



Becoming *One* in Christ

Shining Waters Regional Meeting
October 17 - 18, 2020

RESOURCE BOOK

USING ZOOM

JOINING THE MEETING

- **MEETING LINK** Your personalized link to the meeting was emailed to you after you registered. There will be a reminder email closer to the meeting that also includes the link. This is the only link that you may use to access the meeting.
- **ARRIVAL TIME** Sign in to the meeting by 8:45 am (EDT) or earlier. You will arrive in the waiting room and be admitted at 8:55 am. The Call to Order is at 9:00 am. You will be muted upon entry and we ask you to stay muted.
- **YOUR NAME** Check that your name appears correctly in the participant list (see below). The MORE button beside your name allows you to rename yourself. Corresponding and non-voting participants please add a “Z” in front of your name to help with scrutineering.
- **AUDIO** When you join the meeting, you will be asked about connecting audio. It is easiest to join by computer audio unless your computer does not have speakers. If you have trouble with your audio you may also connect by phone with the number in your invitation. Remember to use the toll-free number for long-distance calls. If you use a cordless phone, please be sure it has enough charge to last the duration of the meeting, and/or charge your phone during the breaks.
- **VIDEO** For this meeting you will not need to start your own video (webcam) unless you are going to speak. At the beginning of the meeting it may be nice to “see” everyone, but once the meeting is underway it is best for all video to be off apart from the presenters. For best viewing please change to “Speaker View” and/or “Side by Side” at the top of the video panel of your screen.

PARTICIPATING

- **PARTICIPANTS PANEL AND CHAT** Open both the Participants Panel and the Chat box on the Zoom toolbar (diagram below).
- **LISTEN ONLY** For the majority of this meeting you will likely only need to listen to those presenting.
- **SPEAKING** Staff will be monitoring the Participants Panel and the Chat box. Please signal your desire to be added to the speaker’s list by raising your digital (not your real) hand by clicking the **I** blue hand at the bottom of the Participant’s Panel. When you are recognized by the President, unmute your microphone to be heard. In the event there is some issue with sound, you may type in the chat box. Please don’t lower your hand, we will do that for you.
- **POINT OF ORDER** To raise a point of order raise your hand, and type “PT OF ORDER” in the chat, so that the President can adjust the speakers order accordingly.

VOTING

- **ELIGIBILITY** Only elected Lay Regional Representatives and Ministry Personnel are eligible to vote. If you are not a voting member please put an “z” before your name – this way the scrutineers can see the votes more easily.
- **YES/NO** We will be voting using the Yes and No icons found at the bottom of your Participants Panel to vote, following the instructions from the President. To abstain type ABSTAIN in the chat.
- **VOTE BY PHONE** Voting representatives participating on the phone will vote by pressing *9 when the President calls for you to vote by phone and this will raise your hand in the Participants Panel.
- **RE-OPEN THE PARTICIPANT AND CHAT PANELS** Note: When the host shares their screen (ie: with the agenda or a proposal) the program will put you into full screen mode and you will lose the chat and participant panels. To get these back click “Chat” and “Participant” on the Zoom toolbar (usually at the top of your screen). They will reappear in the centre of your screen but you can move them to the side by clicking on the top of the pod and dragging it over.
- **TWO VOTES** If two people are joined from the same household one person can vote with the Yes/No button. The second person can add their vote by typing Yes or No in the chat.

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Encouraging and Connecting Communities of Faith

Welcome to the online meeting of the Shining Waters Regional Council.

In recognition of the expressed desire of many members of our Regional Council to have more opportunities to interact with other members of our community in the new regional structure of The United Church of Canada, the Shining Waters Executive decided to hold not just one but two, meetings of our Regional Council in 2020. Then the pandemic struck and our best-laid plans went out the window. Our May gathering and Celebration of Ministry service was cancelled, and this October meeting is taking place online, in an abbreviated form. We all hope and pray for a return to our hoped-for “normal” pattern of two face-to-face meetings a year when medical conditions permit.

The theme for this Regional Council meeting, *Becoming One in Christ*, seems inescapable given the daily reality of newspaper headlines and television news. Against the backdrop of anti-black racism and the Black Lives Matter movement, protests against police anti-black police violence, the ongoing struggle to achieve right relations with Indigenous peoples, and the United Church’s commitment to the goal of being an intercultural church, we are reminded of the biblical injunction that Christians are one in Christ. But saying it, no matter how sincerely, does not make it so. Too many have a lived experience of discrimination, marginalization and exclusion in our society, and in our church. We are in the process of becoming one in Christ – we must work at it, and keep working at it, to make this vital goal a reality. This Regional Council meeting is one step in that ongoing work. The process of becoming one in Christ continues.

Just as our individual communities of faith have adapted to new ways of worshiping and serving their members and communities virtually in this COVID environment, I trust we as a Regional Council will be able to do the same. May our cup be not half-full, but overflowing.

David Leyton-Brown
President, Shining Waters Regional Council

DRAFT AGENDA

SHINING WATERS REGIONAL COUNCIL MEETING

October 17, 2020

Becoming One in Christ

- 9:00 a.m. Opening of Meeting
- Orientation to Meeting
 - Constituting the Meeting
 - Welcome to the Territory: Evan Smith, Toronto Urban Native Ministry
 - Consent and Procedural Motions
- 9:30 a.m. Worship – Intercultural Diversity Circle
- 10:00 a.m. **Conversation about Anti-Racism in the Region**
Keynote speaker and facilitator: HyeRan Kim-Cragg
- 11:20 a.m. All-purpose break
- 11:40 a.m. **Proposal for an Intercultural Diversity Commission**
- Intercultural Diversity Circle
- 12:10 p.m. Lunch (deadline for new business)
- 1:10 p.m. **Business:**
- **Budget and Financial Report - Janet MacDonald, Finance Administrator**
 - **Nominations – Kirsty Hunter, chair of Nominations**
 - **Accountability Reports, Peter Hartmans, Executive Minister CSRC & SWRC**
- 2:25 p.m. All-purpose break
- 2:45 p.m. **Candidates for Admittance/Designated Lay Ministry/Ordination (videos)**
- 3:00 p.m. **Equity/Affirming Action Plan - Equity Committee**
- 3:30 p.m. **New Business**
- 4:00 p.m. Announcements
Blessing and adjournment

CONSENT AND PROCEDURAL MOTIONS 2020 FOR ACTION

The following enabling motions be adopted:

- a) **Roll of the Regional Council:** that the roll of Roll of the Regional Council shall consist of:
 - All ministry personnel within the geographic bounds served by Shining Waters Regional Council (Basis of Union 6.2.1);
 - Ministers of denominations within mutual recognition agreements while under appointment or call (Basis of Union 6.2.2);
 - Lay members elected by the Community of Faith, respecting the balance of lay and ministry personnel where possible (Basis of Union 6.2.3);
 - Additional lay members as determined by the Regional Council if necessary, to respect a balance of ministry personal and lay members who are not ministry personnel in the membership of the Regional Council (2019 Manual C.1.2.b).
- b) **Bounds of the Regional Council Meeting:** that the bounds of the Regional Council meeting for voting purposes shall be the zoom meeting ID 912 9221 5721 and when in session; that the Shining Waters Regional Council hold a Celebration of Ministry Service including admission and ordination to the Order of Ministry of The United Church of Canada on Sunday, October 18, 2020 at 3:00 p.m. to take place on zoom meeting ID 949 3351 4618, to fulfil its responsibility to ordain those whom the Office of Vocation has confirmed as having completed all the requirements for ordination and admit those whom the Office of Vocation has confirmed as having completed all the requirements for admission, and whom the Regional Council has confirmed have a covenantal relationship in place with a community of faith.
- c) **Agenda:** that the Agenda as posted to the regional website be the order of business, subject to those changes that are recommended by the Chairperson.
- d) **Minutes:** that the Minutes of the inaugural meeting of Shining Waters Regional Council held May 24 – 26, 2019 be approved as circulated.
- e) **Adjournment of Sessions:** that the Chairperson have the authority to recess the Regional Council when business, as ordered, is completed, until the next order of the day.
- f) **Corresponding Members:** that corresponding members shall be official guests of the Regional Council. Their names shall be included in the Record of Proceedings. (2019 Manual C.1.4)
- g) **New Business & Nominations:** that any Nominations for President-Elect, the Regional Council Executive, Commissions and Committees were received by the regional office before 9 a.m. on Thursday, October 15, 2020. Items of New Business shall be given to the Chairperson *before* 12:30 pm on Saturday, October 17, 2020.

PROCEDURAL MOTIONS

1. The procedural and prayer microphone shall be the chat box.
2. Any handouts must be authorized by the Chairperson.
3. The Parliamentarian shall be the Heather Keachie.
4. The Chairperson will present proposals. The Chairperson will invite prayerful discernment and discussion on the wisdom of the proposal. When the Chairperson discerns that the sense of the

meeting is such that we are ready to hear a motion on the proposal, they will invite the presenter to put the motion. Once the motion has been moved and seconded, Rules of Debate and Order shall be followed.

5. At the discretion of the chairperson, microphone time for each speaker will be limited to 1½ minutes per proposal and 1½ minutes per motion with the exception of the mover (who may speak at the beginning and end of a motion).
6. Microphone time may be reduced at the discretion of the Chairperson in 30-second increments when any item of business exceeds 20 minutes.
7. The normal voting procedure shall be a show of hands using the YES and NO icons found at the bottom of the participants panel or *9 for those on the phone. If two people are joined from the same household one person will vote with the Yes/No icons and the second will type YES or No in the chat. Those who wish to abstain will type ABSTAIN in the chat. Where a secret ballot is required, ballot sheets will be provided through the Regional Council website.
8. In the case of limited time for business, items will be dealt with in the following order: Proposals to Shining Waters Regional Council, Reports requiring a decision of the Regional Council, Reports for Information.

Background for Consent Motions

Evaluation and experience has shown that the agendas of meetings of the Regional Council are full and that time for fulsome discernment and discussion of important items is occasionally lacking.

A consent agenda is a tool to help the Regional Council focus on what is most important. Proposals, which are routine or non-controversial actions or routine changes in policy or procedure, are included in the consent agenda. At the meeting, any five (5) voting members of the Regional Council may request to move any item(s) from the consent agenda to be placed on the meeting's agenda. By courtesy, advance notice would be given to the Executive Minister. If you have a concern, you are encouraged to contact the Executive Minister in advance as an exchange of information may resolve a question.

In a consent agenda you may also find minutes of previous meetings etc. and the list of correspondence to the Executive (if any) is included with the reports.

Process

The process for acting on the consent agenda in the opening sessions will be as follows:

1. Presider/chairperson: "You have all received the resource book, with the consent agenda. Does any five members wish to move an item from the consent agenda to be placed on the meeting's agenda?"
2. If any five (5) voting members requests, an item is moved. (By courtesy, advance notice would be given to the Executive Minister.)
3. Chairperson: "Without discussion, then, the consent agenda is ready for a vote. Those in favour? Opposed? All items on the consent agenda are adopted."

DAVID LEYTON-BROWN
PRESIDENT, SHINING WATERS REGIONAL COUNCIL



David Leyton-Brown is a member of Richmond Hill United Church, and was Co-Chair of the Transition Commission of Region 10, and of the Vision and Church Development Commission of Living Waters Presbytery.

In civilian life he is Professor Emeritus (which is fancy talk for “retired”) of Politics at York University, where he served as Dean of the Faculty of Graduate Studies, Master of Calumet College and most recently Master of McLaughlin College, and was seconded as Executive Director of the Ontario Council on Graduate Studies.

He is a member of the Board of Directors of the Canadian Hard of Hearing Association, and has been a member of the Board of Trustees of World Education Services, the TOEFL Board, the government of Ontario’s Postsecondary Education Quality Assessment Board, and the Board of Governors of York University. His academic teaching and writings have focused on international relations, with particular emphasis on Canada-United States relations.

REV. MICHAEL BLAIR
EXECUTIVE MINISTER, CHURCH IN MISSION UNIT,
GENERAL COUNCIL



Rev. Michael Blair is a member of the Order of Ministry in The United Church of Canada and serves the General Council as Executive Minister of the Church in Mission Unit. On November 1, 2020 he will be the new General Secretary of The United Church of Canada.

In his time at the General Council, he has served as Executive Minister for Ethnic Ministry and Executive Minister of Communities in Ministry. Before joining the General Council staff, Michael served as the Executive Director of the Toronto Christian Resource Center (CRC), which is a ministry of the former Toronto South Presbytery.

Michael was admitted to the Order of Ministry in 2010 and has previously served as a congregational minister of a number of Baptist churches in Toronto and St. Catherine’s, Ontario, a staff member with Intervarsity Christian Fellowship at the University of Toronto, and as a community chaplain with the Ontario Multifaith Council’s Reintegration Program. Michael is currently the United Church representative on the Commission for World Mission and Evangelism of the World Council of Churches.

He is a graduate of Ontario Bible College (now Tyndale University College and Seminary), the University of Waterloo, and Wycliffe College – University of Toronto.

Michael lives in Toronto with his partner Don; he is the father of two adult sons and enjoys photography in his spare time.

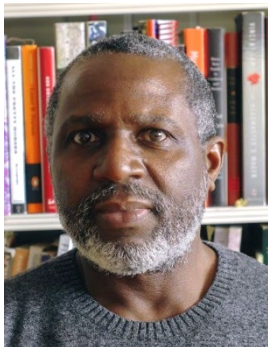
REV. PHILIP CABLE CHAPLAIN



Rev. Philip Cable, RP was born in Cobourg ON. Ordained in 1988, his work with the United Church has moved him from coast to coast. He now resides with his husband, Rev. George Moore, in Barrie where he has a private psychotherapy practice. (www.tappingyourinnerresources.ca)

He's a member of Affirm United/S'Affirmer Ensemble, and was a part of the process of developing the Affirming Ministry Process. As well as serving pastoral charges, he has worked as a hospital chaplain (Halifax and Vancouver) and a street chaplain at First United Church Mission, Vancouver. His private practice specializes in the treatment of depression, anxiety and addictions, with a somatic, trauma informed focus.

REV. BASIL COWARD CHAPLAIN



Rev. Basil Coward has served in congregational ministry for twenty-seven years and currently serves with Victoria Square United Church in Markham, Ontario, in addition to being a counsellor/faculty at George Brown College in Toronto. Basil's work is integrated into one practice of accompanying others on the journeys of life.

REV. MONICA MOORE CHAPLAIN



Rev. Monica Moore was ordained in 1991, has served churches in Englehart, Muskoka, Guelph, Orillia, and is now the minister at St. James United in Parry Sound. In 1994-95, she served with our partners in the Iglesia Morava in the traditional territories of the Miskito people of Nicaragua. She also took a very long, very expensive, five year "sabbatical" from ministry to train as a midwife through Ryerson University, but decided to return to church life instead of continuing in that career. It's a long story, that one. She did manage to "catch" 40 babies and was part of the maternity care for over 200 families during her midwifery years, and is eternally grateful for the experience.

Monica's partner is Rev. Kevin Logie, and between them they have four daughters between the ages of 21 and 30, who are scattered across Ontario. Monica loves living in Parry Sound, mostly because of its proximity to canoe routes. She managed to complete no less than six canoe trips this year - what a great take on self-isolation that was!

HYERAN KIM-CRAGG KEYNOTE SPEAKER and FACILITATOR



HyeRan Kim-Cragg holds the inaugural Timothy Eaton Memorial Church Professorship in Preaching at Emmanuel College, Toronto.

She is conscious of her hybrid identities captured in the hyphen, Korean-Canadian, Kim-Cragg, racialized-settler, PROK-UCC, Korean-English language. She invites you to explore your own multiple identities as a way to find your place in the world.

