

Updates to the 2025 Governance Handbook

1. Use of Fair-Trade Coffee

2023-10-03-005 MOTION (P. Long/B. James) That the East Central Ontario Regional Council Assembly of Elders direct the Facilitation Forum to enact the policy that ECORC use fair trade coffee or tea during its general meetings and other events. CARRIED

2. LLWL Handbook

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

3. Regarding License Lay Worship Leaders

2023-11-07-006 MOTION (P. Long/S. Coles) That the East Central Ontario Regional Council Assembly of Elders concur with the following recommendation from Covenant Support Team to amend the Licensed Lay Worship Leader Forum policy as stated below:

(One): That the maximum number of worship services that can be led at any given Faith Community in a year be changed from 10 (ten) to 12 (twelve).

(Two): That the number of interviews held with each Licensed Lay Worship Leader be changed from once every 2 (two) years to once every 3 (three) year. CARRIED

4. Network Information on Regional Council Website

2024-02-06-028 MOTION (S. Coles/L. Watson) That the East Central Ontario Regional Council Assembly of Elders adopt the policy that only networks' contact-information and a one-line description of the network be shared on the Regional Council website, effective immediately. CARRIED

5. Changing name to The Council of Elders

2024-04-19-20-002 MOTION (P. Reed/ K. Ostrander) that the East Central Ontario Regional Council approve that the executive committee of the Regional Council, currently known as the Assembly of Elders be renamed the Council of Elders and that the presiding officer relating to the General Council be called the Leading Commissioner. These changes to be in effect upon the rise of this Spring 2024 meeting of the Regional Council. CARRIED

6. Speaker-Designate, Speaker, Past-Speaker

2024-04-19-20-003 MOTION (P. Reed/T. Meyers) that the East Central Ontario Regional Council approve that the Regional Council elect annually an individual to serve a three-year term on the Council of Elders/Church Council as Speaker designate, Speaker, past Speaker.

And further,

That the Nominations Team receive expressions of interest and that the first Speaker -Designate be elected in the Fall of 2024 to assume the role of Speaker Spring 2025 and thereafter elect a speaker designate at each Spring meeting starting in 2025. CARRIED

7. Governance Review Team (Work which is ongoing, but concerns the Governance Handbook)

2024-04-19-20-004_MOTION (P. Reed/S. Coles) that the East Central Ontario Regional Council approve that:

1. The terms of reference of the Formation Nurture Justice, Covenant Support, Nominations, and Mission through Property Team be revised for consistency, accuracy and thoroughness by:
 - a. Confirming the number and role of elected (voting) members determined through the Nominations process and distinguishing from the non-elected, non-voting corresponding members serving by appointment.
 - b. Including within the Terms of Reference sections describing and answering questions relating to Purpose, Accountability, Membership, Meetings, Quorum (50% elected members plus 1), Role of Members, Chairperson (selected from elected members), Vacancies, Forums, Duties, Mandate.
 - c. Removing sections that are solely descriptive of process (how to) and expanding upon those that describe outcome (the what).
2. The terms of reference of all Forums be revised for consistency, accuracy, and thoroughness by:
 - a. Including within the Terms of Reference sections describing and answering questions relating to Purpose, Accountability, Membership, Meetings, Role of Members, Responsibilities.
 - b. Removing sections that are solely descriptive of process (how to) and expanding upon those that describe outcome (what).
3. The Governance Review Team in consultation with the Teams prepare the revisions for approval at the Fall 2024 meeting of the Regional Council and that the Teams may be guided by the revisions prior to approval. CARRIED

2024-04-19-20-005_MOTION (P. Reed/L. Watson) that the East Central Ontario Regional Council approve that the Governance Structure be revised immediately to reflect the adopted practices of the Regional Council, namely.

