
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		<p>present in Sunderland with possibly some confusion around property role.</p> <p>-distant “maybe” that Kindred Work would take the project with Heritage Church and adjacent CE Centre(parking lot not included)</p> <p>-site of the new amalgamated entity</p> <p>Celebration Dec 1, 2024 to be attended by MM Boone.</p> <p>Some issues with municipality remain</p>	
OTHER BUSINESS			
1	Doing Mission Together	<p>Treasurer has noted that ECOR Council of Elder minutes failed to confirm the approval of 2024 grants. The Chair and Treasurer with copy to the Sec. will inform all grant applications of approval and the communications will be listed in the regular meeting of MTPF for internal use.</p> <p>Treasurer B. James will issue Doing Mission Together cheques when Cof E approve</p>	<p>MOTION: approve the Doing Mission Together 2024 Grants:</p> <p>Crossroad UC-\$2000</p> <p>Kendron UC-\$5000</p> <p>MiniFilm-\$500</p> <p>Bedford-\$5000</p> <p>ECOR women’s retreat-\$900</p> <p>Retreat for Israel/Palestine discussion-\$1000</p> <p>(B. James/A. Smith)</p>
2.	Proposal from Randy Scott	Proposal was circulated to members as correspondence	Proposal was appropriately referred to ECOR Council
3.	ECORC Fall Meeting Nov 16	<p>ECORC Fall Meeting Nov 16 via Zoom & in person at Brighton UC</p> <p>Chair will compose the MTPF report including: Regions’ Land trust, Kindred Works, M&S grants and Doing Mission Together grants</p>	Chair to compose and circulate report
5	Adjournment		<p>MOTION: to adjourn at 4:00 pm</p> <p>consensus</p>
SIGNATURES:			

Chair: Ted Meyers		Recording Sec: S-M. Young		
NEXT MEETING				
Date	Nov 20 Dec 18	Time	2:30pm	Location

Appendix F²

Digital vote ECORC MTPF NOTES
Thur Oct 24, 2024

PRESENT: Ted Meyers, chair; Brian James*, Treasurer; Paul Binkley*; Isaac Mundy*; Jeff Julian, Arthur Smith*; Ken Begbie
Darren Liepold, ECOR support
S-M. Young (Gidney) COE rep; recording secretary

- **Indicated members voted in support**

ITEM NO.	DESCRIPTION	FURTHER ACTION/NOTES/BACKGROUND	ACTION/MOTION FOR COE/COMMISSION		
NEW BUSINESS					
1	Audit	Treasurer transmitted the report for review	MOTION: approve the revised 2023 ECORC Financial Statements with recommendation for approval by ECOR Cof E (B.James/P.Binkley) <i>CARRIED</i>		
SIGNATURES: Chair: Ted Meyers Recording Sec: S-M. Young					
NEXT MEETING					
Date		Time		Location	Zoom invites to be sent

(1) to the sale of certain Real Property, the legal description of which is PT LT 80 PL 4 Smith; PT LT 81 PL 81 PL4 Smith as in T17003, and the municipal address of which is 825 Charles Street Bridgenorth, pursuant to an agreement between the Board of Trustees of Bridgenorth United Church, a congregation of The United Church of Canada, and Trudy Wilson as Realtor dated the 24 th day of September, and subject to Regional Council approval, the terms of which are as follows:

TRUDY WILSON, BROKERRE/MAX HALLMARK EASTERN
BROKERAGE

LISTING PRICE THREE HUNDRED AND FIFTY THOUSAND DOLLARS
(\$350,000)

COMMISSION RATE: 5% (If Trudy handles both ends of the transaction the commission will be negotiated lower.

(2) Bridgenorth United Church agrees to the disposition of the proceeds arising from the transaction as per the Manse fund policy and approval by the MTP&F Team of ECORC and in pursuance of the said resolution, we hereby apply to East Central Ontario Regional Council for its consent to the Sale.

Dated this 24 th day of September 2024.



Susan Pettersone, Chair and Presiding Trustee



Sharon Baptie, Secretary of Trustees

Appendix F³

Digital vote ECORC MTPF NOTES
Sat Oct. 26, 2024

PRESENT: Ted Meyers, chair; Brian James*, Treasurer; Paul Binkley*; Isaac Mundy*; Jeff Julian, Arthur Smith; Ken Begbie
Darren Liepold, ECOR support
S-M. Young (Gidney) COE rep; recording secretary

- **Indicated members voted in support**

ITEM NO.	DESCRIPTION	FURTHER ACTION/NOTES/BACKGROUND	ACTION/MOTION FOR COE/COMMISSION
NEW BUSINESS			
1	Sandford Zephyr UC	<p>the request from the Sandford UC to change the official name from Sandford United Church to the new name of Sandford Zephyr United Church. This name change follows the Amalgamation of Zephyr United Church with Sandford United Church which is effective on Nov 1st 2024. As part of this process the New Sandford Zephyr United Church will continue to use the CRA number from the Sandford United Church.</p> <p>The Executive Minister for ECORC will provide an official letter stating the change.</p>	<p>MOTION: approve the request for a name change from Sandford UC to Sandford Zephyr UC with the Nov 1, 2024, amalgamation of Zephyr UC and Sandford UC and recommend to ECORC. (B.James/I. Mundy) <i>CARRIED</i></p>
	Odessa UC Manse sale re Trustees	<p>In order to carry out the sale of the Manse new trustees need to be named. The new trustees will be Ted Meyers, Brian James and Jeff Julian.</p>	<p>MOTION: approve the appointment of 3 new trustees for Odessa UC to carry out the sale of the Manse and recommend to ECORC the appointment of Ted Meyers, Brian James and Jeff Julian as trustees (B. James/I. Mundy) <i>CARRIED</i></p>

SIGNATURES:

Chair: Ted Meyers Recording Sec: S-M. Young

NEXT MEETING

Date		Time		Location	Zoom invites to be sent

(1) to the sale of certain Real Property, the legal description of which is PT LT 80 PL 4 Smith; PT LT 81 PL 81 PL4 Smith as in T17003, and the municipal address of which is 825 Charles Street Bridgenorth, pursuant to an agreement between the Board of Trustees of Bridgenorth United Church, a congregation of The United Church of Canada, and Trudy Wilson as Realtor dated the 24 th day of September, and subject to Regional Council approval, the terms of which are as follows:

TRUDY WILSON, BROKERRE/MAX HALLMARK EASTERN
BROKERAGE

LISTING PRICE THREE HUNDRED AND FIFTY THOUSAND DOLLARS
(\$350,000)

COMMISSION RATE: 5% (If Trudy handles both ends of the transaction the commission will be negotiated lower.

