
FALL GENERAL MEETING

The East Central Ontario Regional Council of The United Church of Canada is holding its Fall General Meeting at Trinity-St. Andrew's United Church (Brighton, Ontario) on November 16, 2024.

THE FOLLOWING REGISTERED THEIR ATTENDANCE AT THE BUSINESS MEETING**Ministry Personnel (50)**

Aruna Alexander, Ann Austin-Cardwell, Elizabeth Boehm-Wilson, Kirby Breithaupt, Sharon Campbell-Rayment, Nancy Clarke, Elizabeth Cunningham, Jeff Doucette, Michelle Down, Catherine Elsdon, Kim Falls, Kevin Fitzpatrick, Bruce Fraser, Caroline Giesbrecht, Donald Green, Katherine Gregory, Elaine Hall, Jacqueline Harper, Svinda Heinrichs, Phil Hobbs, Mary-Jane Hobden, Michelle Hofman, Cordelia Karpenko, Kimberly Lawrence, Nancy Lester, Norman Long, Cheryl McMurray, Ryan McNally, Sylvia Anne Meredith, Jeannette Millar, Don Misener, Isaac Mundy, Brian Nicholson, Kaitlyn Ostrander, Paul Reed, Stephanie Richmond, Ian Robb, Robert Root, Edith Shantz, Karen Smart, Stevan Spicer, Janet Stobie, Calvin Stone, Wanda Stride, Max Ward, Lynn Watson, Edward Wells, Nancy Wilson, John Young, Marilyn Zehr.

Lay (53)

Shirley Baster, Donna Bignell, Adele Boy, Donna Budgen, Stephen Coles, Kimberly Collins, Paul Cook, Krista Coughler, Margaret Curtis, Helmut Enns, Ian Finlay, Sharon Goulding, Petra Greaves, Sherry Green, Anthony Griffith, Doreen Hallé, Darlene Hallett, Perry Halls, Beverly Holmes, Carolyn Holmes, Brian James, Kerri Jebson, Neil Killens, Patricia Long, Scott Lula, Derek Marsellus, Dianne McCracken, Ted Meyers, Evelyn Mitchell, Nicolette Mitchell, Cheryl Mound, Nancy Payne, Elizabeth Pereman, Elaner Pound, John Purdon, Catherine Redden, Norman Rice, Marilyn Rodger, Margaret Scott, Randall Scott, William Sheaves, Debbie Sherwin, Gloria Shier, Tom Smart, Terry Souch, Beth Steinmiller, Leigh Tamlin, Carrie Thompson, Norma Thompson, Samantha Varty, Shirley Whitely, Sharon Woodrow, Sheila-Mae Young.

Candidates serving in an Appointment (3)

Douglas Ferris, Mark Sturman., Kathleen Whyte.

Regional Council Staff (8)

Rev. Éric Hébert-Daly (voting clergy) Sharon Hull, Rev. Roger Janes, Rev. Darren Liepold (voting clergy) Joel Miller, Rev. Tori Mullin, Rev. Rodney Smith-Merkley (voting clergy), and Karen Wilson.

Guests of the Regional Council (12)

Robert Bennett, Susan Bunting, Deb Fortin Brown, Elizabeth Guillaume-Koene, David Holmes, Patti James, Kristine Rayner, Daniel Reed, Peter Renaud, Tom Stobie, Phyllis Tamlin, Barbara Warden.

Regrets (6)

Joanne Brown, Karen Croxall, Gregory King, Harold Morgan, Susan Pleasance, Ian Wilgus, William Smith.

Quorum

This meeting had quorum.

In-Person Registration/Zoom Meeting Room Opens

Delegates were invited to join meeting at 9 AM via Zoom and in person at Trinity-St. Andrew's United Church, Brighton, Ontario.

Gathering music

Prior to the meeting commencing, and as participants gathered, indigenous drumming techniques were taught over different time-signatures (participants were provided with drums of various kinds), and instructions were

given on how to play different chord position on the ukelele (participants were provided with ukeleles).

