

# 2025

## Report Book



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



Distributed at the Spring  
Annual General Meeting  
May 23-24, 2025

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## Preamble

This report book provides a glimpse into the work and life of East Central Ontario Regional Council (ECORC), for the period beginning at the rise of the spring general meeting (April 2024) to the present (May 2025).

The first section contains ECORC's Living Mission, the vision of the Assembly of Elders by which it evaluates progress, and a responsive reading adapted from the EOORC statement of Vision, Mission and Guiding Principles.

The second section provides reports from Leadership Teams, General Council Executive and General Council Offices, Forums, Networks, Ministries and Colleges, and includes information relating to a candidate for ordination, retirees, memorials, and anniversaries of Ministry Personnel (retired and active) for years of service within The United Church of Canada.

The third of this report book provides a summary of the decisions taken by the Council of Elders and the Regional Council since April 2024. This section also includes the enabling motions which the Regional Councils adheres to while holding its general meetings.

The final section provides a list of Regional Council staff, with task descriptions and contact information.

## Living Mission of The East Central Ontario Regional Council

### **Vision**

Strengthened by God's grace and refreshed by the Spirit, we follow the way of Jesus in healing our world.

### **Mission**

Grounded in the teachings of Jesus to love our neighbours as ourselves,  
we nurture and engage our Communities of Faith,  
including all ministry personnel, members and adherents, staff and lay leadership,  
joining our hearts and voices in sacred covenant.  
In gratitude for our abundant blessings and in the service of this call,  
we pledge to be faithful stewards of our resources  
and aspire to be agents of God's love, compassion and justice  
on earth as it is in heaven.

Recognizing our churches' participation in historic injustices,  
we reach out with particular love and care, as Jesus did,  
to those who have been ignored, excluded, condemned, silenced or erased.  
We seek to uphold high standards of equity and Affirming,  
and to encourage these same standards in our Communities of Faith.

Valuing diversity and differences as gifts,  
we support the full participation of all people  
in the life and work of our church and in wider society.

We publicly, intentionally and explicitly celebrate and seek justice for people of every age, gender, racialized experience, culture, sexual orientation, gender identity, mental and physical health and ability, economic circumstance or any other diversity.  
We promise to walk with, and learn from, Indigenous ministries and Communities of Faith within our church, and to reach out to all Indigenous Peoples.  
We support and encourage all Communities of Faith to walk this path with us.  
As we are called by God to live with respect in Creation, to love and serve others and to seek justice, so we are called to respect the deep spirituality of traditional Indigenous teachings of Mother Earth and All My Relations in the Earth community.

Further acknowledging that cultural prejudices have prevented us from seeing all people as equally worthy of God's love and compassion, we invite Communities of Faith to join our vision of becoming an intercultural church, participating in ecumenical, intercultural and interfaith ministries, partnerships and initiatives in their local communities and in wider society.  
As Jesus gathered children in his arms and spoke of their leadership and spiritual gifts, we commit ourselves and our Communities of Faith to nurturing and supporting children, youth and young adults, learning from them and celebrating their presence and participation in everything we do.  
Hearing God's call for open hearts and unity in the body of Christ, we commit to uniting the Communities of Faith and individuals in our Region, inviting all to participate in this Vision and Mission.  
Recognizing that meaningful communication is essential to unity, we will respect all voices, share information and listen for the Spirit's prompting, that all may be embraced in this work of Love.

Diverse, yet One in Christ, we seek to serve and support our Communities of Faith as they faithfully serve a broken and hurting world.  
Nurtured by our heritage and strengthened by God's grace, we witness to the healing power of Christ's love, compassion and justice on earth as it is in heaven.

## Vision of The Assembly of Elders by Which We Evaluate Progress Based On:

### **Guiding Principles**

We are accountable to all people of the East Central Ontario Regional Council (ECORC) in living out our vision and mission in ways that can be measured over time. We will know we are doing so when we can say “yes” to these statements, which are presented by theme rather than by priority or importance:

- All Communities of Faith participate in ECORC meetings and initiatives.
- Clergy, lay leaders and communities of faith express satisfaction with the support, development opportunities and communication they receive.
- We hold events every year related to outreach and social justice within our region.
- Reports from equity monitors and meeting notes give evidence of a growing awareness of equity standards.
- The number of church buildings in our region that are accessible is increasing.
- The number of Communities of Faith designated as Affirming continues to increase.
- There is evidence that inclusive language is becoming the norm in the life and work of our church throughout our Region, especially inclusive language and images of God in worship.
- We observe increasing use of land acknowledgments and more participation in learning opportunities related to Respectful Relations and Indigenous Justice.
- An increasing number of Communities of Faith, along with ECORC and the Assembly of Elders, are developing plans to increase their environmental stewardship.
- We can document specific actions we have taken to become intercultural.
- Children, youth and young adults are represented on all decision-making bodies.
- 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.
- 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.
- People in all roles and capacities within ECORC are aware of Council decisions and policies, and know where to find the information they need.
- ECORC events take place in a variety of geographic locations within our Region throughout the year.

## Responsive Reading adapted from the East Central Ontario Regional Council Statement of Vision, Mission and Guiding Principles

One: Strengthened by God's grace and refreshed by the Spirit,

**All: we follow the way of Jesus in healing our world.**

One: Grounded in the teachings of Jesus to love our neighbours as ourselves,

**All: we nurture and engage our Communities of Faith, joining our hearts and voices in sacred covenant.**

One: In gratitude for our abundant blessings,

**All: we pledge to be faithful stewards of our resources**

One: Called to be agents of God's love, compassion and justice,

**All: we aspire to be faithful servants on earth as it is in heaven.**

One: Recognizing our churches' participation in historic injustices, we reach out with particular love and care, as Jesus did,

**All: we reach out in love to those who have been ignored, excluded, condemned, silenced or erased.**

One: We seek to uphold high standards of equity and Affirming ministry,

**All: as individuals and in our Communities of Faith.**

One: Valuing diversity and differences as gifts, we support the full participation of all people in the life and work of our church and in wider society.

**All: We publicly, intentionally and explicitly celebrate and seek justice for people of every age, gender, racialized experience, culture, sexual orientation, gender identity, mental and physical health and ability, economic circumstance or any other diversity.**

One: We promise to walk with, and learn from, Indigenous ministries and Communities of Faith within our church,

**All: and to reach out to all Indigenous Peoples and to encourage others to walk this path with us.**

One: As we are called by God to live with respect in Creation, to love and serve others and to seek justice,

**All: so we are called to respect the deep spirituality of traditional Indigenous teachings of Mother Earth and All My Relations in the Earth community.**

One: Further acknowledging that cultural prejudices have prevented us from seeing all people as equally worthy of God's love and compassion,

**All: we strive in our communities of faith to become an intercultural church, participating in ecumenical, intercultural and interfaith ministries, partnerships and initiatives in our local communities and in wider society.**

One: As Jesus gathered children in his arms and spoke of their leadership and spiritual gifts,

**All: we commit ourselves and our Communities of Faith to nurturing and supporting children, youth and young adults, learning from them and celebrating their presence and participation in everything we do.**

One: Hearing God's call for open hearts and unity in the body of Christ, and recognizing that meaningful communication is essential to unity,

**All: we will respect all voices, share information and listen for the Spirit's prompting, that all may be embraced in this work of Love.**

One: Diverse, yet One in Christ, we seek to serve and support our Communities of Faith as they faithfully serve a broken and hurting world.

**All: Nurtured by our heritage and strengthened by God's grace, we witness to the healing power of Christ's love, compassion and justice on earth as it is in heaven.**

- From the ECORC Statement of Vision, prepared by Nancy Payne & Patricia Teskey and passed at the ECORC AGM, September 2020

## Reports

### Speaker of the Council of Elders Report

#### Friends in Christ

It is hard to believe that a year has passed since I became the Speaker. I feel very fortunate that I had some understanding of what the life of our Region entailed. Being a Liaison gave a very good understanding of what the communities of faith that were experiencing and being part of the Covenant Support Team to have a more global understanding of issues within our Region were/are challenging our communities of faith. Also being part of the Council Elders brought a lot of details into focus. Thankfully, our staff have worked hard to resolve issues. I would like to thank Eric for the support and gentle nudges he gave me as part of the care for our Region. Eric is supported by Joel whose timely insights are most helpful. We are blessed that Darren is part of the staff for our Region. He thought he was going to have his responsibilities split when we welcomed Rev Deb Roi. Rev Deb experienced health concerns and Darren had to resume her areas of concern. Before he went on vacation he was also filling in while Eric was on sabbatical leave and when he came back Rev Deb had to take time off. Recognizing that Rodney quietly ensures that right relations are not lost in the life of our Region. I have appreciated the concern and insight Sharon shares so that the leadership teams she is supporting are able to fulfill their mandates. Lastly, I must recognize the devotion to detail that Karen has exhibited. Her dedication is to make our Region look good be it the weekly newsletter, registration for various activities or the web site. She truly fulfills the role of our communications person. Our Region truly blessed to have such a dedicated staff.

The life of our Region would not be as healthy if it was not for the dedication of the volunteers who give of their time or talent whether they are lay or clergy. A heartfelt thank you to those who serve on behalf of our Region.

The past 12 months have seen many changes that have led to growth. There are now two ecumenical shared ministries which ironically are between the UCC and the Presbyterian Church of Canada. We continued to grow the ranks of the affirming churches. Thanks to the work of Darren and his group of volunteers there are a number of communities of faith that are discerning their path forward in shared



ministry. Unfortunately, the trend of communities of faith closing has continued. My hope is we will be able to address the issue in the coming years.

Within our Region, we have good team to take our Region into the next 100 years of the United Church of Canada. At this moment in time, we are at a fork in the path of our collective faith journey. Working together, we can continue to have an exciting and fulfilling faith journey as part of the United Church of Canada leading into the next 100 years.

To close I wish to thank the retirees for answering the Call and now it is time to finally take time for yourself. Thank you for the care and comfort you have brought to so many that looked to you for spiritual guidance. Without your efforts, our Region would not be what it is today!

Blessings!

Stephen Coles, Speaker

### Executive Minister

It's been quite the year for me and for our Regional Council. While I was able to take my sabbatical to walk a few Caminos in June and July, I was also holding many of our ministries in prayer as I walked. It was a powerful way to stay connected to each of you as I held images and thoughts of the challenges and gifts that each ministry brings to the United Church and to the wider community. It may sound odd, but despite my physical distance, I became more tightly bound to you in the process. The Holy Spirit works across time and space in wonderful ways. I am so grateful to Rev. Darren Liepold and Rev. Dan Hayward for having offered their leadership during that time.

We spent this year living into our strategic plan, learning where there is movement in the spirit and where there is energy in contributing to the Regional Council's life – and the life of its communities of faith. Part of this work is to adapt and adjust as needed going forward. As the United Church's General Council begins to track where we want to be in the next ten years, our plans will also need to be refined and adjusted as we go forward.

The numbers we see when we project out to 2035 may be discouraging for some, but ultimately, I find it helpful to be equipped with data and information that helps us make decisions in the short term and into the future. Data is a key way that we watch for the Spirit's work and where we are being guided. We may not always know where it comes from and where it is going, but we can watch for the signs... how the leaves on the trees are moving, looking at the waves or ripples on the lake, feeling the breeze on our cheeks. The regional council has decided to take on the task of discerning the Spirit over the next few years and to set up a conversation with the whole of the church as well as to structure our decisions in light of the things we want to let go and to engage in concrete actions around the places where we need to intervene.

We need to be creative about how we will meet the spiritual needs of those who are spiritually-hungry but have not found a place to be fed. We must find ways to meet those needs in ways that are creative and not just limited to Sunday mornings at 10:30am. We need to think beyond our communities of faith and see Christ's ministry throughout the region by letting go of the idea that we need to provide the same ministry offerings as the neighbouring United Church. We should be considering how we specialize in a

type of ministry and encourage those who are looking for that to find it wherever and whenever it may be offered. One of the key ways this needs to happen is to help transform our church's culture and approach, which is not an easy task and will require all of us to engage in it.

It has been interesting to see two new communities of faith emerging in our region, one Swahili-speaking in Oshawa and a Francophone community exploring the possibilities of establishing itself in Kingston. Signs of hope in an otherwise challenging context.

I had the chance to visit and work with a number of communities of faith in our region over the last year and have made a conscious commitment to be more deeply connected with you despite the challenges of distance from where I live. It usually means trying to combine invitations to reduce the overall impact on our budget. I love seeing the rich diversity and talents in our communities of faith. It is what nourishes my hope in the future.

A year ago, we celebrated the filling of the Pastoral Relations Minister. Rev. Debbie Roi stepped forward and began working in the summer of 2024. Unfortunately, Debbie's health forced her to be on leave. Rev. Darren Liepold picked up both roles again and we awaited with hope that she might return. While we continue to hope that her health will allow her to return to her position, we are pleased to have recruited Rev. Susan Garrod-Schuster to serve in the role on an acting basis.

I am very proud of the team that works for this Regional Council and for the passion and dedication they demonstrate day-in and day-out. Their efforts, combined with those of the volunteer leadership that we rely on so heavily, make it all happen. Thank you for remembering that the Regional Council is not a foreign entity. It is us. All of us.

Blessings to you and to the ministry in which you all serve.

Respectfully submitted, Rev. Eric Hebert-Daly, Executive Minister

## Strategic Plan – Interim Report (May 2025)

### 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.

With the data coming in from Towards 2035, there are a number of changes that will affect the future of our strategic plan. A revised plan will come before the Regional Council at the Fall 2025 meeting in Alderville.

### **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, Kingston, North of Belleville, Trent River, Northumberland, County. More requests are coming in.

Analysis: B, there is large uptake from those who have been invited. While we have not yet attained the 50% of congregations touched by these events, over 60 congregations have participated at this time (close to 35%) and events are continuing to be planned going forward.

Recommendation Going Forward: Keep doing what we've been doing. There will be a gathering of all governance leads in June to discuss Towards 2035 as well.

### **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. A discussion was held in the early part of 2025 at the Faith, Nurture and Justice Team. There are no volunteers at this time from the team, which makes this project a little more difficult to carry out.

Analysis: B-, we were off to a good start in 2024, but are struggling with volunteering to make this happen.

Recommendation Going Forward: Follow the media strategy from the General Council office. Also to link to special Sundays and resources that are available on The United Church of Canada website. Will ask for volunteers from the regional council in May/June for a more detailed calendar to start in October 2025.

#### **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 15<sup>th</sup>, 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, 6 project completed, 15 Final energy data submitted = 34 – Stories have been shared in the weekly newsletter. 19% of our communities of faith have been engaged, which exceeds our goal of 10%.

Analysis: B+, still a strategy to develop here, but we are doing better than anticipated for participation overall.

Recommendation Going Forward: The Faithful Footprints program is currently oversubscribed, so our ability to continue to recruit will be delayed until the program is accepting proposals again. Continue to share a minimum of one story per month in the weekly newsletter. Continue to track progress in Faithful Footprints and start to track regional council participation in "Together for the Love of Creation Earth Week".

### **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: B-, 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.). We are setting a baseline for measurement in future years and now have a 3 year meeting plan that helps to ensure fair distance travel for participants. A report will be provided in the Spring Meeting Report Book on an annual basis to show if we've been lowering our footprint year over year.

Recommendation Going Forward: Establish the baseline year. Reminding people to fill out the form and evaluate at the end of the year. Helping people make connections for carpooling. Reporting annually.

### **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: Put out a final call for volunteers in May/June to determine if there is interest for this within the regional council.

### **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: B-, 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). Some events are being held for ministry connection (ministry retreat in May 2025 is an example).

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 early to mid-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, so this project is likely delayed a little going forward.

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: C - while still in our sights, this project is delayed by some of the other pieces of work that need to be done before we can achieve this.

Recommendation Going Forward: Moving forward, even if delayed.

## **ECORC Financial Update 2025 May**

### **2024 Financial Report**

The financial report for 2024 is being developed by the auditors and not yet available. Currently the accounts show a surplus for 2024 of \$12,828 but that is subject to change. We were fortunate we did not



need to hire a large number of consultants for legal advice, review of communities of faith etc. Team leaders were restrained in the use of funds while ensuring necessary work was accomplished.

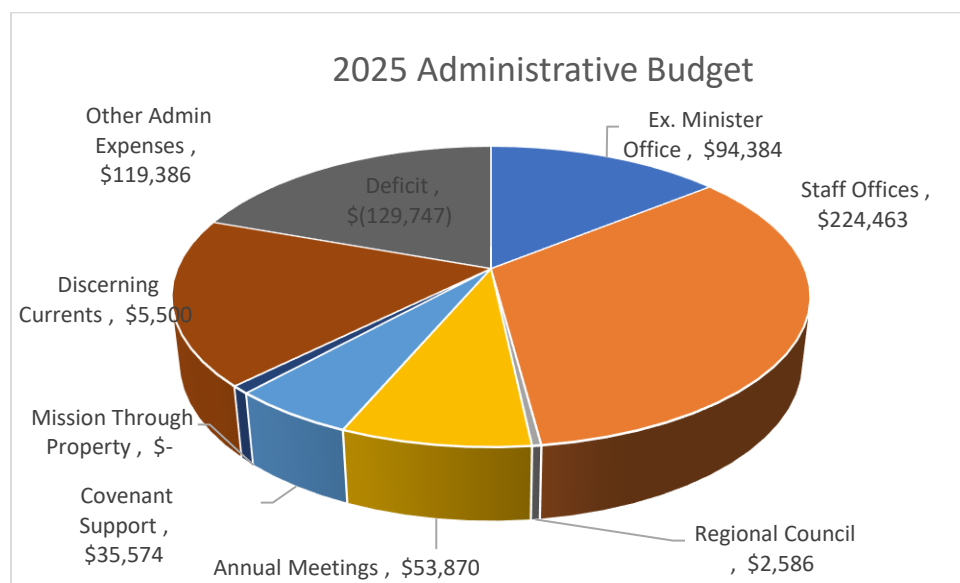
### 2025 First Quarter Financial Report

At the end of the first quarter there was \$926,531 in the bank account and investments were worth \$2,154,601. There are two funding areas within ECORC, Administrative with funds coming from the General Council Office and Mission with funds coming from Mission and Service donations.

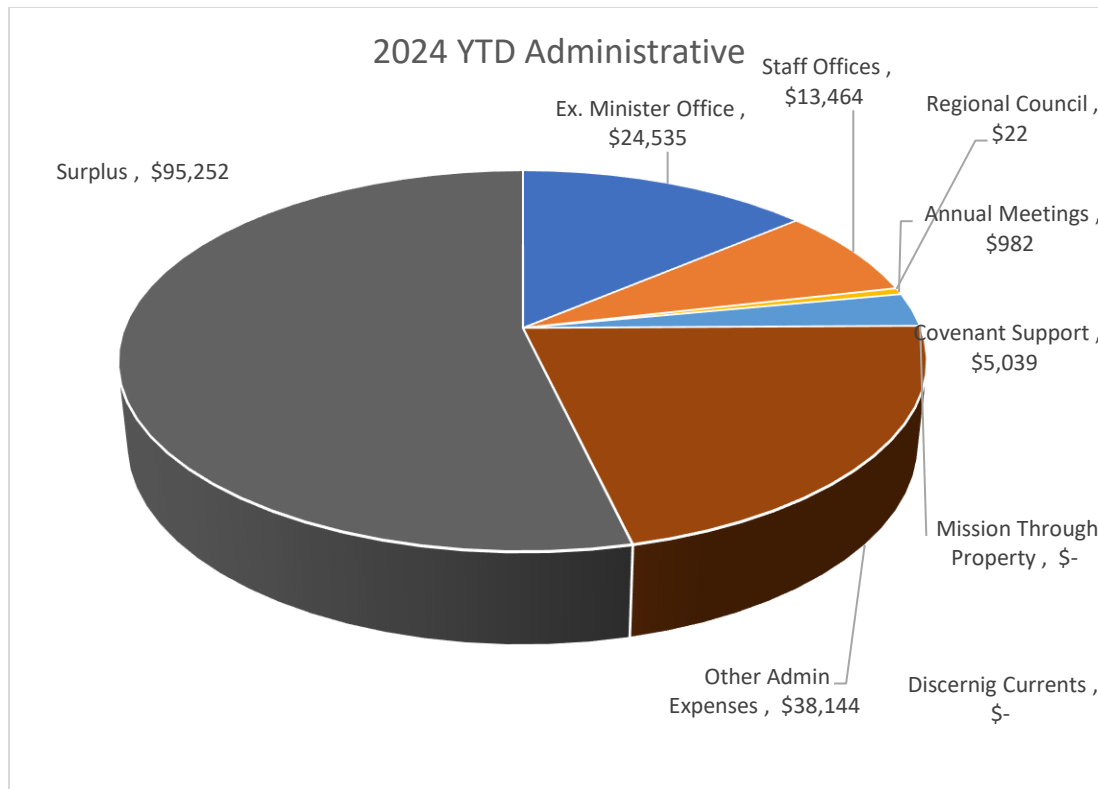
#### Administrative

The Administrative income is primarily a transfer from the General Council Office from the yearly assessments of communities of faith. The transfer for 2025 will be \$411,633. The Regional Council must work within the allocations or transfer funds from reserves.

The 2025 administrative budget has a deficit of \$129,747 as significant amounts have been budgeted for consultants and legal fees, should they be necessary for reviews, conflict resolution, etc. While it is hoped they will not be required they are included as a contingency item. Any deficit will be covered by the reserve funds.



The Administrative first quarter actual spending is below budget resulting in a surplus for the first three months of \$95,252 as only minimal funds were required for consultants. Also, activities such as the semi-annual meeting have not occurred. It is expected the surplus will be diminished in the second quarter.



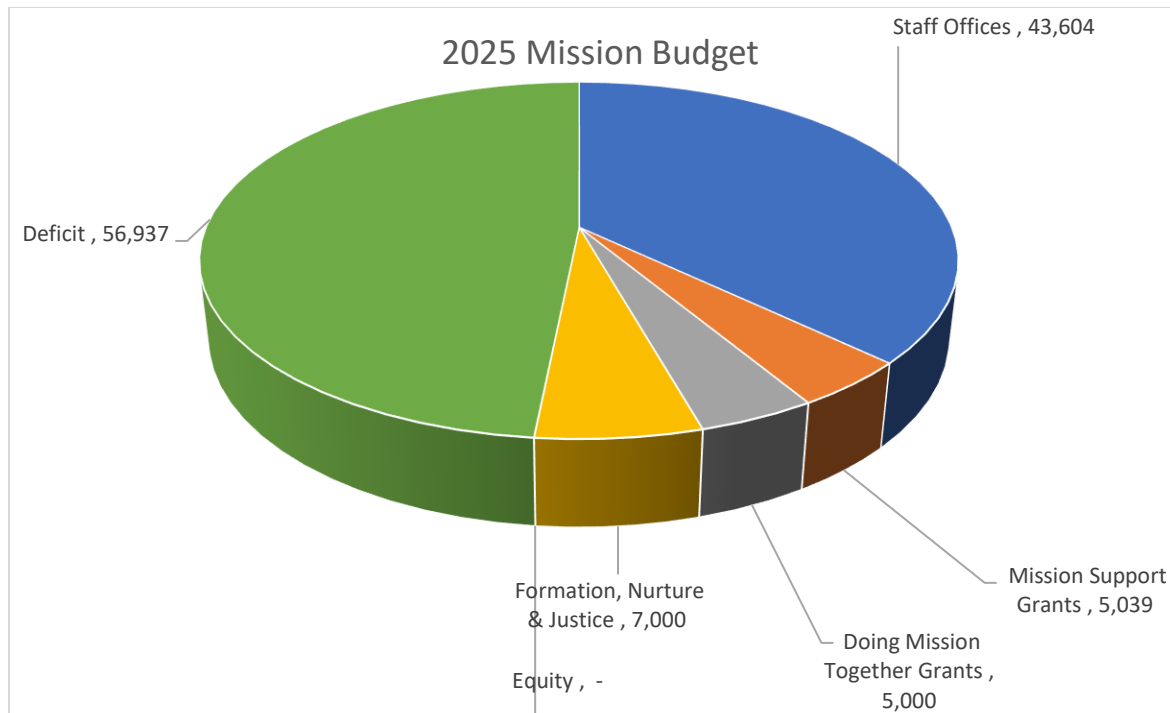
#### Administrative Finances

	Annual Administrative Budget	YTD Administrative Budget	YTD Administrative Actual
Ex. Minister Office	\$ 94,384	\$ 24,096	\$ 24,535
Staff Offices	\$ 224,463	\$ 56,116	\$ 13,464
Regional Council	\$ 2,586	\$ 646	\$ 22
Annual Meetings	\$ 53,870	\$ 13,467	\$ 982
Covenant Support	\$ 35,574	\$ 9,288	\$ 5,039
Mission Through Property	\$ 1,045	\$ 261	\$ -
Discerning Currents	\$ 5,500	\$ 1,375	\$ -
Other Admin Expenses	\$ 119,386	\$ 29,847	\$ 82,185
Deficit	-\$ 124,124	-\$ 32,187	\$ 95,252

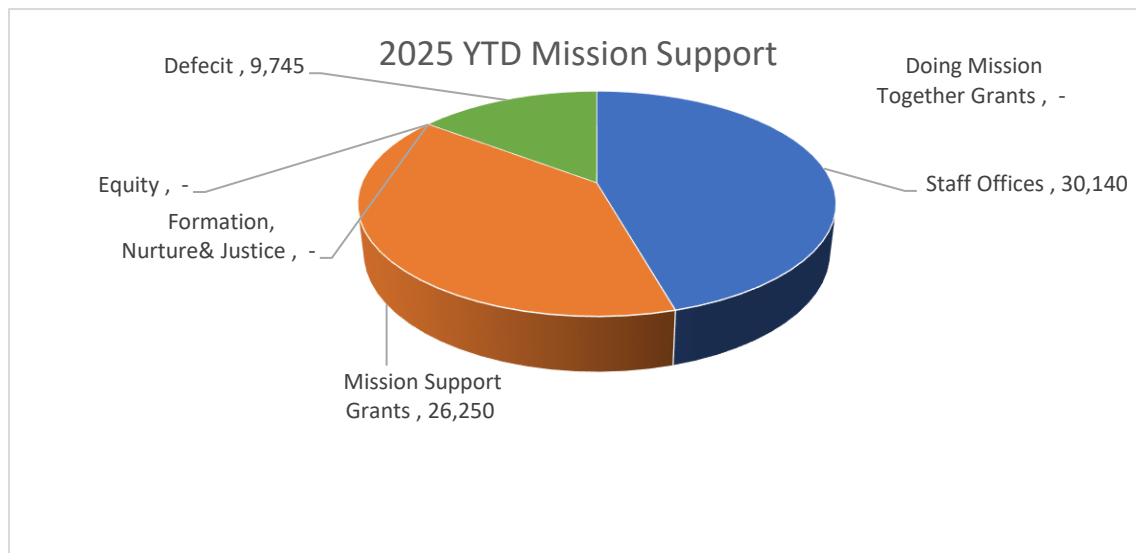
#### Mission

The Mission income is primarily a transfer from the Mission and Service fund which is funded by donations to the fund. The budget for 2025 is \$180,00. The Regional Council must work within the allocations or transfer funds from reserves.