HyeRan has been committed to anti-racist work as researcher, teacher, and facilitator and took some leadership roles in the United Church over last 20 years. She believes in "the rehearsal" of the Reign of God and is very much interested in how people take part in this rehearsal to bring the Kin-dom on earth. Her upcoming book, *Postcolonial Preaching: Creating a Ripple Effect* (Lexington/Fortress) explores this. Working to end racism is essential to this rehearsal. So let's rehearse!

REV. EVAN NOODIN SWANCE-SMITH WELCOME TO THE TERRITORY



Rev. Evan (pronouns He/Him/She/Her/Ze/Hir) is ordained in The United Church of Canada and is the minister at Toronto Urban Native Ministry in Regent Park, Toronto. Evan is Queer, Two-Spirit, Anishinaabe, and turtle clan. Evan works on the front lines doing pastoral care and harm reduction with sex workers, Indigenous LGBTQ2A youth, families, people who are incarcerated and street-involved folks. Passionate about encouraging people's spiritual health, Evan serves Indigenous people living on the margins through the practice of both Traditional Spirituality and Christianity as part of the ministerial work at Toronto Urban Native Ministry. Evan also serves on the Office of Vocation Indigenous Candidacy Board.

HEATHER KEACHIE PARLIAMENTARIAN



Heather practices primarily in the area of non-profit and charity law. She provides corporate and commercial services to her clients, and acts as general corporate counsel to charities and not-for-profits operating in Canada and internationally. Heather works pragmatically with her clients through various stages of their corporate lifecycle, and she regularly advises on questions of governance, by-laws, charitable registration and regulatory compliance, and real estate matters. Heather also maintains a general business practice, advising small and medium-sized businesses on both corporate and commercial matters, including corporate restructuring, contracts, transactional work, and commercial leasing. Heather has been volunteering for more than 15 years within the charitable and not-for-profit community in Canada, and currently sits on several volunteer boards.

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ORDINATION AND ADMISSION

ORDINATION

Lisa Naumann



My home congregation is Collier Street United Church in Barrie, and I have joyfully accepted a call at Mayfield United Church beginning May 24th 2020.

I have had the privilege to study at a number of colleges and universities, and have acquired the following accreditation at each; Business Diploma (Cambrian College), Psychology Degree (Laurentian University), Masters of Divinity (Tyndale Seminary), & Testamur requirements fulfilled within Emmanuel College and Seminary.

I am drawn to ministry because I experienced, over a great many years, a deep and profound sense of call by God to enter into ministry. I am excited and passionate about the interfaces of the holistic approach to spirituality, health and wellness. Individual and church vitality is developed by incorporating Spirit, Mind & Body with respect that all are relevant to optimal living. Within my United Church Ministry, I hope to support participants by fostering their faith through spiritual deepening practices. I believe that participation in the sacraments is meaningful and cultivates unity within the Body of Christ, in addition to hearing/studying of The Word and prayerful meditation to reflect upon one's faith and life.

Alydia Smith

My life has always reflected my call to ministry and my passion for nurturing the personal and spiritual development of all people, especially those who are often on the margins.



I started my career working with youth and children for the City of Toronto, and in this role I developed my passion for inclusive ministry as well as the skills needed to create welcoming spaces. As an educator, I worked as a Learning Strategist at the University of Western Ontario, Ryerson, and the University of Toronto, (where I also worked as a disability counselor). In these roles, I acted as an academic coach and advocate to marginalized and struggling students of all ages, helping them to build confidence in themselves, while teaching them how to maximize their learning.

As a pastor and worship leader, I have served two large United Church congregations where I developed innovative and meaningful intergenerational, anti-oppression experiences within congregational life and during Sunday morning worship. I currently serve as the Program Coordinator for Worship, Music and Spirituality for The United Church of Canada, supporting the worshipping life of our church; nurturing faithful and transformational worship experiences across the country; fielding worship, music and spirituality questions from every level of the church; dismantling oppressive systems, and administering resources like *Gathering*, *Worship Matters* and a yearly Lenten devotional book.

I have been nurtured in my faith through the former Centennial Rouge United Church, my colleagues and my family. And I have been formally trained through a bachelor's degree in Music from the University of Western Ontario with a specialist in music history and popular culture, Learning Strategy Specialist training from Cambrian College, a Masters of Divinity from the Atlantic School of Theology, and a doctorate in worship from Drew University.

I hope that my ministry will continue to break down barriers to inclusion and empower all people to be their best selves for God's glory and the betterment of the world.

Brian Stevens



Brian is a member of Windermere United Church in Toronto. Originally from Nova Scotia, he obtained his Bachelor of Arts in Music from St. Francis Xavier University, then a Certificate in Youth Ministry and a Masters of Divinity from the Atlantic School of Theology. As a Church musician, he has led and accompanied choirs in Nova Scotia (Sacred Heart, St. Stephen's, St. John's), Prince Edward Island (St. Paul's, Christ Church, Trinity United) and Ontario (Faith United).

Brian's intentioned theological journey began at Trinity United in Summerside, PEI. Rev. David Hamilton encouraged him to enroll in course work at the Atlantic School of Theology which led to a Certificate in Youth Ministry. As well, while at Trinity United, he began to compose Christmas Cantatas and other liturgical works for the choir and Sunday school.

He commenced full-time theological studies in 2003. Upon completion of his degree, Brian accepted a position as Music Facilitator, at Faith United in Courtice, which included Youth Ministry as well as liturgical drama work. A Youth and Family Ministry contract in 2014 at Windermere United was a most helpful bridge to his current appointment at Hope United, his internship site and the pulpit into which he will be ordained.

Brian's call to ministry is rooted in our collective seeking of connection to the Divine, coupled with a desire to serve others, as they journey their particular path, seeking all that they are called to be, in Christ.

ADMISSION

Joel Aguirre

Joel is from the Philippines and has served as a pastor, professor, chaplain and a psychologist in the Philippines, USA, and other countries. He has an MA in Counselling Psychology from the University of the Cordilleras, M.Div. in Pastoral Care and Counselling from the Philippine Baptist Theological Seminary, and PhD in Psychology at the Manuel L. Quezon University.



Joel also serves as a Spiritual Care Practitioner at St. Michael's Hospital and a Registered Psychotherapist in the Province of Ontario.

During university, Joel's understanding of God's great love to a broken world led him to realize his call to serve in full-time ministry. In 2013, Joel moved to Canada to join his wife Dorina. Then in 2015, he responded to the call and invitation to pioneer a church in Toronto with The United Church of Canada that caters to the spiritual needs of newcomers and caregivers. This eventually grew into the Filipino Christian Fellowship. He wishes that The United Church of Canada will continue to offer their support so that we may continue to carry out our service of love that is inclusive, healing, and empowering to all people that we encounter.

RECOGNITION

Steven Loweth



I live on the shores of a Lake Simcoe with my husband of sixteen years who is also a United Church minister. I graduated from the program at St. Andrews College in 2019. I am currently serving Fairbank United, the church that was also my Supervised Ministry Education site. They are a wonderful and supporting community of faith.

I was first made aware of my call to ministry as an older teenager serving as a youth group leader in my congregation. In my early twenties at the encouragement of my Anglican Priest, I entered the diaconal ministry program at the Centre for Christian Studies. While I did not complete the course due to family business obligations, my call to ministry continued. At the age of 50, I could not ignore the call anymore and began a discernment process. It began as a journey toward graduating with my M.Div. That is, until I was introduced to the Designated Lay Minister (DLM) program at which time I knew it was a much better fit to my style of learning.

My hope for my future is to continue serving The United Church of Canada in as radical a way as possible by continuing to be an advocate for all those who live on the margins, just as our brother and teacher Jesus did so long ago. It is also my hope that one day soon the church will recognize DLMs as part of the one order of ministry. I give thanks to God for this church and its continuing movement toward reconciliation and inclusiveness for all.

LICENSED LAY WORSHIP LEADERS

Brian Packham



I am a member of Humbercrest United Church in Toronto. For several years, I have filled in for our vacationing ministers. The creative process of putting the word of God into something that hits home with the members of a congregation I think is really important. I hope that with my God given skills, I am able to bring more people closer to God. I also enjoy meeting new people and us sharing in their faith journeys.

I love music whether it is singing or playing. I hope to be able to incorporate this special talent in and around my ministry. Music is a very unique way to connect with so many when it comes to the good news of Jesus Christ.

Lydia Pedersen



My husband and I have attended Royal York Road United Church since moving to Toronto in 1976, and we continue to be active members since my retirement in 2009, after 30 years of my music ministry there.

As music director, I have always worked closely with our ministers in planning and conducting services, a collegial relationship I very much enjoyed. Occasionally I was given an opportunity to lead a service myself, and I discovered that I found liturgy as interesting and rewarding as making music. Several years of study and a theology degree later I now want to become formally recognized by the United Church as having the skills required to lead worship, both in my own church and elsewhere.

Of all the things I enjoy doing, none gives me greater satisfaction and delight than teaching. I will always be grateful for this gift, and that I knew this about myself very early on, because it has led me into countless wonderful experiences throughout my life. From camp counselor, piano instructor and teacher of multiply challenged children to music specialist in schools, church choir director, and leader of hymn writing workshops, nothing makes me more glad to be alive than the prospect of sharing knowledge with others, especially of things I love.

Teaching is a form of persuasion, whether orally or in writing, so a related thing I am thankful to celebrate about myself is the ability to work with words. There are many things I am not good at, and I know those too: anything to do with numbers, mechanics or financial matters has me running in the opposite direction at top speed! But the power and beauty of words have captivated me from childhood, and through the years I have been blessed with opportunities to teach through the writing of journal articles, hymn texts, sermons and more. It's music to my ears to hear someone say with wide eyes "I didn't know that! How interesting!"

Doug Reid



I have been a member of Eglinton St. George's United Church (ESG) in Toronto for over 40 years. While I have been involved in all aspects of church life, I currently am on the Worship and Music Committee and sing in the choir.

Because of several people at ESG (Don Parsons and Deborah Hart in particular), I was introduced to the LLWL program. I had done some preaching at the church and led several adult learning seminars that were well received and they felt that now I was retired I should look into this program. They also knew that I had felt the call to lead in the church when I was about 14 or so and maybe the time to follow that call was now. It was, and with their support and with the guidance of Aaron Miller (my LLWL mentor/leader) I enjoyed a whole new part of my life which has become meaningful. The best part of the studying was meeting other folks from across Canada and learning about their communities, their churches and them. We do live in a diverse world.

I am married, have six children and ten grandchildren. I live just north of Toronto in a small town by the name of Lefroy. I am a registered Reiki and Therapeutic touch practitioner, as well as involved in shiatsu. I also am involved in pastoral care particularly with families dealing with cancer. I am also studying the history of the church, with a particular focus on 200 AD – 1600 AD.

Paul Stott



My name is Paul Stott. I am a lifelong member of Trinity-St. Paul's United Church in midtown Toronto. With more free time in this post-retirement phase of my life I decided that becoming an LLWL was a good way to serve the church and to also provide an outlet for my delight in designing liturgy and preaching. I have sung in church choirs for most of my adult life. After early retirement from a 32-year career as a professor at Ryerson University, I enrolled at Emmanuel College where I obtained a Master of Theological Studies degree, with a concentration in hymnology. I am a member of The Hymn Society in the United States and Canada.

RETIREES

The Reverend Donna Bowman-Woodall

The Reverend Brenda Duckworth

The Reverend Don Gibson

The Reverend David Howes

The Reverend Philip Cable

I entered The United Church of Canada in the womb at Trinity United Church in Cobourg ON, born into a large, very busy family (6th of 8 children). Married with two children, I received my M.Div. from Queen's University and was ordained by Bay of Quinte Conference in May of 1988.

Ministry took me across Canada; Newtown Waterford Pastoral Charge, NB (5 points), Rawdon Pastoral Charge, NS (4 points), Victoria General Hospital, Halifax, Vancouver Hospital and Health Sciences Center, Emanuel Howard Park UC, Toronto, St. Paul's UC, Burnaby BC, Mount Seymour UC, District of North Vancouver, First UC, Vancouver, Emmanuel Howard Park UC, Toronto, Cookstown Thornton Pastoral Charge (2points, ½ time), Christian Island UC (1/2 time), Mono Mills Pastoral Charge (3 points, ½ time), and now Voluntary Associate Minister at Northwest Barrie UC. I've served on various committees, boards and tasks groups at Congregational, Presbytery, Conference and National levels including Affirm United/S'Affirmerensemble when we were creating the Affirming Congregations Program. To my surprise, I was even treasurer of Vancouver-Burrard Presbytery for a couple of years.

I'm indebted to The Canadian Association of Spiritual Care (C.A.S.C.) especially the Pastoral Counseling Education (P.C.E.) stream for assisting me as I have retreaded as a Registered Psychotherapist to run my private practice www.tappingyourinnerresources.ca. I am deeply grateful for my former wife Beryl Cable-Williams, my son Ian, daughter Brooke, and husband Rev. George Moore for their love, support and encouragement on this long and winding road of lifelong learning and ministry.

The Reverend Jean Leckie

I was born into and raised in the United Church. Our family attended every Sunday, as did most of my friends. Our weekday activities were Explorers then CGIT and Junior Choir. Our hockey, soccer and baseball we had to organize ourselves. The United Church of Canada was at its height of popularity and power. When I heard the call to ordained ministry, some people reacted by saying, "Why do you want to be ordained. Shouldn't you become a diaconal minister?" I was told by people in the church that, "Women shouldn't be ministers," or more often, "You are the first woman minister I have met." Usually the sexism I encountered was more subtle, but I haven't faced it lately. Change is possible.

My forty years of ministry saw a lot of change, most of it the change of decline, some of it as a result of taking seriously the gospel message of inclusion and justice. Forty years ago, some people tried to rationalize the decline by focusing on the faithful remnant, but now we have to acknowledge that we are a remnant, no more faithful than our forbearers still wrestling with the racism, sexism and consumerism of our culture. Often when called upon to reflect on your ministry, the church has asked you to name a biblical story or character. I relate to Jeremiah, who preached as much and as faithfully as he could, but was often maligned and persecuted. I was never persecuted, but often ignored; the gospel has been a hard sell for the past 40 years. Jeremiah always had hope. He never stopped believing that one day the truth of God and the love of God would once again move the world towards justice and peace, love and mercy.

Although my 'pulpit' is now an online Bible Study and my parishioners are my friends, family, children and grandchildren, I will continue to share God's Word as much as I can. I have faith in the people who are just beginning their journey into ordained ministry and hope that the next forty years will see changes of renewal and recommitment, growth and influence that will be just as surprising as the changes I witnessed.

The Reverend Ross Leckie

My retirement from active ministry began in September of this year. The beginnings of a call to ministry for me began while I had been engaged in the dairy processing industry after completing a Food Science degree at the University of Guelph. A lay course at Vancouver School of Theology entitled, *History and Theology of Christianity*, whetted my appetite for what would follow. After a job transfer back to southern Ontario, I began the process of becoming a candidate for ordained ministry in Halton Presbytery (Trinity UC, Oakville). Upon being received, I enrolled at Emmanuel College and was ordained in 1986 in Harriston, Ontario (Hamilton Conference) along with 16 other candidates.

At that time, I was settled at Nickel District Pastoral Charge (Sudbury, Manitou Conference) on a 4-point charge, teamed with the Rev. Jean Leckie. We served there for three years, by which time we had two children. We were called together next to serve Omond Memorial in North Bay. Omond Memorial had been served by a minister who tried to lead the congregation out of the United Church. After seven years, the birth of our third child and a good deal of healing within the congregation it was time to return closer to wider family connections.

I was called to St. Andrew's in Georgetown and Ballinafad pastoral charge which was in an area of significant suburban growth. I served there for seven years until St. Andrew's was ready to call its own minister. Rev. Jean and I were then both called to Grace UC, Brampton. Over the next thirteen years the congregation on Main Street North grew to be a community hub serving the neighbourhood with significant outreach efforts.