(2) Bridgenorth United Church agrees to the disposition of the proceeds arising from the transaction as per the Manse fund policy and approval by the MTP&F Team of ECORC and in pursuance of the said resolution, we hereby apply to East Central Ontario Regional Council for its consent to the Sale.

Dated this 24 th day of September 2024.



Susan Pettersone, Chair and Presiding Trustee



Sharon Baptie, Secretary of Trustees

Appendix G

DRAFT 4RR

Updated Oct 11, 2024

Financial statements of

**East Central Ontario
Regional Council of
The United Church of Canada**

December 31, 2023

**East Central Ontario Regional Council of
The United Church of Canada DRAFT 4RR**
December 31, 2023

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**Eastern Central Ontario Regional Council of
The United Church of Canada**

Statement of financial position

as at

(amounts in Canadian dollars)

DRAFT 4RR

(updated Oct 11, 2024)

	Operating Fund	Restricted Funds (schedule 1)	Endowment Funds (schedule 2)	Property Funds	December 31, 2023 Total	December 31, 2022 Total
	\$	\$	\$	\$	\$	\$
Assets						
Current						
Cash	1,868,461	-	-	-	1,868,461	1,963,339
Accounts receivable (note 5)	6,849	-	-	14,848	21,697	14,848
Prepaid expenses (note 6)	4,320	-	-	-	4,320	-
	1,879,630	-	-	14,848	1,894,478	1,978,187
Due from/to other funds	(1,172,004)	848,760	-	323,244	-	-
Investments, including investment in business trust (note 7)	234,086	454,849	157,740	(68,944)	777,731	801,189
	941,712	1,303,609	157,740	269,148	2,672,209	2,779,376
Liabilities and fund balances						
Current						
Accounts payable and accrued liabilities (note 8)	31,516	-	-	62,602	94,118	379,083
Fund balances						
Internally restricted - schedule 1	-	968,599	-	-	968,599	782,865
Externally restricted - schedule 1	-	335,010	-	-	335,010	291,478
Endowment - schedule 2	-	-	157,740	-	157,740	157,740
Unrestricted	910,196	-	-	206,546	1,116,742	1,168,210
	941,712	1,303,609	157,740	269,148	2,672,209	2,779,376

Approved by the Board

Regional
Executive Secretary

Treasurer

(Unaudited)

The accompanying notes are an integral part of these financial statements

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**Eastern Central Ontario Regional Council of
The United Church of Canada**Statement of operations
for the year ended
(amounts in Canadian dollars)**DRAFT 4RR**

(updated Oct 11, 2024)

					December 31, 2023	December 31, 2022
	Operating Fund	Restricted Funds (schedule 1)	Endowment Funds (schedule 2)	Property Funds	Total	Total
	\$	\$	\$	\$	\$	\$
Revenue (note 9)						
General Council Office assessment funded grants	401,375	-	-	-	401,375	427,075
Mission support grants	240,000	-	-	-	240,000	240,000
Ontario regional council archive grants	22,420	-	-	-	22,420	20,161
Net proceeds from disbanding churches and property sales	172,412	-	-	406,050	578,462	1,660,050
Donations, registration and other revenue	1,213	35,117	-	200	36,530	13,915
	837,420	35,117	-	406,250	1,278,787	2,361,201
Expenses (note 9)						
Salaries, benefits and continuing education	324,227	-	-	-	324,227	308,609
Grants	133,126	6,550	-	406,141	545,817	1,181,004
Meetings and travel	58,342	5,992	-	398	64,732	36,877
Office administration	9,826	-	-	7	9,833	9,660
Ontario Regional Council Archives fees	44,840	-	-	-	44,840	40,322
Professional fees	16,188	-	-	6,721	22,909	26,077
General Council Office service fees	22,661	-	-	-	22,661	19,132
Resources	12,812	500	-	20	13,332	10,580
Property and insurance	564	-	-	10,635	11,199	434
Bank charges	1,140	-	-	-	1,140	486
Other expenses	16,821	-	-	-	16,821	-
	640,547	13,042	-	423,922	1,077,511	1,633,181
Net revenues (expenses), before items below	196,873	22,075	-	(17,672)	201,276	728,020
Investment returns (note 7)	10,707	25,824	8,955	-	45,486	14,585
Loss from a business trust (note 7)	-	-	-	(68,964)	(68,964)	-
Net revenue	207,580	47,899	8,955	(86,636)	177,798	742,605

(Unaudited)

The accompanying notes are an integral part of these financial statements

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**Eastern Central Ontario Regional Council of
The United Church of Canada****DRAFT 4RR**Statement of changes in fund balances
for the year ended
(amounts in Canadian dollars)

(updated Oct 11, 2024)

	December 31, 2023					December 31, 2022
	Operating Fund	Restricted Funds (schedule 1)	Endowment Funds (schedule 2)	Property Funds	Total	Total Total
	\$	\$	\$	\$	\$	\$
Fund balances, beginning of year	875,028	1,074,343	157,740	293,182	2,400,293	1,657,688
Net revenues (expenses)	207,580	47,899	8,955	(86,636)	177,798	742,605
Interfund transfers (schedule 1 and note 10)	(172,412)	181,367	(8,955)	-	-	-
Fund balances, end of year	910,196	1,303,609	157,740	206,546	2,578,091	2,400,293