The 2025 Mission budget has a deficit of \$85,928 as there are mission areas requiring support beyond the amount budgeted to be transferred. The deficit will be covered by the reserve funds. would be covered by the reserve funds.



The mission first quarter spending is below budget as some items and activities have not been started but still a deficit. It is expected the other activities will commence in the second and third quarters.



#### Mission Finances

	Annual Budget	Mission	YTD Mission Budget	YTD Actual	Mission
Staff Offices	\$	127,578	\$	31,894	\$ 30,140
Mission Support Grants	\$	90,000	\$	26,250	\$ 26,250
Doing Mission Together Grants	\$	20,000	\$	5,000	\$ -

Formation, Nurture & Justice	\$	28,000	\$	7,000	\$	-
Equity	\$	350	\$	-	\$	-
Deficit	-\$	85,928	-\$	25,144	-\$	9,745

The Regional Council is currently well positioned to meet the needs of the members for this year. As costs and activities increase in the future while transfers are expected to hold steady it may be necessary to utilize more of the reserve funds in the future.

Respectfully submitted, Brian James, Treasurer

## Office of Vocation Report to East Central Ontario Regional Council

Greetings from your Vocational Minister,

I am delighted to provide an update on the work of the Office of Vocation in East Central Ontario throughout 2024.

Our Office of Vocation is committed to fostering effective, faithful, and accountable ministry formation and leadership. This work is faithfully supported by dedicated volunteers on the East Central Ontario Candidacy Board, the Admissions Board, the Board of Vocation, and the Response and Remedial Committees. Their efforts are a blessing to our clergy, lay leaders, and communities of faith.

As Vocational Minister, I serve as the staff resource for the East Central Ontario Candidacy Board. This board guides, oversees, and assesses those discerning and preparing for ministry. I then support candidates primarily through one-on-one conversations. Additionally, I host monthly Zoom gatherings for candidates to connect with one another and offer mutual support.

In 2024, the East Central Ontario Candidacy Board met 15 times to conduct administrative work and interview applicants and candidates. The board conducted 45 interviews, including Promise, Suitability, Supervised Ministry Education (SME), Ready for Appointment, Ready for Ordination, Ready for Recognition, Mid-SME, Check-ins, and Final interviews. The board supported 35 Candidacy Pathway profiles overall. We give thanks to God for the many people answering the call to ministry in The United Church of Canada.

Regarding Supervised Ministry Education, a key component of the Candidacy Pathway for those in the Ordained or Designated Lay Ministry Streams, I work closely with the Pastoral Relations Minister in each region. Candidates are encouraged to find their own Supervised Ministry Appointment through Church Hub. Once Pastoral Relations approves the appointment, I provide training to the Community of Faith Connection and recommend the appointment of an Educational Supervisor to the Candidacy Board. In addition to overseeing Supervised Ministry Education, I handle all requests by ministry personnel in East Central Ontario, including candidates and retired clergy, to be made available for new ministry opportunities through Church Hub. If approval is not possible, I communicate what is needed in the minister's profile, such as the submission of the Annual Declaration or completion of a Boundaries Refresher course.

To further support our commitment to creating safer and more respectful environments, the former Workplace Discrimination, Harassment, and Violence Response Policy and the Sexual Misconduct Response Policy and Procedures have been combined into a new policy document called the “Creating Safe and Respectful Environments Policy.” This revised policy is available on The United Church of Canada website.

I remain available to any ministry personnel who have questions about the policy, or about a difficult situation they are navigating in their ministry, or become involved in a complaint process. I may not always have the answer immediately, but will help to find the answer as quickly as possible and will help to identify resources and supports for ministry personnel where possible.

I give thanks to God for this work which supports effective, faithful, and accountable ministry formation and leadership, in alignment with our denomination’s vision.

With blessings and gratitude, Rev. Caroline Penhale Lukacs, Vocational Minister, East Central Ontario

## Growth Report

In 2024 the General Council Office’s Growth Team supported communities of faith in ECORC to renew existing communities of faith, to create new communities of faith and ministries, and in strengthening its invitation to the United Church of Canada and the liberating Good News of Jesus. This work was done in alignment with the United Church of Canada’s Strategic Plan (2022), and the ECORC Strategic Plan (2023).

The Growth Animator engaged with 28 pastoral charges in 2024, including presenting a workshop at Trinity United Church, Bobcaygen on the topic of sharing our spiritual treasures for their 164<sup>th</sup> anniversary. The General Council Office’s Geographical Information Strategist, Sharon Buttrey, generated 14 Neighbourhood Profiles for ECO communities of faith. The Growth Team contributed to 2 region-wide educational events on the topics of strengthening welcome and hospitality, evangelism, and use of the Neighbourhood Profile tool.

During 2024 there were 7 national Rural Town Halls hosted, connecting rural communities of faith across the church for mutual support and support of rural issues. As of January 2024, 70% of communities of faith across the United Church of Canada are identified as rural (within communities of 10,000 people or less). To-date 81 individuals have registered on ChurchX as part of the group. Participation from ECORC congregations was minimal (2 communities identified by August survey) suggesting this network needs greater promotion in the region. In 2025 Rural Town halls will continue monthly. To learn more contact Rev. Bronwyn Corlett ([bcorlett@united-church.ca](mailto:bcorlett@united-church.ca)).

The Growth Team also supports migrant and diaspora communities. In 2024, 6 new church plant locations were started nationally, with 1 emerging community of faith lead, Ekembe Ranazani (Swahili-speaking community, Oshawa), working in the region supported by Rev. Emo Yango, Growth Coordinator Diaspora and Intercultural ([migrantcof@united-church.ca](mailto:migrantcof@united-church.ca)). As of Feb 2025, a total of 18 Church Plant Leads are working in 25 different locations across Canada. Some of the key needs identified by these communities have been tangible support (i.e., clothing, job employment, adequate housing) as well as mental and emotional support groups. Key appreciations have been for Regional Council and General Council support;

support from local United churches, including use of building space for worship services and other in-person gatherings; and the Church Plant Leads network for support and relationship building.

To learn more about the emerging communities of faith, visit the United Church of Canada's YouTube channel.

Link: [Migrant Communities of Faith - Group 1](#)

Link: [Migrant Communities of Faith - Group 2](#)

Link: [Migrant Communities of Faith - Group 3](#)

Respectfully submitted by Rev. Tori Mullin, Growth Animator

## Nominations Leadership Team

### Nominations Team

Rev. John Young, Stephen Coles, Rev. Svinda Heinrichs, Rev. Wanda Stride, Rev. Ned Wells (Assembly of Elders rep), Karen Wilson (staff)

Greetings from the Nominations Team.

As everyone in the Region is aware, the majority of the work of the East Central Ontario Regional Council's ministry is accomplished through the dedication and passion of many volunteers. It is the work of this Team to encourage participation in the ministry of the Region, to seek out those who would like to volunteer, and then to discern how best to deploy the gifts offered.

The rhythm of our work of Nominations expands when we also need to nominate commissioners to General Council. Furthermore, GC changed its timeline for the upcoming GC45 gathering. Normally, there would be two calls for commissioners – one in the Fall before the meeting and the second in the Spring before. However, with the changes, our nominees' names were to be submitted by November 1. We asked for and received an extension until mid-November, after our Fall meeting so that the slate of names could be voted on by the court. This was the timeline for this year:

Nominations for General Council 45 commissioners opened May 2, 2024 and closed September 20. Nominees were introduced to the Regional Council via a "meet-and-greet" over zoom on September 25, and Nominations Team met to discern on October 3. Since we were short of the nominees for positions available, and with the extension, we were able to open nominations again with a closing on November 11. Nominations met again on November 14. ECORC met on November 16.

Since then, there have been some changes:

- One nominee moved to Category H (this category is part of the UCC's efforts to ensure that the people at the GC include equity, diversity, and multiple perspectives);
- One nominee already has a spot automatically allocated by virtue of the role they are serving as Speaker of the Council of Elders;
- One nominee had to withdraw due to illness.

As a result, nominations for GC45 commissioners was reopened on May 7, 2025 and closes May 16. Nominations meets on May 20 to discern.

The current slate of GC45 commissioners is:

1. Rev. Brian Nicholson
2. Rev. David Moore
3. Rev. Elizabeth Cunningham
4. Kathleen Whyte
5. Rev. Kaitlyn Ostrander
6. Marilyn Rodger
7. Mark Sturman
8. Paul Cook
9. Rev. Ryan McNally
10. Neva Moelker
11. Rev. Caroline Giesbrecht
12. Rev. Wanda Stride

For the Regional Council Nominations we began the process in early February when we met to evaluate how many new members each Team needs. Then we check-in with the chairs of each of the Teams to ensure we have the correct information and, importantly, to find out from them the particular gifts they are looking for in new members in order to round out the skill-set required to live into their Team's mission most fully.

Nominations were open this year from March 7 to May 1 and, in that time, we received 10 expressions of interest to fill 14 positions. Once the forms were collated, the Team met by Zoom on May 8 to do our work of discernment.

In our discernment process, we consider several factors for each candidate and Team, with the aim of achieving a balance with who is already on the team, what gifts people bring to the role and recognizing a diversity of life experience and geographic location. An important next step is to pray.

**Some comments from this year's process:**

- 1) All members of the team expressed concern over the low numbers of applications.
- 2) Following the recommendation this Team put forward last year, we continued to implement the policy of seeking for the Council of Elders the newly separated roles of Speaker and Speaker-Elect, which will lead to the filling of Past-Speaker when this Speaker's term is completed.
- 3) One of our team members reminded us that it takes approximately 10 years to live into a new structural model and that since we are in year 6, it stands to reason that we are still making adjustments. This is particularly relevant for the Council of Elders this year as we adjust to the new roles, and we will make changes to how we seek nominations for Speaker-Elect next year.

**A wondering:** How do we as a Region encourage more people to participate in the ministry of the Region?

**Motion:** After prayerful discernment, the Nomination Team recommend that the East Central Regional Council appoint the following people for a term from 2025-2028:

Moved by \_\_\_\_\_; Seconded by \_\_\_\_\_

**Council of Elders**

Rev. Michelle Brotherton,  
Patti James  
Ted Meyers

**Ministry through Property**

Rev. Svinda Heinrichs as chair  
Paul Binkley  
Arthur Smith

**Formation Nurture and Justice**

Rev. Paul Reed

**Covenant Support**

Rev. Don Misener  
Sharon Goulding

**Nominations**

Rev. Ned Wells as chair  
Rev. Kaitlyn Ostrander

The Nominations Team thank all those who have offered their gifts for the ministry of the East Central Regional Council.

May we continue to live into all that God calls this Region to, knowing that God gives us what we need as we need it.

Respectfully submitted by  
Svinda Heinrichs, chair

**Covenant Support Leadership Team**

**Overseeing:** Retirees Forum, Licensed Lay Worship Forum, Liaisons Forum

Hello everyone and God Bless. I am Bill Sheaves and I am the chair of the Covenant Support Team. Rev. Darren Liepold is our staff associate.

We have primary oversight of the pastoral relations processes as well as assisting in various time of conflict and difficulty in pastoral charges. We meet monthly except for the summer.

One of our main responsibilities is the consideration of every call and appointment in the Region. We review and recommend approval to the Assembly of Elders, who take our recommendations as further evidence of a suitable call for a particular Pastoral charge. In addition, we oversee the work of three forums: Licensed Lay Worship Leader forum (LLWL's), Retirees Forum and the Liaison Forum.



We interact with the LLWL's on both a formal level and informal level. We vote and recommend for appointment the candidates to be licensed. We also bring them together for mutual support and education events.

The Retirees Forum is primarily a body of collegiality and support for retired ministers who hold a vast knowledge and experience over decades together over the past year. It is the body that takes on the region's responsibility to care for and support a retired minister and retirees from other United Church work.

The Retirees Forum is the **leadership team for the Retirees Network** (composed of all the retired United Church ministry personnel in the East Central Ontario Regional Council). We are part of the ECORC Covenant Support Team. There are about 160 retirees. Our purpose is to provide opportunities for retired ministers to connect with each other for purposes of mutual support, discussion about theology, church issues, or any other topic of interest.

Our ministry retirees have a wealth of experience and knowledge (maybe even wisdom!) to share, so if anyone has ideas of how we might be helpful to the church and its communities, **please let us know**. We can be contacted directly or through Karen Wilson and the ECORC website.

The Liaison Forum, chaired by Steve Coles, provides support and education to the Liaison persons who provide front line support to the pastoral charge during ministry change. The process outlined in Churchhub.ca is the basis for this ongoing work.

Although we continue to meet on ZOOM we are now able to meet in person with Communities of Faith that are having conflict. We hope that the CST can continue to have a deeper interaction, encompassing our Region's commitment to being, affirming and anti-racist Church.

All Calls and appointments are now recorded on Churchhub. The Pastoral charge approves a call or appointment (usually at a congregational meeting). This decision is then written up on the appropriate form for calls or appointments on Churchhub.

Once accepted this form is transmitted to the Minister, who has been selected on the form and based on their request through Churchhub, to be made available for search. The Minister then must agree and approve their Call.

When the two approvals have been received, this Call or request is then placed for evaluation before the CST and finally the Assembly of Elders where it is approved. The final approval is up to the Region.

Churchhub will publish via email the approved form of all those who have agreed to the Form. Once this confirmation is received, covenanting services can be planned with the Liaison who has worked with the pastoral charge.

#### Licensed Lay Worship Leaders (LLWLs)

The LLWL'S started 2024 with 29 approved LLWLs, but 4 retired by December-2024 after many years of service. In 2025, all current ECORC approved LLWLs are required to renew their 3-year licenses. So far in 2025 --- one LLWL has accepted a position as a CDM, another is now a candidate for ministry, and one is retiring. Four other LLWLs have decided not to renew.

Presently, there are 22 approved LLWLs in the ECORC. 20 of those LLWLs are available for pulpit supply in churches other than their own community of faith. We also have 7 students in various stages of the 4-module online United in Learning LLWL course of study. One of those 7 has now completed their program and will become a new approved LLWL by June. Two of the present approved LLWLs have been so for over 30 years, a few others for at least 20 years.

Rev. Cathy Gradante is stepping down as Chair of LLWL Forum after almost 4 years of terrific service in this position. She and Rev. Cheryl McMurray (who stepped down last year) has been instrumental in revitalizing the current LLWL team. Rev. Brad Ford has agreed to be the new LLWL Forum chair, starting in June. We are still looking for a 2nd minister to join the LLWL Forum.

Presently, the ECORC LLWL Forum meets every month or two via Zoom. We had 5 online meetings in 2024. Also, the LLWL Network meets online 3-4 times a year --- including an in-person spring and fall PD Learning session. In 2024, they were held in Cobourg and Bridgenorth.

This is my last report as Team chair as I have termed out and can no longer be a member. I have been on this team since its inception. I want to thank all members, past and present, for their support and contributions in which we could not have done all the work that we have done. I also want to thank Rev. Darren whose guidance and support made it all possible.

Respectfully submitted, Bill Sheaves, Chair, Covenant Support Leadership Team

### Formation, Nurture and Justice Leadership Team

#### **Affirming Forum:**

We would like to recognize Judy Amsbury and Sharon Woodrow who have greatly contributed over the years. They have both moved on to offer support to other projects.

Our goal is to provide a safe space for all and encourage folks to not be complacent. We recognize our social climate is changing and in fact is becoming dangerous to many in the 2SLGBTQIA+ and Trans communities.

We continually share links to resources from Affirm United and Affirming Connections that could be helpful to groups planning discussions, events, etc. Some were able to join in the Sept 18th webinar - Keeping Our Affirming Ministries Fresh This Fall. We encourage participation in the online Affirming Ministries monthly coffee hour for Affirming Ministries from across the country, along with those still working towards becoming Affirming for a chance to connect and ask questions. AU/SE staff and volunteers will help facilitate information sharing, brainstorming, and community building. Use this link to register for May 10 or June 7 at 12 noon EST

<https://us06web.zoom.us/meeting/register/fzCpkp71SUaPRwJ6sEqTGw#/registration>

Once again this year groups organized to be a peaceful, hopeful gathering to counter the September 20 right wing protests. It is so important to show up and offer different Christian views.

For national Affirming PIE day on March 14th, there was a renewed focus this year. What is PIE all about? PIE stands for: Public, Intentional and Explicit; three ways to test how genuine our welcome of gender and sexual diversity is. This year's theme, "Sing Out Proud," represents our sharing of values and joy in celebrating difference and diversity throughout our beloved 2SLGBTQIA+ communities. It was great to hear about and see pictures of celebrations.

As our social climate continues to change, the Affirming Forum is committed to providing safe space for discussion, and physical support at community events. We are committed to growing the network of folks who are passionate about Public, Intentional and Explicit advocacy for all to be treated equally with respect and dignity.

The forum is looking for new members- all are welcome to join. Please reach out if you are interested or if you have ideas to share.

Co-Chairs, Kimberly Collins and Joyce Payne

**Anti-Racism Interfaith Intercultural Forum- Ecorc's Justice Feature Activity Stream #5 In Strategic Plan: 2024-2025**

1. Spring 2024 - Presentation on The Parliament of World Religions, by Rev. Sue Genge.
2. Fall 2024 - Interfaith Dialogue guidelines published in ECORC newsletter.

October 2024 - meeting with Executive Secretary, re Region's Strategic Plan, and our role.

November 16, 2024 - Forum survey questions shared at in person Regional meeting.

3. Black History Month - Racism in Church and Society - guest speaker invited to speak on topic was the Rev. Dr. Anthony Bailey. This webinar was very educational and sixty-nine registrants benefited from many years of knowledge and research.
4. Scripture passages used by Dr. Bailey, were shared through the Region's newsletter. In addition, a list of Black Nobel Prize Winners, researched by the Forum's Chair, was published in ECORC's newsletter.

**Are you aware that the regional council has an Anti-Racism policy? Have you shared this with your community of faith. Would your community of faith also adopt an Anti-Racism policy? Please use the link to see the policy. <https://ecorcuccan.ca/wp-content/uploads/2022/06/Policy-Regarding-Anti.pdf>**

5. This is ongoing work and one of the steps was to embed the requirement for UCC anti-racism training for Lay Leaders, into the Nominations process. We worked with the Nominations Team and two questions will be part of the nominations application process going forward starting this round of nominations:
  - a. Have you participated in The UCC Anti-racism training, and
  - b. Are you willing to participate within the next eight months?
6. The Golden Rule event in Belleville, September 29th, was very well attended. Facilitator Kathy Murtha offered an excellent learning experience. It was decided by the Forum that this educational presentation should be offered again at a different location in the Region. Therefore,

we are looking forward to a day together at Northminster United Church in Peterborough, on May 7th, with Kathy Murtha. Some members of the local Abraham Festival will attend as well.

7. An additional on-going item to promote Anti-Racism is the portrait project. The vision is to bring an inclusive recognition of Intercultural and Indigenous leaders who have made significant contributions to the wider Church, as well as working through their own communities of faith. Examples might be The Right Rev. Stan Mackay, Sang Chang-Lee, Rev. Wilbur Howard, and of course, our current Moderator, Carmen Landsdowne. We invite you to join the growing number of congregations implementing this idea.

Please reach out if you would like more information or help to take this to your community of faith.

Respectfully submitted, Aruna Alexander, Chair, ARII FORUM, ECORC.

### **First Third Ministry Forum: (Children, Youth And Young Adults)**

There are many events and opportunities that we have been able to participate in since the last meeting.

Rendezvous- Audacious Hope- is a national gathering every three years that was joint this time with the Presbyterian and United Churches. We were at Brock University for a few days together with around 450 youth, young adults and leaders from across the county.

We are thankful that a few from our regional council were able to participate in both the Gibimishkaadimin canoe journey of reconciliation and the climate motivator summer programs in 2024. Hopefully you have been watching the newsletter and have shared the many opportunities for this summer.

Gathering together at Pow wow's, Big Drum events and an afternoon at a flourishing workshop with the Moderator.

The East Central Ontario Regional Council of Elders recognized the following people as youth forum participants from East Central Ontario Regional Council: Sofia Entzin-Telford, Brianna Lane, Catrina Lane, Evan McNally, and Petra Smith-Merkley. The Youth Forum is gathering in person August 5 to 12 in Calgary with a Theme of Vision and Dreams. There was a goal of 100 youth/young adults under 30 and an intention of having both leadership and participants to be more diverse in representation to help work towards being an anti-racist church.

First Third Ministry Leadership Zoom Roundtables: This monthly online gathering is to build a support community, share resources and have a brief time of worship. It is organized by a few regional council staff members but open to anyone who would like to join. We are taking a break for the summer but look to the newsletter for the next date/time. The same topic is offered in both an evening and a daytime session.

It has been great to hear of some communities of faith coming together to host gatherings. Please remember to let us know that you have going on- share ideas will help to encourage others to give it a try.

This forum is looking for people of all ages to join and share ideas- please reach out if you would be interested.

Sharon Hull – [shull@united-church.ca](mailto:shull@united-church.ca)

### **Indigenous Justice And Respectful Relations Forum**

The Indigenous Justice and Respectful Relations Forum has been working hard to continue walking a pathway of truth and reconciliation.

One of our main goals for this year was to create more opportunities for learning and education. We have had two virtual learning sessions, one on the All My Relations Land Trust in Kingston and the other on the upcoming Witness Blanket at Cannington United Church. We continue to share in person opportunities for learning with upcoming Big Drum and Pow Wow events. Please continue to monitor the weekly Regional Newsletter to know about all these exciting opportunities.

We also have been working hard at ensuring that our traveling libraries are accessible and contain a wide range of content and resources. If you are interested in having a library at your church please be in touch with one of the team members.

Rev. Kaitlyn Ostrander, Chair

### **Ministry Through Property & Finance Leadership Team**

This past year the Mission Through Property Team and ECORC have been very busy with discussions about the future of church properties of many COF's as they struggle to find options for their continuing ministries. Rising operational expenses and declining memberships have forced many to consider their futures. In support of these COF's ECORC has been working with them to consider alternatives to help with escalating expenses. Many of our church buildings require age related capital expenses. New demands by the insurance industry have created expenses for capital improvements and without these improvements insurance coverage may not be provided. Environmental improvements, handicap access and other gov't introduced requirements all contribute to these escalating expenses.

We work with COFs to consider expense reducing options like shared ministries, Group insurance coverages (Director and Officers) through HUB of the United Church of Canada are just a couple of examples. We are always tracking what grants might be available to assist with expenses.

We manage the M&S grant applications along with our own Doing Ministries Together grant applications. If you require more information about what else might be available, please contact us or refer to our website.

We also work with COF's in other areas of support of their needs. Some of these are: lease arrangement's for COF's; capital projects \$50k or greater; emergency repairs; cemetery issues as requested by GBO; operational expenses; insurance challenges. And this year we have many cases where ice storm damages and long power outages have created additional financial stresses.

We also provide oversight and planning for the operational expenses of ECORC. Please find the report by our Treasurer located in this document.