Land Acknowledgement

Rev. Rodney Smith Merkley Minister for Respectful Relationship and Indigenous Justice led the land acknowledgment, highlighting that this meeting took place on the treaty territory of the Mississauga Anishinabeg of the Ojibway Nation (Alderville First Nation is the closest community), and falls under the Gunshot Treaty (agreement between the British Crown and Indigenous peoples in Upper Canada (later Ontario) in 1787-1788), Treaty 20 (also known as the Rice Lake Purchase, was signed on November 5, 1818, and eventually the Wiliam's Treaty (a series of three agreements signed in 1923 between the Canadian government, the province of Ontario, and seven Anishinaabe First Nations).

Welcoming to the Land, Sharing and Teaching

Rodney introduced Taynar Simpson, Chief of the Alderville First Nations, who welcomed members of the regional council to the traditional territories of the Mississauga Anishinabeg of the Ojibway Nation. Chief Simpson shared some personal background information and his involvement with Wampum Records, Canada's largest Indigenous issues research and consulting firm. As Research Director, Chief Simpson has been exposed to the destructive realities attributed to Residential Schools on First Peoples (by Church and Government) and highlighted some of these realities in more detail (including: loss of language, cycles of abuse, unmarked graves, ongoing discrimination, and more...); he also highlighted the legislating of the *Indian Act* and Child Welfare Services (also known as the 60's Scoop) and their harmful effects on First Peoples. Following his presentation, Chief Simpson highlighted the National Centre for Truth and Reconciliation NCTR, which is a place of learning and dialogue where the truths of the residential school experience is honoured and kept safe for future generations, and he emphasized that reconciliation is still the goal, that the work is extensive and must continue to be seen through to end, and that the *Indian Act* must be thrown out, so that a truly nation to nation treaty can be implemented

Response to Welcome

Stephen Coles, Speaker thanked Chief Taynar Simpson for his sharing and teaching, and looked forward to seeing him again at the 2025 Fall general meeting which is to take place at Alderville United Church in Alderville First Nation.

Words of Constitution

Steve Coles, Speaker called the meeting to order.

“In the name of the Lord Jesus Christ, the only Sovereign head of the Church, and by the authority of the East Central Ontario Regional Council of the United Church of Canada, I hereby declare this Fall general meeting duly constituted and to be in session for conducting the business which will properly come before it.”

Following the words of constitution all were invited to sing of ‘Let Us Build a House’ (MV 1).

Welcome to Trinity-St. Andrew's United Church

Lori Cooper, Chair of the Board at Trinity-St. Andrew's United Church welcomed all in attendance. Lori highlighted that the Congregation recently celebrated its 175th anniversary. The church's mission includes: a commitment to creating a community where all are welcome, as well as supporting local community activities. Trinity St. Andrew's is an affirming congregation.

Opening Worship and Communion

Rev. Kaitlyn Ostrander led opening worship which began with a centering Prayer, the singing of the opening hymn, “Faith of Our Fathers” (VU 580) – all hymns led by Trinity-St. Andrew's choir and Sandra Candeloro, Music Director – , opening Prayer (said in unison), the reading of Scripture Philippians 1:3-11 and Psalm 77:11-

15, and the singing of hymn, “This is the Day” (VU 412) – all were invited to accompany playing ukeleles. Rev. Ostrander shared a reflection calling all to meditate and reflect on past and present, and encouraged all to journey into the future as a community of faith with Hope in God. Following Kaitlyn’s reflection “Bread for the Journey” (MV 202) was sung, followed by the Communion Liturgy and the Lord’s Supper. During the serving of the Bread and Wine, the anthem “At the Table of our Lord” written by Jay Althouse was played by Sandra Candeloro on the piano. The opening worship ended with the singing of hymn “Let Us Build a House” (MV 1)

Following the worship, an explanation was given as to all the cranes that were placed throughout the church – inspired by the story of the folding of 1000 cranes (symbol of hope, peace, and good fortune, and is often done as a wish for someone's recovery or for personal happiness) the church managed to fold 1200 papers Crains. All were invited to take a crane home with them.

Omnibus Motion and Behavior Covenant

It was clarified that the Executive Minister could move a motion (*The Manual*, C14).

2024-11-16-001_OMNIBUS MOTION (Eric Hebert-Daly/Paul Reed) that the East Central Ontario Regional Council move the following:

*C14 Manual for Executive minister moving motion.