(Unaudited)

The accompanying notes are an integral part of these financial statements

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**Eastern Central Ontario Regional Council of
The United Church of Canada**

DRAFT 4R1

Statement of cash flows
for the year ended

(updated Oct 11, 2024)

(amounts in Canadian dollars)

	December 31, 2023	December 31, 2022
	Total	Total
	\$	\$
Cash flows from operating activities		
Net revenue	177,798	742,605
Non-cash items		
Investment returns (note 7)	(45,486)	(14,585)
Loss from a business trust	68,964	-
	201,276	728,020
Changes in non-cash working capital:		
Accounts receivable	(6,849)	13,148
Prepaid expenses	(4,320)	-
Accounts payable and accrued liabilities	(284,985)	191,319
Deferred revenue	-	(17,060)
Total cash (used)/provided	(94,878)	915,427
Cash, beginning of year	1,963,339	1,047,912
Cash, end of year	1,868,461	1,963,339

(Unaudited)

The accompanying notes are an integral part of these financial statements

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**Eastern Central Ontario Regional Council of
The United Church of Canada**Schedule of Restricted Fund Balances
for the year ended
(amounts in Canadian dollars)**Schedule 1
DRAFT 4RR**

(updated Oct 11, 2024)

	January 1, 2023 Balance	Revenue	Expenses	Investment returns	Interfund transfers (note 10)	December 31, 2023 Balance	December 31, 2022 Balance
	\$	\$	\$	\$	\$	\$	\$
Internally Restricted							
Communities of Faith Assistance Fund	596,103	-	(5,000)	13,923	172,412	777,438	596,103
The Shining Waters Legacy Fund	186,762	-	-	4,399	-	191,161	186,762
	782,865	-	(5,000)	18,322	172,412	968,599	782,865
Externally Restricted							
Iglesia Bautisa Emmanuel Fund	3,226	2,828	(1,300)	112	-	4,866	3,226
Iglesia Bautisa Emmanuel Project Fund	-	900	-	21	-	921	-
Iglesia Bautisa Emmanuel Pilgrimage Fund	-	22,750	-	536	-	23,286	-
The Library Networking & Clustering Fund	20,775	-	-	489	-	21,264	20,775
Queen's Theology Alumni Annual Conference Fund	28,674	2,656	-	738	-	32,068	28,674
Queen's Theology Alumni Executive Fund	6,128	-	-	144	-	6,272	6,128
Queen's Theology Rural Ministry Symposium Fund	27,599	-	-	650	-	28,249	27,599
Learning Grant Fund	703	-	(250)	11	-	464	703
Stewardship Initiatives Project Fund	10,736	-	-	253	-	10,989	10,736
Eldorado United Chrch Accessibility Fund	38,068	-	-	897	-	38,965	38,068
Library & Resource Ministry Fund	41,408	-	-	975	-	42,383	41,408
Bursary Fund	114,161	1,597	-	2,726	8,955	127,439	114,161
Women's retreat - Open Hearts, Minds & Doors	-	4,386	(6,492)	(50)	-	(2,156)	-
	291,478	35,117	(8,042)	7,502	8,955	335,010	291,478
Total	1,074,343	35,117	(13,042)	25,824	181,367	1,303,609	1,074,343

(Unaudited)

The accompanying notes are an integral part of these financial statements

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**Eastern Central Ontario Regional Council of
The United Church of Canada**Schedule of Endowment Fund Balances
for the year ended
(amounts in Canadian dollars)**Schedule 2
DRAFT 4RR**

(updated Oct 11, 2024)

	January 1, 2023 Balance	Investment returns	Transfers to Bursary Fund (note 10)	December 31, 2023 Balance	December 31, 2022 Balance
	\$	\$	\$	\$	\$
Oshawa Trust Fund	102,740	5,833	(5,833)	102,740	102,740
Staples Bequest Fund	27,500	1,561	(1,561)	27,500	27,500
Gladys Margaret McCord Memorial Scholarship Fund	27,500	1,561	(1,561)	27,500	27,500
Total	157,740	8,955	(8,955)	157,740	157,740

(Unaudited)

The accompanying notes are an integral part of these financial statements

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East Central Ontario Regional Council of The United Church of Canada **DRAFT 4RR**

Notes to the financial statements

December 31, 2023

(amounts in thousands of Canadian dollars)

1. The East Central Ontario Regional Council, The United Church of Canada

The purpose of East Central Ontario Regional Council, The United Church of Canada ("the Regional Council") is to be responsible for providing leadership and resources to the pastoral charges within its assigned geographical boundary in order that the life and work of Jesus Christ may be known in The United Church of Canada ("The Church") and in the world.

The Regional Council is the regional headquarters, in East Central Ontario, for The Church. The Regional Council was established as a result of the restructuring of The Church on January 1, 2019. The Regional Council is an unincorporated entity and, as a Canadian registered charity, is exempt from income tax.

2. Basis of presentation

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations ("ASNPO") established by the Chartered Professional Accountants of Canada ("CPA Canada").

Fund Accounting

The Regional Council uses the restricted fund method of reporting restricted donations. The funds are described as follows:

Operating Fund

This fund records the day-to-day operations of the activities under the control of the Regional Council, which include governance and, development and delivery of programs to support: pastoral relations; local faith communities; social justice and outreach ministries; faith formation; and right relations ministries. This fund includes contributions, donations, bequests, grants and other receipts of the Regional Council for specific and general purposes. These resources are unrestricted.

Internally Restricted Funds

Internally restricted funds (see Schedule 1) account for transfers, approved at meetings by the executive, to various reserve accounts and the individual transactions charged to these reserves in support of selected ministries. These funds are included in the statement of financial position under the caption "Restricted Funds".

Externally Restricted Funds

Externally restricted funds (see schedule 1) have specific restrictions placed by the donors on the initial contributions ("capital") and the use of investment returns accruing to these funds. These funds are included in the statement of financial position under the caption "Restricted Funds".