### UPRC/Kindred Works and ECOR Land Trusts

When COF's declare that Church properties become surplus to needs as a result of closures, mergers, disbandment's and amalgamations three options are considered.

- UPRC – United Property Resource Corporation is given the first option to hold these assets for the development for affordable housing projects and they assume the property management responsibilities. If UPRC has no interest then:
- ECOR has the option to hold these properties for future ministry needs in the region and they take over the property management responsibilities either by TUCC, for a short term while an analysis of what's best for the local community is reviewed or by Kindred Works for long term. In both of these options it is assumed that these properties can operate where rentals and third-party usage can generate enough income to offset the expenses. If this isn't possible then.
- The properties are listed for sale and proceeds are distributed as per the current ECOR policies.

Properties we are currently working on with our partners UPRC, Kindred Works and TUCC are:

Property	Status	Property Management
Dunbarton/Fairport UC	Long term – Development	Kindred Works
Simcoe St - Oshawa	Long Term - Development	Kindred Works
Trinity UC – Uxbridge	Long Term Development	Kindred Works
Cederdale UC - Oshawa	Long term Hold for Development	Kindred Works
St Stephen's UC – Oshawa	Long Term Hold for Development	Kindred Works
Northminster UC – Oshawa	Long Term – Hold for new faith group Ministry	Kindred Works
Bowmanville UC – Bowmanville	Long Term – Hold	Kindred Works
Lake Dalrymple UC	Short Term Analysis	TUCC
Beaverton UC – Beaverton	Short Term Analysis	TUCC
Little Britain Manse	Long Term Hold – Leased	TUCC
Little Britain UC	Short Term Analysis	TUCC
Miller Memorial Meeting House and Cemetery	Short Term Analysis	TUCC
Zephyr UC – Zephyr	Short Term Analysis	TUCC
Blackstock/Nestleton	Under review Closing Dec 2026	MTPFT
Sunderland/Vroomanton	Under Review	MTPFT
Scogog Island UC	Under review	MTPFT

If you have any interest in joining the Ministry Through Property & Finance Team so you too can get involved in building options for the future of our Church, please contact us so we can include you in the nominations process for the next year.

Yours respectfully, Ted Meyers, Chair ECORC Ministry Through Property & Finance Leadership Team

## Equity



The Equity Forum holds Zoom meetings every three months, on the third Thursday afternoon (except July/August/December). In 2024, meetings were held in January, March, June, September and November and we met in April of 2025.

**What we do:** Equity members continue to act as “Equity Support” or as observers during the Regional Information Sessions and the 2024 Spring and Fall meetings. Equity Forum has a representative on the Facilitation Team to help with planning the Regional Council meetings (in person and on Zoom). The Forum also supports the Council of Elders by informing them of any equity concerns noticed during our gatherings.

Following the Regional Council meetings, the Equity Forum compiles a list of learnings from participant feedback (check out our Equity scorecard in the Resources link below!) to share with the Council of Elders in order to strengthen our commitment to providing space that is physically accessible and spiritually inclusive and affirming for all participants.

**How to reach us:** There are many ways for people to reach out to the Equity Forum and we encourage you to do so

- via email at ([ecorcrequity11@gmail.com](mailto:ecorcrequity11@gmail.com)) or
- by in-person conversations (Equity Support folks wear pink shirts at the spring/fall meetings) or
- by private messages during Zoom Virtual info-sessions.

**Main initiative in 2024:** In 2024 the Equity Forum’s main project was to host an online Book Study on Amy Kenny’s book “My Body is not a Prayer Request.” This was a five-week study on Wednesday evenings from Oct 23- November 20, 2024. Rich conversation was held by the 26 people who participated in this small group discussion. We thank the people who joined in and special thanks to those who facilitated the conversation.

From that initiative, the Equity Forum learned that people would like more opportunities to learn about equity and to share resources with their local communities of faith as we participate in ministry in different contexts and settings.

**Main Initiative 2025:** The Equity Forum hosted an information session for people to participate in a one-hour online workshop on May 7, 2025, to learn more about how:

- to be an Equity Support person in our Regional Council,
- to use those gifts and skills in your local community of faith and
- to know where to find the resources that are available to support you in this calling.

It is a common practice that an Equity Support person be identified at the start of all meetings. Before the meeting concludes they offer observations regarding equity with those who have gathered. This workshop will help participants become more aware of and practise using affirming language, inclusive gestures and creating space where all can participate.

We have many resources that support us in this ministry. Check them out at:

- Our YouTube Channel: [Equity and Accessibility Videos ECORC](#)
- Equity Resources: [Equity and Accessibility Resources](#) (here you will find our policies and our role/what we do)

**How you might wish to participate:** If you wish to participate in the Equity Forum, please contact one of the members listed below or send an email to [ecorcequity11@gmail.com](mailto:ecorcequity11@gmail.com). All are welcome to join the forum that affirms that “We are all the same with our differences.”

#### **Current members of Equity:**

- Karen Wilson (Staff Support)
- Rev. Kevin Fitzpatrick
- Deb Fortin Brown
- Rev. Nancy Clarke
- Rev. Dr. Elizabeth Cunningham - who will be retiring from this Forum after many years of service.

Respectively submitted by Rev Nancy Wilson - Outgoing Chair who will be stepping away from this Forum, after several years of service.

## Additional Reporting

### Quin-Mo-Lac 2025

#### **75 years of camping with a purpose!**

Thank you for supporting youth ministry at Quin-Mo-Lac. Your support helps us to maintain the facilities and keep camper rates affordable for families. Our board works hard to provide a facility and a program where people ‘grow inside outside’.

Please join us to celebrate! **QML 75<sup>th</sup> Anniversary and Open House: Saturday June 14**

10:00 -1:00 -tour the site and try out some camp activities. Reunite with old friends. Bring your lunch and stay for the afternoon celebration (2:00-5:00). The afternoon will include activities, photo displays, speakers (3:00), a game of stones and cake! What’s your favourite camp memory? Do you have camp photos to share? Bring them to the open house and they can be scanned. A new history book is being compiled - stories and lore from 75 years at Quin-Mo-Lac. Details coming on how to get yours. For more



anniversary information contact [quinmolac.75anniversary@gmail.com](mailto:quinmolac.75anniversary@gmail.com) Updates: Instagram (Camp Quin-Mo-Lac) Facebook (Quin-Mo-Lac Alumni Committee)

### **QML 2024 highlights**

- 1120 campers and 813 families enjoyed each other, the facilities, the property, the leadership and have memories of a 2024 summer at QML. (coed campers, Juniors, Tadpoles, Family Camp (46) and Women's Rejuvenation (26)). School groups took part in the Outdoor Education program in May and June.
- Leadership by the numbers for 2024: 11 pre-camp staff, 15 staff counsellors, 2 AD's, 2 LIT Directors, 3 Waterfront, 5 CRATIO, 2 Resource Staff, 1 Music, 1 Craft, 3 cooks, 1 Kitchen Supervisor, 1 First Aider, 1 Maintenance Director, 1 Camp Administrator, 1 Interim Summer Director, 57 volunteer youth. There are 58-73 staff each week depending on the programming. We are fortunate to have such a dedicated staff, who give so much to the campers, and each other living on site working so very hard.
- Brian Campbell, property manager, was hired part time year round
- Program theme of "Building Bridges" was well timed and meaningful
- Two Successful Public Health Inspections and Ontario Camps Association accreditation visits took place and we continue to be an accredited camp
- Projects and purchases in 2024 included: renovation of the director's house, upgrade to Kanata septic system, renovation of Shorten-Williams, improved airflow /moisture removal in Camp bathrooms, repairs to Zufelt vestibule, new motor for the crash boat, new zero-turn lawn mower, and renovations to staff showers in Camp bathrooms.
- Nicole Cresswell was the Interim Summer Director supported by board members on site.

### **In 2025**

- Evelyne Goulet will lead the team for 4 months as Interim Summer Director
- Property focus will be on 5 main areas/projects: septic systems upgrades (Pretoria/Chaplain's and Zufelt), replacing the gazebo, metal roofs on 5 staff cabins, removing hazardous trees and developing a 5 year plan for major renovations and capital investments.

The theme for 2025 is **Look up, reach out**. We welcome staff and campers to **Look up** -and see the natural world around them; and to **Reach out** -call upon one another as children of God and build face-to-face relationships with their peers.

Yours in the camping spirit, L. McLeod, Quin-Mo-Lac Board Secretary

### **United Church Women (UCW)**

Gathering is the foundation of UCW strength. Altogether, each year our UCW members spend a total of about 8000 Volunteer hours at events/meetings of our Regional UCW and its five Area UCWs (formerly 'presbyterials'). Events include worship, music, a speaker or learning activity, some business, a fellowship meal, and often resource sharing (including Fair Trade and Grand River Books.) Registration fees cover costs; additional donations support community and church charities.

### **Regional UCW Events:**

Thanks to Nancy Sutherland, Mary Hobbs and Rev Warren Vollmer for our Fall Leadership Workshop in Frankford which provided resources for the church's 100<sup>th</sup> Anniversary. Later, a National UCW Centennial Service "Here I Am, Lord" was distributed for use in early March or at any time this year.

Our November Midweek event at St Mark's, Cannifton, celebrated ECORC's El Salvador trip: with Spanish hymns, a slideshow by UCW rep Lyn Miller, and a 'pilgrim panel' including Cindy Doyle, Ryan McNally, Aaron McNally and Bill Smith. Thanks to Wanda Stride for inspiring planning support. After the day, \$US 750 was sent to Iglesia Emmanuel Baptiste.

The April 10<sup>th</sup> Regional UCW Annual Meeting was hosted by Shining Waters UCW at Westdale in Peterborough, home of a new and growing UCW. Thanks to speaker Janet McCue from Curve Lake, Linda Unrau for on-line registration, secretary Freda Burns for the Annual report and treasurer Carolyn Vanhorne-Coffey for budget preparation. Representatives from the Catholic Women's League, Anglican Church Women and National UCW president Barbara Davison (by video) joined the day. A slideshow 'visit to Fort McKay Metis Nation' updated us on our five-year Healing Fund project. A special highlight was the presentation of an honorary UCW life membership to Pat Gilmore who has provided book displays at our events for decades.

2025 is the Regional UCW's ***10<sup>th</sup> year as an Affirming Ministry***, first as Bay of Quinte Conference UCW, then renewed as East Central Ontario Region UCW, a milestone celebrated at our AGM with a responsive reading of our Affirming Ministry Mission Goals, a rainbow cake, and singing of the 2025 PIE Day song, "You Can be the Voice of Justice."

***UCW membership statistics*** (Local, Area, Regional and National) are collected annually. Our region has over 1250 UCW members, fewer than last year, with some units closing and Four Winds Area closing for lack of volunteers for executive positions. Disbanding a local UCW is not just closing a church group; it is also closing affiliation with a broader network. Church UCWs discussing closing should contact their Area president for information and support with the process as they make their decision. UCW Guidelines provide a special service and outline of decision topics: alternate ways to function, financial procedures, and how to stay involved as UCWs, informal groups, or individuals.

#### ***The UCW Online:***

- East Central Ontario Region UCW facebook page  
<https://www.facebook.com/unitedchurchwomen>
- ECO RC webpage: East Central Ontario Region UCW under "About Us"/"Ministry Teams"
- *Keeping in Touch* - NUCW newsletter emailed 3 times annually  
(Always with an article/photo of one of our initiatives).
- **NEW** this year – A National UCW facebook page accepts photos or posts from any UCW.  
[https://www.facebook.com/people/National-United-Church-Women-NUCW/61570387183755/?\\_rd=1](https://www.facebook.com/people/National-United-Church-Women-NUCW/61570387183755/?_rd=1)

#### ***What We Gave in 2024:***

Student Minister Support Gifts <sup>1</sup>	\$7500.00	(shared by 3 students)
Cross Cultural Experience	\$2940.00	(El Salvador Pilgrimage)
Iglesia Baptiste Emmanuel	USD \$750.00	(January 2025)
Camp-Quin-Mo-Lac <sup>2</sup>	\$6515.00	(includes \$4200 Dining Hall)

Old Hay Bay Church	\$500.00
NUCW Healing Fund Project <sup>3</sup>	\$4435.25

1. An updated Student Minister Support Gifts brochure is available online or at registration at ECO RC's Spring Annual Meeting. No application is needed; the Office of Vocation provides names of Candidates in confidence. Students may use funds in any way that supports them during three years of studies.
2. Not including local UCW and individual member donations directly to the camp, campership fund, or for dining hall and director's house renovations.
3. Nationally, the UCW Healing Fund project (2023 – 2027) has raised over \$63,000 to date and has supported: the Regina Native Outreach Ministry's Welcome Baby Bags (2023) and Fort McKay Metis Nation's 10 Workshop series "Healing in the Kitchen" (2024). A third program is expected this spring.

As President of East Central Ontario Region UCW, I have been so fortunate to have opportunities to widen the friendship circle and broaden service to our church. On April 19, 2025, Nora Darling from Kawartha Highlands took office. May she, and all those who serve in East Central Ontario Region, proceed with joy.

Respectfully submitted by Cheryl Mound, President, East Central Ontario Region UCW

### Prayer Shawl Ministry

The Prayer Shawl ministry of East Central Ontario Regional Council provides shawls for new and retiring ministers, new staff and pastoral care. This year 9 shawls have been prepared for blessing and presentation at the East Central Ontario Regional Council Spring Meeting; others have been provided for pastoral care throughout the year.

Please contact Cheryl Mound at [cdmound@gmail.com](mailto:cdmound@gmail.com) if you know of someone who might need a shawl during the year and one can be arranged either from the ECORC prayer shawl ministry or through contact with a local prayer shawl ministry in your area of the region. Or, if your group creates prayer shawls that might be used for pastoral care in the broader church community, please let me know so that a contact list can be maintained.

Women from all areas of the region create the shawls. Some are specially made by someone from the recipient's home area, but often we make them with just the general purpose in mind, knitting or crocheting our prayers into the stitches. Often, knitters use a traditional pattern of 3 alternating knit/purl stitches to weave the Trinity into the shawl.

This year a number of prayer shawls were knit by a member of an ecumenical local knitting circle at Emmanuel United in Foxboro, including those knit as she sat in her husband's hospital room during his extended illness. She said it brought peace to her during this challenging time.

Those who create the shawls or others who are aware of this ministry are honoured to donate the yarn, our time and distribution costs that may arise. Each shawl takes 20 to 30 hours of work. We welcome donations of money toward the cost of the yarn which has risen to over \$500 each year.

Each Shawl is given with a blessing card from East Central Ontario Regional Council.

May the one who receives this shawl be wrapped in God's love,  
in good times and in challenging times,  
and may the recipient be granted strength, hope, joy and peace.

We feel blessed to be able to serve ECORC in celebration of milestone occasions and hope that those who receive the shawls will feel blessed by God's presence in their life journey.

Respectfully submitted by Cheryl Mound, coordinator, ECORC Prayer Shawl Ministry

## The Annual Report of Old Hay Bay Church 1792

### National Historic Site of Canada

2365 South Shore Road, Napanee, Ontario



#### The 2024 Annual Report of The Old Hay Bay Church

Our first meeting was on April 2<sup>nd</sup>, we accepted the resignation of Rev. Anne MacDermaid, who has remained committed to the church as an emeritus trustee. A new maintenance person was hired for grass cutting and weed eating. The contract was renewed for the insects spraying in and around the cottage and church. Spraying the church is part of the ongoing long-term maintenance recommended by the company who replaced the wooden siding in 2019. The bookings to date were reviewed.

The Church opened to the public on Saturday, May 18. Volunteer custodians kept the church open daily until after the Pilgrimage

service.

The Ruttan Family Reunion June 1<sup>st</sup>, was held inside the church with family from Canada and the United States, some together for the first time. Family ministers did a service and offered their blessing for the future.

A wedding was planned for June 16<sup>th</sup>. The wedding became a dress rehearsal as they were unable to obtain a marriage license. Thank you to Rev. Phillip Hobbs for his guidance.

In June, the Board signed a one-year agreement with the neighbours for water access on the property west of the cottage. They will be cutting the grass in that part of the property.

A July 8<sup>th</sup> meeting was held to finalize the Pilgrimage Service and exploration hour. The Board also accepted a quote to replace the siding, some windows, and extend the roof line on the cottage. Our new email is [info@oldhaybaychurch.ca](mailto:info@oldhaybaychurch.ca).

On July 16<sup>th</sup>, Rev. Eric Herbert-Daly gave his daily prayers to the church and its supporters, while walking in Spain.

On August 25<sup>th</sup>, at 3pm, our Annual Pilgrimage service was held inside with liturgist Rev Aaron Miechkota, and guest speaker Rev. Paul Reed. We were pleased to have professional singers Valerie Nunn and Gordon Burnett perform. They had visited the church in 2023 and wanted to donate their talents to an event. At 2pm we held our first Pilgrimage of exploration. Visitors had an opportunity to hear the narrative of loyalists through re-enactors, learn more about the church and the Methodist religion. This hour of learning is something we feel can be expanded upon.

The restoration of the cottage exterior was completed ahead of schedule by GM Roofing & Renovations. The use of a storage container on site meant the cottage was cleaned out quickly for the interior renovations. Many people donated time, talents and items to the new improved cottage, which now has a large window that looks out to the church. New living furniture has been donated and will arrive in the spring. New curtains, table lamp and telephone have also been donated. We are blessed by the far-reaching support the church has received. Many hands made light work as the storage container was emptied out.

The Lennox & Addington County Bike Tour on September 21 brought in over 300 cyclists, who rested at the church, listened to live music and received nourishment for the body and soul. This event does not bring in large sales or donations, but it is a great opportunity to promote the meeting house and work with the County.

A bus tour from UCW's in the Region visited the church on October 1<sup>st</sup>.

The devotion of the custodians and Board of Trustees has been fundamental in getting projects done and the church being open for the summer months, and dealing with the larger crowds.

On October 23<sup>rd</sup>, the Board met in the newly renovated cottage. We accepted the resignations of John Candlish and Terry Schuler. We thanked them for their time as custodians and Board members. We also approved custodian Carol Hulin as our newest Board member.

The last major repair is our septic and water system to the cottage. The Board approved the replacement of the septic system to a holding tank with alarm, and upgrades to the pump and new toilet. This work will take place in the spring of 2025.

With the last major item in place, it was voted to dissolve the Restoration Committee and handle all future repairs/restoration through the full Board. The Board may create a short-term committee if necessary for a project. It was also passed to refer to the remaining funds as capital funds. We will no longer be actively seeking funds for restoration purposes. All funds designated for that will go into the capital account and receipts will be issued.

The church continues to receive support from local media outlets for all its public events. We use Facebook and our website [www.OLDHAYBAYCHURCH.CA](http://www.OLDHAYBAYCHURCH.CA) for promotional and learning opportunities. Our publications are available at Books on Main, Bath year-round and at the Loyalist Trading Post, Conway during the spring – fall season. These partnerships have been beneficial in raising funds and promoting

the church as a tourist destination. We paid for advertising in the magazine Breakaway which has a wide circulation both online and in hard copy.

Our attendance was about the same as last year, and we were not open daily through September, as the cottage was not available. The interaction with visitors is a learning experience as they push for more in-depth knowledge of the Methodist and loyalist roots that created this meeting place. We have created a research area at the back of the church from books we had and many more that have been donated to us.

On behalf of the Board of Trustees I wish to thank Rev. Darren Liepold for his support as our Regional Rep, and the annual grant we receive from the United Church of Canada. We look forward to the celebration of the 100<sup>th</sup> Anniversary of the United Church in September. On behalf of the Board, please know that we will continue to do our part in protecting and promoting this historic site.

If you have any questions or concerns, please do not hesitate to contact me, or if they are of a financial nature, our Treasurer Harvey Nikkel, at [clarkleigh04@gmail.com](mailto:clarkleigh04@gmail.com) or 613.407.7627. Our new email is [info@oldhaybaychurch.ca](mailto:info@oldhaybaychurch.ca)

Respectfully submitted, Elaine Farley, Chair of the Board of Trustees, [elaine.farley@sympatico.ca](mailto:elaine.farley@sympatico.ca), 613.924.7030

## Bedford House

We are very excited to be successfully transitioning leadership of this fledgling Community Ministry. Founders Lynn and Allan Smith-Reeve are handing the reigns over to Jessica Smith. Jes feels called to the challenges of growing community among people from different walks of life.

Find her profile, and our Annual Report at <https://bedfordhouse.ca>

In our **Bridging Teams** experiment, we bring together people from different classes and together study what keeps us apart. As we've studied, we've found that when we create a courageous – space for people to laugh together, eat together and tell their stories – the spirit shows up, conversations deepen - and sacred moments happen.

Even though our focus has been socio-economic class differences and systemic causes of poverty, we've found intersections in our Bridging Teams with race, gender, physical ability, and neuro-diversity.

Look for our course this fall on the ChurchX platform. We call it “**Bridging Poverty & Privilege; creating courageous spaces for community to flourish**”

In this series of workshops, you'll learn about the model of community-making we've engaged in. Our hope is that you'll discover practices you can use to create courageous spaces in your context - spaces where “sacred” conversations will deepen the relationships our communities need to thrive.

- 1: Introducing our formula: Why Food, Fund & Storytelling works
- 2: Systemic Poverty and Privilege in Canada
- 3: Practicing Hospitality: Courageous Spaces
- 4: Practicing Dignity: Crossing Class Lines

5: Practicing Curiosity: antidote for Judgements

6: Change is Hard: signposts along the way

The support of Region 11 continues to be essential to our work. Funding is ever-more challenging, but the steady, consistent, support of ECORC provides the roots from which we grow.

Respectfully submitted, Rev. Allan Smith-Reeve

### United Church Rural Ministry Network Rural Connect

The United Church Rural Ministry Network (UCRMN) is a national network, that connects electronically to share stories and news of rural communities across Canada (and around the world), by networking with leaders of rural communities of faith – lay and clergy. UCRMN received a one-time start up grant of \$5,000 from United Church Foundation in 2020. UCRMN is a charitable organization that receipts donations from Regional Councils, Congregations or interested people. At UCRMN.ca, there is a link for online donations, or information to email an e-Transfer, or how to mail a donation by cheque. UCRMN asks all Regional Councils (or tri-Region groupings) to put UCRMN in their annual budgets, as 70% of United Church congregations across the country are in rural or small towns, therefore a relevant cost to each Regional Council.

Our primary ways of connecting with people are e-Newsletters (10 times a year), quarterly Zoom workshops and the ongoing presence of our website, <https://ucrmn.ca>, online. Peter Chynoweth of Cochrane, AB, has been our Web Minder since October 2022.

The e-Newsletters are always available for sharing worship ideas and hopeful stories from rural congregations. Regularly, there is excellent tech advice and challenges from Martin Dawson in PEI and from Peter Chynoweth in Cochrane, AB, who write the regular 'Tech Corner'. In addition, the e-Newsletters publicize events happening throughout the Church which are of interest to rural folks, advertising from Regions and committees like Affirming Connections, Curiosity Cohort, etc. Rural Routes Through the Holy conference held in the Maritimes for a number of years receives good coverage through the UCRMN newsletter and website as Catherine Smith is a partner of the UCRMN Board. Chinook Winds has also held rural ministry conferences publicized by UCRMN. If other Regional Councils would like to connect with the rural constituency, let us know – [editor@ucrmn.ca](mailto:editor@ucrmn.ca). We invite all rural congregations to connect through registering to receive e-newsletter through the website (ucrmn.ca).

Our Zoom workshops this year covered "Lifelong Learning (facilitated by St. Andrew's College, Feb. 24, 2024), "Social Media for the Rural Church (facilitated by the United Church Digital Team, April 18), "Rural Church Check in" (an invitation to share concerns and events throughout the country, Sept. 19), "LLWL Check in" (a conversation with Licensed Lay Worship Leaders, which proved so welcome and valuable a networking and such rich conversation that we held a second and a third get-together in Jan. and March), "How is Your Rural Church Celebrating the 100<sup>th</sup> Anniversary (facilitated by Bronwyn Corlett, Feb. 20) and coming up in May (15<sup>th</sup>), "Hands On – How to Save your Computer" (led by Martin Dawson and Peter Chynoweth). These workshops are advertised in the e-Newsletters and registration is done through Eventbrite, offered free of charge. Reports on a number of the workshops that were held are found on the UCRMN website.



UCRMN folks ran the Canadian portion of the International Rural Churches Association (IRCA) 24-hour Global Prayer event that took place on March 10, 2025. A section of the day was about UCRMN specifically, and highlighted our Licensed Lay Worship Leaders, as well as Collaborative Ministries, and then Catherine Smith, a UCRMN member from the Atlantic Region, was the host of 'Canada East', and Robin Haensel, a retired Alliance pastor and member of CiRCLe M at the Saskatoon Theological Union, hosted 'Canada West'. You can check them out on the IRCA website (<https://irca.online/24-hour-prayer-zoom> - the Americas).

UCRMN members are taking part in the "Rural Townhall" by Edge Network for Ministry Development, to hear peoples' thoughts about what is going on in rural churches, and how rural ministries can be supported.