1. That the agenda be adopted as circulated;
2. That the minutes of the East Central Ontario Regional Council Spring General Meeting held on April 19-20, 2024 be accepted as circulated, see **Appendix A**;
3. That the Equity Support Persons for this meeting consist of (in person) Rev. Nancy Wilson, Rev. Kevin Fitzpatrick, Deb Fortin Brown, Rev. Elizabeth Cunningham and (online) Nancy Clarke;
4. That the Stewards for this meeting consist of Helmut Enns, Lori Cooper, Rev. Katy Gregory and Paul Cook;
5. That the Parliamentarians/ Discernmentarians for this meeting consist of Tom Smart and Rev. Dr. John Young;
6. That the Chaplain for this meeting be Jackie Harper
7. That this meeting includes the behavioral covenant – *Holy Manners*; and the *Virtual Holy Manners*;

Holy Manners

One Voice: Called together by Christ as a community of broken but hopeful believers, striving to be faithful servants of God in our time and place as we offer our varying gifts,

Many Voices: We commit to keeping God at the center of everything we do;

One Voice: We confess, that we have not always lived up our vision of community, we need the Spirit to reorient us, to live an emerging faith, challenging us to live by grace rather than entitlement,

Many Voices: We commit to be truthful in our communications by: speaking for ourselves; and speaking purposefully;

One Voice: We are called as a diverse community of people celebrating our differences;

Many Voices: And so, we commit to honouring our intercultural vision through welcoming the conflict of ideas; making space for the full and equitable participation of all, enabling especially people who are quiet to speak; being mindful of our body language; listening carefully without interruption and separate people from problems;

One Voice: We are called to be bold disciples,

Many Voices: As we live into our call to discipleship we will hold one another to account when we do not keep to our commitments; We will take a future orientation in our discussions and imagination; demonstrate appreciation; And honouring the decisions of the body;

One Voice: We are called to lead in hope with purpose and vision as members of a community held and inspired by God, partnering with God in the mending of the world

Many Voices: So, we commit to keeping the discussion at the table and to be faithful stewards of our time.

All: We affirm that we are Called by God, as disciples of Jesus, to offer leadership to The United Church of Canada as it seeks to be a bold, connected, evolving church of diverse, courageous, hope-filled communities united in deep spirituality, inspiring worship, and daring justice. Amen

In the 2023 Manual (see page 192), the expression Holy Manners is translated as rules of conduct based on respect and benevolence.

Virtual Holy Manner

- use the Chat feature of Zoom appropriately:
 - understanding that speaking in Public Chat is equivalent to speaking out loud in a meeting and is disruptive and rude and should be directed to the Chair of the meeting and used for Points of Order and/ or matters of personal privilege;
 - responding in Chat when invited to do so by the Chair;
 - using direct messaging when desiring or needed to engage with another
- use of transcription not for use outside of the meeting/event;

CARRIED

Governance

Steve Coles, Speaker, invited members on the Council of Elders along with regional council staff to stand, and gratitude was extended to them for their work. Afterwards, the following motions were presented with reference made to their corresponding appendices.

- see *Covenant Support Leadership Team Terms of Reference* as **Appendix B¹**
- see *Ministry Through Property & Finance Leadership Team Terms of Reference* as **Appendix B²**
- see *Formation Nurture & Justice Leadership Team Terms of Reference* as **Appendix B³**

2024-11-16-002_MOTION (Bill Sheaves/Sheryl Mound) that the East Central Ontario Regional Council receive and approve the Covenant Support Leadership Team Terms of Reference as circulated. **CARRIED**

2024-11-16-003_MOTION (Sheila-Mae Young/Ted Meyers) that the East Central Ontario Regional Council receive and approve the Ministry Through Property & Finance Leadership Team Terms of Reference as amended: replace 'Covenant Support Team with Ministry Through Property & Finance Leadership Team under section 'Forum'. **CARRIED**

2024-11-16-004_MOTION (Kaitlyn Ostrander/Aruna Alexander) that the East Central Ontario Regional Council receive and approve the Formation Nurture & Justice Leadership Team Terms of Reference as circulated. **CARRIED**

Strategic Plan

The following motion was presented with reference to the corresponding appendix.

- see *Strategic Plan Report* as **Appendix C**

2024-11-16-005_MOTION (Ned Wells/Derek Marsellus) that the East Central Ontario Regional Council receive for information the Strategic Plan Report as circulated. **CARRIED**

Nominations of General Council 45 Commissioners

Rev. Svinda Heinrichs, Chair of the Nominations Leadership Team, presented the following motions. Afterwards, thanks were extended to all who had submitted their expression of interest to volunteer and serve on behalf of the regional council.