Endowment Funds

Endowment funds (see schedule 2) account for contributions received in which the contributor has specified that the capital be permanently maintained as an endowment. Investment income earned on the endowment funds is recorded as revenue of the fund and transferred to the externally restricted Bursary Fund (schedules 1 & 2).

Property Funds

These funds account for net proceeds from disbanding congregations, church property sales and allocations from the Operating Fund. These funds are used to provide assistance by grants to The Church's ministries, communities of faith, learning events and, other church related entities and programs.

East Central Ontario Regional Council of The United Church of Canada **DRAFT 4RR**

Notes to the financial statements

December 31, 2023

(amounts in thousands of Canadian dollars)

3. Summary of significant accounting policies and practices

The significant accounting policies followed by the Regional Council with respect to its regional accounts are as follows:

Cash

Cash includes cash held for liquidity purposes in bank accounts.

Financial instruments

Financial assets and financial liabilities are initially recognized at fair value, adjusted for transaction costs. Except for investments, the Regional Council subsequently measures all its financial assets and financial liabilities at amortized cost. Financial assets measured at amortized cost include accounts receivable. Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

Investments are carried at fair value. The purchase and sale of investments are accounted for using settlement date accounting. Investment management fees are expensed as incurred.

Investments in a business trust

Investments in a business trust are accounted for using the equity method as explained further in note 7. Under the equity method of accounting, the Regional Council recognizes all earnings and losses from its business trust. The investment is written down when, in the opinion of management, there has been a significant change in expected timing or amount of future cash flows from the investment.

Revenue Recognition

Revenue consists primarily of grants from The General Council Office of The United Church of Canada ("the GCO") and contributions from disbanding congregations as they dispose of their property and distribute their net assets. Grants received from the GCO are recognized in the fiscal year in which they are received. Net proceeds from disbanding congregations and property sales are recognized as revenue when received or receivable based on the date of the passing of the Regional Council motion to disband the congregation or approve the property sale. Registration fees from the semi-annual general meetings, workshops and events are recognized in the period in which they occur. Investment returns are recognized as earned and comprise; interest and dividend income; fair value changes; and investment management fees.

Use of Estimates

The preparation of financial statements requires management to make estimates and assumptions that affect: the reported amounts of assets and liabilities; disclosure of contingent assets and liabilities at the date of the financial statements; and the reported amounts of revenue and expenses during the reporting period. The Regional Council makes estimates in determining significant accrued liabilities. Actual results could differ from those estimates.

East Central Ontario Regional Council of The United Church of Canada **DRAFT 4RR**

Notes to the financial statements

December 31, 2023

(amounts in thousands of Canadian dollars)

4. Financial instruments risk disclosures

The main risks the Regional Council's financial instruments are exposed to consist of market risk (including interest rate risk, price risk and currency exchange risk), credit risk and liquidity risk. The investment committee was formed by the Executive Committee and has established a Statement of Investment Policies and Procedures ("SIPP"), which it uses to manage the above-noted risks. There have been no significant changes to the above noted risk exposures from 2022.

The following describes the various risks and how the Regional Council addresses such risks:

Market Risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk is comprised of interest rate risk, currency risk and other price risk. Management manages this risk with a diversified investment portfolio.

Interest Rate Risk

Interest rate risk refers to the risk that the fair value of financial instruments and future cash flows associated with the instruments will fluctuate due to changes in market interest rates. The Regional Council's exposure to interest rate risk arises from its interest-bearing assets.

Currency Risk

Currency risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate due to changes in foreign exchange rates. The Regional Council does not have investments denominated in foreign currency.

Other Price Risk

Other price risk refers to the risk that the fair value of the financial instruments will fluctuate because of changes in market prices (other than those arising from currency risk or interest rate risk), whether those changes are specific to the individual instrument or its issuer or factors affecting all similar instruments trading in the same market. The Regional Council is exposed to market risk through its investment in mutual funds. Management manages this risk by selecting mutual funds that are diversified as to industry and geography.

Credit Risk

The Regional Council is exposed to credit risk resulting from the possibility that counterparties default on their financial obligations, or if there is a concentration of financial obligations which have similar economic characteristics that could be affected by changes in economic conditions, such that the Regional Council could incur a financial loss. The Regional Council's maximum exposure to credit risk is represented by the carrying values of its cash and accounts receivable. The Regional Council's cash is on deposit with a Canadian Chartered bank and therefore the Regional Council is not subject to significant credit risk. The Regional Council's accounts receivable includes amounts due from related parties. There is no significant exposure to credit risk.

Liquidity Risk

Liquidity risk is the risk that the Regional Council cannot meet its commitments when they become due. Liquidity risk also includes the risk of the Regional Council not being able to liquidate assets in a timely manner. The Regional Council's management manages this risk by reviewing expected cash flow requirements through its budgeting process, anticipating investing and financing activities and holding assets that can be readily converted into cash.

East Central Ontario Regional Council of The United Church of Canada DRAFT 4RR

Notes to the financial statements

December 31, 2023

(amounts in thousands of Canadian dollars)

5. Accounts receivable

Accounts receivable totals \$14,848 (2022 - \$14,848) from related parties.

6. Prepaid expenses

Prepaid expenses total \$4,320 (2022 - \$nil) for a pilgrimage to El Salvador.

7. Investments including investment in a business trust

Investments total \$846,675 (2022 - \$801,189) and consists of units in an income and growth mutual fund managed by Frontier Capital Funds having earned a return on investment totaling \$45,486 (2022 - \$14,585) as reported on the statement of operations and included in the year end investment balances.

On November 23, 2023 the Regional Council established a business trust named East Central Ontario Regional Trust (ECORT) with a \$20 equity investment. The Regional Council is the sole beneficiary of the trust and its named trustee is UPRC Trustee Inc, wholly owned by United Property Resource Corporation, which is itself wholly owned by The Church.