The last four years in my journey of ordained ministry was in a growing rural/suburban context, Caledon East UC. The community context is changing at the same time that the church's place in community is changing. I was glad to be leaving leadership in Caledon in the hands of a 'cluster' arrangement of personnel for Caledon East/Knox UC, Caledon Village.

It has been an exciting 34 years with challenges and growth along the way. I am thankful for those that I served with, for colleagues, musicians, for mentors, leaders and followers. I was given the

privilege to serve on presbytery and conference and regional and national committees through the years. I continue in the role of president of the Board of Toronto United Church Council for another year. I hope that I have held the Christ light brightly for others and I am thankful that they showed the Christ light to me!

The Reverend Coral Prebble

I became a Christian while studying at Acadia University in Nova Scotia. It was a life-changing event and I plunged into the Christian faith. While serving as Recreation Director for the Town of Oxbow, Saskatchewan, I was introduced to The United Church of Canada by Rev. Glenn Cawood who was serving his first pastoral charge. When Rev. Cawood developed cancer, he invited me to lead worship and preach to two very supportive congregations. When Rev. Glenn died six months later, he gifted me with his home communion set in hopes that I would pursue ordained ministry. I was launched.

I earned my Master of Divinity from Acadia Divinity College, studied for a year in Chicago with the Seminary Consortium for Urban Pastoral Education to specialize in urban ministry and interned with a Baptist church, where some members left within a few weeks of my arrival because they did not believe women should be ministers. When no Baptist Church was ready to call a woman in the mid 1980s, I applied to The United Church of Canada and began as Staff Associate in Christian Education at Grace United Church in Brampton and soon after at Bolton United Church, each part-time, while earning a Master of Religious Education from Emmanuel College. I served one year as Program Director at Cedar Glen Lay Training Centre and a short stint with Rev. Walter Beecham at Home, Huttonville, Norval Pastoral Charge before joining the ministry team at St. James United Church in Etobicoke in 1991. I served with St. James United for 29 ½ years, first as Minister of Christian Development, then settled as a diaconal minister and five years later ordained and eventually becoming their Coordinating Minister. I could not have asked for a more big-hearted, open-minded, talented and faith-filled community who allowed me to reclaim Jesus' healing ministry, introduce Reiki and other natural healing modalities, and develop a training site.

I also enjoyed serving the wider church of Dufferin Peel, Toronto West and South West Presbyteries and Toronto Conference as a member and chair of Faith Formation, Lifelong Learning, and the Cedar Glen Learning Fund, the SWP Commission to move from nine presbyteries to four, the Congregational Renewal and Community Development Committee, chair of the Mission Articulation Team and member of the Mission and Leadership Support Commission.

Ministry has been a joyful, inspiring blessing. It has been a privilege to watch God at work and to share the journey with the best people in the world.

JUBILANDS

The following ministers are celebrating significant anniversaries of their entry into ministry within The United Church of Canada:

70 years	Stewart Porteous
65 years	Marion Pope
60 years	Murray McBride Margaret Nelson Ron Nickle
55 years	Donald Bell Hugh Gemmell Richard Moffat Anna Taylor Cecil Tiller Lois Wilson
50 years	Keith Knill Malcolm Sinclair
45 years	Leslee Alfano Darryl Doyle John McKibbin
40 years	Mark Aitchison Grace Craig Constance denBok Ann Gilbert-Morwood Nancy Knox Jean Leckie Allan Lynk Douglas McLeod Gordon Postill Robert Wardlaw Bruce White Laurence Wood
35 years	Tim Dayfoot Marion Switzer Vivian Yarwood

30 years	Richard Choe Danny Huang Abigail Johnson Todd McDonald Molly Thomson
25 years	Eric Bacon Karen Hamilton Paul Hutchison Christopher Miller Maria Mindszenty Frances Ota Ellen Redcliffe Ki Sung Yoo
20 years	Vicki Cousins Karen Dale Ron Ewart
15 years	Warren Ball Lois Brown Michael Cottrell Lorraine Hill Amy Lee Tony Rennett
10 years	Bronwyn Corlett Marc Doucet Adam Hanley Anne Hines Hannah Lee Andrea Wheaton
5 years	Marlene Britton Emily Gordon Hewitt Holmes Barry Rieder Karen Rodman Meriel Simpson John Suk

OBITUARIES

The Reverend Dr. E. Leicester Bigby (June 14, 1931 – January 1, 2020)

Leicester Bigby, of Mississauga, served in congregations in Plainfield, Roslin, Tomasburg, Enniskillen, Tyrone and Welland in Ontario as well as Montreal's Union United Church. He retired in 1997 and most recently was a member of Grace United Church in Brampton. He is survived by his wife, Hazel, four children, seven grandchildren and two great-grandchildren.

The Reverend Bill Boyd (April 7, 1941 – September 6, 2019)

Bill Boyd, of Parry Sound, served pastoral charges in Morriston/Aberfoyle as a student. After his ordination in 1971, he moved to Saskatchewan to serve parishes in Carrot River/Aborfield and at Calvary United Church in Prince Albert. He returned to Ontario in 1985 to St. James United Church in Parry Sound where he served until his retirement from full-time ministry in 2006. His retirement years were enriched by his ministry at Parry Sound Rural Pastoral Charge until January of 2019. Bill was the beloved husband of Margaret, father to Ruth and her husband Jim Dryden, Sarah and her husband Eric Moreau, and the late Heather; cherished Papa of Megan and Emily, Sam and Sadie, and Anna, Jacob and Sophie.

The Reverend Richard G. Cammidge (1931 – 2019)

Richard Cammidge, of Scarborough, served in Saskatchewan, Northern Quebec and lastly London, Ontario. He also did supply ministry at West Hill United Church. He is survived by his wife, Eleanor, his sons Christopher and David, and grandson Carl.

The Reverend Alan Craig (January 28, 1927 – April 28, 2020)

Alan Craig, of Brampton, was active in ministry in Dufferin-Peel region for decades and at 92 was still worshipping with several local United Church congregations. After hospitalization at Christmas 2019, he returned to his home at Greenway Retirement Residence with his wife, Grace, but surrendered his car and weekly worship circuit. After a fall on April 26th, he was admitted briefly to hospital with broken ribs and died on April 28th. He is survived by his wife and daughter, Shelagh McGuire.

The Reverend Dr. Kenneth Howlett (March 12, 1930 – December 19, 2019)

Ken Howlett, of Toronto, served Ebenezer United Church in Toronto as an interim minister in 2001 as well as the congregations of Wesley Mimico in Toronto and Trinity in Annann, Ontario in the late 90s and early 2000s and congregations in Coburg and Oshawa prior to that. He is remembered as a man full of unconditional love for others, an immense passion for helping others, a strong will, bottomless wisdom, playfulness and light-heartedness. He had immense belief and support in his children and loved ones, and a strong belief that life on Earth was a school for all of our souls to learn valuable lessons, mostly about how to love others and ourselves.

The Reverend Jong Bok Kim (February 7, 1956 – June 30, 2020)

Jong Bok Kim, of Toronto, was last with Omond Memorial United Church in North Bay in Canadeian Shield Regional Council but will be fondly remembered by many in Shining Waters. Over the years, he had served at Toronto Chinese United Church, Glen Rhodes United Church and the former Beverley Hills United Church in the Toronto area. Jong Bok's long history of fighting for social justice and human rights in South Korea was profiled in Broadview magazine.

The Reverend Lindsay King (January 14, 1930 – August 14, 2020)

Lindsay King, of Toronto, had a long career in minister and served at Iondale Heights United Church in Scarborough, and at Willowdale United Church until his retirement at age 65. Over the years he was also part of a team that began the Family Life Foundation, an organization created to reach out and provide aid to all, ran for local politics in the early 1970s and wrote a regular article in the local newspaper. More recently, Lindsay developed dementia and remained under the care of his wife, son Turner and daughter-in-law Farah until having to go for his final month of life into palliative care.

Lindsay is survived by his wife, Emily Jean King, his daughter Catherine King (Wayne), and his son Turner King (Farah), as well as six grandchildren and seven great-grandchildren.

The Reverend Jim Kirkwood (January 14, 1933 – September 17, 2020)

Jim Kirkwood, of Toronto, had a long and passionate commitment to social justice, and the people of the African continent. He served in Marsden, Saskatchewan, as overseas personnel in Zambia, and as Area Secretary for Africa in the Division of World Outreach of The United Church of Canada. He continued his humanitarian work after retiring in 1993 within communities of justice focused on the environment, women's rights, anti-racism, Two-Spirit and LGBTQ rights, people with different abilities, Indigenous sovereignty, arts advocacy and food security. Jim lived his faithful commitment in every aspect of his life.

Jim is survived by his wife, Marion, children Paul (Wendy Gilliam 2019), Jane (Larry), Joy, and Ken (Don), and grandchildren Laurena (Colin), Micaela, Mariana, and Roslyn.

The Reverend Johmann Kwong (December 18, 1936 – July 19, 2019)

Johmann Kwong, of Toronto, most recently served as retired supply at Toronto Chinese United Church from 2007 to 2013 and then served there as a Voluntary Associate Minister until 2016. He was also an active member in Toronto Southeast Presbytery and on the Property Finance Committee. Johmann leaves behind his wife Judy, and children Andrew (Nancy) and Lisa (Scott) as well as four grandchildren.

The Reverend Tom Lowry (November 24, 1941 – February 21, 2020)

Tom Lowry, of Barrie, was ordained in 1973 and retired in 1998. His contribution to the church and to the community of Barrie was significant. He spearheaded affordable housing for seniors and was instrumental in the establishment of Painswick United Church. He also served Northwest Barrie United Church and was Chaplain to the Barrie Police Service for 10 years. He was the beloved husband of Irene, and father of Deborah Lowry-Whitton and her husband Andrew of Barrie, and David and his wife Ann of Bracebridge. He was the loving grandfather of three grandchildren.

The Reverend Don Nash (May 8, 1947 – September 1, 2019)

Don Nash, of Mississauga, served the North Augusta Pastoral Charge while at Queen's and following ordination in 1973, served in the ministry team of the Pheasant Creek Larger Parish in Saskatchewan, at Jordan Station, Ontario and at Heart Lake United in Brampton. Following his retirement in 2009, he served as supply at High Country United. Don is survived by his wife, Marilyn, children Lisa and Dave Taylor, Andrea and Andrew Krol, Trevor and Stephanie Nash and six grandchildren.

The Reverend Dr. Robert O. Reid (September 29, 1932 – August 19, 2019)

Bob Reid, of Scarborough, received his BA from the University of Toronto and received his M.Div at Emmanuel College. He was ordained in 1959 and served in three congregations across Canada. For 10 years he worked at the United Church's film studio Berkley Studios. Bob also received his PhD in Communications from Syracuse University in New York and went on to teach as an Associate Professor at the Toronto School of Theology and Ryerson University.

He is survived by his wife, June, and his three children, Debbie (Gord), Don (Lynn), and Darren (Rose), as well as four grandchildren and one great-grandchild.

The Reverend S. Derek Shelly (July 1948 – November 11, 2019)

Derek Shelly was ordained in 1978 and was minister at Trinity United in Huntsville from 2003 until his retirement in June of 2018. Previously, he had ministered to various congregations in Southwestern Ontario, Eastern Ontario, and on the South Shore of Nova Scotia. Before being called to the ministry he had been a schoolteacher. He was a graduate of the London Teachers' College and University of Western Ontario in London and Queen's University in Kingston, and an honorary fellow of Huntington University in Sudbury.

Derek is survived by his children Derek (Ruth Dunley), Aaron (Amanda Van Bommel), and Keri-Lynn; his grandchildren Olivia, Regin, Grace, Rose, Mekenna, and Maura; and the mother of his children, Heather Fraser.

The Reverend Malcolm Spencer (May 31, 1943 – January 25, 2020)

Malcolm Spencer, of Toronto, was ordained in 1968 and served a number of pastoral charges across Saskatchewan. In 1989 he moved to Toronto where he was chaplain at Toronto General Hospital and Toronto Western Hospital. In 1996 Malcolm began his association with Glen Rhodes United Church and served as a Volunteer Associate Minister there from 2009 to 2017. From 2015 to 2018 he was supervising minister at Hope United Church. He is survived by his life partner Raphael, siblings Mary (Doug), Roger and Jim; niece and nephew Tara and Kent, and cousins Patricia (Roy).



**DIGEST OF ACTIONS OF THE
THE EXECUTIVE
OF SHINING WATERS REGIONAL COUNCIL
FOR THE PERIOD June 20, 2019 to September 22, 2020**

Decisions made by the Executive June 20, 2019

1. that the Shining Waters Regional Council Executive take the following actions:
 - a) Beginning Again Richmond Hill
approve the Beginning Again Richmond Hill 2018-2019 Board of Directors
Shahin Akter
Elizabeth Jack
John Sguigna
Carol Thompson
Mel Thompson
Timothy Yeung
 - b) Grace Place Community Resource Centre
approve the Grace Place Community Resource Centre 2019-2020 Board of Directors
Graham Avery
Daniel Clark
Sheila Hill
C. Jean Jamieson
Stephen Rhodes
Leslie Scott
Bernhard Volkmann
Cameron Welsh
2. that Shining Waters Regional Council Executive elect Kirsty Hunter to the position of Past President for 2019-2020.
3. that the Shining Waters Regional Council adopt as a draft policy the Social (and Ecological) Justice Commission policy presented, and empower the nominations process to begin to populate the commission.
4. that the Shining Waters Regional Council Executive direct the Executive Minister to negotiate a financial accounting for Shining Waters Regional Council and work towards ending the financial shared services with General Council.
5. that the Shining Waters Regional Council Executive appoint Donna Rutz, Susie Henderson, Jody Maltby, Rachael Howes, Janet MacDonald, Joan Bailey, and Susan Whitehead signing officers for the finances of the region.

Decisions made by the Executive July 24, 2019

6. that the Shining Waters Regional Council Executive appoint Dale Hildebrand a signing officer for the finances of the region.
7. that the term for members of the Urban Forest Fund Commission and the Toronto Southeast Presbytery Major Capital Fund Commission be two years, ending December 31, 2020; and that responsibility for considering grants for these two funds will shift to the Grants Review Committee as of January 1, 2021; and that the Executive of Shining Waters Regional Council approve the revised Mandate of the Grants Review Committee to reflect this.

Social and Ecological Justice Commission Governance Document:

8. to amend the wording of item #6 under Responsibilities to read: The Commission will advocate and support campaigns around regional priority issues (e.g. racism awareness, being an intercultural church).

Social and Ecological Justice Commission Governance Document

9. to amend the wording of item #8 under Responsibilities to read: In cooperation with the Executive and other commissions, the commission will support right relations, particularly being mindful of marginalized people such as racialized people and ethnic minorities.
10. that the Purpose of the Social and Ecological Justice Commission draft policy be amended to read: The Social and Ecological Justice Commission will encourage, support, and initiate social justice work within Shining Waters Regional Council, which encompasses but is not limited to anti-racism and becoming a critical intercultural church of justice.
11. that the Shining Waters Regional Council adopt the Social and Ecological Justice Commission policy as amended.
12. that Shining Waters Regional Council Regional gathering and New Ministry service take place Saturday May 23, 2020 and that Shining Waters Regional Council Regional meeting take place the Fall of 2020, date and location to be determined by staff in consultation with the Shining Waters Regional Council President.