2024-11-16-006_MOTION (Svinda Heinrichs/Ned Wells) that the East Central Ontario Regional Council follow past precedent from 2021 and vote on a slate of commissioners and an alternate. **CARRIED**

2024-11-16-007_MOTION (Svinda Heinrichs/Ned Wells) that the East Central Ontario Regional Council approve the names listed in this slate, which have been chosen based on the criteria of achieving a balance of gender, lay, ordered, and opportunity for first time commissioners, with priority given to Racialized and Indigenous people and those in the LGBTQ+ community, as ECORC's General Council commissioners and an alternate.

Commissioners to General Council 45 (O - Ordered; L - Lay):

- | | |
|------------------------------|---|
| 1. Rev. Brian Nicholson | O |
| 2. Rev. David Moore | O |
| 3. Rev. Elizabeth Cunningham | O |
| 4. Kathleen Whyte | O |
| 5. Rev. Kaitlyn Ostrander | O |
| 6. Marilyn Rodger | L |
| 7. Mark Sturman | O |
| 8. Paul Cook | L |
| 9. Rev. Ryan McNally | O |
| 10. Stephen Coles | L |
| 11. Marilyn Robitaille | L |
| 12. Tom Smart | L |
| 13. Neva Moelker | L |
| 14. Rev. Caroline Giesbrecht | O |

Commissioners to General Council 45 (alternate):

- | | |
|----------------------|---|
| 1. Rev. Wanda Stride | O |
|----------------------|---|

CARRIED

Leading Commissioner

2024-11-16-008_MOTION (Svinda Heinrichs/Mary-Jane Hobden) that the East Central Ontario Regional Council name Rev. Ryan McNally as Leading Commissioner. **CARRIED**

Speaker-Elect

It was announced that the election of a Speaker-Elect would occur during the 2025 spring annual general meeting.

Book Announcement

Rev. Janet Stobie, retired United Church Minister and now currently an author and motivational speaker,

announced that her new publication *Dipping Your Toes, Too* is available. Rev. Stobie had a book display set up and welcomed all to visit her and learn more about this new publication, as well as existing ones.

Anti-Racism Forum

Rev. Brian Nicholson, on behalf of the Anti-Racism Forum, announced that a questionnaire/survey was being circulated and that all were invited to fill it in and return to the Anti-Racism Forum by the end of the meeting.

Lunch Break

Grace-before-lunch was led by Rev. Eric Hebert-Daly, following which all were invited to dine together in the dining hall of the Church.

Public Hymn Sing on Rainbow Steps in front of Trinity-St. Andrew's United Church

Prior to reconvening the meeting, there was a hymns-sing on the Rainbow Steps, all were invited to sing the following hymns: Let us Build a House (MV1); Spirit Open My Heart (MV79); My Love Colours Outside the Lines (MV138); Draw the Circle Wide (MV145) and Open Our Hearts (MV21).

In 2012 Trinity-St. Andrew's became an Affirming (LGBTQ+ supportive) Congregation. Since then, the congregation has been publicly and intentionally welcoming and supporting LGBTQ+ people with an annual Pride Walk and Worship Service and other events throughout the year. The Rainbow Steps in front of the Church celebrate this commitment and support to the LGBTQ+ community.

Recognition of Licensed Lay Worship Leader (LLWL)

The following Licensed Lay Worship Leaders were presented for relicensing:

2024-11-16-009_MOTION (Mark Sturman/Bill Sheaves) that the East Central Ontario Regional Council approve the presented list of Licensed Lay Worship Leaders for period beginning November 1, 2024 and ending October 31, 2025:

Barbara Warden	Lisa Norman	Gwen Bevan
Karen Bates	Tanna Edwards	Lisa Norman
Mary Kay	Tom Stobie	Helen Bowman
Darlene Hallett	Phyllis Tamlin	John Bowman
Debbie Sherwin	Barbara Warden	Susan Sheremata
Angela Wiseman	Nancy Payne	Shawn Pearce-Chambers
Siobhan Flynn	Evelyn Chambers	Cathy Shaw
Marilyn Fortin	Adele Boy	Robert Bennett
Dianne McCrackin	Lynn Liddell	Susan Pleasance
Roger West	Ruth Olley	Carol O'Neil
		Paul Kneebone

CARRIED

Following recognition, the regional council covenanted with the LLWLs. The LLWLs made vows to serve in their capacity and the regional council promised to support them as they served in this role. The Covenanting ended with the signing of hymn "I Have Called You By Your Name" MV 161.