UCRMN always is looking for members to serve on the Board, as e-Newsletter Editor, Workshop Coordinator, or on the Finance Committee.

Respectfully Submitted Catherine Christie - President, UCRMN (Abbey, SK)

### Fair Trade Annual Report

The year began April 18 - 20th when I traveled to Cambridge St., United Church in Lindsay, Ontario for the ECOR Regional Annual Meeting. Due to the sale of Zatoun Olive Oil Company my supply of Olive Oil from Palestine became depleted and I will need to investigate other ways to obtain future supply if possible since the United Church continues to support the needs in Palestine.

The UCW ECOR Annual Meeting was held April 23rd., at Faith United Church in Courtice and thanks to Pat Long and her Sister for a very enjoyable billet.

On May 5th., and 6th., I journey to St Andrews Trinity in Renfrew, Ontario for the UCW EOR Annual Meeting when many various Fair Trade products were purchased. It was a great 2 day experience.

During the summer I was able to locate a way to continue obtaining Zatoun Olive Oil, Za'atar Spice and Olive Oil Soap through the Palestinian Company located in Pennsylvania, USA. And in Canadian Funds which will be shipped directly to me from a holding warehouse near Toronto.

Quin Mo Lac kicked started Fair Trade for the Fall Season September 6th to 8th 2024 with sales being brisk as usual thanks to all who attended.

October 20th to 22nd., I traveled to Ottawa for the Queens Annual Alumni of ordained Ministers gathering at Bells Corners United Church. It was a most rewarding and informative event.

October 27th., Edith Rankin Memorial in Kingston my home church welcomed Fair Trade especially the Olive Oil and Chocolate products.

November 14th., - 16th., Wall Street United Church UCW in Brockville, Ontario again invited Fair Trade to be part of their Annual Christmas Market.



The 16th., of November I also provided Fair Trade Coffee and Tea for the ECOR Regional Fall gathering at Trinity St Andrews United in Brighton, Ontario thanks to my friend Jackie Harper.

November 20th., St Mark's United UCW in Cannington Hosted Mid Week with Fair Trade again being front and center. This was an awesome day of El Salvador Celebration.

The Fair Trade season concluded November 30th., 2024 at the Christmas Market held annually at Grace United in Gananoque, Ontario. Many friends are made while informative conversations happen which encourages folks to think of all the ways the sale of Fair Trade is helping to create a better way of life with every purchase.

With much thought of how to distribute The 30% profits to Mission and Service this year I decided to return it to each Church events that 30% of the sales by contributing to each of their Mission and Service programs as most are struggling to meet their pledge.

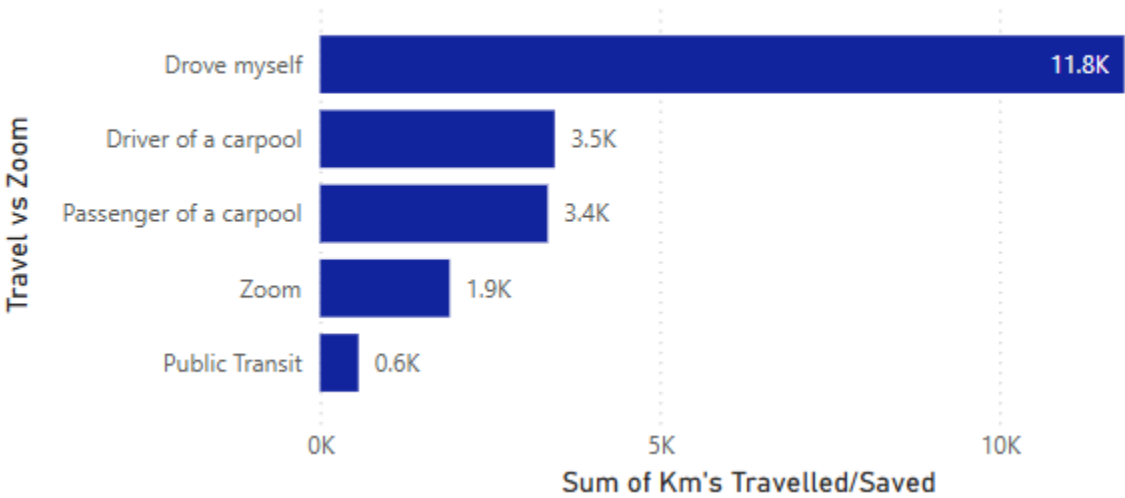
I was also able to continue supporting Quin Mo Lac building program plus supporting The Canadian Food Grains. All of this is only possible through the continued support of friends and the UCW.

Respectfully Submitted: Marilyn Rodger. Fair Trade and Mission & Service Advocate UCC.

Carbon Footprint Reduction – Fall 2024

As we move towards reducing our Carbon Footprint, we are asking for your help in tracking how we travel. The information shown in the chart below is based on our Fall Meeting in 2024. Total actual km's travelled was 19,205. Of those, 84 people travelled by gas vehicle, 12 people travelled by hybrid vehicle, 5 people travelled by electric vehicle, 2 people used public transit and one person travelled in a diesel vehicle. There was a saving of over 2000 km's by those attending via Zoom. Going forth, we will be calculating an annual report that will be based on Fall Meeting to Fall Meeting. The next report will be included in the 2026 Spring Annual Report Book.

Sum of Km's Travelled/Saved by Travel vs Zoom



## Colleges

### St. Andrew's College

Dear East Central Ontario Regional Council Siblings in Christ,

This update from St. Andrew's College highlights a new initiative amidst developments in our broader world. As we navigate these transformative times, we remain committed to our mission, as we boldly state on our website's main page, of providing *theological education that embodies compassion, hope, & justice!*

#### **Historical Context**

St. Andrew's College, established in 1912, is rooted in the prairies. Over the years, we have continually adapted to change, from the impacts of the First World War to the COVID-19 pandemic. Our strategic journey and academic redesign efforts emphasise context-based learning and the integration of academic disciplines, ensuring our programmes remain relevant and impactful.

#### **Global Context**

The world is currently undergoing substantial changes, challenging many of the norms we once took for granted. As the College and Church are actively deconstructing our complicity in colonisation, we are witnessing shifts in geopolitical norms that have provided stability since the Second World War. These changes remind us of historical periods when nationalism and populism posed existential threats. Our faith, however, teaches us a different narrative—one of hope and justice.

#### **College Initiative**

In response to these changes, St. Andrew's College is leveraging its rich history to shape a better future. On June 19th, we will launch the Oliver & Gruchy Learning Centre, a new initiative aimed at fostering critical thinking, community engagement, and a commitment to justice.

#### **Oliver & Gruchy Learning Centre**

The Oliver & Gruchy Learning Centre honours Drs. Edmund H. Oliver and Lydia E. Gruchy, two pivotal figures in our college's history. Dr. Oliver, our first Principal, was a progressive leader deeply involved in social reform and community service. He was a staunch advocate and supporter of the union of our founding denominations. Dr. Gruchy, the first woman ordained to the ministry of The United Church of Canada, is a symbol of gender equality and social justice. As our United Church of Canada celebrates its 100th anniversary, we are emboldened by how their legacies have profoundly shaped our institution and continue to inspire our mission.

The Learning Centre will create a student-centred learning environment that encourages exploration in theological studies, social justice, and leadership. It will serve also as a hub for learners, whether faith-based or spiritually curious, to explore ongoing educational opportunities through various pathways in theological studies, social justice and how to offer compassionate leadership in a chaotic world. We believe such pursuits will allow people to develop a deeper understanding of their own spiritual exploration and its application in the modern world.

#### **Call to Action**

Friends in East Central Ontario Regional Council, we invite you to join us in this transformative endeavour to support the Oliver & Gruchy Learning Centre to ensure we continue to be able to share the Good News in innovative and relevant ways [<https://standrews.ca/donate/donate-now/>]. Your contribution to the Gruchy Fund will help us create a space that honours the legacies of Drs. Oliver and Gruchy and fosters a new generation of leaders committed to justice and community service.

In Christ, Dea. Dr. Richard Manley-Tannis

## The Centre for Christian Studies



*If the only constant in life is change, then we are certainly alive to it.  
God being our witness, 2024 was an eventful year for CCS.*

### 2024 Students and Programming

Spring '24, in Winnipeg, we celebrated the graduation of five students – Kendra Mitchell-Foster, Dan Leaver, Rob Murdock, Susan Toller, and Alicia Walls – spanning five Regions from northern BC to southern New Brunswick. We also celebrated Rev. Marlene Britton as a beloved and honoured Companion of the Centre, welcoming her Canadian and Caribbean wisdom about diaconal ministry, education, and social change. In June '24, we held a successful 2-week Learning on Purpose (LoP) circle on the west island of Montreal, and in August offered a 2-week online UCC Admissions Orientation circle across twelve time zones, for ministers in the process of transferring from other denominations. September saw the largest intake of new students in several years, with a diverse cross-section of ages, genders, neurodiversity, identities, and experiences. We also took the '24-'25 Integration year students 'on the road'; to celebrate the 40<sup>th</sup> anniversary of Diakonia of the United Church of Canada (DUCC) at their National Gathering in Drumheller AB, after which we held the Integration-I learning circle in an alumna's Community of Faith there. Theme circles offered in 2024 included; Power and Privilege, Ages and Stages, Oppression and Resistance, Relationships, Eco-Justice, and Culture and Identity, in addition to the three Integration year circles.

Learning on Purpose and all Theme circles are open to lay people, candidates for all ministry streams, and ministry personnel for Continuing Education. For more information about [upcoming learning circles](#), online or in-person 6-day intensives. Bursaries are available.

### ***Curious about which CCS Diaconal Diploma and Certificate students live in your region or relate to your candidacy board?***

\*\*\*\*\* Siobhan Flynn (new) \*\*\*\*\*

And you could be one of them! *The 2025 Learning on Purpose will be held in June in Winnipeg, at less than half the usual price!* Come deepen your self-awareness as a leader in these changing times, discern your next steps in ministry or formation, learn practical tools like the Spiral model of theological reflection, and engage liberative perspectives of the bible, theologies, and social analysis. And it's fun! From puppets to Paulo Freire to prayer, music to Miriam to social movements, come learn together.

In other programming news, we continued our free, monthly, ‘lunchtime’ Zoom CCS Fridays on topics such as Shifting Funeral Practices, the Indigenous-Racialized Youth Scholars Program, Art as Spiritual Practice, An Ecology of Faith Formation, AI and Pastoral Care, Harmonious Spaces, and Christianity in a Crisis-shaped World.

### **2024 Staffing News**

With mixed emotions of sorrow and gratitude, we celebrated Lori Stewart’s retirement in June as the Development Coordinator of 10 years, and wished Principal Alan Lai a sacred return to pastoral ministry in the lower mainland of BC. As CCS was in the final stages of a strategic planning process that included staff restructuring, Central Council opted to address these vacancies with interim positions. CCS hired .4-time Program Staff member Marcie Gibson to also serve as .6-time Interim Principal for one year, and hired Winnipeg Anglican graduate Gwen McAllister as half-time Interim Development Coordinator for one year.

### **2024 Strategic Planning**

The end of the year wrapped up the research and writing phases and began implementation. The plan makes recommendations in the areas of governance simplification, staffing restructuring, increased promotion and recruitment, financial planning, and pursuing deeper partnerships for diversification, collaboration, and accreditation. 2025 will regretfully see Cheryl Thiessen’s retirement, expanded Program Staff roles, and a [hiring process](#) for two new fulltime, permanent staff, a Finance and Administration Coordinator and a Principal for Leadership and Development. Stay tuned!

### **2024 Sustainability and Partnerships**

Amidst the shifting sands of theological education, funding challenges, and volatile investment markets, we continue to be sustained by generous donors, creative collaboration, dedicated and visionary volunteers, Council members, and staff, a diaconal imagination of what church can be in the world, and God’s grace. We are thankful for the mutual partnerships with which we engage in this sacred ministry of education, spiritual care, and justice. Particularly with; Sandy Saulteaux Spiritual Centre, St Stephen’s College, St Andrew’s College / Saskatoon Theological Union, associate schools in the United and Anglican Churches of Canada, and the national staff who support them, Diakonia of the United Church of Canada, Anglican Deacons Canada, Diakonia of the Americas and Caribbean (DOTAC), and all who support CCS and its students (particularly, diaconal Mentors, Field Placement organizations & communities of faith, Learning Facilitators, Local Committee members).

### **To know more...**

- Subscribe to our monthly e-newsletter Common Threads: <http://ccsonline.ca/blog/common-threads/>
- Follow us on Facebook or Instagram to hear about happenings and upcoming events.
- For information about the program and studying with us: <http://ccsonline.ca/about-ccs/>
- For more details and numbers, 2024 Yearbook, 2024 Annual Report, and financial statements: <http://ccsonline.ca/event/ccs-annual-general-meeting-2025/>

## **Montreal Diocesan Theological College**

At Montreal Diocesan Theological College—widely known simply as Dio—we are now in our fourth full year as an ecumenical institution following the integration of the United Theological College beginning in

the 2021-2022 Academic Year. Our United Church Studies program remains strong and vibrant. We have a solid number of students at various stages of the candidacy process and are looking forward to welcoming several new ones in the fall. United Church worship is a regular part of our chapel life and we have welcomed several ministers from the Nakonha:ka Region to lead worship over the past year, all under the oversight of Norman Robert Boie, our college chaplain. After lots of hard work, we are refashioning the field education portion of our curriculum to account for the changing nature of ministry. Our students have just returned from a multi-day intercultural encounter with the Mohawk communities of Quebec, including time spent at Kahnawake United Church and we are grateful for the hospitality we received there.

As we continue to deepen our integration as an ecumenical institution, we continue to renew and expand our programming. This includes:

- **The Certificate in Bilingual Ministry Program and French for Ministry Intensive.** This program continues to flourish, taught by Clara Maranzano. The centre-piece is an in-person intensive held every May in which participants are able to work on their French skills for ministry. But participation in the program also includes private tutoring from Clara Maranzano, a gifted teacher of French as a second language. We welcome more participants in this program, which this year will be held in the first week of May. We consistently hear from participants, even those who thought their French level was quite high, how much they benefited from this program. Successful completion of this program also permits entry into our online French practical theology discussion group, which Clara also runs.
- **The Montreal Mission Internship.** This program offers service-learning, vocational discernment, and theological reflection in community over nine weeks in the summer for young people ages 18 to 25. In 2025, we are looking forward to our fourth year of offering this program. We have had United Church participants in the past, including from this region, and we would love some more. Applications are being accepted through [www.montrealmission.ca](http://www.montrealmission.ca). Interns receive a stipend of \$5000 for the program.
- **Online open enrollment courses.** The college routinely offers short (three to six weeks) online courses designed for adult education and lay formation, in both English and French. Our offerings this year have included courses or workshops on preaching, Christian witness in a crisis-shaped world, theologies of place, and more. We welcome conversation with people in the Nakonha:ka Region about how we can offer courses that meet the needs of your community of faith.

It is programmatic fruits like these that are the most compelling proof of our success as an integrated college to date. But part of the reason for considering integration was financial realities. While we still have work to do, it is good to report that the integration of our colleges has led to a position of much greater financial stability. We continue to be immensely grateful for the dedicated and faithful financial support of our ministry from so many people.

Just as the church is changing, so are we.

This year, the Rev. Patricia Lisson has served ably as our Interim Director of United Church Studies, following the retirement of Alyson Huntly. We are currently in a hiring process for a permanent replacement and hope to have an announcement soon.

Our ecumenical Board of Governors is currently concluding our first strategic planning process as an integrated institution. Our new, shared statement of identity and purpose defines the college as “an ecumenical and bilingual learning community that educates and forms compassionate, courageous, and

creative leaders for Christian witness in a rapidly changing world.” We continue to see tremendous possibility for our ministry from our base in a multi-cultural and bi- and multi-lingual city to support the United Church of Canada as we move forward at a time of great change to realize the strategic objectives set before the church and be a people of Christ’s kingdom of justice and peace.

Respectfully submitted, Jesse Zink ([jessezink@montrealdio.ca](mailto:jessezink@montrealdio.ca)), Principal

## Emmanuel College



**EMMANUEL COLLEGE**  
OF VICTORIA UNIVERSITY IN  
THE UNIVERSITY OF TORONTO

Dear Friends,

On behalf of Emmanuel College, I bring greetings to your region as you gather this spring. I hope your time together is both renewing and Spirit-filled. **My name is**

**HyeRan Kim-Cragg** and I am honoured to serve as Emmanuel’s Principal. I look forward to opportunities to meet many of you in person and to share in the exciting updates from Emmanuel.

### **Historic Enrolment Growth & Enhanced Student Services**

This past academic year, we celebrated the **largest increase in enrolment in recent decades**, culminating in our biggest orientation yet on September 4, 2024. To meet the evolving needs of our growing student population, we’ve **expanded our student services** through the Office of the Dean of Students (ODOS) at Victoria University. With the addition of Sean Martin as Associate Dean of Community Engagement and Wellness, and existing 10 staff there, students now benefit from an enriched array of services including counselling, international student support, career advising, gender diversity support, and accessibility services.

### **Faculty Appointments**

We are delighted to share that **Prof. Jenny Bright will be appointed as the inaugural Wutai Shan Venerable Dayi Assistant Professor of Buddhist Spiritual Care** as of July 1, 2025. This endowed position represents the largest gift in Emmanuel’s history and is a first-of-its-kind faculty appointment in Canada. Also beginning July 1, **Prof. Mona Tokarek LaFosse will assume the newly established joint position of Assistant Professor of New Testament and Sacred Literature Studies**—a collaborative and continuing appointment between Emmanuel and Victoria Colleges. In addition, we welcomed **Dr. Amy Panton as Assistant Professor of Practical Theology (part-time)** to support our expanded MPS program. We also congratulate Prof. Nazila Isgandarova on her promotion to Associate Professor following a successful continuing status review.

### **Nurturing Ministry Project for the 21<sup>st</sup> Century: Lilly Pathways for Tomorrow Grant**

Thanks to the Lilly Pathways for Tomorrow grant, we’ve launched the “Nurturing Ministry Project” to explore the evolving needs of Christian ministry within the UCC and beyond. From March to September 2025, our research team will consult with MDiv students, alumni, and ministry leaders across diverse contexts to gather feedback. Insights will inform how we further integrate the arts and social justice into our MDiv program and shape continuing education to better support alumni and lay leaders.

### **Growing Scholarships & Generous Community Partnerships**

We are pleased to report several new and significant scholarships supporting our diverse student body:

- The Ching Kwok Temple Endowed Scholarship for Buddhist Studies was launched in October 2024.
- The Sang Chul Lee Endowed Scholarship supports students focused on Korean peace and Minjung theology.
- A new Music Scholarship endowed will benefit Master of Sacred Music students.
- The Lawson Scholarship, established through a generous bequest of Elizabeth Lawson from the United Church of Canada Foundation, will support students engaged in Queer studies.
- The Jaffari Community Scholarship provides \$100,000 over five years to students in Muslim focus of MPS and MTS programs.

### **Indigenous Healing Garden Project**

Construction for the Indigenous Healing Garden is progressing well, with a completion celebration anticipated in May 2025 during alumni week. The project not only honours Indigenous spirituality and makes commitment to TRC but also enhances accessibility with the installation of a new ramp at the east entrance to the building.

### **Anniversary Celebrations & Events**

We are entering a season of vibrant celebration:

- In 2025, we celebrate the 10th and 15th anniversaries of our Buddhist and Muslim Foci in the Master of Psychospiritual Studies (MPS) program.
- As part of the 100th Anniversary of the United Church of Canada, Emmanuel hosted the Drag and Spirituality Summit (Nov 1–3, 2024), and Book launch on Nov 13, 2024 for *Moments in Time: Sermons from the United Church of Canada 1910–2020* co-authored by Principal Kim-Cragg and Rev. Dr. Don Schweitzer.
- In January 2025, we cohost an International Conference on Trauma-Informed Interreligious Pedagogy with St. Michael's College.
- In March 2025, we welcomed the Buddhist Spiritual Care Educators of North America Conference (BSCENA).
- May 12, 2025 will mark the climax of our celebrations with a banquet at Burwash Hall on Alumni day during the convocation week.
- A fundraising concert for the MSMus Music Scholarship will conclude our anniversary events on June 13, 2025, at Trinity St. Paul's United Church.

### **Financial Support**

Emmanuel College offers strong financial support, including **100% tuition for domestic full-time MDiv students** in the UCC candidacy pathway through the John W. Billes Fund. Incoming domestic full-time students also receive 50% tuition coverage in their first year through the Entering Theological Education grant. For details on financial aid for all programs, contact Andrew Aitchison at [emmanuel.admissions@utoronto.ca](mailto:emmanuel.admissions@utoronto.ca).

**Emmanuel is offering an increasing number of Continuing Education events online.** These events are offered through the Centre for Religion and Its Contexts (CRIC). A list of upcoming offerings are found on the [Emmanuel College website](#). For further information about these events please contact Andrew Aitchison: [ec.events@utoronto.ca](mailto:ec.events@utoronto.ca).

**Please follow us on social media:**

**Facebook:** @EmmanuelCollegeofVic  
@EmmanuelCollege1

**Instagram:** @emmanuelcollegetoronto

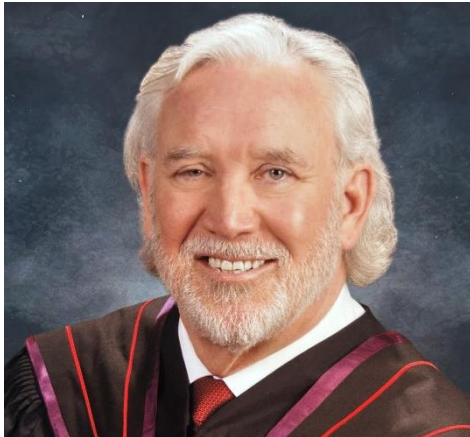
**YouTube:**



If you have questions or are seeking further information about Emmanuel College, please be in touch with us or explore Emmanuel: <http://bit.ly/exploremmanuel>.

Yours sincerely, Rev. Dr. HyeRan Kim-Cragg, Principal and Timothy Eaton Memorial Church Professor of Preaching, Emmanuel College

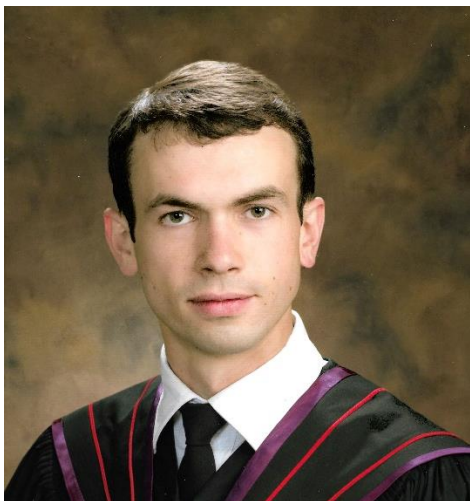
## Candidates for Ordination



**Doug Ferris**

I first discerned a call to ministry in my teens, but meandered here indirectly through other churches, countries, and careers. Today, I am confident that God has called us together as one in celebration, hope and love. I give thanks for the guidance, support, and accompaniment that I received on the pathway to ordination, including the oversight of the QEOC Candidacy Board, and the instruction, wisdom and pastoral care offered by the teachers and staff at Emmanuel College. Also, I am grateful for the leadership of the ECORC, and for the warm welcome from Eldad and Hampton congregations. I give thanks for my Circle of Accompaniment--Stephanie, Doug and Sarah--and also to my family--Evelyn, Wilde, Elise, Travis and Kathy. Our

community reminds me of the joyful congregation envisioned by the writer of Hebrews: "since we are surrounded by such a great cloud of witnesses, let us throw off everything that hinders and the sin that so easily entangles, and let us run with perseverance the race marked out for us, fixing our eyes on Jesus, the pioneer and perfecter of faith." Together in ordination, celebration and ministry, may this calling unite us also in the Spirit and love of Christ. Amen.



**Timothy Wisnicki**

I am a lifelong worshipper in the United Church, now delighted to commit myself as an ordained minister to the mission of the UCC and the universal Church. My journey of faith began when I was baptized in a rural United Church by my grandfather, the Rev. Wendell Sedgwick. Since then, church life has always been the steady bass-line of my life, nurturing my love of music and my curiosity about God, life, and the world. I attended the University of Toronto, specialising in immunology, before discerning a call to ministry and enrolling in the M.Div. program at Emmanuel College. After divinity studies, I married my wife Elizabeth and moved to Montague, PEI, for Supervised Ministry Education. Together with our young daughter Eleanor, we now intend to stay longer in Montague as I continue my work there as a called minister.



## Retirees



[Rev. Allan Smith-Reeve](#)

Looking back at 35 years of ordained ministry I am filled with appreciation for all the people I've had the honour to serve, work with, and learn from. A Host of Saints and Sinners to be sure.

For all of you who have gifted the Mission and Service Fund over the years, I want you to know that those funds fertilized the ground from which the Riverdale Economic Ministry and the Bedford House Community Ministry grew. Your support enabled us to reach out beyond Church circles to bring the good news to folks in practical ways, providing an experience of belonging.