The Regional Council retains a beneficial interest in ECORT and control of ECORT was deemed to reside with the Regional Council as a result of The Church's ownership of UPRC, who in turn owns the trustee of ECORT. As all parties to this transaction are under common control, the Regional Council has elected to equity account for its investment in ECORT and has recorded a loss of \$68,964 on the statement of operations, included in loss from a business trust. This loss was capitalized to its investment in a business trust on the statement of financial position.

The Regional Council's investment in the business trust totaling a loss of \$68,944 is comprised of:

- a. equity totaling \$20; and
- b. current year losses totaling \$68,964.

The summary of the trust financial statements follows:

East Central Ontario Regional Trust Statement of financial position as at December 31, (amounts in Canadian dollars)	2023
	\$
Total assets	20
Total liabilities	68,964
Total equity and deficit	(68,944)

East Central Ontario Regional Council of The United Church of Canada DRAFT 4RR

Notes to the financial statements

December 31, 2023

(amounts in thousands of Canadian dollars)

7. Investments including investment in a business trust (continued)

East Central Ontario Regional Trust Statement of earnings and comprehensive loss for the year ended December 31, (amounts in Canadian dollars)	2023
	\$
Revenue	-
Operating expenses	68,964
Net loss	(68,964)
Share capital	20
Total deficit	(68,944)

8. Accounts payable and accrued liabilities

Accounts payable and accrued liabilities total \$94,118 (2022 - \$379,083) of which \$70,383 (2022 - \$370,832) are due to related parties.

9. Related party transactions

Grant revenue

The Regional Council received assessment and mission support grants totaling \$641,375 (2022 - \$667,075) from The GCO; \$22,420 (2022 - \$20,161) from the Ontario Regional Council Archive Fund, a joint program of The GCO and the Ontario regional councils, for 50% of the annual archive fees.

Net proceeds from disbanding churches and property sales

Net proceeds from disbanding churches and property sales totaling \$578,462 (2022 - \$1,660,050) were received. The Regional Council's policy is that these funds represent 60% and 30%, respectively, of funds raised by the congregations. These net proceeds are subject to The Regional Council's distribution policies requiring such proceeds to be distributed and retained as follows:

- a. Disbanding churches:
 - i. 10% to the Indigenous Ministries of The Church;
 - ii. 10% to the Mission & Service Fund of The Church;
 - iii. 10% to the Mission & Service Endowment Fund of Foundation;
 - iv. 10% to the Toronto United Church Corporation ("TUCC"); and
 - v. 20% to the Communities of Faith Assistance Fund within the Internally Restricted Funds of the Regional Council.

East Central Ontario Regional Council of The United Church of Canada **DRAFT 4RR**

Notes to the financial statements

December 31, 2023

(amounts in thousands of Canadian dollars)

9. Related party transactions (continued)

- b. Church property sales
 - i. 10% to the Indigenous Ministries of The Church;
 - ii. 5% to Mission & Service Fund of The Church;
 - iii. 5% to the Mission & Service Endowment Fund of Foundation; and
 - iv. 10% to the Communities of Faith Assistance Fund within the Internally Restricted Funds of the Regional Council

Expenses

Grants and fees were paid to related parties as follows from:

- 1) Operating Funds
 - a) \$105,000 (2022 - \$132,000) mission support grants to church related entities;
 - b) \$22,661 (2022 - \$19,132) of fees to The GCO for accounting services, information technology support;
 - c) \$44,840 (2022 - \$40,322) of fees to the Ontario Regional Council Archive Fund for archive services; and
 - d) \$34,176 (2022 - \$1,775) of other grants to congregations.
- 2) Property Funds
 - a) \$406,050 (2022 - \$1,047,029) of grants from the Property Funds were issued or accrued to: The GCO (2023 - \$196,505; 2022 - \$526,531); the Foundation (2023 - \$86,206; 2022 - \$267,408); the TUCC (2023 - \$62,112; 2022 - \$253,090); and local ministries (2023 - \$61,227; 2022- \$nil) as a result of the above noted distribution policy.

10. Interfund transfers

Interfund transfers from the Endowment Funds to the Externally Restricted Funds totaled \$8,955 (2022- \$2,925) in compliance with the terms of the Endowment Funds that excess income is to be transferred to Bursary Fund in Externally Restricted Funds. In order to better preserve the capital of Endowment Funds, only the fund balance exceeding 110% of the original capital contributions is transferred each year.

A total of \$172,412 (2022 - \$596,103) was transferred from the Operating Fund to the Communities of Faith Assistance Fund in the Restricted Funds arising from contributions retained by the Regional Council from the above noted policy referenced in note 9.

Appendix H¹**Making Sabbaticals Easier****Origin:****1. What is the issue? Why is it important?**

Sabbaticals are a key way to help our ministry personnel to be re-energized and strengthened for their ministries into the future. Healthy ministry personnel and healthy congregations make the wider church healthier too.

2. What is happening now?

When ministry personnel move from one pastoral charge to another, the clock restarts on the five years of service they must work before qualifying for the 3-month sabbatical. This means that a minister who does four years in one pastoral charge and moves to a new one is required to wait for another five years before taking a sabbatical. There were good reasons for the five-year delay, primarily to ensure that communities of faith have the chance to put money aside to pay for the three months of coverage by another minister or to cover costs for lay worship leadership. Five years allow to squirrel a little money away over an extended period of time. While some congregations have offered their ministry personnel sabbatical leave despite not having met the five years of service to that community, not all have put aside resources that can be used in this way.

3. What is the recommendation?

That the sabbatical policy be amended to allow ministry personnel who have worked for five years to be entitled to sabbatical regardless of any changes in their pastoral relationships during that five year period. That the General Council consider and promote the formation of a sabbatical support fund that pastoral charges contribute to and can access to cover expenses while a minister is on sabbatical.

4. Background information:

Sabbatical Leave provisions in the Manual: I.2.3.5

5. How does this proposal help us to live into our church's commitments on equity?

A change in pastoral relations does not reduce the need for a sabbatical and would provide equity to those who undergo such changes.