Decisions made by the Executive August 28, 2019

13. that the following people be elected to the Social and Ecological Justice Commission of Shining Waters Regional Council for a two-year term:
Susan Eagle (Chairperson)
Alana Martin
Tina Conlon
Donna Lang
Eleanor Scarlett
Lois Brown
Moon Ja Park

Cameron Watts

14. that the following people be elected to the Nominations Committee for a three-year term:
- Kirsty Hunter (Chairperson)
 - Steven Loweth (Executive representative)
 - Lawrence Nyarko

Decisions made by the Executive October 22, 2019

15. that the Executive of Shining Waters Regional Council take the following actions;

- a) Signing Authority for Executive Minister
authorize Executive Minister, Peter Hartmans, to have signing authority on incorporated ministries and release documents on behalf of the Regional Council
- b) Central King Seniors Residence
approve the Central King Seniors Residence 2019-2020 Board of Directors
 - Mary Louise Ashbourne
 - Alex Gribben
 - David Hewett
 - Ella Jackson
 - Joyce Klamer
 - Michael Kooiman
 - Jon Lee
 - Taye Maddison
 - Lang Moffat
 - Bob Putnam
- c) Fred Victor Centre
approve the Fred Victor Centre 2019-2020 Board of Directors
 - Sandra Bennett
 - Neill Carson
 - Deane Collinson
 - Marco Ding
 - John Dynes
 - Michele Erskine
 - David Estabrooks
 - John Hinds
 - Jawad Kassab
 - Karine MacIndoe
 - Janet Mason
 - Paulett Ramsey
 - Muwanguzi Ssebagala
 - Christina Topp

d) approve the Fred Victor Centre resolutions for the Ministry of Municipal Affairs and Housing to arrange on behalf of Fred Victor Centre a refinancing of the existing mortgages for 704 Mortimer (\$1,550,962.88), 147 Queen Street East (\$2,223,571.82), and 139 Jarvis Street (\$1,137,422.84).

e) grant permission for Fred Victor Centre to proceed to a process for the sale of 86 Lombard Street.

f) Fred Victor Centre and Toronto Christian Resource Centre

grant permission for Fred Victor Centre and Toronto Christian Resource Centre, to proceed with a corporate amalgamation, to execute the amalgamation agreement between Fred Victor Centre and Toronto Christian Resource Centre and approve Andrew Gray and Nancy Easton as members of Fred Victor's Board of Directors subject to the amalgamation agreement being signed.

g) The Presbyteries of Toronto Conference Corporation

approve The Presbyteries of Toronto Conference Corporation 2019-2020 Board of Directors

Philip Armstrong
Charles Donley
Evelyn Hill
Mary McKeen
John Ostime
Harry Ramsaran
Nick Walker

h) Wilmar Heights United Church Non-Profit Homes

approve the Wilmar Heights United Church Non-Profit Homes 2019-2020 Board of Directors

David Almack
Trevins Fonseka
Neil Harris
Bridie Lane
Bob Pomeroy
Patricia Shearer
Jane Warwood

i) United Church of Canada GO Project

approve the United Church of Canada GO Project 2019-2020 Board of Directors

Brian Allen
Carla Langhorst
Ian McPherson

16. that the Executive of Shining Waters Regional Council confirms that the Operating Agreement dated October 1st, 2010 as amended April 20th, 2016, between the Presbyteries of Toronto Conference Corporation (PTCC), Toronto Conference and the four presbyteries

will remain in effect until such time as a new Operating Agreement is signed between Shining Waters Regional Council and PTCC; and confirms the decision of Toronto Conference Executive, made September 12, 2018 that, for the purpose of this Operating Agreement Shining Waters Regional Council is successor to Toronto Conference, Living Waters Presbytery, Toronto Southeast Presbytery and South West Presbytery and that Western Ontario Waterways Regional Council is successor to Northern Waters Presbytery; and

confirms the decision of Toronto Conference Executive, made September 12, 2018 that the funds of Living Waters Presbytery, Toronto Southeast Presbytery and South West Presbytery will merge into one fund for Shining Waters Regional Council and the fund of Northern Waters Presbytery will become the fund of Western Ontario Waterways Regional Council and that Presbytery Funds within the Presbyteries of Toronto Conference Corporation (PTCC) accounts as of December 31, 2018 are to be allocated as follows;

- To Shining Waters Region: the Living Waters, Toronto Southeast and South West Presbytery accounts;
 - To Western Ontario Waterways Region: the Northern Waters Presbytery account;
- and confirms that Shining Waters Regional Council Executive acts on behalf of the Regional Council as per section C.3.1 of The Manual (2019) and therefore, in relation to the 2010 Operating Agreement, on recommendation of the regional Grants Review Committee, the Executive is able to consider and approve both annual income grant applications and capital grant applications while the 2010 Operating Agreement is in place.

17. that the Executive of Shining Waters Regional Council confirms the decision of Toronto Conference Executive made September 12, 2018 that,

- the New Ministries Development and Leadership Fund continue for two years beginning January 1, 2019 and operate according to the current terms of reference;
- as per the Memorandum of Understanding dated November 23rd, 2016, between PTCC, Toronto Conference and the four presbyteries, that Region 10 be the successor for Toronto Conference, Living Waters Presbytery, Toronto Southeast Presbytery and South West Presbytery and that Region 8 be the successor for Northern Waters Presbytery;

and that the New Ministries Development and Leadership Funds within the PTCC accounts as of December 31, 2018 are to be allocated as follows:

- 75% to Shining Waters Region; and
- 25% to Western Ontario Waterways Region.

and confirms the decision of Shining Waters Regional Executive made on May 15, 2019 to temporarily suspend applications to the New Ministries Development and Leadership Fund until review in the first quarter of 2020 in consultation with the Grants Review Committee.

18. that the Executive of Shining Waters Regional Council, on recommendation of the Grants Review Committee, approves the funding application from the former South West

Presbytery for the Toronto United Church Council Innovative Ministry Centre in the amount of \$200,000 over three years and forwards it to the Presbyteries of Toronto Conference Corporation (PTCC).

19. that the Executive of Shining Waters Regional Council approve that Ron Wigle move from the Grants Review Committee to the Mission Support Committee.
20. that the President and Past President of Shining Waters Regional Council be the two members from Shining Waters to the ad hoc committee with the Canadian Shield Regional Council.
21. that Shining Waters Regional Council celebrate newly Licensed Lay Worship Leaders who have been approved by the Pastoral Relations Commission at the region's annual Celebration of Ministry service.
22. that Shining Waters Regional Council recognize new Designated Lay Ministers who have been approved by the Office of Vocation at the region's annual Celebration of Ministry service.

Decisions made by the Executive November 26, 2019

23. that the Shining Waters Regional Council Executive take the following actions:
 - a) remove Shirley Baster as Trustee of Regent Park United Church, Orillia;
 - b) confirm the members of the committee to make recommendations on Regent Park, Orillia as being Ted Reeve, Tony Rennett, Sue Jamieson, Ann Cox, and Daphne Mainprize
 - c) name Janet MacDonald, Finance Administrator, for Shining Waters Regional Council, as the person authorized to manage the Desjardins credit card account (Staples).
24. that the Shining Waters Regional Council Executive take the following actions:
 - a) Central King Seniors Residence
based on the guidance received from General Council Staff, pursuant to the Incorporated Ministries Policy of The United Church of Canada approve By-Law Number 1 signed October 23, 2019 of the incorporated ministry known as Central King Seniors Residence
 - b) Lake Scugog United Church Camp Inc.
approve the Lake Scugog United Church Camp Inc. 2019-2020 Board of Directors
Janet Adamson
Ken W. Andras
Graham Clark
Kevin Craft
Karen Hamilton
Shannon Lundquist
Tim Magwood
Sally Jo Martin

Melody Onuoto
Carol Rhynas
Patti Smith
Myriam Theodule

c) Toronto Christian Resource Centre

approve the Toronto Christian Resource Centre 2019-2020 Board of Directors

Peter Andrew
Bill Dines
Nancy Easton
Andrew Gray
Mary Morison
John O'Leary
Gary Schlee

25. that the Shining Waters Regional Council Executive approve the recommendations of the Grants Review Committee and the Mission Support Committee as presented, and refer the Net Annual Revenue grant applications to the Presbyteries of Toronto Conference Corporation (PTCC) for consideration.
26. that the Shining Waters Regional Council Executive approve the following new full time staffing positions; Regional Minister for Faith Formation and Youth, Regional Minister for Support to Communities of Faith, Right Relations, and Clusters, Regional Minister for Social Justice and Network Support.
27. that Steven Loweth, Jessica McCrae and Martha ter Kuille be appointed as members of the Shining Waters Regional Council sub-Executive.
28. that the Shining Waters Regional Council Executive approves the continuation of the Memorandum of Agreement between Toronto Conference and the Presbyterian Church in the Republic of Korea (PROK), and approves the Partner in Residence Program proposal from PROK.

Decisions made by the Executive January 22, 2020

29. that the Executive of Shining Waters Regional Council receive, for information, the proposal of Western Ontario Waterways Regional Council titled, Proposal Concerning Faithful Ministry Personnel
30. that the Shining Waters Regional Council Executive accede to the request of Central United Church, Weston, to receive the bequest of funds from the estate of the late Kathleen Apted intended for Mount Dennis United Church.

31. that the Shining Waters Regional Council Executive take the following actions:

a) The Massey Centre for Women

approve The Massey Centre for Women 2019-2020 Board of Directors

Omo Akintan
Oliver Blunn
Rhonelle Bruder
Sarah Charters
Amy Davies
Jennifer Dockery
Justine Humphries
Anika Mehta
Mitze Mourinho
Eddy Popp
Catherine Wang
Stephanie Wang

based on the guidance received from General Council Staff, pursuant to the Incorporated Ministries Policy of The United Church of Canada approve By-Law Number 2019-1 of the incorporated ministry known as The Massey Centre For Women

b) Toronto United Church Council

approve the Toronto United Church Council 2019-2020 Board of Directors

Carole Bennett
Greg Daly
Brian Heinmiller
Roberta Howey
Bill Jermyn
Michael Kooiman
Ross Leckie
Hannah Lee
Ted Meyers
Doug Smith
Christopher White
Grant Williams

c) Weston King Neighbourhood Centre

approve the Weston King Neighbourhood Centre 2019-2020 Board of Directors

Timothy Barlow
Jean-Marie Boutot
Debra Gibson
Judy Johnson
Mimi Kabongo
Michael Kooiman
Eleni Marino

Doreen Miller
Lang Moffat
Kenny Stier
Barbara Stone
Michael Sullivan
Wendy Whiteley

32. that the Shining Waters Regional Council Executive receive the Financial Report dated January 2020 for information
33. that the Shining Waters Regional Council Executive votes in favour of Remit #1: Amendment to the Basis of Union's Article 10.0 on Ministry Personnel.
34. that the Shining Waters Regional Council Executive accepts the proposal between Regent Park United Church Site Orillia and Camp Couchiching, and go forward with a five-year lease.

Decisions made by the Executive March 12, 2020

35. that the Executive of Shining Waters Regional Council immediately communicate to all Communities of Faith that, in keeping with The United Church of Canada Emergency Plan, they should be preparing a plan to suspend large gatherings, including, but not limited to, worship services, if decided by the governing body of the congregation and in response to a recommendation from local public health authority.
36. that the Shining Waters Regional Council (10) Executive take the following actions:
 - a) Beginning Again Richmond Hill
approve the Beginning Again Richmond Hill 2019-2020 Board of Directors
Shahin Akter
Elizabeth Jack
John Squigna
Carol Thompson
Melville Thompson
 - b) Fred Victor Centre
grant permission for Fred Victor Centre to proceed with the negotiation and signing of a new office leasing arrangement at 800 Bay Street (Bay & College) and either 59 Adelaide Street, 4th Floor or an alternate location so that current programs can be relocated.
 - c) Sparrow Lake United Church Camp, Inc.
approve the Sparrow Lake United Church Camp, Inc. 2020-2021 Board of Directors
Michelle Black
Andrew Blair
Colin Campbell

Greg Derbyshire
Anne Forsey
Stephen Forsey
Janice Franklin
William Grove
Lee Holland
Eric McFarland
Janet McFarland
Kim Niece
Barry Rieder
Ellen Weir
Mark Winger

based on the guidance received from General Council Staff, pursuant to the Incorporated Ministries Policy of The United Church of Canada approve By-Law Number One of the incorporated ministry known as Sparrow Lake United Church Camp, Inc.

d) Toronto United Church Council

based on the guidance received from General Council Staff, pursuant to the Incorporated Ministries Policy of The United Church of Canada approve the revised Article 3.3 of the Letters Patent of Amalgamation for the incorporated ministry known as Toronto United Church Council

37. that the Executive of Shining Waters Regional Council receive the letters of thanks from Roncesvalles United Church and Stonegate ministry for information.

Decisions made by the Executive March 23, 2020

38. that the Executive of Shining Waters Regional Council approve the use of the remaining funds from the sale of Victoria Park UC in the amount \$20,000 for salary and other expenses of congregations impacted by the COVID-19 pandemic and that the Staff Lead be authorized to disburse the funds according to criteria to be set.

39. that,

Whereas exceptional events such as the COVID-19 Pandemic and other national and major emergencies create extreme financial challenges to congregations throughout the Shining Waters Regional Council area;

And Whereas Shining Waters Regional Council seeks in such exceptional circumstances to provide emergency assistance to those congregations and communities of faith whose reserve funds are not sufficient to meet salaries and other core operating costs through the period of such an emergency;

And Whereas Shining Waters Regional Council is the successor body to Toronto Southeast Presbytery for the purposes of the gift agreement;

Shining Waters Regional Council and Toronto United Church Council (TUCC) agree, that congregations and communities of faith named by Shining Waters Regional Council may be eligible for emergency loan assistance from the Toronto Southeast Presbytery Capital Fund with the following conditions:

- That the limits to the total amount of that assistance be decided in each emergency situation by mutual agreement between Shining Waters Regional Council and TUCC;
 - That the assistance be in the form of loans, with the terms and length of the loan to be decided by mutual agreement between Shining Waters Regional Council and TUCC;
 - That any realized losses on investments caused by the need to generate liquidity to meet emergency loans be met from the Toronto Southeast Presbytery Major Capital Fund.
 - That the sub-executive be directed to develop criteria for loans in consultation with the Communities of Faith Commission, the Grants Review Committee and Toronto United Church Council.
40. that the Executive of Shining Waters Regional Council approve an application to Presbyteries of Toronto Conference Corporation (PTCC) for an up to 5% of capital grant, to support potential grants to congregations impacted by the COVID-19 pandemic, and that the sub-Executive will develop criteria for such grants in consultation with the Communities of Faith Commission, the Grants Review Committee and PTCC.

Decisions made by the Executive May 8, 2020

41. that the Shining Waters Regional Council Executive take the following action:

Fred Victor Centre

further to motion approved at the March 12, 2020 Executive meeting, grant permission for Fred Victor Centre to proceed with the negotiation and signing of the new office leasing arrangement at the alternate location of 145 Front Street East, Toronto beginning May 1, 2020 for seven years to April 30, 2027 so that current programs can be relocated.

42. that the agenda item on the Intercultural Diversity Commission Proposal be tabled until the next Executive meeting.

Decisions made by the Executive June 3, 2020

43. that the Executive of Shining Waters Regional Council accepts the recommendation of the Grants Review Committee and approves the release of the third phase of the New Ministries Development and Leadership Fund grant to North Bramalea United Church, in the amount of \$25,000 for their Online Ministry – Expanded Worship & Leadership Development initiative.

44. that the Shining Waters Regional Council in-person regional meeting currently scheduled for October 16 – 18 2020, be moved to an online meeting and include a Celebration of Ministries service held online.