To the people of Trinity-Providence Bobcaygeon, Emmanuel Peterborough, and Greenwood Peterborough, it was an honour and a privilege to join you on your journey as a Community of Faith. You brought the kin-dom alive as we walked the ancient story together.

The United Church has fed me, taught me, spoiled me, tolerated me, cursed me, and encouraged me. It's the church that gave my parent's parents lives purpose. I am grateful.



[Rev. Brenda L. Timpson](#)

As I look back on my life of ministry in its various forms, I do so contentedly. From starting out as an active lay person in the U.C. , to getting ordained ... life has been varied and full.

It all started when I was 5 and had a serious discussion with Rev. Alex McDowell at Eastminster United Church in Belleville On. about how I wanted to be a minister like him. I can remember him smiling and then explaining to me that first I would have to pass Elementary School, then I would need 5 years of high school, then a university degree and finally I could go to Theological School ... then get ordained. On that day, I vowed to do just that.

Over the years I worked at my local church as a Sunday School teacher, Explorer and CGIT leader, member of Session, Conference Rep. and occasional supply minister. I joined the Conference Youth Committee when it started and chaired this committee for 5 years. I served on the National Youth and Young Adult's Committee. I was even able to attend 3 times as a UC rep., the International Young Christians for Global Justice meetings in Canada and the States. I learned a lot about Ministry from the church in those days. After taking a short detour and teaching for 20 years, I took my M Div. and was ordained in the UC. I served in Glen Cairn UC in Kanata, Princess St. UC in Kingston and College Hill UC in Belleville. I loved every minute of it.

Today I am a VAM at Emmanuel UC in Foxboro and a volunteer chaplain at BGH. I'm in "prayer mode" discerning opportunities for appointments or supply work too. I'm looking forward to more adventures as my journey with God continues.



#### Rev. Don Willmer

Don was ordained by Toronto Conference in May 1994. Since then, he and his spouse and partner in ministry Elaine Hall have together served three pastoral charges: Saint John's Pastoral Charge on the west coast of Cape Breton, for seven years; Lanark-Balderson Pastoral Charge in eastern Ontario, for ten years; and Port Perry Prince Albert Pastoral Charge, for thirteen years until August 2024.

Don has served as chairperson of Inverness-Guysborough Presbytery, chairperson of Renfrew Presbytery, secretary of Toronto South Presbytery, and treasurer of Lakeridge Presbytery. He chaired the Finance Committee of the Bay of Quinte Conference from 2014 to 2018. And he was a member of the General Council Manual Committee from 1992 to 2011, serving as chairperson and subsequently as secretary, and editing six editions of The Manual.



#### Rev. Dr. Elizabeth Cunningham

I always wondered when a retirement path might appear. It surprised me by showing up quietly at first. I had to live with that voice for a while because honestly if you tell someone you are retiring it should be in a voice full of joy, not one of uncertainty. And so, that voice slowly but surely became a joyous thing within me. I have been involved in the church for decades, the first half as an organist, the second half as a minister. That's a lot of Sunday mornings without end. But it has been a life-giving, full ministry path for me, and I was blessed with congregations in Shining Waters and ECORC that gave me space to flourish and grow.

I am keeping my hand at church life, as a GC 45 Commissioner, in my work on the Quebec and East Ontario Candidacy Board, and as a voice of encouragement for the collaborative ministry model as a current example of how the church is moving into its next expression of being church. I head off in September for a two-week solo walk on the Camino de Santiago. Life is full of love and promise.



Rev. James (Jamie) York)

I have always enjoyed and have used these paraphrased words of Ecclesiastes 3 over the years.

They are from a book entitled “Tea Time with God”

#### A Time for Everything

To everything there is a time...

A time to wind up, and a time to wind down;

A time to make the call, and a time to unplug the phone;

A time to set the alarm, and a time to sleep in;

A time to get going, and a time to let go.

A time for starting new projects and a time for celebrating victories;

A time for employment and a time for retirement;

A time for overtime, and a time for vacation;

A time for making hay, and a time for lying down

on a stack of it to watch the clouds go by.

A time for making plans, and a time for implementing them.

A time for seeing the big picture, and a time for mapping out details;

A time for working alone, and time for involving others.

A time for building morale, and a time for growing profits;

A time for giving incentives, and a time for granting rewards;

A time for giving advice, and a time for taking it.

No matter what your situation or environment, God has designed a rhythm for life that includes rest and exertion.

If you maintain this balance, you'll likely find there is plenty of “time for everything” that will be truly beneficial to you.

When I reflect on my life in ministry, I know I have taken on all of these “time to” statements in my life and work.

Except one of them... “time for retirement”.

I realize also how I have been blessed with such great support along the way. From the encouragement and support of mentoring ministers in my life, to members of my sponsoring church, to many good friends and family. Especially the love of my life, my wife Pat and our five children. After spending a couple of years being well supported by the good folks of Cambray, Cameron, Eden & Zion, I came to Hastings & Roseneath as only the 6th minister since this new charge was formed in 1967. That speaks volumes about the good people of Hastings & Roseneath. It is also the charge that my wife grew up in, where I was received as a member, and we were married, 50 years ago this year. Three generations of our family have been married in Hastings, and I have been blessed with officiating children's marriages and baptizing some of our 11 grandchildren. The people of Hastings and Roseneath churches and the communities have continued to be so supportive over many years, and I will certainly miss them after retirement. 2025 will hold lots of celebrating for our family. I retire filled with deep gratitude for much love and support, from many people over 25 years of ordained ministry. I also carry with me a deep sense of the spirit of God that has been, and will continue to be my guidepost each and every day.



#### Rev. Karen Smart

I received an Honours Bachelor of Arts degree in Scenic Design for the Theatre from the University of Windsor. The first decade of my career, I managed a commercial mortgage portfolio.

I have enjoyed serving in various ministry positions, as a Staff Associate and Student Supply, from 1993 until I was ordained from Emmanuel College in 2005. It was a blessing to serve at:

- St. Paul's (Ajax),
- Greenwood Pastoral Charge (Pickering),
- The Office of the Moderator and General Secretary at General Council (in the Governance Portfolio, including as the lead staff planning General Councils 2012 and 2015),
- Pickering Village,
- Simcoe Street,
- Kingsview,
- and Mount Zion.

I also served as the Secretary of Oshawa/Lakeridge Presbytery from 2007-2018.

Tom and I were married in 1979. We came to Ajax, where we still live. We are involved in church activities. We both enjoy curling, swimming, gardening, walking and reading. In September we look forward to a trip to Italy.

We have three adult children – John (Syd), Cameron and Laura. Laura is a functionally deaf-blind, developmentally delayed adult, who has taught me so much about caring for others and God's deep love for each and every one of us.

I look forward to the next leg of my faith journey as I continue to grow in God's love.

## Memorials



#### Rev. Donald Jay

May 7<sup>th</sup> 1925-April 30<sup>th</sup> 2024

Donald was ordained in 1954 and served the congregations of Arden, Trinity-Peterborough, Trinity Uxbridge, Central Barrie (Toronto Conference) St. Paul's Brampton (Toronto Conference) and Collier Street Barrie (Toronto Conference).



#### Rev. Helen Prior

March 16<sup>th</sup> 1964-May 8<sup>th</sup> 2024

Helen was ordained in 1990 and served in Mono Mills (Toronto), Climax (Saskatchewan), Sunderland (Bay of Quinte) Minesing (Toronto), Emmanuel Hamilton (Hamilton), Collingwood (Toronto) Munn's Oakville (Hamilton), Heritage Hamilton (Hamilton) St. Paul's Dundas (Horseshoe Falls), Tansley Burlington (Horseshoe Falls), St Luke's Cambridge (Horseshoe Falls).



#### Rev. James Penhale

September 28<sup>th</sup> 1942-December 19<sup>th</sup> 2024

James served the following congregations: East Plains (Hamilton Conference), Princeton (British Columbia), Consecon (Bay of Quinte), Rivers (Manitoba Northwestern Ontario), Neepawas (Manitoba Northwestern Ontario), Sturgeon Creek (Manitoba Northwestern Ontario) Pembina (Manitoba Northwestern Ontario) Holland Cypress (Manitoba Northwestern Ontario) Graysville (Manitoba Northwestern Ontario).



#### Rev. John Tudor Harries

January 29<sup>th</sup> 1940-April 8<sup>th</sup> 2024

John was ordained in 1968 and served congregations in Kirkland Lake (Manitou) St. Andrew's North Bay (Manitou), Toronto Conference, Trenton: First (Bay of Quinte), Timothy Eaton, Brown's Corners (Toronto).





Rev. Joyce Holden

September 10<sup>th</sup> 1938-May 29<sup>th</sup> 2024

Joyce served as a staff associate at Chalmers United Church in Kingston for 17 years. She was also a former president of Bay of Quinte Conference.



Rev. Marion Sandra Milnes

July 10<sup>th</sup> 1936-December 2<sup>nd</sup> 2024

Marion was a Lay Pastoral Minister who served the congregations of Myrtle, Claremont-Brougham, Faith United Church in Courtice and South Mountain (now in Eastern Ontario Outaouais Regional Council).



Rev. Stanford Lucyk

September 15<sup>th</sup> 1931-January 3<sup>rd</sup> 2025

Stan served the following congregations: Bradwell Knox (Saskatchewan), Westmount (Montreal Ottawa), St. Thomas Wesley (Saskatchewan), Ingersoll (London), Melrose (Hamilton), Chalmers- Kingston (Bay of Quinte), Timothy Eaton (Toronto) Royal York Road (Toronto) Trinity-Napanee (Bay of Quinte).

## Milestones/Anniversaries

Rev. Marilyn Zehr	Ordained Minister	5
Rev. Stephanie Richmond	Ordained Minister	5
Rev. Kimberley Lawrance	Ordained Minister	5
Rev. Cheryl McMurray	Ordained Minister	5
Rev. John Suk	Ordained Minister	10
Rev. Karen Hammond Croxall	Ordained Minister	10
Rev. James Graham	Ordained Minister	15

Rev. Christine Sloan	Ordained Minister	15
Rev. Ryan McNally	Ordained Minister	15
Richard McTeer	Designated Lay Minister	15
Rev. Beverly Sumblar	Ordained Minister	20
Rev. Victoria Fulcher	Ordained Minister	20
Rev. Brian Nicholson	Ordained Minister	20
Rev. Karen Smart	Ordained Minister	20
Rev. Jolyn Campbell	Ordained Minister	20
Rev. Larry Doyle	Ordained Minister	20
Rev. Caroline Giesbrecht	Ordained Minister	25
Rev. James York	Ordained Minister	25
Keith Pike	Designated Lay Minister	25
Rev. Barbara Mahood	Ordained Minister	25
Rev. Michelle Brotherton	Ordained Minister	25
Rev. Aleace Davidson	Ordained Minister	30
Rev. Leslie Sedore	Ordained Minister	30
Rev. M. Anne MacDermaid	Ordained Minister	30
Rev. Deborah Elliot	Ordained Minister	30
Rev. Tracy Trothen	Ordained Minister	30
Rev. Michelle Down	Ordained Minister	30
Rev. Allan-Smith Reeve	Ordained Minister	35
Rev. Janet Stobie	Ordained Minister	35
Rev. E. Jean Brown	Ordained Minister	35
Rev. Donaldson Uhryniw	Ordained Minister	35
Rev. Jennifer Uhryniw	Ordained Minister	35
Rev. G. David King	Ordained Minister	35
Rev. Darren Liepold	Ordained Minister	35
Rev. Kevin Derry	Ordained Minister	35
Rev. B. Josephine Mewett	Ordained Minister	40
Rev. M. Elizabeth MacDonald	Ordained Minister	40
Rev. Terry Deline	Ordained Minister	40
Rev. Wayne Reed	Ordained Minister	40
Rev. Gordon Postill	Ordained Minister	45
Rev. Nancy Knox	Ordained Minister	45
Rev. Susan Genge	Ordained Minister	45
Rev. Anne Gowans-Blinn	Ordained Minister	45
Rev. Leslie King	Ordained Minister	45
Rev. David Mundy	Ordained Minister	45
M. Anne Burnham	Diaconal Minister	45
Rev. John McManiman	Ordained Minister	50
Janet Duke	Diaconal Minister	50
Beltran Tadeja	Ordained Minister	55
Susan Robinson	Diaconal Minister	55
Rev. Charles Hainer	Ordained Minister	65

Rev. Donald Stiles	Ordained Minister	65
Rev. Victor Parsons	Ordained Minister	65
Rev. E. Kenneth Norman	Ordained Minister	70

## 2024-25 Summary of Actions by Council of Elders, General Meetings

April 19-20, 2024 (Spring Annual General Meeting)

**2024-04-19-20-001\_CONSENT MOTION** (E. Hebert-Daly/T. Meyers) that the East Central Ontario Regional Council move the following:

1. That the agenda as circulated be adopted;
2. That the minutes of the East Central Ontario Regional Council fall general meeting of October 28, 2023 be accepted as circulated - see **Appendix A**;
3. That the ECORC Report Book 2024 be received and accepted as circulated - see **Appendix B**;
4. That the Equity Monitor Support Team for this meeting consist of Deb Fortin Brown, Karen Wilson, (online) and Rev. Kevin Fitzpatrick, Rev. Kaitlyn Ostrander, Rev. Nancy Wilson and Rev. Elizabeth Cunningham (in person);
5. That the Scrutineers for this meeting be Karen Wilson, (online) and Rev. Darren Liepold (in person);
6. That the Discernmentarian/Parliamentarian for this meeting be Steve Coles;
7. That the Chaplains for this meeting Rev. Sharon Campbell Rayment (in-person) Ruth Wood (online)
8. 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**

**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 Lead Commissioner. These changes to be in effect upon the rise of this Spring 2024 meeting of the Regional Council. **CARRIED**

**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 Assembly 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**

**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**

**2024-04-19-20-010\_MOTION** (S. Heinrich/S. Coles) that the East Central Ontario Regional Council receive and approve the recommendations of the Nominations Leadership Team to appoint the following people into leadership positions on ECORC Assembly of Elders and leadership teams for three-year terms, from the rise of the spring 2024 meeting until the rise of the spring 2027 meeting:

**Assembly of Elders**

Rev. David King

Dr. Sheila Mae Young

Rev. Brian Nicholson

**Mission Through Property Leadership Team**

Jeff Julian  
Rev. Isaac Mundy  
Ron Trewin

**Covenant Support Leadership Team**

Patti James  
Rev. Cheryl McMurray

**Formation, Nurture, and Justice Leadership Team**

Patricia Teskey  
Rev. Kaitlyn Ostrander  
Rev. Wanda Stride

**Equity Leadership Team**

Rev. Nancy Wilson

**Nominations Leadership Team**

Rev. Svinda Heinrichs  
Rev. Wanda Stride

**CARRIED**

**2024-04-19-20-011\_MOTION** (B. James/T. Meyers) that the East Central Ontario Regional Council receive and approve the audited 2022 Financial Statements as circulated. **CARRIED**

**2024-04-19-20-012\_MOTION** (B. James/T. Meyers) that the East Central Ontario Regional Council receive for information the Full Financial Statements as of April 7<sup>th</sup> 2024 as circulated. **CARRIED**

**2024-04-19-20-013\_MOTION** (B. James/T. Meyers) that the East Central Ontario Regional Council receive for information the Q1 Budget to Actual Report as circulated. **CARRIED**

May 7, 2024

**2024-05-07-001 MOTION** (S. Coles/L. Watson) That the East Central Ontario Regional Council of Elders make Ted Meyers, and Rev. Paul Reed corresponding members for the purposes of this meeting. **CARRIED**

**2024-05-07-002 MOTION** (J. Payne/N. Wells) That the East Central Ontario Regional Council of Elders appoint Rev. Kevin Fitzpatrick as Equity Monitor for this meeting. **CARRIED**

**2024-05-07-003 MOTION** (K. Ostrander/J. Payne) That the East Central Ontario Regional Council of Elders approves the Minutes of April 2, 2024, as circulated. **CARRIED**

**Email Poll of April 10, 2024**

**2024-05-07-004 MOTION** (S. Coles/P. Long) That the East Central Ontario Regional Council of Elders receive into its minutes the email poll of April 10, 2024:

*2024-04-10-001 MOTION (T. Meyers/B. James) That the East Central Ontario Regional Council concur with the recommendation of the Mission Through Property Leadership Team to approve the decision of the Trustees, Property Development Team (PDT), Congregational Development Team (CDT) and Council of Mark Street United Church to authorize the Trustees to finalize the Exchange Agreement with TVM Mark Street Inc, as amended. CARRIED*

**CARRIED**

**2024-05-07-005 MOTION** (L. Watson/K. Fitzpatrick) That the East Central Ontario Regional Council of Elders recognize the disbanding of St. Ola United Church, effective December 20, 2023. **CARRIED**

**2024-05-07-006 MOTION** (S. Coles/L. Watson) That the East Central Ontario Regional Council of Elders recognize the disbanding of Trinity United Church (Apsley Pastoral Charge), effective September 5, 2023. **CARRIED**

**2024-05-07-007 MOTION** (S-M Young/S. Coles) That the East Central Ontario Regional Council of Elders agree in principle to make SharePoint available to the regional council (Leadership Teams and Forums) by December 31, 2024. **CARRIED**

**2024-05-07-008 MOTION** (L. Waston/D. King) That the East Central Ontario Regional Council of Elders accept the agenda as amended: Additional correspondence n. **CARRIED**

**2024-05-07-009 MOTION** (S. Coles/K. Ostrander) That the East Central Ontario Regional Council of Elders receive and approve the recommendation from the Nominations Leadership Team regarding the job description of the Speaker of the Council of Elders:

This is a three-year term.

1<sup>st</sup> year: as speaker-elect; 2<sup>nd</sup> year: as speaker; 3<sup>rd</sup> and final year: remaining on the Council of Elders in an advisory capacity.

Year one: Serve as a regular member, shadowing the speaker in preparation for meetings, and also serving as a representative from the Council of Elders to one of the leadership teams, and participating in the Facilitation Forum.

Year two: be available for monthly planning meeting; along with the Executive Minister, be available for correspondence as tension or crises emerge; chair monthly meetings and regional council meetings twice a year, and participating in the Facilitation Forum.

Year three: serve as a regular member, being available for consultation or filling in when the speaker is unavailable. **CARRIED**

**2024-05-07-010 MOTION** (J. Payne/N. Wells) That the East Central Ontario Regional Council of Elders name the following people to serve on the Facilitation Forum: Rev. Paul Reed, Steve Coles, Rev. Jean Wilson, Brian James, Rev. Wanda Stride and Lori Cooper (Rev. Eric Hebert-Daly and Karen Wilson as staff support). **CARRIED**

**2024-05-07-011 MOTION** (D. King/N. Wells) That the East Central Ontario Regional Council of Elders

concur with the recommendation of Covenant Support Leadership Team, that having confirmed eligibility on ChurchHub, to approve the re-appointment of the Rev. Dr. John Young, retired supply to Bridge Street United Church (Belleville), 30 hours per week from July 1, 2024 – June 30, 2025, all in accordance with The United Church of Canada Manual. **CARRIED**

**2024-05-07-012 MOTION** (L. Watson/D. King) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team, that having confirmed eligibility on ChurchHub, to approve the re-appointment of Rev. Kirby Breithaupt, retired supply to Seymour United Church, 24 hours a week from July 1, 2024 – June 30, 2025, all in accordance with The United Church of Canada Manual. **CARRIED**

**2024-05-07-013 MOTION** (K. Fitzpatrick/J. Payne) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team to withdraw its original motion (2024-04-02-011) appointing Rev. Brian Nicholson as supervisor to Wellington United Church, as the Rev. Doug Carter comes to The United Church of Canada in mutual recognition as ministry personnel from The United Church of Christ and does not need a supervisor. **CARRIED**

**2024-05-07-014 MOTION** (S-M Young/N. Wells) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership that Donna Bignell will be appointed Pastoral Charge Supervisor to Centennial Albert United Church (Oshawa). **CARRIED**

**2024-05-07-015 MOTION** (J. Payne/K. Ostrander) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team to accept the draft of the Ecumenical Shared Ministry agreement of St. Andrew's Presbyterian and St. Paul's (Bowmanville) pending the endorsement of the respective communities of faith.

**2024-05-07-016 MOTION** (L. Watson/K. Ostrander) That the East Central Ontario Regional Council of Elders mandate a working group to act on behalf of the governing body at Grace United Church (Peterborough) to respond to and make decisions on complaints received under the Workplace Discrimination Harassment and Violence Policy. **CARRIED (K. Fitzpatrick abstains)**

**2024-05-07-017 MOTION** (S-M. Young/N. Wells) That the East Central Ontario Regional Council of Elders name the following people to form the working group acting on behalf of the governing body at Grace United Church (Peterborough) responding to and make decisions on complaints received under the Workplace Discrimination Harassment and Violence Policy: David King, Lynn Watson, and Mary-Margaret Boone. **CARRIED (K. Fitzpatrick abstains)**

**2024-05-07-018 MOTION** (P. Long/K. Ostrander) That the East Central Ontario Regional Council of Elders concur with the recommendation of of the Mission Through Property Team to approve the request from St. Mathews United Church (Kingston) to utilize 5% x 4 years 2020 thru 2023 or (\$64,258) of capital funds (\$321,251) and that the Ministry Through Property and Finance work with the Board/Trustees of St Mathews to find a suitable investment to assure that 5% of investment funds on a go forward basis. **CARRIED**

**2024-05-07-019 MOTION** (J. Payne/N. Wells) That the East Central Ontario Regional Council of Elders concur with the recommendation of of the Mission Through Property Team to approve the request for a Doing Mission Together Grant for 2024 from Kedron United Church for \$5000 being for a Community Garden and Pathway Walk. **CARRIED**

**2024-05-07-020 MOTION** (N. Wells/P. Long) That the East Central Ontario Regional Council of Elders concur with the recommendation of the Mission Through Property Team to approve the request for a Doing Mission Together Grant for 2024 from Mini Film Fest/ Rev. Aaron Miechkota for \$500 being for use by the Mini Film Festival for the support of their planning and production of the event. **CARRIED**

**2024-05-07-021 MOTION** (S-M Young/N. Wells) That the East Central Ontario Regional Council of Elders concur with the recommendation of of the Mission Through Property Team to approve the request for a Doing Mission Together Grant for 2024 from Bedford House (Lakefield) for \$5000 being used for the ongoing support of the Community Ministry Internship. **CARRIED**

**2024-05-07-022 MOTION** (K. Fitzpatrick/K. Ostrander) That the East Central Ontario Regional Council of Elders name the following people to serve on the Equity Forum: Elizabeth Cunningham, Kevin Fitzpatrick, Deb Fortin-Brown, Nancy Clarke, and Nancy Wilson (Karen Wilson as staff support). **CARRIED**

**2024-05-07-023 MOTION** (L. Ostrander/K. Ostrander) That the East Central Ontario Regional Council of Elders agree to be a sponsor of the Mini Film Festival. **CARRIED**

June 4, 2024

**2024-06-04-001 MOTION** (N. Wells/J. Payne) That the East Central Ontario Regional Council of Elders appoint Rev. Kaitlyn Ostrander as Equity Monitor for this meeting. **CARRIED**

**2024-06-04-002 MOTION** (K. Fitzpatrick/N. Wells) That the East Central Ontario Regional Council of Elders approves the Minutes of May 7, 2024, as circulated. **CARRIED**

**2024-06-04-003 MOTION** (S-M. Young/D. King) That the East Central Ontario Regional Council of Elders accept the agenda as amended: Additional motion under section Vh. **CARRIED**

**2024-06-04-004 MOTION** (J. Payne/S-M. Young) That the East Central Ontario Regional Council of Elders make Rev. Dan Hayward (interim Executive Minister as of August 1<sup>st</sup>) a corresponding member for the purposes of this meeting. **CARRIED**

**2024-06-04-005 MOTION** (L. Watson/K. Fitzpatrick) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team, that having confirmed eligibility on ChurchHub, to approve the appointment of the Kathleen Whyte, student supply to the Sunderland Community of Faith 30 hours a week from September 1, 2024 – August 31, 2025, with the following terms: Student Step1 Col 4. All other terms according to the United Church Manual. **CARRIED**

**2024-06-04-006 MOTION** (N. Wells/K. Ostrander) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team, that having confirmed eligibility on ChurchHub, to approve the re-appointment of Rev. Phil Hobbs to the Prince Edward South Community of Faith effective July 1, 2024 – June 30, 2025 with the following terms: retired supply 20 hours a week and all other terms according to the United Church Manual. **CARRIED**

**2024-06-04-007 MOTION** (L. Waston/J. Payne) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team to appoint Rev. Christine Sloan as Pastoral Charge Supervisor to Crossroads United Church (Kingston). **CARRIED**

**2024-06-04-008 MOTION** (L. Watson/N. Wells) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team to appoint Rev. Paul Reed as Pastoral Charge Supervisor to Fenelon Falls United Church.