Appendix H²**Training in Conflict and Change****Origin:****6. What is the issue? Why is it important?**

It is becoming increasingly important for ministry personnel and lay leaders to be well versed in handling conflict as it arises in our communities of faith, and to be equipped to help lead people through change.

Paul's letters were written to the early Christian communities who faced challenges, changes and conflict.

Handling these matters is something that has spanned all of church history. Equipping the saints to navigate these issues is in our interest as a denomination.

7. What is happening now?

While there is significant investment made in training ministry personnel in areas of theology, polity, history and pastoral care, ministry leadership is not always provided with the kind of training they need to handle change and conflict. Courses are often offered in the secular world but are not always tailored to the kinds of issues faced by communities of faith in the United Church.

As our church faces significant societal changes and secularization, learning to accompany change will be key.

Furthermore, in times of upheaval, conflict finds fertile ground, so building our capacity to handle conflict is critical at this time.

8. What is the recommendation?

That the General Council Office offer regular training to ministry personnel and lay leadership on conflict resolution and on change management as professional development at little or no cost to participants.

This training should help communities of faith foster a culture that extends beyond the responsibility of leaders, becoming a shared vision and approach. It should include post-conflict and post-change tasks such as reconciliation.

9. Background information:

Creating Safe and Respectful Environments – United Church Policy

10. How does this proposal help us to live into our church's commitments on equity?

Learning how to live together, being culturally attentive, building awareness of bias and prejudice are all key aspects of building healthy communities, and would be essential parts of this training.

Appendix H³**Systematic Information Sharing by Pastoral Charge Supervisors****Origin: Ryan McNally**

1. What is the issue? Why is it important?

Briefly describe (approximately four sentences) the issue and its significance.

We are called to be the church, united and diverse, supporting and holding one another accountable. The combination of structural change and COVID-19 have left many feeling isolated, partly due to the lack of structures that support informal information sharing.

2. What is happening now?

Currently, each Regional Council undertakes different processes related to the sharing of information by pastoral charge supervisors.

3. What is the recommendation?

The General Council might

- Collect information on best practices and share with the Regional Councils.
- Determine if a tracking component could become part of Church Hub, so no information is lost.
- Discuss the issue and look for other ways to track information.

4. Background information:

Prior to structural change, Pastoral Charge supervisors were responsible for filing an annual report with the presbytery. There was a standardized form available on the UCC webpage.

5. How does this proposal help us to live into our church's commitments on equity?

Ensuring important information can be tracked, avoids information getting lost in a flood of emails and phone calls.

Appendix H⁴**Change to ChurchHub Access for Ministry Personnel****Origin: ECORC****11. What is the issue? Why is it important?**

We believe that God is calling us to address an injustice concerning ministry personnel access to 'ChurchHub' information for communities of faith that are in the search process.

12. What is happening now?

Prior to the inauguration of ChurchHub, vacant ministry positions were posted in a variety of entirely public places, such as newspapers, magazines, regional websites etc. You could also request a list from the General Council office. Communities of Faith benefited from a wide and open distribution network.

Examination recent editions of Broadview, one would note few congregations continue to engage in paid advertising, but instead rely on the ChurchHub posting. Members of the Order of Ministry can only see a small portion of the listing for each community of faith (see image in background), unless they have gone through the process of declaring themselves in search of a new ministry.

Once a clergy person has made that declaration, any church that is searching can see their profile. However, some clergy feel this action makes them vulnerable in their current pastoral relationship, because their search is so broadly known. At any given time there are about 200 active search teams across the denomination with access to the ChurchHub list of clergy who may be looking for a new call or appointment. The result is likely over 1,000 people at any given time may know who is searching. Through all members of search teams are to be bound by confidentiality, the church is a small place and mistakes get made.

Because some clergy fear being "outed" to their current community of faith, and fear negative consequences if they are, they ask other clergy to list themselves as seeking a new call so they can see the entire ChurchHub listing. From this, informal conversations with prospective communities of faith can begin, prior to making themselves vulnerable through ChurchHub. From the perspective of communities of faith, fewer ministry personnel examining their full ChurchHub description means fewer potential matches and fewer potential good fits.

Our full communion partner, the United Church of Christ provides the equivalent full information for communities of faith in search on a publicly accessible website. The site provides the basic information and a link to download the profile document (see background).

13. What is the recommendation?

ECORC proposes that the General Council could direct the Office of Vocation to:

1. Modify ChurchHub to allow all ministry personnel to search the full "Find a New Ministry" section of "ChurchHub" prior to being formally requesting to be made available for call by the Office of Vocation.
2. Continue to require ministry personnel to be made available for appointment or call, prior to formally applying for a vacancy through ChurchHub.

14. Background information:

Current view available on ChurchHub is one has not already been "Made Available for Call or Appointment".

Share



Update My Profile
Update Your Profile



Make Available for Call or Appointment
Submit request to be made available for call or appointment

Show Filters

Found 189 results

Sort by: **Alphabetical ↑** | Latest Fir

Arthur Pastoral Charge

Minister
Hours per week: 20
Start date: ASAP
Languages: English
Ministry Role: Congregational Minister

Position: Short-term Supply (excluding pulpit supply)
Region: Western Ontario Waterways Regional Council
City: Arthur - ON
Area: Rural

Affirming Ministry: No
Indigenous Ministry: No
Ethnocultural or Linguistic Specific Ministry: No

Position Summary

Position Title: Supply Minister
Position Profile: Part-time 20 hours per week
Category: F
Summary: Arthur United Church seeks a part time Supply Minister of Word, Sacrament and Pastoral Care to lead a devoted aging congregation. The congregation of Arthur United Church exists to believe in God, learn and study the Bible, live in faith and connect with God, creation, self and community. We are conscious of the challenge that part time presents and know flexibility will be important to accommodate the needs of our church famil...
Solo
Maximum Salary

United Church of Christ ministry opportunities page. Notice how much more information is available to the general public, as compared to what is available internally on ChurchHub.