Decisions made by the Executive September 22, 2020

45. that the Executive of Shining Waters Regional Council take the following actions:

a) Camp Ahshunyoong operating as Camp Big Canoe

approve Camp Ahshunyoong operating as Camp Big Canoe 2018-2019 Board of Directors

David Bell
Doug Clark
Patricia Clark
Laurie Cook
Heather Dahmer
John Dinner
Constance Dupuis
Julien Dupuis
Jeremy Hyde
Ian McTavish
Kate Meyers
Ted Meyers
Ken Parsons
Lew Petkou
Scott Taylor

approve Camp Ahshunyoong operating as Camp Big Canoe 2019-2020 Board of Directors

David Bell
David Berton
Doug Clark
Patricia Clark
Laurie Cook
Heather Dahmer
John Dinner
Constance Dupuis
Jeremy Hyde
Katherine Leaman
Paul Lypaczewski
Alexa Nemfield
Lisa Osburn
Ken Parsons
Scott Taylor
Sue Williams

- b) The Presbyteries of Toronto Conference Corporation
approve The Presbyteries of Toronto Conference Corporation 2020-2021 Board of Directors

Philip Armstrong
Brent Caslick
Evelyn Hill
Marg Krauter
Louise Mahood
John Ostime
Harry Ramsaran
Nick Walker

based on the guidance received from General Council Staff, pursuant to the Incorporated Ministries Policy of The United Church of Canada approve By-Law No. 3 and Supplementary Letters Patent as approved by the members on June 17, 2020 of the incorporated ministry known as The Presbyteries of Toronto Conference Corporation.

- c) Weston King Neighbourhood Centre
based on the guidance received from General Council Staff, pursuant to the Incorporated Ministries Policy of The United Church of Canada approve By-Law No 1 as approved by the members on June 23, 2020 of the incorporated ministry known as Weston King Neighbourhood Centre.

- d) Wilmar Heights United Church Non-Profit Homes
approve the Wilmar Heights United Church Non-Profit Homes 2020-2021 Board of Directors

David Almack
Trevins Fonseca
Neil Harris
Bridie Lane
Jim McArthur
Bob Pomeroy
Patricia Shearer
Jane Warwood

46. that the Executive of Shining Waters Regional Council take the following actions:

- a) Islington United Church NMDLF grant
accept the recommendation of the Grants Review Committee and approve the release of the third phase of the New Ministries Development and Leadership Fund grant to the Resonance Project of Islington United Church.

- b) 1 Mondial Crescent, Queensville
approves the request of Toronto United Church Council (TUCC) to take immediate steps to list and sell the property at 1 Mondial Crescent, Queensville.
- 47. that the Executive of Shining Waters Regional Council approves the draft budget presented and recommends it to the full Regional Council at the meeting in October.
- 48. that the Executive of Shining Waters Regional Council receive the proposal for an Intercultural Diversity Commission and refer it to the Regional Council meeting for action.
- 49. that the Executive of Shining Waters Regional Council receives the draft Equity Committee Action Plan and refer it to the Regional Council meeting in October.



ACCOUNTABILITY REPORT OF SHINING WATERS REGIONAL COUNCIL EXECUTIVE

It has been an eventful year to say the least. With the challenges of Covid-19 and our continued work around the Calls to the Church, Black Lives Matters, Intercultural and Diverse Communities, our theme for our Regional meeting is *Becoming One in Christ*.

With our shift from a Transition Commission to Regional Executive, three members of the transition team joined our Executive. The remaining members of our Executive were new in May 2019. Our new Executive spent this past year working hard to support the work of the Region but also becoming familiar with each other and the work of the Executive within the Region and living into our new governance structure.

Key work of the Executive includes a continued focus on the document *Caretakers of Our Indigenous Circle Calls to the Church* which outlines a new relationship for all of us. As our Executive met, we have continued to focus on the Calls to the Church while we continue in conversations with the Indigenous communities of faith, as they develop their new governance structure.

The Executive continues to work on decisions and policies which provide a basic structure to support the immediate and on-going work of the region. The Executive continues to live into its new governance structure approved at our 2019 Regional meeting. We have been grateful for the work of our commissions, committees, networks, communities of faith, outreach ministries, and staff.

Budget:

With transition, we are living into our new financial reality. Shining Waters Regional Council has considerably less financial resources than former Toronto Conference had in the past. With a priority around sharing across the church, Shining Waters receives over 1 million dollars less than the former Conference assessment realized. The region will continue to use funds from the sale of property to meet the budget and our mission priorities.

The 2019 Audited Statement of Shining Waters Regional Council is delayed this year due to the COVID-19 pandemic. Included in the resource material is our 2021 proposed budget.

Covid-19

The Regional Council Executive and staff shifted quickly in the spring of 2020 with the declaration of an international pandemic. The Regional Council staff and Executive have worked towards supporting the Regional Council with frequent Town Hall meetings for both lay and ministry personnel with a focus on addressing the daily challenges of Covid-19, from staffing, to budgets, to rental agreements. In addition, the national Church has provided many webinars supporting our many Ministries through this difficult period.

We hesitate to use the word unprecedented times, our nation and church lived through a pandemic in 1918. Nevertheless, we continue to live through this challenging period supporting each other, walking together, and experimenting with new forms of electronic worship and meeting

Practically speaking, Easter was celebrated in new ways, worship in our buildings was cancelled for many months, we delayed our Regional meeting and many communities of faith shifted to online worship.

Intercultural and Diverse Communities:

The intercultural and diverse communities' network has been working with the Executive for several months discussing how our denominational priority of intercultural and diverse communities can be lived out more fully in Shining Waters Regional Council. The Executive has prioritized this work and included this work routinely on the Executive agendas. Out of these conversations, the network has presented a proposal for an Intercultural Diversity Commission as a way to work towards living out a vision of intercultural and diverse communities within our region.

Confronting Racism in the Church and Society:

The Executive continues to prioritize the important work of confronting racism in the Church and society. The Regional Council, the Executive, the Commissions, Regional staff, along with many communities of faith are actively discussing and working on ways to address racism in our Church and society, which includes the creation of an Equity Committee in 2019 reporting to the Executive. This committee has been actively discussing and working at promoting equity within our Regional Council, including confronting racism in the Church and society.

Continuing as an Affirming Region:

Our Regional Council meeting in May 2019 supported continuing the relationship with Affirm United.

As the Executive considered the affirming statement of Toronto Conference, we realized the importance to continue to include those who are marginalized in any way. To that end, we decided to use the term 'equity' for our policy and for the committee name.

As we live into our new structure, the Executive felt that the new committee should have the opportunity to develop the actions and practices for the region. The Equity Committee has considered suggestions from, and consulted with, different constituents in the region.

Equity Committee and Policy Development:

The Equity Committee formed at our inaugural Regional meeting in 2019, continues to work at developing overall goals and an action plan to live out the vision statement that is the basis of our mandate. These long-term goals resonate with the language of the New Creed and will serve as our touchstone as we move forward with an action plan.

Long-term Goals

AS FAITHFUL FOLLOWERS of Jesus, we seek to live out life in its fullness in a good way that invites us to be hospitable, to respect and to learn from one another.

Rooted in the hospitality and justice of the gospel we will REMOVE THE BARRIERS to participation in our life and work that includes identifying bias at work in our policies and procedures.

We believe in God who has created and is creating, who works in us and others by the Spirit. We will respect the sacredness of our gatherings and BE OPEN TO THE WORK OF THE SPIRIT who calls us to bring our bodies, our minds, our hearts, our cultures, and our histories together in ways that will transform who we are, how we gather, and how we worship and work together.

We will walk the talk of our commitments to diversity and inclusion and rise to RESIST OPPRESSION, expressions of hate and discrimination, in our midst and in the world. We strive to WELCOME AND CELEBRATE people of all abilities, any sexual orientation and gender identity, racialized persons, and all others who are marginalized, in the life and work of the region in ways that are public, intentional and explicit.

Our action plan that will be presented to the upcoming Regional meeting will include both operational commitments and action to be taken by the Equity Committee and from across the Regional Council. The Minister for Community Engagement and Partnership provides faithful support to this committee of Shining Waters Regional Council Executive.

Staffing:

Staffing is a large component of the budget of any organization. The Executive, with the Executive Minister, continues to develop a staffing model which has been reduced from the previous Toronto Conference experience.

2019/2020 has seen a shift in staffing in Shining Waters Regional Council. Jean Ward and Ren Ito decided to end their time working for our Regional Council. In addition, with the completion of Jeffery Dale's contract supporting Youth ministry, three full-time positions were posted in Shining Waters Regional Council. The positions were posted in late 2019, Minister, Communities of Faith Support and Right Relations was filled by Kim Uyede-Kai, Minister, Social and Ecological Justice and Network Support was filled by Bri-anne Swan, and Minister, Faith Formation, Youth and Young Adults was filled by Jeffrey Dale.

Currently we keep in our prayers, Karen Hilfman Millson, Minister for Congregational Support and Cluster and Network Animation, as she is currently on long-term sick leave.

Executive Minister Policies:

These policies outline the responsibilities and accountability of the Executive Minister, including the budget process, correspondence, incorporated ministries, and marriage licenses.

Policies for the Regional Executive:

The Executive acts as the region between meetings of the Regional Council. The first policy provides the mandate, membership and responsibilities of the Executive.

Other Executive policies include: Mission, Sub-Executive, Conflict of Interest, Communication, Remuneration, and the Communities of Faith and Pastoral Relations Commissions. There are several policies with respect to property. There are two policies with respect to the Regional Fund and a new Right Relations and Indigenous Ministries Fund. The Executive committees are Nominations, Equity, Grants Review, and Mission Support. Our Regional policies can be found on our Shining Water Regional Council website.

Commissions:

The Executive supports its work through three commissions. These Commission include the:

1. Communities of Faith Commission (CFC) supports the work of communities of faith, visioning, transitioning and growth. This includes supporting communities of faith in areas such as clusters, networks, visioning, amalgamation, disbanding, and property matters. The work may be carried out in a variety of ways, including by staff or liaisons appointed for a limited time period.
2. The Pastoral Relations Commission (PRC) supports ministry personnel throughout their ministry, including equipping, covenanting, pastoral relationships, and retirement.
3. The Social and Ecological Justice Commission encourages, supports, and initiates social justice work within Shining Waters Regional Council, which encompasses but is not limited to anti-racism and becoming a critical intercultural church of justice.

Submitted to Shining Waters Regional Council:

President: David Leyton-Brown, Jingle Ayupan, Pat Edmonds, Allan Holditch, Kirsty Hunter, Isaac Kamta, Steven Loweth, Jessica McCrae, Lynn Mooney, Allyce Mutungi, Moon-Ja Park, Daniel Reed, Dong-Chun Seo, Jessica Stevenson, Martha ter Kuile
Peter Hartmans, Executive Minister and Rachael Howes, Administrative Support.

COMMUNITIES OF FAITH COMMISSION

Our Commission was given the daunting – yet exciting – task of creating all policies from scratch. When we first met in January 2019, we had a pile of requests to review, but not a single existing policy or directive (other than our mandate as a commission). We took this as a rare opportunity to try to build something brand new – rather than simply updating existing practices and structures. Looking to our scope of authority, we came to understand that the commission had the responsibility for, and authority over, most aspects of congregation life – with the exception of pastoral relations. We quickly discerned that while social and ecological justice work was part of our mandate, our Commission would not be able to robustly support those initiatives in a timely fashion. We supported and were pleased to see a separate Commission created to do just that. Similarly, an intercultural committee was created and placed under our mandate, and we support the creation of a separate Commission that would be dedicated to that important work.

Still, the enormity of the Commission’s mandate soon became clear and we decided we needed to develop a vision, mission and a strategic plan in order to ensure we were faithfully participating in a radical change of how communities of faith are created, nurtured and sustained in The United Church of Canada.

Priorities soon emerged:

- Concrete participation in the denomination’s pursuit of Right Relations, including finding ways of financially contributing to reparations, specifically by allocating portions of the proceeds of sales of property in the region.
- Acknowledging and helping communities of faith address the impact that racism, homophobia, transphobia, anti-Semitism, Islamophobia, and misogyny has had, and continues to have, on individuals, communities of faith and the region as a whole.
- Identify, nurture, support and encourage innovative new expressions of faith communities.
- Identify, nurture, support and encourage existing communities of faith that are:
 - Offering services and programs in areas that are underserved.
 - Offering innovative and fresh possibilities of discipleship and spiritual growth.
- Assisting and overseeing communities of faith looking to sell and/or redevelop their properties, keeping at the forefront of all such transitions the need to ensure maintaining a faithful and effective United Church presence in the area.
- Helping congregations at the end of the life cycle think about leaving a legacy within the region so that their long years of faithful work can live in on other communities of faith.

Strategy

Since January 2019, we have been focused on creating and sustaining a fresh vision and strategy for the Commission. We know the importance of having a strategic plan in place in order to provide effective leadership and are working on our 1, 3 & 10-year plans along with goals and objectives. We must be intentional about supporting the communities of faith that will be serving communities in essential ways in the coming years. This will require strategically allocating funds from property sales.

We are in the process of mapping the region in such a way that we have information about each of our communities of faith and the communities in which they reside. This valuable information will help us determine our priorities over the coming years.

Christine Smaller (Rev.)
Chair, Communities of Faith Commission

PASTORAL RELATIONS COMMISSION

*I am about to do a new thing;
now it springs forth, do you not perceive it?
I will make a way in the wilderness
and rivers in the desert.*

(Isaiah 43:19)

I quoted this scripture from the prophet Isaiah as I began my final report to Toronto Conference from the Settlement and Pastoral Relations Committee. That seems like such a distant memory now. I have returned to these words of Isaiah as we transformed and the new Pastoral Relations Commission (PRC) of Shining Waters Regional Council (SWRC) came into being. In these still new days of SWRC, along with the added layer of COVID-19, all of us have had to “make a way in the wilderness” and a “river in the desert” attempting to align ourselves with what new things are before us.

The purpose of the PRC is to “provide support for ministry personnel throughout their ministry, including equipping, covenanting, pastoral relationships and retirement. ... We set policy and give direction. ... We are responsible for: recognizing a new pastoral relationship by entering into a covenantal relationship with it; living in a covenantal relationship with ministry personnel. We are responsible for licensing licensed lay worship leaders. We are responsible for co-operating with communities of faith in recruiting, choosing, calling, appointing, and covenanting with ministry personnel and communities of faith; ending calls, appointments, and covenants with ministry personnel and other staff; and appointing a Regional Council liaison officer to assist a community of faith in pastoral relations matters at designated times. The PRC offers support to retirees and celebrating retirement. We are also responsible for encouraging and supporting ministry personnel toward health, joy, and excellence in ministry practice; and assisting with informal conflict resolution processes. This responsibility is shared with the Community of Faith Commission.” (Terms of Reference, Pastoral Relations Commission)

The PRC meets monthly on Zoom and twice in the year we have had a full day face-to-face meeting. One of these days was shared with the Communities of Faith Commission. It was a time to discover what each of our commissions is responsible for, where we overlap and how we can be of support to one another. At each of our meetings we approve a list of calls, appointments and at times license those needing to administer the sacraments. We also receive the staff report on liaisons and pastoral charge supervisors. Some of the other highlights from our meetings have been:

- a) Conversations and support for the *Joy, Health and Excellence for Ministry Personnel* advisory group.
- b) Reviewing our mandate for the Licensed Lay Worship Leaders (LLWL) Committee
- c) Approving implementation points for the GS 49 Temporary Amendment Of Bylaws Re: Pastoral Relations in response to COVID-19. This was a temporary amendment to pastoral relations policies in *The Manual* to enable the governing body or equivalent of a community of faith to make urgent decisions on behalf of the community of faith.
- d) Supporting and offering a program for ministry personnel coming into a new Team Ministry.

I want to thank all the members of the Pastoral Relations Commission – Donna Bowman-Woodall (ordered); William Haughton (ordered); Barbara Hendren (lay); Liz Mackenzie (ordered); Beth Moore (lay); Robin Pilkey (lay); James Ravenscroft (ordered) Paul Stott (lay) and Bright Yun (ordered). I would also offer my thanks to everyone who has served as a liaison and pastoral charge supervisor in this year. Your support, service and care in assisting the ministry of SWRC has been most appreciated.