**2024-06-04-009 MOTION** (S-M. Young/N. Wells) that The East Central Ontario Regional Council of Elders concur with the recommendation of the Ministry Through Property and Finance Leadership Team to approve the transfer of \$1 million from the ECORC general fund to the United Church Foundation investment fund. **CARRIED**

**2024-06-04-010 MOTION** (S-M. Young/N. Wells) that The East Central Ontario Regional Council of Elders concur with the recommendation of the Ministry Through Property and Finance Leadership Team to approve the payment of Legal expenses of \$344.65 for Grace United Church (Peterborough) re the labour lawyer fees for services for an employee dismissal. **CARRIED**

**2024-06-04-011 MOTION** (S-M. Young/N. Wells) that The East Central Ontario Regional Council of Elders concur with the recommendation of the Ministry Through Property and Finance Leadership Team to approve funds to pay for a balance owing of \$473.31 to the firm of Grant Thornton LLP for services for the preparation of Registered Charity Information Return T3010 with accompanying T1235 and T1236 worksheets for 2023 re the closing of the Trinity United Church (Bowmanville). **CARRIED**

**2024-06-04-012 MOTION** (S-M. Young/N. Wells) that The East Central Ontario Regional Council of Elders concur with the recommendation of the Ministries Through Property and Finance Leadership Team to approve funds to pay for the Outstanding 2023 assessment balance of \$226 owing to the United Church of Canada for the Apsley United Church (Apsley) who have disbanded in 2022. **CARRIED**

**2024-06-04-013 MOTION** (S-M. Young/K. Fitzpatrick) that The East Central Ontario Regional Council of Elders concur with the recommendation of the Ministry Through Property and Finance Leadership Team to approve the request of the Maynooth Madawaska Pastoral Charge to apply to Fund for Visiting Ministry Personnel during Sabbatical for pulpit supply during the time of Rev. Marilyn Zehr's sabbatical. **CARRIED**

**2024-06-04-014 MOTION** (S-M. Young/J. Payne) that The East Central Ontario Regional Council of Elders concur with the recommendation of the Ministry Through Property and Finance Leadership Team to approve the use of funds from the Castleton United Church manse fund to cover a 4% draw of funds for 2024 of \$836.83. This amount also approves the use of \$2300 from the same manse fund for two Stairlifts to improve the accessibility of the Castleton United Church. **CARRIED**

**2024-06-04-015 MOTION** (S-M. Young/N. Wells) that The East Central Ontario Regional Council of Elders concur with the recommendation of the Ministry Through Property and Finance Leadership Team to approve paying the legal costs (\$1,388. 32) related to renting the Newburgh United Church (Newburgh) manse. **CARRIED**

**2024-06-04-016 MOTION** (S-M. Young/N. Wells) that The East Central Ontario Regional Council of Elders concur with the recommendation of the Ministry Through Property and Finance Leadership Team to



approve the request from Goodwood United Church for a capital project at a cost of \$65,000 plus tax to make the church more accessible. **CARRIED**

**2024-06-04-017 MOTION** (S-M. Young/K. Ostrander) that The East Central Ontario Regional Council of Elders maintain that Brian James, Regional Council Treasure be a voting member on the Council of Elders and seek a clarification from Nomination Leadership Team as to Brian James's term on the council. **CARRIED**

**2024-06-04-018 MOTION** (K. Ostrander/B. James) that The East Central Ontario Regional Council of Elders set the deadline to receive GC 45 proposals by October 27, 2024. **CARRIED**

September 3, 2024

**2024-09-03-001 MOTION** (B. James/J. Payne) That the East Central Ontario Regional Council of Elders appoint Rev. David King as Equity Monitor for this meeting. **CARRIED**

**2024-09-03-002 MOTION** (B. James/K. Fitzpatrick) That the East Central Ontario Regional Council of Elders approves the Minutes of June 4, 2024, as circulated. **CARRIED**

**2024-09-03-003 MOTION** (B. James/N. Wells) That the East Central Ontario Regional Council of Elders receive into its minutes the results of email polls of June 29, 2024:

*2024-06-29-001 MOTION (D. King/S-M Young) That the East Central Ontario Regional Council of Elders concur with the recommendation of the Ministry Through Property and Finance Leadership Team to approve the request of Sydenham Street United Church, Kingston for approval of their capital project to upgrade the Performance Hall/Sanctuary Lighting System (\$129,844). CARRIED*

*2024-06-29-001 MOTION (D King/S-M Young) That the East Central Ontario Regional Council of Elders concur with the recommendation of the Ministry Through Property and Finance Leadership Team to approve the request of Wesley United Church, Lakefield for approval of their capital projects totalling \$64,000 being for new furnaces, kitchen stove, refrigerator, freezer and electrical appliances / other upgrades. CARRIED*

*2024-06-29-003 MOTION (D. King/N. Wells) That the East Central Ontario Regional Council of Elders recognize that Simcoe Street Pastoral Charge (Oshawa) has amalgamated with Kingsview Pastoral Charge effective April 21, 2024. CARRIED CARRIED*

**2024-09-03-004 MOTION** (S-M. Young/K. Ostrander) That the East Central Ontario Regional Council of Elders receive into its minutes the result of email poll of July 4, 2024:

*2024-07-04-001 MOTION (B. James/S. M. Young) That the East Central Ontario Regional Council of Elders concur with the recommendation of the Ministry Through Property and Finance Leadership Team that the regional council pay the outstanding (remaining three-quarters of year) Congregational United Church of Canada Assessment Fees (2024) of \$9,987.75 for Simcoe St United Church, Oshawa, and that this expense be recovered by the regional council from the ongoing operational income from the Kindred Works Housing Development project yearly cash flow. CARRIED CARRIED*

**2024-09-03-005 MOTION** (S-M. Young/K. Ostrander) That the East Central Ontario Regional Council of Elders receive into its minutes the result of email poll of July 31, 2024:

*2024-07-31-001 MOTION (K Fitzpatrick/L. Watson) That the East Central Ontario Regional Council of Elders concur with the recommendation of the Ministry Through Property and Finance Leadership Team to approve the request from Crossroads United Church, Kingston to allow the Crossroads United Church to sign the Agent Authorization form that will allow OLS (Our Livechange Solutions) to initiate the necessary approval and permit conversations with the City. The authorization is required because OLS does not own the property;*

*and that Crossroads United Church take the necessary actions to have the name on title changed to Crossroads United Church to reflect the amalgamation in 2010 of St. Margaret's UC and Queen St UC. CARRIED CARRIED*

**2024-09-03-006 MOTION** (S-M. Young/K. Ostrander) That the East Central Ontario Regional Council of Elders receive into its minutes the result of email poll of August 9, 2024:

*2024-08-09-001 MOTION (L Watson/D. King) that the East Central Ontario Regional Council has concerns about the state of St. John's Campbellford Pastoral Charge and will conduct an evaluation of the pastoral relationship. CARRIED CARRIED*

**2024-09-03-007 MOTION** (N. Wells/S-M Young) That the East Central Ontario Regional Council of Elders name Rev. David King, Rev. David King and Brian James as evaluators to St. John's Campbellford Pastoral Charge. **CARRIED (D. King, B. James and K. Ostrander abstain).**

**2024-09-03-008 MOTION** (D. King/J. Paynce) That the East Central Ontario Regional Council of Elders accept the agenda as amended:

1. Addition of section *la* re recommendations from Facilitation Forum;
2. Addition of section *d* under *New Business* re Governance and terms of reference for: Council of Elders; Covenant Support Leadership Team; Formation Nurture and Justice Leadership Team; Ministry Through Property & Finance Leadership Team; Nominations Leadership Team; Equity Forum; and Facilitation Forum.
3. Addition of Correspondence n re closure of safe consumption sites in Ontario – see letter written by Rev. Maggie Helwig
4. Addition of Rev. Paul Currie 2024-25 VAM status. **CARRIED**

**2024-09-03-009 MOTION** (S-M. Young/B. James) That the East Central Ontario Regional Council of Elders make Rev. Dan Hayward (interim Executive Minister as of August 1<sup>st</sup>) a corresponding member for the purposes of this meeting. **CARRIED**

**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**

**2024-09-03-011 MOTION** (S-M Young/N. Wells) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team, that after having confirmed eligibility on Church Hub, to re-appointment of the Rev. Allan Smith-Reeve, United Supply, to the Greenwood (Peterborough County) Community of Faith from July 1, 2024-February 28th, 2025 with the following terms: Sal Category F COL 4 50% time, phone 685 for the 8 months (must be raised to 800), Con Ed 820. All other terms as per the United Church Manual. **CARRIED**

**2024-09-03-012 MOTION** (S-M Young/N. Wells) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team, that after having confirmed eligibility on Church Hub, to re-appointment of the Rev. Lynda Hodgins, retired supply to the Harmony (Peterborough County) Community of Faith with the following terms: Effective October 1, 2024-January 31, 2025, Sal category F COL 4 50% with the other 50% picked up by the Presbyterians, Phone 1 (must be

raised to 400 for four months), Con Ed 820. In the four months Lynda gets two weeks vacation and one week of study leave. All other terms as per the United Church Manual. **CARRIED**

**2024-09-03-013 MOTION** (S-M Young/N. Wells) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team, that after having confirmed eligibility on Church Hub, to appoint Rev. Li Armstrong, retired supply to the Sandford Zephyr (near Uxbridge) community of Faith with the following terms: Effective July 1, 2024-December 31, 2024, Salary Category F COL 5, Full time, Phone (400 must be raised to 600). Con ed \$1640. All other items according to the United Church Manual. **CARRIED**

**2024-09-03-014 MOTION** (S-M Young/N. Wells) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team, that after having confirmed eligibility on Church Hub, to appoint Rev. Bob Root to the Bobcaygeon Providence (Kawarthas) Community of Faith with the following terms: Salary Category F COL 4, Effective July 1, 2024-June 30th, 2025, 50% time, Communications 678 (needs to be raise to 1200), Con Ed \$820. All other terms as per the United Church Manual. **CARRIED**

**2024-09-03-015 MOTION** (K. Fitzpatrick/B. James) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team, that after having confirmed eligibility on Church Hub, to appoint Rev. G. David King to Alderville Pastoral Charge from July 1, 2024-June 30, 2025 with the following terms: Salary Cat. F, COL 2, 35 hours, communications \$1200, Con. Ed \$1640. All other terms as per the United Church Manual. **CARRIED (D. King abstains)**

**2024-09-03-016 MOTION** (S-M Young/N. Wells) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team, that after having confirmed eligibility on Church Hub, to appoint Rev. Thomas Holmes to the Smithfield-Carman Pastoral Charge from July 31, 2024- June 30, 2025, with the following terms: Cat F, COL 3, 20 hours a week, communications \$100, (must be raised to \$1100) Con Ed \$820. All other terms as per the United Church Manual. **CARRIED**

**2024-09-03-017 MOTION** (S-M Young/N. Wells) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team, that after having confirmed eligibility on Church Hub, to appoint Rev. Mary Elizabeth Macdonald to Princess Street Pastoral Charge from September 15, 2024 – June 30, 2025, with the following terms: Salary, Category F, 20 hours a week, communications \$1200 annual, Con. Ed. \$820. All other terms as per the United Church Manual. **CARRIED**

**2024-09-03-018 MOTION** (J. Payne/S-M Young) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team, that after having confirmed eligibility on Church Hub, to call Rev. Kaitlyn Ostrander to Pickering Village-Audley Pastoral Charge as of October 28, 2024, with the following terms: Sal Category A, COL 5, Full Time, communications, \$1200, Con Ed. \$1640. All other terms as per the United Church Manual. **CARRIED (K. Ostrander abstains)**

**2024-09-03-019 MOTION** (S-M Young/N. Wells) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team, that after having confirmed eligibility on Church Hub, to appoint Diaconal Minister Michelle Hofman, to the Orono Kirby Pastoral Charge from October 1, 2024-September 30, 2025 with the following terms: Sal Category F, COL 4, 20 hours a week, phone 900 (*must be raised to 1200*) Con Ed 820. All other terms as per the United Church Manual **CARRIED**

**2024-09-03-020 MOTION** (J. Payne/D. King) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team to accept the retirement of the Rev. Susan McAllister, minister of Princess Street United Church, Kingston, effective August 31, 2024. **CARRIED**

**2024-09-03-021 MOTION** (K. Ostrander/N. Wells) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team to appoint Patti James as Pastoral Charge Supervisor at Buckhorn United Church during the minister's sabbatical. **CARRIED (B. James Abstains)**

**2024-09-03-022 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders concur with the recommendation of Covenant Support Leadership Team appoint Rev. Phil Hobbs as Pastoral Charge Supervisor at Grace United Church in Napanee effective July 1<sup>st</sup> 2024. **CARRIED**

**2024-09-03-023 MOTION** (S-M. Young/B. James) that The East Central Ontario Regional Council of Elders concur with the recommendation of the Ministry Through Property and Finance Leadership Team to accept and approve the request by Little Britain United Church, Little Britain to disband October 31<sup>st</sup> 2024 and that the Minister Denise Boyd, DLM be given notice of this pastoral change effective July 31<sup>st</sup> 2024. **CARRIED (K. Fitzpatrick Abstains)**

**2024-09-03-024 MOTION** (S-M. Young/B. James) that The East Central Ontario Regional Council of Elders concur with the recommendation of the Ministry Through Property and Finance Leadership Team to accept and approve the motions from Crossroads United Church, Kingston as follows:

1. that the lease agreement between Crossroads United Church and Our Livable Solutions for the Crossroads Village project be approved.
2. that Agora Developments Co. Ltd. be approved as an Agent of Record for Crossroads United Church for the purpose of construction and acquiring permits for the Crossroads Village project.
3. that the site plan for Crossroads Village (as represented in Crossroads/Our Livable Solutions lease) be approved. – see *Crossroads/Our Livable Solutions lease* as **Appendix D**

**CARRIED**

**2024-09-03-025 MOTION** (K. Ostrander/K. Fitzpatrick) That the East Central Ontario Regional Council of Elders acknowledges the Voluntary Associate Ministers (retired ministry personnel not appointed, or engaged in ministry not recognized as 'community of faith') for July 1, 2024- June 30, 2025:

<b>First Name</b>	<b>Last Name</b>	<b>Community of Faith</b>
Rev. Dr. Aruna	Alexander	Picton United Church
Rev. Ann	Austin-Cardwell	Greenwood United Church
Rev. Mary-Margaret	Boone	Bethany Pontypool United Church
Rev. E. Jean	Brown	Selby United Church
Rev. Paul	Currie	Edith Rankin Memorial United Church (Kingston)
Rev. Terrence R.	Deline	Westbrook United Church (Kingston)
Rev. Larry	Doyle	Brooklin United Church
Rev. Susan	Genge	Westminister United Church (Whitby)
Rev. Caroline	Giesbrecht	St. Mark's United Church (Cannifton)

Rev. Katy	Gregory	Trenton United Church
Rev. Anja	Guignion	Trinity United Church (Cobourg)
Rev. Patsy	Henry	Selby United Church
Rev. Anne	Hepburn	Dunsford United Church
Rev. David O.	Jones	Pickering Village United Church
Rev. Kimberley	Lawrance	St. Paul's United Church (Ajax)
Rev. Darren	Liepold	Picton United Church
Rev. Ed	McCaig	Selby United Church
Rev. Jeannette	Millar	Trinity United Church (Carrington)
Rev. Bain	Milroy	Keene United Church
Rev. David	Mundy	Trenton United Church
Rev. Lynda M.	Price	Zion United Church (Kingston)\
Rev. Lynn	Smith-Reeve	Bethel, Emily Pastoral Charge
Rev. Ruth	Sword	St. Andrew's By-The-Lake
Rev. Dan	Yourkevich	Westminister United Church (Whitby)

## **CARRIED**

**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**

**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**

**2024-09-03-028 MOTION** (K. Ostrander/B. James) That the East Central Ontario Regional Council of Elders ask its representatives as well as regional council staff members, who are on Leadership Teams and Forums, to ensure terms of references are being reviewed by the Leadership Teams and Forums and refer to Speaker (Stephen Coles) with comments by September 24. **CARRIED**

October 1, 2024

**2024-10-01-001 MOTION** (J. Payne/S-M Young) That the East Central Ontario Regional Council of Elders appoint Rev. Ned Wells as Equity Monitor for this meeting. **CARRIED**

**2024-10-01-002 MOTION** (D. King/B. James) That the East Central Ontario Regional Council of Elders approves the Minutes of September 3, 2024, as circulated. **CARRIED**

**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**

**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**

**2024-10-01-005 MOTION** (N. Wells/S-M. Young) That the East Central Ontario Regional Council of Elders accept the agenda as amended:

- Addition under correspondence, *d*; revisions made to correspondence *d*
- Addition under section IV4, *Review of Grace United Church (Peterborough)*
- Addition under section VII, *minutes of Formation, Nurture and Justice meeting held on September 12, 2024 (section VII)*
- Addition under section IVi3, *motion concerning sacramental privilege*
- Addition under section V1i, ii, *motion concerning Capital Project at Westminster United Church and motion concerning sale of the manse at Bridgenorth United Church*

**CARRIED**

**2024-10-01-006 MOTION** (B. James//J. Payne) That the East Central Ontario Regional Council of Elders receive for information the CST minutes of September 17, 2024. **CARRIED**

**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**

**2024-10-01-008 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**

**2024-10-01-009 MOTION** (K. Fitzpatrick/S-M Young) That the East Central Ontario Regional Council of Elders grant sacramental privileges to Kathy Toivanen, Diaconal Minister, to administer the sacraments at St. Paul's United Church (Rural Faith Pastoral Charge) on world Communion Sunday. **CARRIED**

**2024-10-01-010 MOTION** (S-M. Young/B. James) that The East Central Ontario Regional Council of Elders concur with the recommendation of the Ministries Through Property and Finance Leadership Team to approve the capital renovation project (replacement of H-VAC) at Westminster United Church (Whitby). **CARRIED**

**2024-10-01-011 MOTION** (S-M. Young/B. James) that The East Central Ontario Regional Council of Elders concur with the recommendation of the Ministries Through Property and Finance Leadership Team to approve the request from Bridgenorth United Church to list the manse located at 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, at a listing price of three hundred and fifty thousand (\$350,000) with disbursement of net funds from sale as per the Manse Fund policy. **CARRIED**

**2024-10-01-012 MOTION** (B. James/S-M Young) That the East Central Ontario Regional Council of Elders receive and approve the draft 2025 budget and recommend to the Fall General Meeting of the Regional Council. **CARRIED**

**2024-10-01-013 MOTION** (B. James/S-M Young) That the East Central Ontario Regional Council of Elders approve the Mission Support Grants as recommended by the Ministry Through Property & Finance Leadership Team:

- Places for People; \$2000
- Quinty Health Care Corp-Spiritual Health Services; \$5000
- Greenwood Bedford House; \$20000
- Camp Qui-Mo-Lac; \$50000
- Old Hay Bay Church; \$6000
- Brooksong Retreat (formerly Abbey Retreat Centre); \$5000
- Grand River Bookstore; \$2000

**CARRIED**

**2024-10-01-014 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders approve the recommendation of the Ministry Through Property Finance Leadership Team to authorize the Trustees of Trinity United Church (Odessa):

(1) to list certain 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, at a listing price of three hundred and eighty-nine thousand (\$389,000).

(2) that the following disposition of the proceeds arising from the transaction conforms with Regional Council policy.

**CARRIED**

**2024-10-01-015 MOTION** (J. Payne/K. Fitzpatrick) 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. William K.	Peacock	Greenwood United Church, Peterborough
Rev. Brenda	Timpson	Emmanuel United Church, Foxboro

**CARRIED**

October 24, 2024

**2024-10-24-001 MOTION** (B. James/D. King) That the East Central Ontario Regional Council of Elders appoint Rev. Ned Wells as Equity Monitor for this meeting. **CARRIED**

**2024-10-24-002 MOTION** (S-M Young/J. Payne) That the East Central Ontario Regional Council of Elders accept the agenda as circulated. **CARRIED**

**2024-10-24-003 MOTION** (D. King/B. James) That the East Central Ontario Regional Council of Elders take decisive and timely action by establishing at its earliest opportunity, a Commission to assume all



governance functions of St. John's United Church, Campbellford, for a period of up to one year. During that time, the Commission will make such decisions and take such actions as it deems necessary in safeguarding both St. John's people and the property held in trust by them on behalf of The United Church of Canada. **CARRIED**

**2024-10-24-004 MOTION** (J. Payne/N. Wells) That the East Central Ontario Regional Council of Elders appoint with thanks the following people to the Commission established for St-John's United Church (Campbellford): Rev. David King, Sheila-Mae Young, Brian James. **CARRIED** (*D. King Abstains*)

November 5, 2024

**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.

**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**

**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**

**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**

**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**

**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**

**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**

**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 majority**

**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)**

**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**

**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**

**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 200<sup>th</sup> 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**

**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**

**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**

**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.

**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**

**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 16<sup>th</sup> for approval. **CARRIED**

**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**

**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)**

**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 16<sup>th</sup> for decision. **CARRIED**

**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. **CARRIED**

### November 16, 2024 (Fall General Meeting)

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

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/ Discernmantarians 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**

**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**

**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**

**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.

**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:

- |                              |   |
|------------------------------|---|
| 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**

**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**

**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  
Roger West

Lynn Liddell  
Ruth Olley

Susan Pleasance  
Carol O'Neil  
Paul Kneebone

**CARRIED**

**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**

**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**

**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**

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

**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**

**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**

December 3, 2024

**2024-12-03-001 MOTION** (J. Payne/N. Wells) That the East Central Ontario Regional Council of Elders appoint Rev. Kaitlyn Ostrander as Equity Monitor for this meeting. **CARRIED**

**2024-11-05-002 MOTION** (S-M. Young/Brian Nicholson) That the East Central Ontario Regional Council of Elders approves the Minutes of November 5, 2024, as circulated. **CARRIED**

**2024-12-03-003 MOTION** (L. Waston/B. James) That the East Central Ontario Regional Council of Elders accept as amended:

1. Addition of correspondence j
2. Modification to item a under section V (addition of MTPF email poll of December 1, 2024)
3. Addition of item g under section V

**CARRIED**

**2024-12-03-004 MOTION** (L. Watson/K. Fitzpatrick) That the East Central Ontario Regional Council of Elders receive for information the CST minutes of November 19, 2024. **CARRIED**

**2024-12-03-005 MOTION** (J. Payne/D. King) That the East Central Ontario Regional Council of Elders approve Rev. Stephen Ambury's request for a sabbatical leave from May 1, 2025 to July 31, 2025. **CARRIED**

**2024-12-03-006 MOTION** (D. King/B. Nicholson) That the East Central Ontario Regional Council of Elders approve the revised governance structure of St. Mark's United Church, Cannifton as circulated. **CARRIED**

**2024-12-03-007 MOTION** (L. Watson/) 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. Nancy	Lester	Trinity United Church (Cobourg)
Rev. Bill	Smith	St. Mark's United Church (Cannifton)
Rev. Janet	Stobie	Bridgenorth United Church
Rev. Dr. John	Young	St. Mark's United Church (Cannifton)
Rev. Jean	Wilson	Castleton Grafton Pastoral Charge

**CARRIED**

**2024-12-03-008 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders receive for information the MTPF minutes of November 20, 2024; the MTPF Email Poll of November 21, 2024, MTPF Email Poll of November 24, 2024, and MTPF Email Poll of December 1, 2024. **CARRIED**

**2024-12-03-009 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders



receive the recommendation of the Ministry Through Property & Finance Leadership Team and approve the amalgamation of United Churches of Maynooth, Madawaska and St. Paul's of Lake St. Peter amalgamate effective Dec 1, 2024. The new name will be Windsong United Church. **CARRIED**

**2024-12-03-010 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders receive the recommendation of the Ministry Through Property & Finance Leadership Team and approve the listing of Peniel United Church, real property, legal description of which is PT N1/2 LT 5 CON 11 MARIPOSA AS MD12349 & MD2424; EXCEPT PT1, WHY768H; S/T R199617; KAWARTHA LAKES with Municipal address of 407 CNTY RD 46, Kawartha Lakes known as Peniel United Church. The disposition of the proceeds arising from the net sale transaction (as understood at the time of the approval of the sale of property) of 10% to the Indigenous Ministries and 90% to the Amalgamating Community of Faith Woodville United Church as part of the United Communities Ministries. **CARRIED**

**2024-12-03-011 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders receive the recommendation of the Ministry Through Property & Finance Leadership Team and approve that funds of 10% of the net ECORC portion (10%) of real property sales from surplus to need properties as a result of an amalgamation or disbandment of Communities of Faith, be transferred to a special ECORC fund to be used to support the Ontario Regional Council Archives Reserve Fund with the understanding that changes may need to be made in the percentage of the net ECORC portion depending on the full report of the Ontario Regional Council Archives Reserve fund activities. **CARRIED**

**2024-12-03-012 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders receive the recommendation of the Ministry Through Property & Finance Leadership Team and approve the payment of Property Management expenses related to the properties that ECORC is holding in trust. **CARRIED**

**2024-12-03-013 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders receive the recommendation of the Ministry Through Property & Finance Leadership Team and approve the request from Blackstock United Church to use up to an additional \$50,000 from their manse fund to support the church operations while they develop their Transitional Plan.