HAWAII CONFERENCE UCC, HOKULOA UCC

"According to UCC Constitution and Bylaws 150-151, vacancies within the Conference are reported to the administrative offices of the denomination. An authorized minister may confer with the Conference concerning a pastoral vacancy. At the request of any UCC Ordained Minister or Ordained Ministerial Partner, the conference shall submit a current and validated profile to the Local Church."

Name	HOKULOA UCC
Share Post	http://oppsearch.ucc.org/id/6088
City	Waikoloa
State	HI
Website 1	www.hokuloaucc.com
Church Size	50
Part Time / Full Time	FT
Duration	Designated-Term
Type of Position	Pastor full time
Salary Basis	
Benefits	Salary Plus Benefits
Housing	Housing Allowance Provided
Language	
Ministry Description	Hello. It's me (again). I know you thought you were settled, comfortable, and had it all figured out. And maybe you haven't heard from me in a while. But I have something special for you to think about. There is this church, this little church that has been doing big things for a long time. The mission of this church is to follow Christ in its walk with Him and each other -

Who To Contact

Name: Jonathan Roach
Associate
Title: Conference Minister
Phone:
Email: jroach@hcucc.org

[Download More Information](#)

https://oppsearch.ucc.org/web/fastdetails.aspx?id=6088&KeepThis=false&TB_iframe=true&height=&width=

15. How does this proposal help us to live into our church's commitments on equity?

Describe in broad terms how this proposal engages with the United Church's established principles and positions on equity.

Clergy from equity seeking groups are often the most at risk of being "outed" when they begin a search for a new call or appointment. Providing them longer to search informally and anonymously will hopefully increase their sense of safety and provide for better matches in the future.

Appendix H⁵**Reviewing M&P Committee's Role and Function**

Origin:

1. What is the issue? Why is it important?

The M&P committee has developed organically over the life of the United Church of Canada, permitting both flexibility and confusion. Simultaneously, requirements for employers have evolved separate at both the federal and provincial levels, and vary by province. For the church to adapt to its current context, support growth, and live into its equity commitments and its commitment to be a good employer, there is a need to review this aspect of our polity.

2. What is happening now?

Each M&P Committee is unique, but there are some general, anecdotal observations.

- Many governing bodies struggle to recruit M&P Committees members.
- Although voluntary M&P committee training is available, many do not take advantage of the training for a variety of reasons.
- Understanding of the role and responsibilities of M&P committees vary significantly by community of faith.
- Some ministry personnel and staff feel supported by their M&P, while many do not.
- Some M&P members or prospective members feel overwhelmed by the legal responsibilities of the role.
- M&P committees range in practice from almost never meeting, to frequent meetings where they take on the role of a corporate “line manager” of ministry personnel and staff.
- Sometimes there is confusion between the role of M&P committee, who are often asked to interview/hire lay staff, and the role of the search team seeking to call ministry personnel.
- Some congregations are experimenting with models where a “lead minister” acts as head of staff.
- Communities of faith are sharing ministry personnel and staff outside of the pastoral charge structure and create ad-hoc shared M&P committees.
- Ministry personnel are under the dual supervision of the Office of Vocation and the regional council, with the Office of Vocation establishing standards and expectations and disciplining ministry personnel and the regional council providing support “towards health, joy and excellence” and for “informal conflict resolution”.

3. What is the recommendation?

The General Council might

- Begin by defining the specific objectives for oversight and support in the community of faith.
 - Acknowledging that the M&P committee is only one possible method of achieving the above objectives, consider other ways the objectives could be achieved.
 - Acknowledging ministry personnel are under the dual oversight of the Office of Vocation and the regional council what, if any, objectives can only be achieved with a third oversight body located in the community of faith.
- Collect data on the different ways in which M&P committees are functioning and the different models of ministry personnel leadership provided. Determine what can be learnt from these natural experiments.
- Using the above, provide recommendations to the church.

4. Background information:

M&P committees remains one of the two mandatory committees for all governing models, even though there is now great flexibility in governance structure and practice.

The role and responsibility of the M&P committee was not examined as part of recent comprehensive review efforts.

As an example of the organic evolution, at one time there were separate committees for each point in a pastoral charge, then a pastoral charge committee was added, then the individual committees were taken away and replaced with a single pastoral charge committee.

5. How does this proposal help us to live into our church's commitments on equity?

As a locus of significant power in the community of faith, the M&P committee has great ability to affect the formal and informal working conditions of ministry personnel and staff. While it is designed to be a place for conflict resolution, it can also be a place of conflict. Ministry personnel and staff from equity seeking communities could experience greater vulnerability in this forum. The role of M&P committees in living into the church's commitments on equity are not clearly articulated.

Appendix I

Archives Administrative Protocol

The Archives Administrative Protocol (herein called the Agreement)
Made as of the Day of ***, 2021

BETWEEN

Antler River Watershed Regional Council, Canadian Shield Regional Council, East Central Ontario Regional Council, Eastern Ontario Outaouais Regional Council, Horseshoe Falls Regional Council, Shining Waters Regional Council, and Western Ontario Waterways Regional Council, collectively known as the regional councils

And

The General Council Office of The United Church of Canada, known as the General Council Office

This Archives Administrative Protocol refers to the management of the Ontario Archives repository within the General Council Archives space. This Protocol is governed by the Memorandum of Understanding made between all regional councils with the General Council.

WHEREAS the six Ontario regional councils and the General Council Office have agreed that the archival records of The United Church of Canada are an invaluable resource and that they will maintain and foster the development of the six Ontario regional councils and General Council Office Archives (herein called the Ontario Regional Councils Archives and General Council Archives) as the principal repository of the records of the life and work of The United Church of Canada and its antecedent bodies.

NOW THIS PROTOCOL WITNESSES that in consideration of the mutual covenants and agreements contained herein the parties hereto agree as follows:

Management

The General Council Archivist will report to the Executive Minister responsible for the General Council Archives program.

The regional councils will name a regional council Executive Minister to act on management issues for the Ontario Regional Councils Archives.