Ministry Through Property & Finance Leadership Team

Ted Meyers, Chair of the Ministry Through Property & Finance Leadership Team explained in detail the following appendices and presented the following motions:

- See *Ministry Through Property Leadership Team Report* as **Appendix D¹**

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- See *TUCC Property Management Report* as **Appendix D²**
 - See *Kindred Works Status Report* as **Appendix D³**

2024-11-16-010_MOTION (Ted Meyers/Brian James) that the East Central Ontario Regional Council receive for information the Ministry Through Property & Finance Leadership Team Report, the TUCC Property Management Report and the Kindred Works Status Report for information. **CARRIED**

Ted highlighted that municipalities are actively trying to designate church properties as historical sites (which is not particularly desired and can hamper church property developments) – it reduces the church appraisal values by 20-30 percent and adds other consideration for building being sold. It was emphasized then how important it was for trustees to register themselves with the municipalities, as to be contacted if the municipality desires to make a historical designation (if trustees cannot be reached, business by the municipality goes forwards).

Congregations in need of help regarding amalgamations or other property issues were invited to contact Rev. Darren Liepold for information, resources and guidance.

Toronto United Church Council (TUCC)

Rev. Daniel Reed brought greetings from the Toronto United Church Council (TUCC) and informed on which grants were currently available for capital improvements. He also shared that there currently exists vacancies of regional council representative on the board and invited any one interested to be in touch with him: daniel@tucc.ca

United Church Women(UCW)

Cheryl Mound, President of East Central Ontario Region UCW shared that the Presbyterian structure of the UCW remains (5 groups names based on past presbyteries). Cheryl announced that \$2500 each had been awarded to three candidates for ministry the Student Minister Support Fund (no application required, names come from Office of Vocations). Monies come from local area UCW and local churches and funds raised at major event. Cheryl named other existing ministries supported by the UCW: Healing Fund project (bursary to support Indigenous women, children, and families); Healing in the kitchen. The UCW has voted to begin discernment for National UCW to become an affirming ministry. The UCW is extending its online presence, i.e. has a Facebook pages - photos of things that are ongoing at events gratitude was extended to Karen Wilson for creating space on website for UCW). Other UCW news included that the National UCW elected Barb DeJeet as president-Elect; the creation of a worship service 'Here I am Lord' used and adapted for use during centennial services.

Growth Animation

Rev. Tori Mullin, Growth Animator, explained her role (to create, strengthen and renew invitation). Things being offered through her role: Coaching (i.e. inviting folks to come during advent and Christmas), Assessment Tolls Resources and Prayer. Different areas of Growth Renewal: Vision Setting, Culture of Invitation, Communications, Community Partnership, Forming Disciples and Intercultural Ministry. Tori announced and upcoming family ministries resources: 'I am A Spirit Seeker' – available through United Church Bookstore (UCRD). Tori highlighted the vibrant multifaith chaplaincy ministry occurring at Queens University. Tori invited folks to contact them for more information.

Stretch Break

All had a stretch break for 20 mins.

Finance

Brian James, Regional Council Treasurer, highlighted the following appendices and presented the following motions:

- a) **2023 Financial Statements**
 - See *Reviews 2023 Financial Statements* as **Appendix E¹**

2024-11-16-011_MOTION (Brian James/Ted Meyers) That the East Central Ontario Regional Council receive and approve the 2023 financial statements as circulated. **CARRIED**

b) **2024 year to date Financial Report**

- See *2024 Actuals vs Budget as of August 21, 2024* as **Appendix E²**

2024-11-16-012_MOTION (Brian James/Ted Meyers) That the East Central Ontario Regional Council receive the 2024 year to date financial report for information. **CARRIED**

c) **2025 Budget**

- See *2025 Budget* as **Appendix E²**

2024-11-16-013_MOTION (Brian James/Ted Meyers) That the East Central Ontario Regional Council adopt the 2025 budget as circulated. **CARRIED**

Proposals to General Council 45

*Proposals were dealt with during three sessions and are recorded in these minutes here below as one section.