**2024-12-03-014 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders approve the recommendation of the Ministry Through Property & Finance Leadership Team to approve the request from St. Paul's United Church, Lake St. Peter to transfer the property at PT LT 11 CON McClure as in QR147342 & PT 3 HSR153, Hastings Highlands, County of Hastings being Land, Building and Cemetery to the Municipality of Hastings Highlands. **CARRIED**

**2024-12-03-015 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders approve the recommendation of the Ministry Through Property & Finance Leadership Team to approve the Doing Mission Together Grant request of \$5,000 from Trinity St Andrews UC in Brighton. **CARRIED**

**2024-12-03-016 MOTION** (K. Fitzpatrick/B Nicolson) That the East Central Ontario Regional Council of Elders grant sacramental privileges to Kathy Toivanen at Rural Faith United Church, to administer the sacraments on Sunday, December 8<sup>th</sup> at Rural Faith United Church, and all future requests for sacramental privileges go to Covenant Support. **CARRIED**

January 7, 2025

**2025-01-07-001 MOTION** (L. Watson/B. James) That the East Central Ontario Regional Council of Elders appoint Rev. Kevin Fitzpatrick as Equity Monitor for this meeting. **CARRIED**

**2025-01-07-002 MOTION** (N. Wells/B. James) That the East Central Ontario Regional Council of Elders accept the agenda as circulated. **CARRIED**

**2025-01-07-003 MOTION** (K. Fitzpatrick/K. Ostrander) That having received the *Investigator Report for Cambridge Street United Church*, the East Central Ontario Regional Council of Elders appoint the following people to meet with the complainants and respondent, and then report back the February 4<sup>th</sup> Council of Elders meeting: Stephen Coles, Rev. Lynn Watson, and Rev. Ned Wells. **CARRIED (Sheila-Mae Young abstains)**

**2025-01-07-004 MOTION** (S-M Young/B. Nicholson) That upon examining the *Reviewer's Report for Emmanuel United Church*, the East Central Ontario Regional Council of Elders recommend the following:

- a) That a pastoral and compassionate team approach be adopted in responding to the situation at Emmanuel United Church and that the team consist of a Commission, a finance person (if one of the members of the Commission does not have financial experience in the UCC), a conflict resolution practitioner, and staff from ECORC to support visioning. Each of the persons serving should have no history with anyone at EUC or with the congregation as a whole that could reasonably lead to any perception of bias.

It was suggested that there be 1-2 members forming part of the commission not coming from Council of Elders.

- b) That a Commission be established by ECORC to implement these recommendations, to direct the governance of the congregation, and to act as the final decision-making authority for the congregation for a period of at least one year. This will allow for policies and processes to be brought in line with UCC expectations while freeing the called minister to focus on ministry, strengthening relationships, and pastoral care.
- c) That the Commission ensure that this report, and any decisions made by ECORC in respect of its recommendations, be made freely available to the members and adherents of Emmanuel United Church and, that at its earliest opportunity, an open gathering be convened to present the decisions and respond to questions that may arise.
- d) That a simplified communications mechanism be set in place immediately in order to communicate information related to this review, as well as congregational life, and that the communication strategy identified in the Council Action Plan be implemented when possible.
- e) That the Commission work with the existing Council to implement these recommendations and to carry out the day-to-day governance of the congregation. It is recommended that the Commission:
  - 1. Act as Chair of the Council;
  - 2. Work towards active listening to all ideas and opinions offered during council

meetings, modelling healthy decision-making processes and encourage respectful participation by all.

3. Have final decision-making authority, where consensus cannot be reached.
- f) That the Commission work with the already existing Property Committee to ensure that their processes conform to UCC practices.
1. Give thanks for the many years of leadership the current Property chair has given.
  2. The Commission appoint one of its members to the chair of that committee.
  3. That the current chair of Property be invited to continue to serve as a regular member given the experience and knowledge he brings.
- g) That the Commission work with the already existing Trustees to ensure that their processes conform to UCC practices.
1. That the Commission appoint one of its members to the chair of the Trustees.
- h) That the Commission offer process support to any of the other committees if required.
- i) That the Commission work with the congregation to:
1. Continue the recent work to explore the transition from the existing governance model to a simplified governance structure;
  2. Clarify governance and committee roles, responsibilities, and decision-making authorities;
  3. Update EUC's constitution (governance policies);
  4. Ensure clear policies and processes are in place to allow for shared leadership (eg. term limits, which are already present in EUC's constitution; mentorship/shadowing).
- j) That the Commission ensure that workshops on UCC polity and governance roles and responsibilities are facilitated and that specific training is delivered for appropriate committees (eg. M&P).
- k) That a finance person with experience in UCC financial process be identified to work with the current treasurer and Finance Committee to simplify and bring EUC's financial systems in line with UCC expectations and common financial processes, as well as to work with current trustees to explore the real (versus perceived) restrictions on trust funds, as well as how to simplify, and where possible, consolidate EUC's funds. That this work include:
1. Implementing a Unified Budget System to reduce the number of financial silos within EUC and to reunify the ministry and building aspects of the church's financial reporting.
  2. Bringing monies held in the Outreach, choir, trustee account into the general fund and giving them line items in the overall budget;
  3. As soon as possible, electing/appointing a treasurer from within the congregation;
  4. As soon as possible, arranging for bookkeeping services onsite, whether that be through the hiring of a permanent administrator who can also maintain the church's financial records, or by hiring a bookkeeper who keeps regular office hours at the church;
  5. Ensuring that all financial records are maintained and held onsite;
  6. Removing the Benevolent Funds (funds the minister uses for emergency purposes) from within the oversight of the Outreach and Pastoral Care Committee; furthermore, developing criteria and processes for the disbursement of benevolent funds that are

in keeping with UCC and CRA expectations and requirements (what types of situations; how often; can money be given up to a certain amount or should it always be in kind; etc.).

- i) That ECORC identifies and secures the services of a conflict practitioner (to be paid 30% by Regional Council and 70% percent by congregation) with experience in congregational conflict and church systems, who will walk alongside the congregation over the next 18 to 24 months, to help them hear and understand each other, and to also develop a conflict-capable culture and conflict systems that will help them respond to conflict in a healthy way when it arises. The conflict resolution practitioner should be someone who has an understanding of congregational culture but who has not already worked with EUC or who has ties to EUC that could be construed as bias. This work could include:
  - 1. facilitating listening circles to allow congregation members to listen deeply to each other and build understanding around the dynamics that are still present from the amalgamation, as well as what has been happening at EUC recently;
  - 2. mediating if and where needed;
  - 3. facilitating team-building for staff and committees;
  - 4. developing a culture of constructive feedback so that it becomes normal for people to share both positive and critical feedback with each other and with leadership, including the minister;
  - 5. conflict resolution training including how individuals and leadership (eg. chairs of committees) can best respond to poor behaviour on the spot and how to have challenging conversations;
  - 6. developing, with the congregation (not just leadership) a conflict resolution process for EUC that is “owned” by the congregation and that is adhered to. For instance, if the first step is to have a respectful and compassionate conversation with the person with whom someone is in conflict or who behaved poorly, and that step hasn’t been taken, leadership doesn’t let them skip that step and move to the next one or move to a formal process.
  - 7. revisiting the Behavioural Covenant with the congregation (not just leadership) to explore if it needs revision and to add steps (conflict resolution process) to take when the Covenant is broken.
  - 8. Other interventions as identified by ECORC or the congregation or by the conflict resolution practitioner
- j) That the Commission work with ECORC staff to identify the best timing for a visioning process to be developed and implemented with the congregation. That this visioning process:
  - 1. Work to establish a clear vision and mission for EUC’s future that reflects the will of the congregation;
  - 2. Reexamine EUC’s understanding of and commitment to its status and identity as an Affirming congregation;
  - 3. Examine how the congregation feels the building fits into the vision. (That is, how does it want the building to serve the ministry mid and long-term?);
  - 4. Explore where children/youth fit into EUC’s vision for ministry and what that means for church life
- k) Regarding routine administrative processes, the Reviewer recommends the following:

1. That the historic roll of the congregation be reviewed and updated to reflect the actual membership of the congregation and that part of this review should include contacting those who no longer attend to clarify their membership;
  2. That church systems and equipment (eg. email system; laptop for livestream) should belong solely to Emmanuel United Church and should not be owned or run through anyone's personal equipment or accounts, whether that be staff or volunteers.
  3. That there be training for two or three persons (or teams) on how to use EUC's systems and equipment so that back-ups are always available.
- l) That ECORC, upon receiving any petition or complaint from anyone at EUC, ensure that the congregation's conflict resolution processes have been accessed first without resolution, and that, if so, proper UCC process, as found in the Manual, has been followed for the transmission of said petition or complaint.

#### **CARRIED**

**2025-01-07-005 MOTION** (N. Wells/P. Long) That East Central Ontario Regional Council of Elders acknowledge receipt of the complaint of Rev. Mark Fearnall against East Central Ontario Regional Council and considering Rev. Mark Fearnall's current status on restorative care leave, make every effort to find suitable ways to provide Rev. Mark Fearnall with suitable pastoral care as soon as he returns to his functions. **CARRIED**

**2025-01-07-006 MOTION** (S-M. Young/K. Ostrander) That the East Central Ontario Regional Council of Elders approve the transfer of cemetery and St. Paul's United Church, legal description of which is PT LT 11 CON 10 MCCLURE AS IN QR147342 & PT 3 HRS 153; HASTING HIGHLANDS; COUNTY OF HASTINGS, and municipal address of which is 25 BOULTER LAKE ROAD, LAKE ST. PETER, ON K0L 2K0 to Hasting Highlands Municipality. **CARRIED**

February 4, 2025

**2025-02-04-001 MOTION** (N. Wells/B. James) That the East Central Ontario Regional Council of Elders appoint Sharon Hull as Equity Support Person for this meeting. **CARRIED**

**2025-02-04-002 MOTION** (S-M Young/K. Ostrander) That the East Central Ontario Regional Council of Elders approves the Minutes of December 3, 2024, as circulated. **CARRIED**

**2025-02-04-003 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders approves the Minutes of January 7, 2025 as circulated. **CARRIED**

**2025-02-04-004 MOTION** (N. Wells/K. Fitzpatrick) That the East Central Ontario Regional Council of Elders rescind motion 2024-11-05-009. **CARRIED**

**2025-02-04-005 MOTION** (S-M Young/D. King) That the East Central Ontario Regional Council of Elders uphold that the 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;

And that the East Central Ontario Regional Council amend the Governance Handbook to reflect that the Executive Minister's role is reflective of what is stated in the *The Manual*. **CARRIED (B. James Abstains)**

**2025-02-04-006 MOTION** (L. Watson/D. King) That the East Central Ontario Regional Council of Elders accept the agenda as amended:

1. Addition of correspondence e

**CARRIED**

**2025-02-04-007 MOTION** (L. Watson/S-M Young) That the East Central Ontario Regional Council of Elders confirm that Lillian Pattison can occupy a congregational board position at Coe Hill Community of Faith should she be elected. **CARRIED**

**2025-02-04-008 MOTION** (S-M Young/N. Wells) That the East Central Ontario Regional Council of Elders recognize the following people as youth forum participants from East Central Ontario Regional Council: Sofia Entzin-Telford, Evan McNally and Petra Smith-Merkley. **CARRIED**

**2025-02-04-009 MOTION** (P. Long/K. Ostrander) That the East Central Ontario Regional Council of Elders receive for information the CST minutes of January 21, 2025. **CARRIED**

**2025-02-03-010 MOTION** (N. Wells/K. Ostrander) That the East Central Ontario Regional Council of Elders recognize Rev. Jean Brown as pastoral charge supervisor at Arden Pastoral Charge. **CARRIED**

**2025-02-04-011 MOTION** (L. Watson/K. Ostrander) That the East Central Ontario Regional Council of Elders recommend in response to the Cambridge Street United Church investigation:

1. That the Regional Council ensure pastoral care for parties involved.
2. And if needed, following pastoral care, conflict resolution services be engaged through a third party to help resolve issues;

**CARRIED (P. Long Abstains)**

**2025-02-04-012 MOTION** (D. King/S-M Young) That the East Central Ontario Regional Council of Elders communicate to Cambridge Street United Church that the Council of Elders has received findings from an investigator's report under The United Church Workplace Harassment, Discrimination and Violence

Response Policy, and submitted on December 5, 2024 and concurs with these findings:

1. That the claim of harassment has not been substantiated by the complainants,
2. That it is substantiated that there has been a repetitive pattern by the respondent of improper and unwanted comment and conduct by the respondent when such conduct “might reasonably be expected to cause insecurity, discomfort, offence or humiliation to another person.”

**CARRIED (B. Nicholson abstains, P. Long opposed, one more opposed)**

**2025-02-04-013 MOTION** (B. Nicholson/K. Fitzpatrick) That the East Central Ontario Regional Council of Elders name the following people to serve on the Commission to Emmanuel United Church (Peterborough) with the option to add to the Commission in the future: Stephen Coles, Sue Pettersone and Sheila-Mae Young. **CARRIED**

**2025-02-04-014 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders rescind motion 2024-12-03-009. **CARRIED**

**2025-02-04-015 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders receive the recommendation of the Ministry Through Property & Finance Leadership Team and approve the amalgamation of United Churches of Maynooth, Madawaska, St. Paul’s of Lake St. Peter and Smith’s Post amalgamate effective Dec 1, 2024. The new name will be Windsong United Church. **CARRIED**

March 4, 2025

**2025-03-04-001 MOTION** (K. Fitzpatrick/J. Payne) That the East Central Ontario Regional Council of Elders appoint Rev. Lynn Watson as Equity Support Person for this meeting. **CARRIED**

**2025-03-04-002 MOTION** (B. James/S-M Young) That the East Central Ontario Regional Council of Elders approves the Minutes of February 4, 2024, as circulated. **CARRIED**

**2025-03-04-003 MOTION** (L. Watson/K. Ostrander) That the East Central Ontario Regional Council of Elders receive into its minutes email poll of February 10, 2025:

*2025-02-10-001 MOTION (J. Payne/L. Watson) That the East Central Ontario Regional Council of Elders recognize the following people as youth forum participants from East Central Ontario Regional Council: Sofia Entzin-Telford, Brianna Lane, Catrina Lane, Evan McNally and Petra Smith-Merkley. CARRIED*

**CARRIED**

**2025-03-04-004 MOTION** (S-M Young/J. Payne) That the East Central Ontario Regional Council of Elders rescind motion 2025-02-25-001 MOTION:

*2025-02-25-001 MOTION (S. M. Young/B. James) That the East Central Ontario Regional Council of Elders concur with the recommendation of the Ministry through Property & Finance Leadership Team to approve the sale of St James United Church, Real Property at 221 Romaine Street, Peterborough at LT5 14 15 & PT*

*LT 13 PL 52 Peterborough as in R119310 & M4432 as per the terms of the Certificate of Trustees Asking Consent of a Regional Council (attached) to the New Canadian Centre for \$750,000.*

**CARRIED**

**2025-03-04-005 MOTION** (N. Wells/S-M Young) That the East Central Ontario Regional Council of Elders accept the agenda as amended:

1. Addition of Order of the Day at 2 PM – Rev. Svinda Heinrich, Chair Nominations Leadership Team joining to be part of discussion around recommendations coming to the Council of Elders under section IX
2. Addition of Co-ordinating Commissioner Proposal under section *New Business c*
3. Addition of Motion to sell St. James United Church (Peterborough) under section *Vg* – related to rescinding of motion 2025-02-25-001
4. Report on EOORC Staffing under section *New Business d*.

**CARRIED**

**2025-03-04-006 MOTION** (D. King/J. Payne) That the East Central Ontario Regional Council of Elders receive for information the Covenant Support Leadership Team (CST) minutes of February 18, 2025.

**CARRIED**

**2025-03-04-007 MOTION** (N. Wells/J. Payne) That the East Central Ontario Regional Council of Elders recognize Rev. Paul Currie as pastoral charge supervisor at Edith Rankin Memorial Pastoral Charge during Rev. Michelle Down's sabbatical leave (June, July and August 2025). **CARRIED**

**2025-03-04-008 MOTION** (B. Nicholson/N. Wells) That the East Central Ontario Regional Council of Elders recognize Rev. Mary Margaret Boone as pastoral charge supervisor at Bethel Emily Pastoral Charge during the Rev. Kimberly Falls' sabbatical leave (July, August and September 2025). **CARRIED**

**2025-03-04-009 MOTION** (S-M Young/K. Ostrander) That the East Central Ontario Regional Council of Elders rescind subsection c of Motion 2025-01-07-004:

*That the Commission ensure that this report, and any decisions made by ECORC in respect of its recommendations, be made freely available to the members and adherents of Emmanuel United Church and, that at its earliest opportunity, an open gathering be convened to present the decisions and respond to questions that may arise.*

**CARRIED (B. James abstains)**

**2025-03-04-010 MOTION** (S-M Young/K. Ostrander) That the East Central Ontario Regional Council of Elders recommend that the Commission ensure that the recommendations in the investigator's report be made freely available to the members and adherents of Emmanuel United Church and, that at its earliest opportunity, an open gathering be convened to present the decisions and respond to questions that may arise. **CARRIED (B. James Abstains)**



**2025-03-04-011 MOTION** (L. Watson/K. King) That the East Central Ontario Regional Council of Elders receive and concur with the request that the East Central Ontario Regional Council of Elders be the receiving body for complaints at Dunbarton-Fairport United Church. **CARRIED**

**2025-03-04-012 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders receive for information the minutes of the Ministry Through Property & Finance Leadership Team (MTPF) for meeting held on February 19, 2025. **CARRIED**

**2025-03-04-013 MOTION** (S-M. Young/B. James) That the East Central Ontario Regional Council of Elders receive and approve the recommendation from the Ministry Through Property & Finance Leadership Team to support the Social Justice Network of Ontario Regional Councils with funding of \$1000. **CARRIED**

**2025-03-04-014 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders receive and approve the recommendation from the Ministry Through Property & Finance Leadership Team to support the Black History Exhibition with funding of \$500. **CARRIED**

**2025-03-04-015 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders receive and approve the recommendation from the Ministry Through Property & Finance Leadership Team to disburse the following student bursary requests:

- Mark Sturman \$2,695 (7 course units @ \$385 per)
- Kathleen A. Whyte \$3,850 (10 course units @ \$385 per)
- Julee Pauling \$3,465 (9 course units @ \$385 per)
- Matthew Coulthard \$3,850 (10 course units @ \$385 per)
- Siobhan Flynn \$1,155 (3 course units @ \$385 per)

Total distribution \$15,015 from \$28,000 available. Note that the funding is based on \$385 per unit.

**CARRIED**

**2025-03-04-016 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders request a recommendation from the Ministry Through Property and Finance Leadership Team as to a deadline to receive applications for student bursaries. **CARRIED**

**2025-03-04-017 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders receive and approve the recommendation from the Ministry Through Property & Finance Leadership Team to disburse the following requests for the Doing Mission Together Grant:

- |                            |         |
|----------------------------|---------|
| • Bridge Street Belleville | \$5,000 |
| • St. Mathews Belleville   | \$5,000 |
| • Greenbank UC Greenbank   | \$5,000 |
| • Women's Retreat          | \$2,850 |
| • Cathedral in the trees   | \$4,500 |

**CARRIED**

**2025-03-04-018 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders concur with the recommendation of the Ministry through Property & Finance Leadership Team to approve the sale of St James United Church, Real Property at 221 Romaine Street, Peterborough at LT5 14 15 & PT LT 13 PL 52 Peterborough as in R119310 & M4432 as per the terms of the Certificate of Trustees Asking Consent of a Regional Council (attached) to the New Canadian Centre for \$725,000.00. **CARRIED**

**2025-03-04-019 MOTION** (J. Payne/B. James) That the East Central Ontario Regional Council of Elders make Rev. Svinda Heinrich a corresponding member for the purposes of this meeting. **CARRIED**

**2025-03-04-020 MOTION** (N. Wells/B. Nicholson) That the East Central Ontario Regional Council of Elders receive and concur with the recommendation of the Nominations Leadership Team that the Chairs of Teams serve 2 years.

The implication of this is as follows:

- Someone joins the Team and in their 1<sup>st</sup> year are asked if they would consider chairing the Team
- That person spends the rest of their “non-chair” time learning from, shadowing, the current chair
- The person takes over chair-ship and serves in that capacity for 2 years,
- Then remains on the Team as past-chair to assist the current chair as needed.

**CARRIED**

**2025-03-04-021 MOTION** (K. Ostrander/L. Watson) Whereas it is the policy of ECORC that all people serving in any leadership capacity within ECORC have anti-racism training, that the East Central Ontario Regional Council of Elders receive and concur with the recommendation of the Nominations Leadership Team to include in its expression of interest application process the following questions:

1. Have you taken the UCC anti-racism training?
2. Have taken anti-racism training through another organization? If so, with whom?  
\_\_\_\_\_
3. Are you willing to take the UCC anti-racism training, the cost of which will be covered by the ECORC?

**CARRIED**

**2025-03-04-022 MOTION** (B. James/J. Payne) That the East Central Ontario Regional Council of Elders engage services offered through the National Program at the General Council office to supervise East Central Ontario Regional Council’s incorporated ministries at an annual cost of \$600 per incorporated ministry. **CARRIED**

**2025-03-04-023 MOTION** (K. Ostrander/L. Watson) That the East Central Ontario Regional Council of Elders approve the *Co-ordinating Commissioner Proposal* and recommend to the Spring Annual General Meeting of the Regional Council. **CARRIED**

April 8, 2025

**2025-04-08-001 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders appoint Rev. Brian Nicholson as Equity Support Person for this meeting. **CARRIED**

**2025-04-08-002 MOTION** (D. King/L. Watson) That the East Central Ontario Regional Council of Elders approves the Minutes of March 4, 2025, as circulated. **CARRIED**

**2025-04-08-003 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders receive into its minutes email poll of March 26, 2025:

*2025-03-26-001 MOTION (K. Ostrander/N. Wells) That the East Central Ontario Regional Council of Elders concur with the recommendation of the Ministry through Property & Finance Leadership Team to approve the accessibility project at Goodwood United Church with an estimated cost of \$80,000.00. CARRIED*

**CARRIED**

**2025-04-08-004 MOTION** (S-M Young/L. Watson) That the East Central Ontario Regional Council of Elders accept the agenda as circulated amended:

- Addition of correspondence f

**CARRIED**

**2025-04-08-005 MOTION** (S-M Young/B. Nicholson) that the East Central Ontario Regional Council of Elders make the Leadership Team Chairs and Past-Speaker be made corresponding members for the purposes of this meeting. **CARRIED**

**2025-04-08-006 MOTION** D. King/B. James) that the East Central Ontario Regional Council of Elders move *in Camera* for the purposes of discussing Towards 2035 Statistical Projections. **CARRIED**

**2025-04-08-007 MOTION** (D. King/S-M Young) that the East Central Ontario Regional Council of Elders move out of *in Camera* for the purposes of the remainder of the meeting. **CARRIED**

**2025-04-08-007 MOTION** (S-M Young/B. James) that the East Central Ontario Regional Council of Elders keep the general meeting venue rotation the same as the past three years, replacing Emmanuel United Church in Odessa, ON with Crossroads United Church in Kingston, ON, in the fall. **CARRIED**

**2025-04-08-008 MOTION** (K. King/B. Nicholson) That the East Central Ontario Regional Council of Elders receive for information the Covenant Support Leadership Team (CST) minutes of March 18, 2025. **CARRIED**

**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**

**2025-04-08-009 MOTION** (B. Nicholson/S-M Young) That the East Central Ontario Regional Council of Elders receive for information the *Shared Ministry Covenant between Bridgenorth United Church and Grace United Church, Effective April 1, 2025*. **CARRIED**

**2025-04-08-010 MOTION** (L. Watson/K. Fitzpatrick) That the East Central Ontario Regional Council of Elders receive for information the *Final Report of the Hampton Commission*. **CARRIED**

**2025-04-08-011 MOTION** (S-M Young/B. James) That the East Central Ontario Regional Council of Elders receive for information the minutes of the Ministry Through Property & Finance Leadership Team (MTPF) for meeting held on March 19, 2025. **CARRIED**

**2025-04-08-012 MOTION** (P. Long/K. Ostrander) that the East Central Ontario Regional Council of Elders grant permission to Rev. Douglas Snell to apply for a temporary marriage license to officiate at his granddaughter's marriage on August 21, 2025, and register the marriage at Norway Point Community Church (Heart of Muskoka Pastoral Charge Member of Shining Waters Regional Council). **CARRIED**

**2025-04-08-013 MOTION** (S-M Young/N. Wells) that the East Central Ontario Regional Council of Elders name Rev. Darren Liepold and Rev. Brian Nicholson (up to two people) to represent the East Central Ontario Regional Council at the annual general meeting of the Toronto United Church Council. **CARRIED**

**2025-04-08-014 MOTION** (L. Watson/N. Wells) that the East Central Ontario Regional Council of Elders receive \$500 from Unifaith in support of the clergy retreat on May 22<sup>nd</sup> and agree to publicize Unifaith publicly as donor. **DEFEATED**

**2025-04-08-015 MOTION** (L. Watson/D. King) that the East Central Ontario Regional Council of Elders agree that the clergy retreat on May 22<sup>nd</sup> include a nonrefundable registration fee of \$50.