The regional councils will determine the acquisition mandate for the Ontario Regional Councils Archives and adopt any relevant appraisal criteria as developed by the national network of United Church of Canada Archivists with the exception of personal papers, which will be acquired by the General Council Archives.

Ownership of Archival Records

(The Manual, Section A, 5.4)

All church records belong to the United Church. They may not be taken or kept by any member, minister, or other person except where allowed in these bylaws or under the archives' policy.

(The Manual, Section A, 5.6)

Communities of faith, and regional councils are responsible for placing their records and other documents in the Regional Council Archives when they are no longer regularly needed.

The General Council is responsible for placing its records and other documents in the General Council Archives when they are no longer regularly needed.

Staff

The General Council Office will employ, and pay for, a "General Council Archivist", who will be required to:

- Care for the records of the General Council Offices, including personal papers
- Manage staff and operations of the Archives in collaboration with the Ontario Regional Councils Archivist
- Support and coordinate the Archives Staff Circle, consisting of archivists from all Regional Councils

The Regional Councils will employ an "Ontario Regional Councils Archivist," who will be required to:

- Care for the records of four of the Ontario Regional Councils (Antler River Watershed, East Central Ontario, Horseshoe Falls, Shining Waters, and Western Ontario Waterways Regional Councils), including records of communities of faith and regional councils, and the records of communities of faith from Canadian Shield Regional Council that were formerly part of London and Manitou Conference and from Eastern Ontario Outaouais Regional Council that were formerly part of Bay of Quinte Conference.
- Manage staff and operations of the Archives in collaboration with the General Council Archivist.

Partners agree to clarify what archival program will be responsible for managing and preserving the digital records of Regional Councils by December 2021.

The Regional Councils will from time to time collectively define the staffing model they wish to have in place to care for the records of the Regional Councils and deliver the services they determine they require, in accordance with best archival practices.

The General Council Office will administer the salaries and benefits of the Regional Councils staff according to General Council human resource policies.

The Regional Councils will pay the General Council Office for the staffing costs of the defined model.

Physical Space

The General Council Office will provide office / workstation type space for staff and telephone / computer access as per the normal General Council Office environment.

The General Council Office will provide space for reception of the public and space for the public to view records (i.e. a "reading room").

Cost of Operations

Shared with General Council

The regional councils will pay pro rata costs for the occupancy of their holdings in the archival storage space, known as the "vault", to be adjusted each year based on the overall increase of regional council records.

Should the General Council Office incur direct costs (i.e. transporting documents or ephemera for display outside the archives) as a result of regional council requests, the requesting regional council(s) would reimburse the General Council Office. The General Council Office would normally seek prior approval from the regional councils before committing to such expenditures.

The General Council Office and the regional councils will share the costs of any equipment purchased for the use of specialized archival work (i.e. reference services, digitization).

Shared by Regional Councils

The cost of operations is shared by the regional councils according to the following formula:

Total number of pastoral charges from the former Bay of Quinte, Hamilton, London, Manitou, and Toronto Conferences
Divided by number of pastoral charges assigned to each regional council

Region Number and Name	# of Pastoral Charges (as of January 2, 2019)	% of Total Cost
6. Canadian Shield	78-11 = 67 (11 from Cambrian)	7.98%
7. Antler River Watershed	141	16.79%
8. Western Ontario Waterways	138	16.43%
9. Horseshoe Falls	143	17.02%
10: Shining Waters	160	19.05%
11. East Central Ontario	146	17.38%
12. Eastern Ontario Outaouais	45 (Only from Four Rivers (22) and Upper Valley (23) Presbyteries)	5.35%
Total	840	10%

In September of each year, the regional councils will confer on whether to withdraw a portion of the operating costs for the Ontario Regional Council Archives for the next year from the Ontario Regional Council Archives Reserve (formerly Ontario Conference Archives Fund). A minimum of \$50,000 is to be retained in the reserve.

All regional councils commit to establish a Property Policy by December 31, 2021 which applies to the congregations included above that requires a minimum of 2% of the net assets of disbanding congregations be invested in the reserve to be eligible to share on any draws in the reserve as of 2022.

Joint Ventures

From time to time, the regional councils and the General Council Office may jointly decide to work together on projects or activities of mutual interest.

The General Council Archivist and the Ontario Regional Councils Archivist will coordinate and manage any joint ventures and will consult with the regional councils and General Council Office, if needed.

The regional councils and General Council Office will jointly determine the mechanism by which joint issues will be discussed and resolved.

No commitment will be made by either party on behalf of the other that would impact or affect the other without prior consultation.

User Fees

User fees will be jointly administered and coordinated by the regional councils and the General Council Office.

Term

With respect to the six Ontario Regional Councils and the General Council Office the term of this agreement is:

Effective immediately — 31 December 2025

Notice

With respect to the regional councils and the General Council Office a notice period of 1 (one) year is required to withdraw from this agreement

Dispute resolution

With respect to the regional councils and the General Council in the circumstance of a dispute between the parties; a mediator agreeable to both parties will be appointed to resolve the dispute.

Applicable Laws

This Agreement shall be construed under and governed by the laws of Ontario and the polity of The United Church of Canada.

This Agreement shall ensure to the benefit of the parties hereto and their **respective successors and permitted assigns**.

IN WITNESS WHEREOF the parties hereof have executed this agreement.

The Six Ontario Regional Councils:

Antler River Watershed Regional Council
Western Ontario Waterways Regional Council
Horseshoe Falls Regional Council

Per:

Title:

Canadian Shield Regional Council
Shining Waters Regional Council



Per: Peter Hartmans
Title: Executive Minister
East Central Ontario Regional Council
Eastern Ontario Outaouais Regional Council

2024-65

The United Church of Canada
L'Église Unie du Canada

East Central Ontario Regional Council
Meeting of the Council of Elders

November 5, 2024
Zoom Teleconferencing

Per:

Title:

And

The United Church of Canada (General Council Office)

Per:

Title: