

i. Formation, Nurture and Justice Team

LEADERSHIP TEAM: Formation, Nurture and Justice Team	Date Approved: October 1, 2024
	Review date: September 23, 2024
Purpose: To provide the terms of reference for the Formation, Nurture and Justice Team.	

Purpose

The Formation, Nurture and Justice Team of the East Central Ontario Regional Council shall, with other Teams, help the East Central Ontario Regional Council meet its responsibilities as outlined in The Manual C.2.

The Formation, Nurture and Justice Team shall operate under the guiding principle that all work will be informed and aligned with the East Central Ontario Regional Council priorities, as well as the ongoing priorities for youth ministry, anti-racism, interfaith, intercultural and affirming ministries.

Membership

The Formation, Nurture and Justice Team shall consist-of 12 elected voting members as recommended by the Nominations Team from expressions of interest and following discernment practices. The members serve a three-year term with an annual rotation of 1/3 of the members.

The ECORC Minister for Spiritual Nurture, Respectful Relationships and Justice with All Ages, as well as the ECORC Minister for Respectful Relationship and Indigenous Justice are Corresponding Members and Staff Resource to the Team.

Additional Corresponding Members shall include:

1. an Elder appointed by the Council Elders,
2. the Executive Minister,
3. representatives of Team Forums

and may include, if not otherwise represented among the elected members, corresponding members,

4. at least one youth representative, and
2. one United Church Women (UCW) representative, preferably named by the UCW.

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. Corresponding members provide a specific and contextual knowledge and level of awareness that is important to the deliberations of the Team. Corresponding members shall 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 of the Leadership Team.

Meetings

The Formation, Nurture and Justice Team shall convene at least four times a year. The meetings may be in person, telephone conference call or web-based, or a combination thereof, recognizing the value of in-person meetings from time to time.

Quorum

The 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 shall be responsible for bringing team actions items to the Council Elders for approval monthly as required. They shall attend Council Elder meetings upon request of the Council Elders.

Secretary

A Secretary shall be named by the Team to take minutes at each meeting and distribute them to all members.

Council of Elder Rep

Appointed to the team by the Council of Elders. After receiving draft minutes from the secretary, will provide the minutes of the team meeting to the council. Will report back to the team with any discussions and relevant information.

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-Formation, Nurture and Justice Team shall recruit and appoint Forums, composing of knowledge and expertise to support and undertake directed work on behalf of the Formation, Nurture and Justice Team. Forums may be authorised to undertake necessary steps to complete the assigned activities but may not make decisions on behalf of the Team. Forums shall report regularly to the Team.

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

Responsibilities

This Team will oversee the work outlined below, either as a Team, or by establishing sub-committees as needed.

- i. promoting joining our collective hearts, voices and resources to witness to the gospel and vision of Jesus for a compassionate and just society, both in Canada and around the world.
- ii. promoting local, regional, national and global initiatives and partnerships (community, ecumenical, and interfaith) for ministry and justice work.
- iii. ministry with people of all ages.
- iv. honouring and living into intercultural mission and ministry; and
- v. living in covenant with Mother Earth and All My Relations in the Earth community.

Mandate

1. **Compassionate and Just Society**

- a. Provide guidance to the Regional Council and Communities of Faith of opportunity and means to witness to the gospel and vision of Jesus for a compassionate and just society.
- b. To provide opportunity and encouragement of education to community of faith and regional council leadership to anti-racism, interfaith, intercultural, equitable and affirming.

2. **Ministry with Youth**

- a. To assist communities of faith seeking to be inclusive and supportive of youth
- b. To establish and support youth leadership within the Regional Council
 - i. organizing leadership, with and including youth leadership, of any youth gatherings
 - ii. Share youth opportunities offered at the national level
 - iii. Offering training and support to first third ministry leaders

3. **Pursuing Right Relations**

- a. committing to on-going conversation and action toward living into right relations as treaty people; and
- b. committing to explore new and on-going ways to be in relationship with local First Nations communities.
- c. Share events and opportunities offered at the National level

4. **Clusters and Networks**

Clusters and networks are independent and self-sustaining. This team will encourage participation and welcome updates.

5. **Denominational Life**

- a. encouraging life-long learning.

Glossary of Terms

1. **Intercultural**

- a. Within the United Church, a variety of cultural expressions of faith are affirmed and welcomed. Part of the vision of the intercultural church is to create a space where we can sustain our own cultural identities while also affirming those of one another.

2. **Affirming**

- a. Affirm United/S'affirmer Ensemble works for the full inclusion of people of all sexual orientations and gender identities in the United Church of Canada and in society. The Affirming Ministries Program is a network of United Church of Canada congregations and ministries that declare themselves to be fully inclusive of people of all sexual orientations and gender identities. And it asks each Ministry to take action.

3. Equity

- a. Giving fair treatment to all people based on their individual or group needs, even when that treatment is not the same as what others receive. Equity seeks to consider a person's or group's specific circumstances, past and present, and act accordingly to ensure success. Equity takes into account the needs of individuals and groups that have experienced and continue to experience systemic obstacles or challenges, in order to ensure the achievement of equal status in society for all.