**2025-04-08-016 MOTION** (L. Watson/B. Nicholson) that the East Central Ontario Regional Council of Elders agree to financially support the clergy retreat on May 22<sup>nd</sup> up to an amount not exceeding \$2500 to help with covering costs. **CARRIED**

May 6, 2025

**2025-05-06-001 MOTION** (J. Payne/B. James) That the East Central Ontario Regional Council of Elders appoint Rev. Kevin Fitzpatrick as Equity Support Person for this meeting. **CARRIED**

**2025-05-06-002 MOTION** (K. Fitzpatrick/S-M. Young) That the East Central Ontario Regional Council of Elders approves the Minutes of April 8, 2025, as circulated as corrected (addition of Rev. Ryan McNally to attendance). **CARRIED**

**2025-05-06-003 MOTION** (S-M. Young/K. Ostrander) That the East Central Ontario Regional Council of Elders accept the agenda as amended:

- Addition of correspondence k.

**CARRIED**

**2025-05-06-004 MOTION** (J. Payne/B. James) That the East Central Ontario Regional Council of Elders receive for information the Covenant Support Leadership Team (CST) minutes of April 22, 2025. **CARRIED**

**2025-05-06-005 MOTION** (S-M. Young/K. Ostrander) That the East Central Ontario Regional Council of Elders receive for information the minutes of the Ministry Through Property & Finance Leadership Team (MTPF) for meeting held on April 23, 2025. **CARRIED**

**2025-05-06-006 MOTION** (S-M. Young/B. James) That the East Central Ontario Regional Council of Elders receive and approve the recommendation of the Ministry Through Property & Finance Leadership Team to authorize the trustees of Maple Grove United Church to list Maple Grove United Church, at 2197 Maple Grove Road, Bowmanville, Ontario, at a Fair Market Value price, estimated at \$1.2 million and to distribute the proceeds from the sale according to ECORC policy guidelines. **CARRIED**

**2025-05-06-007 MOTION** (S-M. Young/B. James) That the East Central Ontario Regional Council of Elders receive and approve the recommendation of the Ministry Through Property & Finance Leadership Team to authorize the trustees of Greenwood United Church to use \$23,000 from the Greenwood Frontier Capital Investment (\$1,343,080) to cover ice storm damages and install a generator. **CARRIED**

**2025-05-06-008 MOTION** (S-M Young/K. Ostrander) That the East Central Ontario Regional Council of Elders accept and implement the proposal *Way Forward – Vision 2035* as a living document. **CARRIED**

**2025-05-06-009 MOTION** (S-M Young/K. Ostrander) That the East Central Ontario Regional Council of Elders name Joyce Payne, Rev. David King, Rev. Kevin Fitzpatrick and Stephen Coles as Keepers of the Vision 2035. **CARRIED**

## The Rules of Debate and Order

### 1. Presiding Officer

The function of the Presiding Officer is to preside, with all that that implies. The Presiding Officer should not attempt to control the decision of the Court but may express opinions on any matter before the Court. If the Presiding Officer wishes to introduce a motion or to present a report, the Presiding Officer shall ask another member to preside, and while out of the Chair shall be an ordinary member of the Court and must not assume the chair until the matter is disposed of. The Presiding Officer does not vote except in the event of a tie.

### 2. Questions of Privilege and Order

**(a)** A point of order may be raised while a matter is pending or while another member has the floor. When a point of order is raised it must be dealt with by the Presiding Officer without debate. If a member has the floor when a point of order is raised by another member, that member must yield the floor until the Presiding Officer has made a ruling.

**(b)** Any member of the Court may appeal from a ruling of the Chair, but only at the time when the ruling is made. But where a ruling is a precedent the general question of its correctness may be brought up later when there is no business pending, but cannot then affect the business transacted under the ruling.

(c) When an appeal from a ruling is made, the Presiding Officer should state the point at issue, and may give reasons for the ruling. The Secretary shall then put the question in the following form: "Is the ruling of the Moderator (or such other title by which the Presiding Officer is known) sustained?" If the vote is a tie, the Presiding Officer is sustained. The Secretary shall declare the result.

### **3. Orders of the Day**

(a) When an agenda has been adopted that does not specify the time for its items, such items are considered without time limit, unless the Court decides otherwise by a two-thirds (2/3) majority of those voting.

(b) When an agenda has been adopted that specifies the time for particular items, such time shall be strictly adhered to, unless the Court decides otherwise by a two-thirds (2/3) majority of those voting. (2010)

### **4. Order of Priority on Motions**

(a) To close (2010)

(b) To fix the time to adjourn.

(c) To adjourn.

(d) To take an immediate vote (two-thirds (2/3) vote required).

(e) To limit or extend limits of debate (two-thirds (2/3) vote required).

(f) To postpone definitely.

(g) To commit or refer.

(h) To amend.

(i) To postpone indefinitely.

(j) To deal with main motions.

### **5. Procedures on Motion**

(a) A member of the Court proposes a motion.

(b) It is seconded. If there is no seconder, the motion fails.

(c) When the motion is duly moved and seconded, the Presiding Officer states the motion and declares it open for discussion. If the mover has not already done so, the mover has the right to introduce the discussion.

(d) A motion is out of order when it conflicts with a resolution previously passed at the same session unless it is a motion to reconsider.

(e) Without the permission of the Court, no member may speak more than once on any motion or on any amendment thereto.

(f) The mover of a motion has the right of reply before any vote is taken thereon or on any amendment thereto. Even when the Court has directed that an immediate vote be taken on a motion, the mover still has the right of reply.

(g) When a motion has two (2) or more clearly defined parts or points of issue, and any two (2) members request that it be divided, a separate vote must be taken on each part.

- (h) Any motion may be withdrawn but only with the consent of its mover and seconder.
- (i) After a motion is under consideration a question of order cannot be raised against it unless the motion is ultra vires.

## **6. Procedure on Amendments**

- (a) Any member except the mover or the seconder of the motion may move a relevant amendment thereto.
- (b) An amendment must be seconded, and if there is no seconder it fails.
- (c) A motion is amended by striking out certain words or clauses, adding certain words or clauses, or striking out all after the word “Resolved” (or the word “that”), and inserting another motion that will dispose of the matter. An amendment that merely negatives a motion before the Court is out of order.
- (d) There may be an amendment to the amendment, provided it has been duly seconded.
- (e) There is no limit to the number of amendments, but at any one time there can be before the Court only the motion, the amendment, and the amendment to the amendment.
- (f) When an amendment is disposed of, other relevant amendments may be proposed.
- (g) The discussion is always on the immediately pending question, and it must be voted on first. When a motion, an amendment, and an amendment to the amendment are before the Court, the two first named are “pending questions” and the last is the “immediately pending question.” When the immediately pending question is disposed of, the one above it then becomes the immediately pending question, until the whole matter is disposed of.
- (h) When an amendment carries, it is not thereby adopted as the finding of the Court, but only changes the proposition under discussion.
- (i) When a motion, an amendment, and an amendment to the amendment are before a Court, three (3) separate votes including “for” and “against” must be taken. The first determines whether the amendment shall be amended, the second determines whether the motion shall be amended, and the third determines whether the motion, in whatever form it is then before the Court, shall be adopted or rejected.

## **7. Procedure on Voting**

- (a) A vote is generally taken viva voce or by a show of hands. The Presiding Officer may ask for a standing vote. Upon motion duly passed, the vote shall be taken by ballot. In all actions of Church Courts regarding membership in the Order of Ministry requiring voting procedure, the vote shall be taken by ballot unless waived by unanimous consent; that is, on motion to waive, no dissenting vote is cast. See also sections C.5.7 and D.4.4 of the bylaws.
- (b) In the event of a tie, the Presiding Officer shall cast the deciding vote.
- (c) An affirmative vote on a motion does not validate any motion that is ultra vires of the Court, or that contravenes a decision of a higher Court.

(d) In the conduct of United Church business, voting by proxy or by mail-in ballot is not permitted. Voting by telephone or by email is permitted only when it occurs during a meeting that is held in a manner that allows all of the persons participating to communicate with one another simultaneously and instantaneously. (2010)

## **8. Procedure on Motion to Reconsider**

(a) A motion to reconsider may be made at any time when the floor is vacant; but the actual reconsideration has only the same priority as the motion to be reconsidered.

(b) A motion to reconsider must be moved by a member who voted with the majority. Any member may second.

(c) If a motion to reconsider is dealt with at the same meeting in which the original motion was adopted, it will fail unless two-thirds (2/3) of those voting are in favour thereof. If a motion to reconsider is dealt with at a subsequent meeting of the Court, a majority of those voting determines the question.

(d) When any motion to reconsider has been duly seconded, all action on the original motion is suspended until the motion to reconsider has been disposed of. No motion to reconsider can be entertained by the Court where action has already been taken under the original motion.

(e) A motion cannot be reconsidered twice unless materially changed on the first reconsideration. If a motion to reconsider has been lost, it cannot be repeated.

(f) A motion to reconsider is debatable only when the motion to be reconsidered is debatable. It cannot be amended, postponed indefinitely, or committed.

## **9. Motion to Refer**

A motion to refer is debatable, but only as to the wisdom and manner of the proposed referral. It requires only a majority of those voting.

## **10. Motion to Postpone Indefinitely**

A motion to postpone indefinitely, when in order, must be put without debate. If the motion is lost, it cannot be repeated or reconsidered. If CARRIED, the motion along with all amendments is removed from debate. At any time, it may be brought back before the Court by motion duly seconded and CARRIED. In such case the question is before the Court in exactly the position it held at the time it was removed from debate. A motion to postpone indefinitely can have no conditions attached to it. If a time is specified, it immediately ceases to be a motion to postpone indefinitely and becomes a motion to postpone definitely and is debatable. (2007)

## **11. Motion to Take an Immediate Vote**

If a motion to take an immediate vote (for which a two-thirds (2/3) vote is required) is CARRIED, the vote shall be taken immediately. The mover of the main motion, however, shall have the right to reply before the vote is taken. If such a motion fails, debate on the main motion shall continue. A motion to take an immediate vote is not debatable.



## **12. Motion to Adjourn**

A motion to adjourn is intended to suspend a meeting until another time. A motion to adjourn is in order only if there is already an agreed-upon time and place for resuming the meeting, or if the motion specifies a time and place for resuming the meeting. A motion to adjourn requires a seconder. Only the conditions attached to the motion to adjourn, such as time and place for resuming the meeting, are debatable; the wisdom of adjourning is not debatable. (2010)

## **13. Closing a Meeting (2010)**

**(a)** A motion to close is intended to terminate a meeting. A new meeting may commence, at a future time, by previous agreement or by call. There can be no conditions attached to a motion to close. A motion to close requires a seconder. A motion to close is not debatable. (2010)

**(b)** When all the business and purposes of a meeting have been attended to and the Presiding Officer is satisfied that there is no further business before the Court, the Presiding Officer may declare that the meeting is closed, without the need for a motion to close. (2010)

## **14. Committee of the Whole**

**(a)** Any Court, for greater freedom of discussion, may, on motion duly made, seconded, and CARRIED, move into a Committee of the Whole. Any such motion is neither debatable nor amendable, except only as to the scope of the subject to be discussed. The motion is not in order if there is a pending motion to adjourn the meeting or to postpone discussion on the subject. (2007)

**(b)** The first act of the Committee of the Whole is to appoint a chairperson and a secretary. A separate minute of the proceedings is taken. (2007)

**(c)** The ordinary limitations of debate do not prevail in the Committee of the Whole. The chairperson restates the matter(s) to be considered. Discussion is then opened and is conducted informally. Motions need not be seconded. Unless the resolution creating the Committee of the Whole imposes restrictions, there are no restrictions, within reason, on the number of times a member may speak or on the length of speeches, except that priority is given to a member who has not yet spoken. (2007)

**(d)** When the deliberations of the Committee of the Whole are concluded, the Committee will dispose of a motion that the Committee rise and report; this motion does not require seconding and is neither debatable nor amendable. When this motion is passed, a report is prepared and submitted to the chairperson of the main meeting, who reconvenes the main meeting. (2007)

**(e)** A Committee of the Whole can neither adjourn nor terminate; it only can report back to the main meeting. It can, of course, recess briefly to prepare its report. (2007)

## **15. General**

**(a)** When a member utters language that another member considers offensive, the latter may require that the words be taken down. The speaker is then allowed to proceed. When

the speaker yields the floor, the words complained of may be considered and dealt with. Such words may not be privileged.

**(b)** Members of any Court should at all times therein conduct themselves with dignity, fairness, and understanding. The prime concern should be the good order and welfare of the church.

**(c)** In any point not covered in The Manual, the parliamentary rules accepted in Canada (Bourinot) shall be followed.

## Enabling Motions

1. Regional Council Roll:

That the Ministerial Roll of the Regional Council and the non-Ministerial Roll of the Regional Council thus constituted be now taken as read.

2. Other Delegates:

That anyone who has a role to play at the General Meeting of the East Central Ontario Regional Council (e.g. members of the Regional Council Assembly of Elders, Chairs of Leadership Teams and who has not been appointed as a delegate by her/his Community of Faith, be a full delegate with all the privileges of other delegates, and that the youth and young adult representatives from each Community of Faith be full delegates.

3. Corresponding Members:

That the students serving this Regional Council; the candidates for Ordination, Commissioning and re-Admission, those present as invited guests of this Regional Council, staff, resource persons, all who have registered for the Youth and Young Adult Event and other guests recognized by this court, be invited to sit as corresponding members of the Court.

4. Minimum Number of Members at Meetings:

That the minimum number of members for any session of this Regional Council is present (C.4.3, The Manual 2019).

5. Agenda:

That the agenda as printed and circulated, the reports, and the daily Agenda, be adopted as the Agenda for this meeting, subject to such changes as may be approved by this Court.

6. Procedures for Reports:

That the following procedure with respect to reports being presented at the Regional Council be adopted.

- a. Reports and any attendant recommendations be dealt with in the allotted time.
- b. If action has not been completed in the allotted time, then the Regional Council may:
  - i. Request that additional time on the Agenda be arranged by the Business Leadership Team

- ii. Refer the report with its recommendation(s) to the appropriate body or bodies concerned, along with power to issue
- iii. Refer the report with its recommendation(s) to the Assembly of Elders of the Regional Council for such action as the Assembly of Elders deems appropriate.

7. Meeting of the Assembly of Elders:

That the Assembly of Elders (which is empowered to act on behalf of the Regional Council between the meetings of the Court) be empowered to meet, if necessary, during the sessions of this Regional Council meeting and report those matters which require the approval of this Court.

8. Inclusive Language:

It is recommended that every attempt be made to use inclusive language in all worship, reports, petitions and discussions in this Court.

9. Business Leadership Team:

That the *Business Leadership Team* be members from the Facilitation Team

10. Scrutineers/Stewards:

That the *Scrutineers/Stewards* be members of the tech team.

11. Financial Policy to address requests for unbudgeted expenses:

Policy Regarding Financial Appeals at Annual Meetings

POLICY NAME: Policy regarding Financial Appeals at the Annual Meeting of the Regional Council	<i>Date Approved: February 25, 2019</i>
	<i>Review date:</i>
Purpose: The purpose of this policy is to clarify limits of the budget process. <b>The Manual C.2.5.</b>	

**Preamble**

This document outlines the East Central Ontario Regional Council's policy and best practices regarding requests for funding outside of the approved annual budget at the annual meeting.

**Policy**

It is the policy of East Central Ontario Regional Council to affirm and uphold the use and function of the Business Committee for matters coming to the floor of the Annual Meeting of the Regional Council.

It is the policy of East Central Ontario Regional Council that any motion committing the East Central Ontario Regional Council to the expenditure of non-budgeted sums of money be required to have a budget attached;

It is the policy of East Central Ontario Regional Council that any motion committing the East Central Ontario Regional Council to non-budgeted expenditures which are presented during the Annual Meeting be automatically referred to the Assembly of Elders who may request input from the Mission through Property Leadership Team first before making the decision;

It is the policy of East Central Ontario Regional Council that in the interests of fairness and justice, requests for funding of projects or groups not covered in the existing financial budgets be subject to conditions and criteria similar to those that are currently expected of requests for Mission Support, and other funds available within the Regional Council.

## East Central Ontario Regional Council Staff

### **Rev. Eric Hebert-Daly**

*Executive Minister*

Tel: 1-343-655-2906

Email: [ehbertdaly@united-church.ca](mailto:ehbertdaly@united-church.ca)

Eric's focus is to provide leadership, counsel and support for the governance and oversight of the administration of the East Central Ontario Regional Council Conseil, for and Eastern Ontario Outaouais Regional Council and régional Nakonha:ka Regional Council. He supervises staff, and engages the regional council in the priorities and decisions of the General Council of the United Church of Canada. General Council deployed staff of the Office of Vocation, the Community Capacity Development Officer and the Philanthropy Unit will work in parallel relationships with all three regional councils. He communicates and interprets the decisions and perspectives of the regional councils and the Executives to the General Council, other regional councils and communities of faith, and fulfills the duties outlined in The Manual (2019) Section C.3.4.

### **Joel Miller**

*Executive Assistant to the Regional Council*

Tel: 1-514-819-2926

Email: [jmiller@united-church.ca](mailto:jmiller@united-church.ca)

Joel's staff responsibilities include daily, high level, ongoing administrative support to the Executive Minister, recording secretary for the Council of Elders and Annual General Meetings of each of the three Regional Councils; prepares report books for general meetings, manages wedding licences in Ontario and Quebec: new and temporary applications, transfers from other Regional Councils, annual updates as required provincially, responds to phone, email and in-person enquiries by providing information and referring enquiries to colleagues as appropriate.

### **Rev. Darren Liepold**

*Congregational Support Minister*

Tel: 1-365-809-0743

Email: [dliepold@united-church.ca](mailto:dliepold@united-church.ca)

Darren's staff responsibilities are to assist the East Central Ontario Regional Council to serve, support and provide oversight, and pastoral relations support to the Communities of Faith, and for encouraging and supporting Ministry Personnel toward health, joy and excellence in ministry practice.

### **Rev. Susan Garrod-Schuster**

*Acting Pastoral Relations Minister*

Email: [sgarrod-schuster@united-church.ca](mailto:sgarrod-schuster@united-church.ca)

Susan comes to ECORC with significant experience as a congregational minister and as a mediator, counsellor and trainer. Author of several publications, international workshop presenter and practitioner, she brings excellent skills and a strong approach to the role of Pastoral Relations Minister.

**Rev. Deborah Roi**

*Pastoral Relations Minister (currently of restorative care)*

Email: [droi@united-church.ca](mailto:droi@united-church.ca)

Debbie comes to us with significant ministry experience since completing her M.Div. at Queen's. Serving at Parkdale United (Ottawa), Trinity-St. Andrews (Renfrew), St. Andrew's United (Pakenham) and currently serving at Carp-Dunrobin Pastoral Charge, she has also been involved in the Bay of Quinte Conference and Renfrew Presbytery over the years. She comes to us with a passion for fostering joy in ministry and a strong pastoral heart and presence.

**Sharon Hull**

*Minister for Spiritual Nurture, Respectful Relationships and Justice with All Ages*

Tel: 1-365-501-2161

Email: [shull@united-church.ca](mailto:shull@united-church.ca)

Sharon's focus is to promote/resource/support ECORC priorities around faith formation, ecumenical and inter-faith relationships, regeneration and new ministries, lifelong education, and social justice with all ages and stages. Sharon will animate and support Children and Youth participation in the ECORC Inaugural Meeting. Sharon will support Clusters and Networks for one-time and ongoing gatherings and events within the ECORC and beyond. Sharon is engaged to work 4 days/week which can have flexible hours to allow weekend events. Sharon works from a virtual office.

**Rev. Rodney Smith-Merkley**

*Minister for Respectful Relationship and Indigenous Justice (part-time)*

Email: [rsmerkley@united-church.ca](mailto:rsmerkley@united-church.ca)

Rodney's focus is to promote/resource/support East Central Ontario Regional Council priorities around Truth and Reconciliation; and support Clusters for one-time and ongoing gatherings and Networks (including the Network formerly known as Dancing the Circle of Right Relations). Rodney is passionate about re-imagining relationships between Indigenous Peoples, Settlers, and the Land. Rodney is engaged to work 1 day/week which can have flexible hours to allow for weekend events

**Karen Wilson**

*Communications and Administrative Support (half-time)*

Tel: 1-365-501-2162

Email: [kwilson@united-church.ca](mailto:kwilson@united-church.ca)

Karen's primary responsibilities are to be a supporting role as a communication/social media specialist for East Central Ontario Regional Council (11) and expand community engagement and connections, particularly (but not exclusively) through use of the website, various social media platforms and publications. Other responsibilities include offering some administrative support (updating community of faith, leadership teams, cluster and network lists; emails, website, and newsletters, annual meeting preparation).

**Brian James**

*Regional Council Treasurer*

Email: [bjames@united-church.ca](mailto:bjames@united-church.ca)

As treasurer for ECORC, some of Brian's duties include preparing the next year's budget for presentation at the fall semi-annual meeting, working with the various teams to develop budgets for the teams, circulating financial information when received from GCO account service, reviewing financial information from account services to ensure accuracy and proper allocations to accounts and more.

### **Rev. Caroline Penhale**

*Vocational Minister – Candidacy Pathway*

Email: [cpenhale@united-church.ca](mailto:cpenhale@united-church.ca)

Rev. Caroline Penhale will be the Vocational Minister responsible for Candidacy Pathway. She will be the Staff support to the Candidacy Board, facilitating the logistics for the meetings during the year, supporting the candidates, discerning with individuals feeling called to ministry, interacting with theological schools, training LSTs, and working with Regional Councils around SME sites.

Caroline is bilingual (French and English) and comes to this work after serving as a university chaplain, life coach, vocational counsellor and mental health advocate and program developer. She has also served as a congregational minister, most recently at the Orleans United Church, Ottawa.

### **Rev. Tori Mullin**

*Growth Animator*

Email: [tmullin@united-church.ca](mailto:tmullin@united-church.ca)

Schedule a call: <https://calendly.com/talk-tori/30min>

Tori (they/ielle) is the Growth Animator for Eastern Ontario Outaouais, Nakonha:ka, East Central Ontario regional councils. Their work focuses on strengthening invitation to the United Church, renewing communities of faith and helping to create new ministries.

### **Tim Hackborn**

*Minister for the Indigenous of Vocation*

Email: [thackborn@united-church.ca](mailto:thackborn@united-church.ca)

Tim's focus is the Indigenous Spiritual Formation and the oversight and discipline of ministry personnel for the Indigenous Church within all of the Regional Councils.

### **Martha Pedoniquotte**

*Community Capacity Development Coordinator for Ontario and Quebec*

Tel: 519-373-2860

Email: [mpedoniquotte@united-church.ca](mailto:mpedoniquotte@united-church.ca)

Martha is focused in working with the First Nations Communities of East Central Ontario Regional Council, Eastern Ontario Outaouais Regional Council and Conseil régional Nakonha:ka Regional Council.

### **Rev. Roger Janes**

*Stewardship & Gifts Officer*

Tel: 1-709-707-5383

Email: [rjanes@united-church.ca](mailto:rjanes@united-church.ca)

Roger supports churches and individuals in all areas of stewardship whether that be setting and reaching mission and service goals, developing an annual budget or leaving a legacy gift.

**Kyle Pugh**

*Ontario Regional Councils Archivist ARW RC*

Tel: 1-437-703-2286

Email: [kpugh@united-church.ca](mailto:kpugh@united-church.ca)

**Robin Brunelle**

*Community of Faith Archivist Ontario Regional Councils of Ontario ARW RC*

Tel: 1-437-703-2286

Email: [rbrunelle@united-church.ca](mailto:rbrunelle@united-church.ca)

**Elizabeth Mathey**

*Archives Coordinator – Shared Services Archives*

Tel: 1-437-703-2286

Email: [emathew@united-church.ca](mailto:emathew@united-church.ca)

**Jocelyn Oprzedek**

*Backlog Processing Archivist – Shared Services Archives*

Tel: 1-437-703-2286

Email: [joprzedek@united-church.ca](mailto:joprzedek@united-church.ca)

### **Our Affirmation of Faith**

We are not alone,

We live in God's world.

We believe in God :

who has created and is creating,

who has come in Jesus,

the Word made flesh,

to reconcile and make new

who works in us and others

by the Spirit.

We trust in God.

We are called to be the Church

to celebrate God's presence

to live with respect in Creation

to love and serve others,

to seek justice and resist evil,

to proclaim Jesus, crucified and risen,

our judge and our hope.

In life, in death, in life beyond death,

God is with us.

We are not alone.

Thanks be to God.