- a. the Terms of reference of the Nominations Team be revised to clarify that the Team is not responsible for naming Team Chairs and Forum Members.
- b. that the Facilitation Team become a Forum accountable to the Council of Elders
- c. that the Equity Team become a Forum accountable to the Council of Elders.
- d. That the membership of the LLWL (Licensed lay Worship leaders) Forum be limited and appointed by the Covenant Support Team and to be inclusive of both LLWL and others.
- e. That the accountability of the Affirming Forum be to the Formation Nurture and Justice Team. CARRIED

2024-04-19-20-006_MOTION (P. Reed/K Ostrander) that the East Central Ontario Regional Council approve that:

1. the Covenant Support Team is granted Commission powers for specific matters, namely,
 - a. The appointment of Liaison Officers
 - b. The appointment of Pastoral Charge Supervisor
 - c. The approval of a vacancy and the initializing of a search when the needs of the Community of Faith/Pastoral Charge have not changed.
 - d. Approval of a Call when it matches the terms set out by the approved Search. These powers do not extend to any circumstance that emerges from conflict, uncertainty or deviates from precedent.

2. the Mission through Property and Finance Team is granted Commission powers to conclude the sale of Property declared surplus by the executive body of the regional council when the sale meets any imposed criteria and falls within 20% of the proposed sale price. CARRIED

2024-04-19-20-007_MOTION (P. Reed/S. Coles) that the East Central Ontario Regional Council approve that:

The Governance Review Task Group in consultation with the Teams and others deemed necessary to develop and present to the Regional Council for approval, no later than Spring 2025,

1. New Policies
 - a. Regional Meeting Guidelines - to name objectives, agenda items etc.
 - b. Reimbursement of costs - incurred by leadership required to be physically present at Regional Council Meetings.
 - c. Investment guidelines- addressing ethical investment practices.
 - d. Use of investment funds – sustaining the present activities and protecting future resources
 - e. use of surplus properties – (manse, churches, cemeteries) balancing land and financial options
2. Revised current policies.
 - a. Travel reimbursement – updated to reflect approved budget
 - b. Voluntary Associate Minister (VAM) – separate from Marriage Policy
 - c. Marriage – separate from VAM Policy
 - d. Retired Ministers – provide guidance for engagement in communities of faith.
 - e. Policy for Electing Commissioners – to reflect practice
3. And further provide links to Denominational Policies. CARRIED

2024-04-19-20-008_MOTION (P. Reed/T. Meyers) that the East Central Ontario Regional Council approve that:

1. The Covenant Support Team ensure that the terms of Call/Appointment include.
 - a. in the position description, expectation of participation within the Regional Council, local Clusters and Networks, and that it reflects an appropriate percentage or hours of time:
 - b. in the terms of remunerations and support, community of faith responsibility for costs to attend Spring and Fall meetings of the Regional Council be included. CARRIED

2024-04-19-20-009_MOTION (P. Reed/K. Ostrander) That the Regional Council respond to the request of the Indigenous church to avoid the use of the word ‘mission’, replacing it as appropriate with alternatives such as ‘purpose’ or ‘ministry’. CARRIED

8. Regarding General Meetings

2024-09-03-010 MOTION (K. Fitzpatrick/B. James) That the East Central Ontario Regional Council of Elders receive and approve the recommendations from the Facilitation Forum regarding:

1. Bio Breaks and Meal Plans: Whereas bio breaks, and onsite meals encourages fellowship and connections and improves the efficiency of the meeting; therefore:
 - i. The Regional Council continue to provide and pay for bio breaks serving coffee, tea, water and assortment of snacks (with dairy free and gluten free options).
 - ii. That the Regional Council provide an onsite co-pay meal option. Meals to be requested and paid for in advance to reduce waste and to share cost. That the meal

cost for one-day meetings be \$15 (normally one lunch) and for the 2-day meeting \$50 (normally two lunches and one dinner).

- iii. That communities of faith be reminded that representative costs, clergy and lay is the responsibility of the Community of Faith and may include, meal, travel and accommodation as required.
- iv. That comparable with the travel policy, the Regional Council provide meals to retired or retained on the role ordered ministry, who do not have an employing body.

- 2. Compensation and Volunteer Leadership: Whereas the Regional Council has continued a Bay of Quite Conference practice of compensation for members in leadership roles that significantly impacts freedom at Regional Meetings; and whereas volunteers in leadership roles are both required and essential; and whereas in many circumstances the leadership role prevents full participation in the life of the Regional Council; therefore, when an individual's ability to represent a community of faith or prevents active engagement in debate the Regional Council will provide compensation:

- i. For those whose leadership responsibilities require attendance before and throughout the meeting and also require the maintenance of neutrality that the Regional Council provide meals, travel and accommodation. Those who would qualify for this support would include Speaker, and those providing technical and business coordination.
- ii. For those who have been asked to serve in a volunteer leadership role that requires attentiveness to a task that restricts freedom of participation in excess of three hours during the business day that meals be provided. This might include a musician, and worship leader.
- iii. Those in shared roles, including equity support, stewards, parliamentarians, discernmentarians, Friends of Council and Chaplains would not normally be eligible for compensation. If circumstance arose that significantly impacted the ability to participate as a delegate compensation may be offered. CARRIED

9. Council of Elders Terms of Reference

2024-09-03-026 MOTION (K. Fitzpatrick/N. Wells) That the East Central Ontario Regional Council of Elders receive and approve the Council of Elders terms of reference as distributed and recommend to the general meeting in the fall (2024). CARRIED

10. Facilitation Forum Terms of Reference

2024-09-03-027 MOTION (B. James/K. Fitzpatrick) That the East Central Ontario Regional Council of Elders receive and approve the Facilitation Forum terms of reference as distributed and recommend to the general meeting in the fall (2024). CARRIED

11. Ministry Through Property & Finance Leadership Team Terms of Reference

2024-10-01-003 MOTION (S-M. Young/B. James) That the East Central Ontario Regional Council of Elders receive and approve the terms of reference of the Ministry Through Property & Finance Leadership Team and recommend at the fall general meeting of the Regional Council. CARRIED

12. Formation Nurture & Justice Leadership Team Terms of Reference

2024-10-01-004 MOTION (K. Ostrander/J. Payne) That the East Central Ontario Regional Council of Elders receive and approve the terms of reference of the Formation Nurture & Justice Leadership Team and recommend at the fall general meeting of the Regional Council. CARRIED

13. Covenant Support Leadership Teams Terms of Reference

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

14. Covenant Support Leadership Team Policy Updates

2025-04-08-007 MOTION (B. James/K. Ostrander) That the East Central Ontario Regional Council of Elders receive and approve Covenant Support Leadership Team policy updates as presented in document entitled Changes to the Governance Document from Covenant Support Team. CARRIED

Changes to the Governance Handbook brought by the Covenant Support Leadership Team:

Page 28: Remove the line that we meet three times a year in person. Replace with- In order to support greening initiatives, the Covenant Support team will meet via Zoom whenever possible.

Page 54 add a part iii to Travel Expenses If the mileage costs for the Supervisor exceeds more than \$100 per round trip, ECORC will re-imburse the Community of Faith the Difference. It should be noted that this is a very rare circumstance as we always try to find Pastoral Charge supervisors who are closer to the Community of Faith and the use of technology means that travel is reduced.

Page 58 Under Travel Expenses. Add point iii If the mileage costs for the Liaison exceeds more than \$100 per round trip, ECORC will re-imburse the Community of Faith the Difference. It should be noted that this is a very rare circumstance as we always try to find Liaisons who are closer to the Community of Faith and the use of technology means that travel is reduced.

Page 68 under the check list for departing ministers-as they are leaving the community of faith, departing ministers will be presented a copy of the list of guidelines for departing ministers. This is to hopefully prevent future problems and solve all misunderstandings.