To Donna Rutz, our staff administrative support – thank you for all you do for the PRC - keeping us on track, making sure paper work is organized and for your constant support, especially in my role as chair. A very special thanks to Rev. Todd McDonald, and Dale Hildebrand, our Pastoral Relations Ministers, who offer constant wisdom, support, advice and care to the commission and myself. They have made our tasks easier to carry out. We appreciate and value the relationship we have with Todd, Dale and Donna.

The way ahead for our commission will be to maintain and respond to directions from SWRC and the General Council as we continue to support the varied ministries of our ministry personnel. We look forward to serving in these changing times.

Respectfully submitted,
 Andrew Comar (ordered)
 Chair, Pastoral Relations Commission

SOCIAL and ECOLOGICAL JUSTICE COMMISSION

The Social and Ecological Justice Commission, formed through the action of the first Regional Council meeting in June 2019, received its mandate through the Regional Council Executive and began its work in the fall of 2019.

The *Mandate* is as follows:

The Social and Ecological Justice Commission will encourage, support, and initiate social justice work within Shining Waters Regional Council, which encompasses but is not limited to anti-racism and becoming a critical intercultural church of justice.

Work Focus

The Commission began its work with a review of social justice and ecological justice work that had been carried out previously by the four Toronto Conference Presbyteries, concluding that program and resources, advocacy and networking would be priorities of the work. This work would be carried out through working with communities of faith locally and networking with larger groups such as regional partners and advocacy organizations.

Referral

The Commission also concluded that other areas of work undertaken by the previous social justice committees, such as funding projects and organizations might be better carried out through the work of the Regional Council's Grants Review Committee.

Work Lens

The Commission identified that **racial justice** and **ecological justice** are named Regional priorities. These are lenses through which all justice work is approached. The commission has met formally through Zoom and by voting electronically on time-sensitive issues that needed immediate response.

This report provides an update of the work carried out under each of the areas of "Responsibilities" assigned to the Commission by the Regional Council Executive.

Responsibilities

1. *The Social and Ecological Justice Commission will encourage, support and animate social justice networks, and grassroots justice initiatives by communities of faith, in cooperation with the Communities of Faith Commission*

Action:

The Commission has undertaken a **review of justice priorities in each Community of Faith** through the creation of an emailed survey and through personal contact. The aim is to become familiar with areas in which there is passion for certain issues, information and expertise which could be shared, and/or support and resources that are needed. That survey and review, interrupted by the pandemic, continues.

Criteria for Action

Recognizing that the Commission has the power to act and that there are many issues to be addressed as well as myriad requests from organizations and individuals, the Commission developed a draft protocol for discerning which issues should be acted on.

The criteria includes:

- Does the request come from a recognized UCC partner such as KAIROS or ISARC?
- Does the request fall within an identified justice priority for Shining Waters region?
- Does the request fit with national UCC theology and areas of work?
- Do we already have a policy position?
- Is it an issue that requires a timely response, i.e. legislative action pending, etc.?

2. *The Commission will offer occasional gatherings/workshops on particular issues/themes for interested persons in the Region*

Action:

The commission proposed that an annual regional justice gathering and/or an issue-based workshop connected to the Regional Meeting would be a good way to enhance justice networks as well as provide resources and education. These proposals were put on hold temporarily as a result of the COVID-19 pandemic.

3. *The Commission will provide educational materials and relevant information resources on justice-related issues to communities of faith and networks*

Action:

The Commission has, during the past year, identified several areas of concern that required timely action (see actions under Responsibility # 6)

4. *The Commission will build on existing relationships, within the UCC and ecumenical/interfaith relationships, and with other justice-seeking coalitions and networks*

Action:

In December 2019, the Commission gave formal approval to membership in the SJNOR (the Social Justice Network of Ontario Regions). This network existed under the previous structure and brought together justice representatives from each of the Ontario Conferences. It meets several times a year to share work and resource information as well as link with national church and KAIROS staff.

The Commission also agreed that it was important to build a relationship with General Council program staff and to be informed about work being done in other Regional Councils across the country.

Other community, ecumenical and interfaith partners, such as ISARC (Interfaith Social Assistance Reform Coalition), KAIROS, the Ontario Health Coalition and Campaign 2000 have been identified as important resources for carrying out commission work.

5. *In cooperation with the Executive and the other commissions, the commission will help to identify regional social justice priorities*

Action:

Through preliminary survey responses, the Commission identified racism, environment and economic issues as high priorities recognizing that many Communities of Faith have entered into those issues through different doors as they respond to local issues and concerns.

The Commission also identified priorities and “passion for work” for each of the commission members concluding that there was a broad knowledge and experiential base and that this would serve the commission well in addressing these issues.

It was agreed that work on priority issues would be enhanced by creating working groups that could include resource people, local community of faith advocates and local networks to develop in-depth strategic plans for action.

6. *The Commission will advocate and support campaigns around regional priority issues (e.g. racism awareness, being an intercultural church)*

Action:

The Commission undertook specific action on the following issues:

Wet'suwet'en crisis

In March 2020, in consultation with members of the Living into Right Relations Circle (LIRR) a letter was prepared and sent to the Prime Minister and the Minister for Indigenous Justice affirming the sovereignty of the Wet'suwet'en people, and condemning any government or corporate actions that would infringe on Wet'suwet'en lands and rights.

It called on all levels of government to:

1. Fundamentally change the ways they engage with sovereign Indigenous nations, adhering strictly to the principles of UNDRIP (including the right to free, prior, and informed consent regarding any projects that encroach on sovereign and traditional Indigenous territories) and respecting nation-to-nation relationships with the Wet'suwet'en and with other Indigenous peoples;
2. Refrain from using differences of position or legal standing within and among Wet'suwet'en and other Indigenous communities to drive wedges between them, promote corporate or government interests, and/or to enable divisive conflicts between Indigenous and colonial political and legal systems; and
3. Cease the use of force against Indigenous peoples, particularly those asserting their sovereign rights on their own territories, and find peaceful and respectful processes to pursue solutions to conflict.

Our thanks to Ren Ito for his work in helping to prepare that response.

Re-opening of Church Buildings

On May 21, 2020, a letter signed by our President, David Leyton-Brown was sent to Premier Doug Ford, expressing concern about the pressure from some churches for the province to re-open churches too soon for the safety of congregants.

In part, the letter stated,

“While we deeply miss the opportunity for in-person gathering and lament the loss of physical closeness, we are willing to postpone coming together in flesh and bone (yet still connecting in and with Spirit) until local health authorities indicate it is safe for our congregants to assemble once more....

However, coming together as the Body of Christ in alternative ways has not stopped our communities of faith from engaging in outreach and justice work among our Region's most vulnerable populations...

It is our understanding that the Church is not a building, nor is it housed within a building. The Church is a community of followers seeking to model their lives after Jesus, whose love for neighbour superseded all tradition and expectation.”

The commission also disseminated the letter to all congregations in Shining Waters Regional Council and to ecumenical and interfaith partners, as well as issuing a media release.

Marginalized Children

In May 2020, the commission endorsed a Campaign 2000 letter to the Prime Minister and the COVID-19 Cabinet Committee calling on the federal government to ensure that marginalized children have first call on federal resources in pandemic response and recovery.

Tragedy at Long-Term Care Homes

In May, the Commission joined ISARC and the Ontario Health Coalition in calling on the Government of Ontario to conduct a public inquiry or commission regarding the many deaths in long-term care homes in the province. It also expressed concern about recent provincial healthcare cuts.

As well, the commission released information to communities of faith inviting them to add their voice to this concern, noting, “The pandemic has caused tremendous damage for residents of long term care homes. There has been shocking loss of life, physical impairment to those infected survivors, and trauma for their family members and the general public. As well, front line workers have faced very difficult working conditions. Using our racial justice lens, which is one way we are called to examine our work, we are acutely aware of long term care home staff as an especially vulnerable population.”

Black Lives Matter

In early June, in consultation with members of the commission, the Regional Council released a letter to communities of faith expressing lament and anger at the ongoing sin of racism within our communities. It decried the May 25 killing of George Floyd, a 46-year-old African-American man, by Minneapolis police.

The letter stated, “An action plan for how Shining Waters Regional Council will address the pandemic of racism within our midst will be released after an intentional *first phase* of listening to the experiences and expectations of racialized members within the Region. We have realized that in order to approach this work thoughtfully and authentically, it is necessary for Regional Staff and the Social & Ecological Justice Commission to go through their own internal work first.”

Since then, the commission has met twice in intentional workshops to listen and learn more about our complicity in racist social and political systems and to understand the impact of white power.

Guaranteed Livable Income

In early September, working as part of a larger group of United Church advocates and with national staff support, the commission helped to organize a Prayer Vigil on September 22, the eve of the federal Throne Speech. The commission also requested that a letter be sent from president David Leyton-Brown to the Prime Minister and leaders of the opposition parties, endorsing a private

members bill that would push ahead with a national Guaranteed Livable Income. It also distributed resource material to communities of faith in Shining Waters regional Council.

7. *In keeping with the Communication Policy, the Commission may suggest statements to be made on behalf of Shining Waters Regional Council by the President*

Action: see # 6 above

8. *In cooperation with the Executive and the other Commissions, the Commission will support right relations, particularly being mindful of marginalized people such as racialized people and ethnic minorities.*

Action:

In addition to actions undertaken in #6 above, the commission met with Brian McIntosh of the Right Relations Circle to discuss and better understand ways in which the commission could be supportive of the work of right relations within Shining Waters Regional Council. It was agreed that networking with the Right Relations Circle allows for better dissemination of information throughout Shining Waters Regional Council.

Staffing

Our thanks to Jody Maltby for her guidance to the Commission as it began its deliberations and developed a work plan. Out thanks to Bri-anne Swan who has taken over as primary staff and worked steadfastly using her extensive resource and communication skills to help implement and follow up on commission decisions. And thanks to Rachael Howes, who makes sure it all happens!

Our thanks to the Regional Council for the support it has given for the creation of this Commission. It has been a privilege to participate in the start up of its mandate and work.

Respectfully Submitted,

Susan Eagle, Chair

On behalf of Commission members:

Lois Brown, Tina Conlon, Donna Lang, Alana Martin,

Moon-Ja Park, Eleanor Scarlett, Cameron Watt.

EQUITY COMMITTEE REPORT

Submitted by the Equity Committee (Hedy Baker-Graft, Gregory Daly, Karen King, Wayne Monague, Julian Munro, with staff support provided by Susie Henderson)

At the 2019 annual meeting, Shining Waters Regional Council established the Equity Committee, tasked with engaging the Vision Statement approved at that event.

The approved **Vision Statement** is:

Striving to be faithful followers of Jesus in our time and place, Shining Waters Regional Council will continue to remove physical and other barriers to participation in the life and work of the Region and society, committing itself to be open to the Spirit. Resisting all forms of oppression, we welcome and celebrate people of all abilities, any sexual orientation and gender identity, racialized persons, and all others who are marginalized, in the life and work of the Region.

The Equity Committee was represented by Karen King at the Affirm United/S'affirmer Ensemble (AUSE) Annual General Meeting of 2019. She asked questions and concluded that the affirming process was missing some critical analysis that would allow AUSE to increase the participation of the target group in the United Church congregations.

AUSE also identified that they need more diversity and will include the participation of Black, Indigenous, and People of Colour in the life of the church. The Equity Committee was represented by Greg Daly at the AUSE Annual General Meeting of 2020. He noted that AUSE has acted with some intention to engage Black, Indigenous, and People of Colour (BIPOC) voices through specific and intentional conversation led by BIPOC members of AUSE. This work is ongoing.

Karen King made the ratified motion for AUSE to increase their annual fee from \$100 to \$500 so that they would be able to do the additional training and follow-up that is necessary to help the congregations become more inclusive.

It has been a challenge to fully engage our task force and COVID-19 has made it difficult to advance our efforts fully, as ministerial staff has had their hands full. We had one member resign early in the term.

Nevertheless, we remain committed to using the Vision Statement to advance equity considerations that would see ratification of our Affirming designation with AUSE (Affirm United / S'affirmer Ensemble) as well as the development and subsequent implementation of an Equity Action Plan.

One of our goals is to make the Vision Statement something that is alive and exciting and will, in itself, be inspiring.

As we have engaged, our emerging sense is to grow a framework that invites people to conversation through storytelling and sharing, emphasizing key language from the Vision Statement: “as faithful followers,” “remove barriers,” “remain open to the spirit,” “resist oppression,” and “welcome and celebrate.” We have used these frames to develop an action plan that is specific, measureable, achievable, relevant, and grounded in time so that we can be accountable to our goals.

Key to our vision is embracing of cultural realities and histories that, when engaged, offer learning and growing through challenges to status quo. We believe this requires individuals and groups in Shining Waters Region to fully bring body, mind, and heart to this work.

To ensure that we are creating space for this communication and interaction, we sought input from committee members and regional commissions (Executive, Communities of Faith, Pastoral Relations, Social and Ecological Justice) and committees (Inter-cultural and Diverse Communities, Youth Network, Right Relations Circle).

On September 9, 2020 members of the Equity Committee hosted an online conversation to engage these questions. It was a meaningful time of learning and sharing that offered valuable input to the Equity Committee.

We invite the commissions and committees of the region to consider the following questions as they discern their own equity work and find a place to start/continue their journey.

- *How do we model what we believe about equity and belonging in the way that we come together?*
- *What is our part of living out the equity vision?*
- *How do we bring our whole selves to our gatherings?*
- *How are our practices reproducing inequity? Do our policies aim to specifically increase equity?*
- *How is bias at work in our policies?*
- *In what ways do we “default to White?”*
- *What are the assumptions about what and who matters? Are differential impacts considered?*

The fruit of this work we have edited and developed for the purpose of opening further conversation at the Regional Meeting. We will offer a short reflection that draws together our own experience of equity to move the conversation forward.

This engagement seeks to grow commitment from individuals and representative communities to challenge assumptions within regional systems and structures in ways that inform and facilitate the implementation of the Action Plan.

The proposed Action Plan will be considered at the Shining Waters Regional Meeting along with a motion to receive it for implementation. Further a motion will be advanced regarding the Region’s Affirming status.

At present we are working to develop a Regional Affirming Ministry Celebration (that could take place in person or online) tentatively set for PIE DAY March 14, 2021. Our goal for this event is to lift up community examples of Affirming Ministry and chronicle the Affirming journey of communities of faith.

We welcome your input, your engagement, and your assistance in realizing these tasks.

Respectively submitted

The Equity Committee is: Hedy Baker-Graf, Greg Daly, Karen King, Wayne Monague, Julian Munro. Staff support: Susie Henderson



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Report to the Regions

Fall 2020

Pandemic Response

The Emmanuel College community has been responsive and resilient as Victoria University in the University of Toronto responds to public health concerns. With a few exceptions in the winter term, Emmanuel College courses are online this year. Internal and external events on Victoria University's campus are on hold, at least until December. Other events—such as the Christian Left Conference this summer—have shifted to online formats. Faculty have transitioned from emergency remote delivery to online pedagogies with the guidance of our new Instructional Design professor, Dr. Matthew Dougherty. The content of our courses has adapted as well, with Dr. Pamela McCarroll's new online "Pandemic Spiritual Care" summer course for students needing a curricular substitute for canceled CPE units. The Emmanuel College Library began offering curbside pickup service on September 14. Spiritual care practices, including Wednesday Chapel, are offered Monday through Thursday. Our new Spiritual and Community Life Program Manager, Dr. Sam Cavanagh, can help members of the wider community to connect. We hope you will join us!

Full Tuition Grants

The John W. Billes Grant provides 100% tuition support to all full-time domestic students registered in the Master of Divinity (MDiv) program and who are in The United Church of Canada Candidacy Pathway. The application deadline is April 30, 2021. For more information, contact Andrew Aitchison (andrew.aitchison@utoronto.ca).