Rev. Eric Hebert-Daly explained the process for how the regional council can submit a proposal to General Council, as well as the voting process (i.e., 1. agree and forward, 2. defeat, or 3. defeat and forward – this would require specific reasoning). Eric explained that all the proposals coming to this court (all from individuals) can be amended (unlike those that would be coming from Communities of Faith)

- See *Making Sabbaticals Easier* as **Appendix F¹**
- See *Training in Conflict and Change* as **Appendix F²**
- See *Systematic Information Sharing by Pastoral Charge Supervisors* as **Appendix F³**
- See *Change to ChurchHub Access for Ministry Personnel* as **Appendix F⁴**
- See *Reviewing M&P Committee's Role and Function* as **Appendix F⁵**

2024-11-16-014_MOTION (Paul Reed/Lynn Watson) That the East Central Ontario Regional Council amend the following proposal: *Making Sabbaticals Easier: That such policy restricts sabbatical from occurring in the first 18 months of a new pastoral relationship and that no pastoral charge shall be financially responsible for more than one sabbatical in a five-year period to be inserted* as 'new sentence 2. in the recommendation'. **CARRIED**

2024-11-16-015_MOTION (Lynn Watson/Erin Burns) That the East Central Ontario Regional Council divide out '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' from third paragraph. **DEFEATED**

2024-11-16-015_MOTION (Brian Nicholson/Paul Reed) That the East Central Ontario Regional Council recommend to General Council 45, with concurrence, the following proposal: *Making Sabbaticals Easier* as amended. **CARRIED**

2024-11-16-017_MOTION (L. Watson/Ned Wells) That the East Central Ontario Regional Council recommend to General Council 45, with concurrence, the following proposal: *Training in Conflict and Change*. **CARRIED**

Question: Grief component being added to proposal? Training in conflict deals with grief. Would regional staff be encouraged to take training? Answer: Details will be clarified at the GC. Lay Leadership: (beyond lay ministers, it can involve anybody in leadership within the congregations).

2024-11-16-018_MOTION (Ryan McNally/Paul Reed) That the East Central Ontario Regional Council recommend to General Council 45, with concurrence, the following proposal: *Systematic Information Sharing by Pastoral Charge Supervisors*. **CARRIED**

2024-11-16-019_MOTION (Ryan McNally/Paul Reed) That the East Central Ontario Regional Council recommend to General Council 45, with concurrence, the following proposal: *Change to ChurchHub Access for Ministry Personnel*. **CARRIED**

2024-11-16-020_MOTION (Ryan McNally/Mary Jane Hobden) That the East Central Ontario Regional Council recommend to General Council 45, with concurrence, the following proposal: *Reviewing M&P Committee's Role and Function*. **CARRIED**

Concluding Session

a) **Dates of upcoming meetings**

- May 23rd - 24th 2025 Annual Meeting, Spring, St. Paul's United Church, Bowmanville, ON
- October 25th 2025 Fall Meeting, Location Alderville United Church, Alderville, ON

Closing Prayer

Rev. Kaitlyn Ostrander led the closing Prayer.

Adjournment

The Chair declared that all the business having come before this meeting of the regional council has duly concluded at 3:56 PM.

Appendices

*All appendices located at:

<https://ecorcuccan.ca/2024-ecorc-annual-fall-business-meeting/>

Appendix A	Minutes of Spring General Meeting held on April 19-20, 2024
Appendix B ¹	Covenant Support Leadership Team Terms of Reference
Appendix B ²	Ministry Through Property & Finance Leadership Team Terms of Reference
Appendix B ³	Formation Nurture & Justice Leadership Team Terms of Reference
Appendix C	Strategic Plan Report
Appendix D ¹	Ministry Through Property Leadership Team Report
Appendix D ²	TUCC Property Management Report
Appendix D ³	Kindred Works Status Report
Appendix E ¹	Reviewed 2023 Financial Statements
Appendix E ²	2024 Actuals vs Budget as of August 21, 2024 & 2025 Budget
Appendix F ¹	Making Sabbaticals Easier
Appendix F ²	Training in Conflict and Change
Appendix F ³	Systematic Information Sharing by Pastoral Charge Supervisors
Appendix F ⁴	Change to Church Hub Access for Ministry Personnel
Appendix F ⁵	Reviewing M&P Committee's Role and Function