Annual Fund Priority

This year's Annual Fund donations will be allocated toward emergency support for students facing financial hardship due to the pandemic. International students have been particularly vulnerable. We appreciate your generosity and support.

ATS Reaccreditation

Emmanuel College is preparing to submit our self-study report for reaccreditation by the Association of Theological Schools by the end of this academic year. Under the steady leadership of Dr. Nevin Reda, we are on pace to have draft completed by the end of 2020 so that we can receive feedback from a variety of constituencies. The self-study site visit is scheduled to take place September 27-30, 2021.

EC Connects

Over the summer, we launched a new digital platform, EC Connects. Alumni and other community members receive it via e-mail around the 21st of each month. EC Connects contains stories from “within the walls” of the College, from “outside the walls,” thought pieces, opportunities to connect for events and continuing education, and the like. For our stories from “outside the walls,” we are currently featuring one of the 2020 alumni service award winners each month. If you have a story idea for EC Connects, please share your idea with Shawn Kazubowski-Houston.

Centre for Religion and Its Contexts

Friends of the College are welcome to propose and co-sponsor lectures, workshops, speakers, or continuing education through the Centre for Religion and Its Contexts. Contact Shawn Kazubowski-Houston for an application (shawn.houston@utoronto.ca). Stay tuned in EC Connects for this year’s programming, and if you haven’t followed us yet on social media, please do:

FACEBOOK	@EmmanuelCollegeofVic
TWITTER	@EmmanuelColleg2
INSTAGRAM	emmanuelcollegetoronto

Blessings in Christ,



Rev. Dr. Michelle Voss Roberts
Principal and Professor of Theology

**SHINING WATERS REGIONAL COUNCIL
DRAFT BUDGET 2021**

INCOME

National Grants		
Assessment	325,000	
M&S Grant	240,000	
Salary	99,000	
	<u> </u>	664,000

Expenses

Clusters and Networks		5,000
Committees		1,000
Contingency		55,000
Commissions		
Communities of Faith	100,000	
Pastoral Relations	55,000	
Social & Ecological Justice	10,000	
	<u> </u>	165,000
Executive		5,000
Finance		40,000
Grants		
Region	190,000	
M&S	160,000	
	<u> </u>	350,000
Legal Fees		20,000
Managed Properties		150,000
Office Expenses		70,000
Outreach Ministries		225,000
Regional Meeting		80,000
Staff Team		
Cell Phones	14,400	
Continuing Education	15,000	
Salaries	1,094,000	
Travel	25,000	
Resources	10,000	
	<u> </u>	1,158,400
SWRC/CSRC Shared Expenses		10,000
Youth		10,000

2,344,400

National Income less Expenses -1,680,400

Other Income

Proceeds from Property Sales	1,655,400
Investment Income	25,000
	<u>1,680,400</u>

Shining Water Regional Council

Budget Notes – 2021

I have never found doing budgets a difficult thing - never have I had to budget in a pandemic or through a time of transition. Many of the numbers are best estimates at this point in time.

I would like to draw your attention to several things in the budget.

INCOME

- the national Mission and Service grant to each of the regions has been reduced by \$49,000.
- the assessment grant and the salary grant are remaining at the same level as 2019 and 2020.
- the investment income amount is probably on the conservative side
- the amount from property sales will balance the budget for 2021. This amount is in the bank and will allow Shining Waters to determine next steps to fund the mission and work of the region
 - work is being done on several fronts to develop or sell properties held by the region.
 - the regional staff are working with United Property Resource Corporation to develop properties rather than sell them so that they will produce income without selling the asset

EXPENSES

- most expense items are self explanatory
- the archives costs are not in this budget as they are paid from a fund set up when properties are sold
- the contingencies amount is for unexpected items
- managed properties are properties that we own – some are managed by TUCC – others by the region – in this time of COVID-19 we are receiving very little income from these properties but still have to pay the bills and management fees
- the budget for a regional meeting assumes a face to face meeting next fall but that remains to be determined
- Shared Expenses are mainly travel expenses that are shared between Canadian Shield and Shining Waters
- Grants has 2 parts
 - Regional grants include such things as Camps, Ethnic Ministries, the GO Project – these grants are paid directly by the region
 - M&S grants or Mission Support Grants – these grants support chaplaincies and community ministries – they are paid directly by the national church

Janet MacDonald

NOMINATIONS COMMITTEE

Nominations Committee responsibilities

The committee is responsible for reviewing nominations and submitting to the Regional Council, its Executive or the Executive Minister, as appropriate, recommendations for appointment to the following:

- a) Executive (including President, Past President or President-Elect and members)
- b) Communities of Faith Commission
- c) Intentional Interim Ministry Committee
- d) Pastoral Relations Commission
- e) Licensed Lay Worship Leaders Committee
- f) Social and Ecological Justice Commission
- g) Equity Committee
- h) Grants Review Committee
- i) Mission Support Committee
- j) Nominations Committee

In carrying out this responsibility, the committee:

- reflects theologically on the basis for appointed member participation in the church
- discerns who is equipped to serve
- develops and tests processes for selecting individuals and developing effective groups
- to the best of the committee's ability, strives to meet the region's commitments to its mission, including the equity policy and
 - becoming an intercultural church
 - the full inclusion of people with disabilities
 - developing new and young leadership
 - the Caretakers of Our Indigenous Circle Calls to the Church
 - any future commitments regarding the appointed leadership of the United Church

Members of the Nominations Committee actively seek out and encourage nominations from across the diversity of the church and try to ensure that at least one third of any nominations slate is reserved for diversity appointments.

The terms of office for most positions are typically for three years, renewable once. Remaining vacant positions may be appointed by the Executive.

a) Executive (including President, Past President or President-Elect and members)

The primary role of the Executive is to develop and monitor policies that enable the Region to live out its mission.

The Executive consists of the President, President-Elect or Past President and members to a maximum of 15 who are members of The United Church of Canada. One member from the Indigenous community will be named at the Spiritual Gathering.

President

The President will be elected at the Regional Council meeting for one year as President-Elect, a two-year term as President and one year as Past President.

- David Leyton-Brown (lay member) (term as President ending 2021)

President-Elect

The President Elect will be elected to serve for one year as President Elect (2020-21), followed by two years as President (2021-22 and 2022-23) and one year as Past President (2023-24).

The Nominations Committee recommends that Betty Lou McNabb (ministry personnel) be acclaimed as President-Elect for a one year term (2020-2021).

Members

- Pat Edmonds (lay member) (term ending 2021)
- Isaac Kamta (ministry personnel) (term ending 2021)
- Lynn Mooney (lay member) (term ending 2021)
- Allyce Mutungi (lay member) (term ending 2021)
- Dong-Chun Seo (ministry personnel) (term ending 2021)
- Jessica Stevenson (lay member) (term ending 2021)
- Jingle Ayupan (lay member) (term ending 2022)
- Allan Holditch (lay member) (term ending 2022)
- Steven Loweth (ministry personnel) (term ending 2022)
- Moon Ja Park (lay member) (term ending 2022)
- Daniel Reed (ministry personnel) (term ending 2022)
- Kirsty Hunter (ministry personnel) (term ending 2023)
- One position available for an Indigenous member named by the Spiritual Gathering on Indigenous Communities
- Two vacancies

b) Communities of Faith Commission

The Commission:

- sets policy and give direction within their mandate,
- cares for communities of faith and provide resources for collegiality and support amongst communities of faith,
- nurtures new ministries, and
- empowers and resources ministry in the Region. This includes supporting communities of faith in areas such as clusters, networks, visioning, amalgamation, disbanding, and property matters. The work may be carried out in a variety of ways, including by staff or liaisons appointed for a limited time period.

Membership is a chair and six to ten members.

- Christine Smaller (chair) (ministry personnel) (term ending 2021)
- Cindy Randall (ministry personnel) (term ending 2021)
- Harry Ramsaran (lay member) (term ending 2021)
- Gloria Tozek (lay member) (term ending 2021)
- Carolyn Harding (lay member) (term ending 2022)
- Calin Lau (ministry personnel) (term ending 2022)
- Amy Lee (ministry personnel) (term ending 2022)
- Kevin Logie (ministry personnel) (term ending 2023)
- Sandra Nottegar (lay member) (term ending 2023)
- Chris Bennet (lay member) (term ending 2023)
- Bronwyn Corlett (ministry personnel) (term ending 2023)

c) Intentional Interim Ministry Committee

The Committee gathers expertise and retains and integrates best practices and knowledge into our intentional interim ministry.

Recommended motion for the Executive:

Moved by ___ / ___ that the terms of reference for the Intentional Interim Ministry Committee be updated so that membership is open to any lay member with experience in interim ministry and/or Human Resources management skills, crises management, transition and other transferable skills.

Membership is six members.

- Anne Hepburn (ministry personnel) (term ending 2021)
- Jim Keenan (ministry personnel) (term ending 2022)
- Kathryn Moase (chair) (lay member) (term ending 2022)
- Three vacancies (two ministry personnel, one lay member)

d) Pastoral Relations Commission

The Commission:

- sets policy and gives direction within their mandate, and
- provides support for ministry personnel throughout their ministry, including equipping, covenanting, pastoral relationships and retirement.

Membership is a chair and six to ten members.

- Andrew Comar (chair) (ministry personnel) (term ending 2021)
- Donna Bowman-Woodall (ministry personnel) (term ending 2021)
- Elizabeth Mackenzie (ministry personnel) (term ending 2021)
- Paul Stott (lay member) (term ending 2021)
- William Haughton (ministry personnel) (term ending 2022)
- Barbara Hendren (lay member) (term ending 2022)
- Robin Pilkey (lay member) (term ending 2022)
- James Ravenscroft (ministry personnel) (term ending 2022)
- Beth Moore (lay member) (term ending 2023)
- Lawrence Nyarko (ministry personnel) (term ending 2023)
- One vacancy

e) Licensed Lay Worship Leaders Committee

The Committee implements the License Lay Worship Policy of Shining Waters Regional Council.

The Committee provides support and oversight to Licensed Lay Worship Leaders within Shining Waters Region and is a recommending and reporting body to the Pastoral Relations Commission.

Membership is a chair and four to six members.

- Patricia James (chair) (ministry personnel) (term ending 2022)
- Emily Gordon (ministry personnel) (term ending 2021)
- Glen Greenwood (LLWL) (term ending 2021)
- Pat Edmonds (LLWL) (term ending 2022)
- Lisa Pfau (lay member) (term ending 2022)
- Jeannette Schieck (lay member) (term ending 2022)

f) Social and Ecological Justice Commission

The Social and Ecological Justice Commission will encourage, support, and initiate social justice work within Shining Waters Regional Council, which encompasses but is not limited to anti-racism and becoming a critical intercultural church of justice. The Commission was given a provisional two-year mandate, in keeping with the proposal approved by the Regional council on May 26, 2019. Members are elected for the two years. If after evaluation the Commission is continued, members will be elected for two years

with a possible renewal for one term.

- Susan Eagle (chairperson) (ministry personnel) (term ending 2021)
- Alana Martin (lay person) (term ending 2021)
- Tina Conlon (lay person) (term ending 2021)
- Donna Lang (lay person) (term ending 2021)
- Eleanor Scarlett (ministry personnel) (term ending 2021)
- Lois Brown (ministry personnel) (term ending 2021)
- Moon Ja Park (lay person) (term ending 2021)
- Cameron Watts (ministry personnel) (term ending 2021)
- Elizabeth Cunningham (ministry personnel) (term ending 2021)

g) Equity Committee

The committee gathers expertise, retains and integrates best practices and knowledge into our region and develops practices to help fulfil the equity policy of Shining Waters. Currently membership is six members.

Recommended motion for the Regional Executive:

Moved by ___ / ___ that the terms of reference for the Equity Committee be updated to increase membership from six members to eight.

- Greg Daly (co-chair) (ministry personnel) (term ending 2021)
- Sarah Miller (ministry personnel) (term ending 2021)
- Wayne Monague (lay member) (term ending 2021)
- Hedy Baker-Graf (lay member) (term ending 2022)
- Karen King (co-chair) (lay member) (term ending 2023)
- Julian Munro (lay member) (term ending 2023)
- Ruth Bramham (lay member) (term ending 2023)
- Lee Heard (lay member) (term ending 2023)

h) Grants Review Committee

The Committee receives all grant applications, except Mission Support. The Committee also determines where the application should be directed. This provides one point of entry for all grant requests.

Membership is seven to ten members. The Communities of Faith Commission will appoint one member.

- Karen Bowles (ministry personnel) (term ending 2021)
- Peter Farwell (lay member) (term ending 2022)
- Nicole Hwang (lay member) (term ending 2022)
- Angus MacLennan (lay member) (term ending 2022)
- Paul Rose (lay member) (term ending 2023)
- Bruce Chappell (lay member) (term ending 2023)
- John Joseph Mastandrea (ministry personnel) (term ending 2023)

- Dan Clark (lay member) (term ending 2023)
- Communities of Faith appointment
- 1 vacancy

i) Mission Support Committee

The Committee receives all applications for Mission Support grants and makes recommendations to the Regional Council Executive.

Membership is up to six members. Members will be appointed by the Executive for a two-year term.

- Deborah Hart (ministry personnel) (term ending 2022)
- Sarah Lough (lay member) (term ending 2022)
- Ron Wigle (lay member) (term ending 2022)
- Tom MacNeil (ministry personnel) (term ending 2022)
- Two vacancies

j) Nominations Committee

Membership is eight members including two members of the Executive. The President-Elect or the Past President chairs the committee. The remaining six members must be members of the United Church not serving on the Executive, but not necessarily members of the Regional Council, at least two of whom are lay members and two are ministry personnel.

- Betty Lou McNabb (chair) (ministry personnel) (term ending 2021)
- Kirsty Hunter (Executive member) (ministry personnel) (term ending 2021)
- Steven Loweth (Executive member) (DLM) (term ending 2022)
- Lawrence Nyarko (ministry personnel) (term ending 2022)
- Sarah Jane Wetelainen (lay member) (term ending 2023)
- Three vacancies

Moved by ___ / ___ that Shining Waters Regional Council elect those listed in the Nominations Report to serve on the Shining Waters Regional Council Executive, Commission and committees of Shining Waters Regional Council for stated terms, and that two additional members of the Equity Committee, Ruth Bramham and Lee Heard be elected provisionally pending the Executive revising the terms of reference contained in the Equity Committee Policy.

PROPOSAL TO SHINING WATERS REGIONAL COUNCIL #2020-01

Title: **INTERCULTURAL DIVERSITY COMMISSION
for Shining Waters Regional Council**

Original Source: Intercultural Diversity Circle September 2020

PURPOSE

The Intercultural Diversity Commission will “encourage and engage the Shining Waters Regional Council and its Executive in honouring and living into intercultural mission and ministry” (The Manual C.2.4.d.).

WHY A COMMISSION

The Manual

C. Regional Council

C.3.3. Commission

C.3.3.1. A regional council may appoint one or more United Church members as a commission...

a) to take on a specific responsibility for the regional council or its executive; and

b) to make decisions on behalf of the regional council or its executive.

The journey toward becoming an intercultural denomination has been a long time coming. Ethnic ministries committees, multicultural consultations, ethnic rallies and dinners, ecumenical and interfaith committees, studies, and reports have all been part of the former Toronto Conference journey to become intercultural.

When the 41st General Council (2012) adopted “A Vision for Becoming an Intercultural Church”, it recommended this vision to its various levels for study and reflection, and to encourage them to “integrate aspects of this vision into their mission and ministry.” In 2019, the vision was explicitly included in The Manual 2019 in all three levels or councils: B. Community of Faith B.2.1.1.f.; C. Regional Council C.2.4.d; and D. General Council D.2.3.e.

The specific responsibility for becoming an intercultural church requires dedicated work of long-term commitment, action, and visibility. We cannot *be* an intercultural Church without the hard work of *becoming* together. “We (the United Church) are not a culture looking for more diversity; we are incomplete looking to become more whole.”¹

An intercultural Church is an intentional, justice-seeking Church. It keeps finding new and anti-racist ways to share resources, redress imbalances of power, and challenge unfair systems. It faithfully addresses racism and White culture privilege. It honours and strengthens cultural ethnic, and linguistic communities of faith to grow spiritually within their own cultural contexts without expecting assimilation. It recognizes the churches’ participation in historic injustices. It strives to do things equitably from non-dominant perspectives. It is missional. It thinks globally and locally.

Shining Waters Regional Council covers one of the most racially, culturally, and ethnically diverse regions in the country; many of our communities, neighborhoods, and workplaces are already intercultural. Yet, the culture and operational systems of our regional council and

¹ Unknown source quoted by Janet Ross, former General Council Program Coordinator for Intercultural Education and Engagement, What’s Up at Church House: News from Your General Council Office, Issue 7, February 2013, p. 3.

communities of faith remain largely unchanged. The diversification of the representational appearance of its leaders in decision-making places is a start; however, it is not intercultural until each learns from the other and a different leadership culture is created based on equity.

An Intercultural Diversity Commission would be a place in the structure of Shining Waters Regional Council where the specific responsibility for deepening and enlivening the work of the intercultural vision would be visibly housed. A commission relating to the Executive and to other commissions as equal partners will enable us to have the space to discover who we really are and to live into the transformative reality of what it means for us to be The United Church of Canada.

WHAT AN INTERCULTURAL DIVERSITY COMMISSION WOULD BRING TO THE REGIONAL COUNCIL

The 2016 “Final Report of the Intercultural Ministry” from the former South West Presbytery identified that being an intercultural church is not always easy to put into action. The report identified multiple *barriers* in becoming intercultural:

- “the need to better integrate and apply leadership, knowledge, and participation in intercultural ministry”;
- “interest in forming longer standing and deeper relationships with first-generation Canadian newcomers, but challenged to know how best to do so”;
- “biases about race or culture individually and collectively as a community of faith.”

For many minorities, “ethnic” cultural communities of faith are the only places where they can safely be who they are. Worship, language, spirituality, and culture cannot be separated. By their intergenerational, linguistic, and cultural nature, these communities of faith are already intercultural in their own right and should be honoured as such.

Diversity must still be central to our faith and central to what it means for all of us to be called to be the Church and for all to feel we belong. The early church was culturally and ethnically diverse and thus intercultural from the beginning. The Spirit did not make distinctions; yet, even the early church struggled with cultural difference and discrimination in their communities.

Racialized and ethnic minority communities of faith and individuals bring particular authenticity and integrity to the work of becoming an intercultural regional council. But for generations, many have felt isolated and treated like liabilities, not as equals or recognized in the Church.

We who are seen to be racialized, biracial, cultural and/or linguistic minorities live daily experiences of marginalization and “othering” in Church and society. The regional council cannot participate in becoming an intercultural church without courageously naming and dismantling prejudice, discrimination, and racism in our midst, specifically anti-Black racism, anti-Indigenous racism, anti-Asian racism, Islamophobia, and anti-Semitism. We ourselves have also learned to be prejudiced against other minorities. No culture is less than or greater than another in God’s eyes. We need to know each other’s stories and to unlearn our part as minorities in the racial hierarchy that exists in relation to the White culture.

We bring gifts of our relationships with our diverse ancestral homelands. First generation immigrants as well as their subsequent generations connect with global issues from a relational perspective, often in formal and informal relationships with global or ecumenical partners of The United Church of Canada: Anglican, Christian Church (Disciples of Christ), Methodist,

Presbyterian, and others. Many come from other countries and churches without formal United Church partner relations. Many also come from interfaith relations within our own families. Our faith diversity is a gift.

We believe that God has blessed and created diverse cultures and languages in diverse bodies and that we were created for relationship with God and with one another. We will continue to be changed by one another only as we live together in mutual recognition, respect, understanding of difference, and with full and equitable participation. New communities from different nations and cultures will continue to join this journey and expand our intercultural identity.

We want to be able to develop the language, wisdom, and practices necessary to make an intercultural vision a reality. We see a vision of growing in interdependence and integration within the Church, not assimilation or separation, so that we can make authentic decisions for ourselves among our diverse, minority cultures. This is neither short-term work nor work that can be done authentically from a majority culture perspective.

We don't know exactly what an intercultural Church looks like because we've never been there before. No Church has. But we have seen glimpses of hope: some churches have changed the way they welcome; some practice reciprocal relationships; some are not afraid to be vulnerable and learn from mistakes; some seek to share resources equitably.

We have faith and trust in the One who is guiding us toward this vision in Shining Waters. We take strength in Psalm 37:4, "Delight yourself in (YHWH) and you will be given the desires of your heart." An intercultural Church is the desire of our hearts.

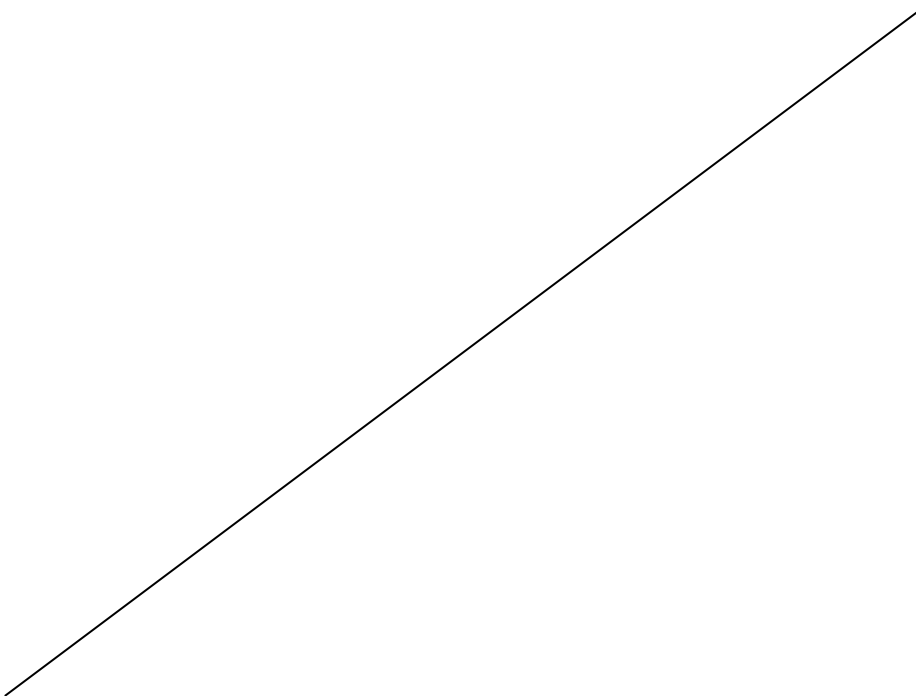
WHAT AN INTERCULTURAL DIVERSITY COMMISSION WOULD BE RESPONSIBLE FOR

The leadership for an intercultural regional council needs to come from those who live diverse cultures, not from those who learn about us and whose culture is considered the norm.

A commission would take responsibility for the movement toward becoming an intercultural denomination in the regional council by:

- a) Educating ourselves about the Church system of marginalization and our part in it through
 - i. learning to dismantle and disrupt our learned ways of relating to the (usually) White, European Church, and between one minority and another,
 - ii. embodying intercultural church amongst ourselves,
 - iii. unlearning our internalized cultural imperialism together,
 - iv. getting to know and encourage each other as minorities so that we can interact in mutual relationship and grow into ourselves,
 - v. practicing peacemaking between us,
- b) Taking the time we need together to build a common understanding and to bring a diverse yet equitable and collective voice to the intercultural growth of the regional council. Some of our members are now on the Shining Waters Regional Council Executive and other commissions, which is a step forward. We finally have place and voice at decision-making circles where in the past we have been solitary tokens, occasionally asked about our "ethnic" perspective but not having our voice affect the majority perspective. A commission will give us space to learn how to contribute to the regional council as equals, as our whole selves,

- c) Finding ways together to contribute our cultures, worship, experiences of God in ways that are respected as more than entertainment or tourism, and to learn from one another. For many of us, though not all, English is our second or third language and learned as adults. There is richness in our languages and cultures with words and concepts that have no English language equivalents such as *sankofa*,
- d) Providing spaces for our different cultural groups to learn each others' histories, stories, challenges, languages; deepening cross-race relationships and learning how our histories intersect, and learning to become intercultural with each other,
- e) Teaching our newcomers about the legacy of Indigenous peoples, residential schools, and the history of the land on which they settled, and finding respectful ways to be in relationship with Indigenous communities, particularly those on whose land the regional council settled on,
- f) Developing practical tools for minority ethnic culture communities of faith as well as predominantly White mono-cultural communities of faith, for all to first know their own cultures and biases as critical to becoming intercultural in areas such as worship, pastoral care, welcoming, meetings, and other areas of community life, drawing on the resources of the rich cultures within Shining Waters Regional Council,
- g) Becoming equipped to provide resources to the regional council Executive to become more intercultural and anti-racist in the ways it does its work,
- h) Working with other regional council commissions and committees, not as another silo or as secondary to but as equal partners in mission and ministry, encouraging other groups to work toward mutually participating in an intercultural diversity vision for the whole regional council,
- i) Nominating the commission chair or co-chairs from among our members.



PROPOSAL TO SHINING WATERS REGIONAL COUNCIL #2020-02

Title: All People, One God! Equity Action Plan 2020-2021

Original Source: Equity Committee, October 2020

PART 1: VISION AND VALUES

VISION STATEMENT

The Shining Waters Regional Council communities of faith reflect the communities where we worship in all their magnificent diversity. We welcome people of all mental and physical abilities, all races, sexual orientations and gender identities, racialized persons, and all others who are marginalized, into the life and work of the Region; they demonstrate how welcome they feel by joining and being active in our communities of faith. They feel heard and seen, encouraged and supported in sharing their diversity in ways that enhance our communities of faith. We are enriched by having all God's children in our church.

Striving to be faithful followers of Jesus in our time and place, Shining Waters Regional Council will continue to remove physical and other barriers to participation in the life and work of the Region and society, committing itself to resisting all forms of oppression, especially Anti-Black racism which has had a deleterious impact on all Black lives.

Expanded from the policy approved May 2019

OVERALL GOALS

We strive to **WELCOME AND CELEBRATE** people of all abilities, any sexual orientation and gender identity, racialized persons, and all others who are marginalized, and missing in our community of faith into the life and work of the Region in ways that are public, intentional and explicit.

Zero tolerance for racist speech, discrimination and/or other forms of bigotry.

Communities of faith and regional leadership reflect the diversity of the greater community with measurable targets.

AS **FAITHFUL FOLLOWERS** of Jesus, we seek to reach out and connect with targeted groups at the events that they hold so that we may experience and enjoy new experiences. We live out life in its fullness in a good way that invites us to be hospitable, to respect and to learn from one another.

Rooted in the hospitality and justice of the gospel we will **REMOVE THE BARRIERS** to participation in our life and work that includes looking for bias at work in our policies and procedures.

We believe in God who has created and is creating, who works in us and others by the Spirit. We will respect the sacredness of our gatherings and **BE OPEN TO THE WORK OF THE SPIRIT** who calls us to bring our bodies, minds and hearts, as well as our cultures and our histories together in ways that will transform who we are and how we gather and how we work together.

We will walk the talk of our commitments to diversity and inclusion and rise to **RESIST OPPRESSION**, expressions of hate and discrimination, in our midst and in the world.

PART 2: 2020/2021 ORGANIZATIONAL COMMITMENTS

The journey to being an intercultural, diverse, inclusive, anti-racist, affirming community is life-long. In the coming year we commit ourselves to grow in the following ways:

EQUITY COMMITTEE

Identify, support and train leaders to help grow and care for a culture of belonging across the region. These leaders will serve as resource people, and with the support of staff, will curate a knowledge bank of resources, including professional consultants, event guidelines, facilitation best practices, and policy analysis tools, for use across the region.

EXECUTIVE

The Executive will oversee and support the work of the Equity Committee with regular reports throughout the year. We will continue to lift up and map out regional policy and the work of the Commissions in advancing the next steps of our journey towards an intercultural, anti-racist and affirming region.

COMMUNITIES OF FAITH COMMISSION

The Communities of Faith Commission commits to:

- Bringing wise speakers to inform our work each month with a particular lens of equity
- Intentionally implementing change out of the learnings from speakers; determining how to be accountable for implementing change, translate our learnings into policy and practice
- Writing policy to support the region's commitment to equitable sharing of resources across the region
- Completing the mapping process with EDGE to help lift up the needs across the region to inform how we will strategically support congregations and prioritize ethnically diverse congregations.

PASTORAL RELATIONS COMMISSION

The Pastoral Relations Commission will:

Collect data on the pastoral relations process from entry point to the end of the first year answering this question: How does unconscious racist/sexist/ableist bias hinder or create barriers for ministers in the congregational setting? Who is chosen? Are there differences in the terms of the pastoral relationship between ministers who are White and all other racialized ministers and why? Also look at that question for the LGTBQI community. What is the experience of racialized, BIPOC, differently abled and LGTBQI ministers after one year of their pastoral relationship? How does unconscious racist/sexist/ableist bias affect their health, joy and excellence in ministry?

YOUTH

The Minister for Faith Formation, Youth and Young Adults will provide resources for youth-led and community of faith-led educational equity initiatives, for example conversations on conversion-therapy.

PART 3: OPERATIONAL ACTION PLAN

Through the Executive Minister, staff are accountable to implement the following:

1. Display visible signs of welcome in regional offices, on the website, letterhead, and at events by December 31, 2020, including the Affirm logo, rainbow flags, the forward movement (accessibility), and signs in the languages used across the region
2. Review the Violence and Harassment policy and procedures and ensure they are sufficient and accessible. (November 2020)
3. Build a knowledge bank of intercultural, anti-oppression facilitation practices in support of building competence in equity--based ways of working
4. Host a region-wide public service of celebration for Affirming commitment in 2021.
5. Regularly post, share and track, stories of diversity, inclusion, affirming ministries and action against injustice in the ongoing communication of the region.
6. Create a public directory of Affirming Ministries, accessible buildings, and languages spoken in worship (December 2021)
7. Strengthen partnerships within the United Church and the wider community with equity-based groups.

PART 4: AFFIRMING STATUS

Shining Waters Regional Council was acknowledged by Affirm United <http://affirmunited.ause.ca/> as having Interim Affirming Ministry Status. To fulfill the requirements for becoming an Affirming Ministry we need:

- A vision statement concerning the inclusion of people of all sexual orientations and gender identities in the life and work of the Ministry. The Equity policy statement, approved in May 2019 will serve this purpose.
- An ongoing plan of action that is voted on by the Regional Council and includes a public celebration of becoming an Affirming Ministry. This Equity Action Plan will serve this purpose. One of our operational actions is to host a public celebration in the spring of 2021.
- A liaison with Affirm United, who facilitates the annual contribution and arranges for participation in the Annual General Meeting. This role is currently being supported by two regional staff, Susie Henderson and Jeffrey Dale.

PART 5: MOTIONS FOR THE 2020 ANNUAL GENERAL MEETING

EQUITY ACTION PLAN

that the Shining Waters Regional Council Equity Action October 2020 plan, be received.

AFFIRMING REGION

that Shining Waters Regional Council become an Affirming Ministry, based on the 2020 Equity Action Plan; continue our membership in Affirm United/S'affirmer Ensemble, for an annual fee of \$1000; and host a region-wide public service of celebration for our Affirming commitment in 2021 (possibly on March 14, 2021 which is also Affirm United's PIE Day. PIE Day is an opportunity to be Public, Intentional and Explicit about our ongoing commitment to the full inclusion and celebration of LGBTQIA+ and Two Spirit people.)

