



A TIME FOR EVERY PURPOSE

Regional Meeting
November 13th, 2021



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. 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.
- **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 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.
- **RAISE HAND** We will be voting using the Raise Hand icon 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 Raise Hand button. The second person can add their vote by typing Yes or No in the chat.

TABLE OF CONTENTS

General

President's Letter	4
Agenda	5
Consent and Procedural Motions	6

Individuals

Profiles:	
President: David Leyton-Brown	8
President-Elect: Betty Lou McNabb	8
General Council Representative: Eric Mathiesen	9
Chaplain: Rev. Philip Cable	9
Chaplain: Rev. Basil Coward	10
Chaplain: Rev. Monica Moore	10
Parliamentarian: Beth Moore	11
Shining Waters Regional Council Staff	11
Obituaries	13

Reports

Digest of Actions.....	16
Regional Council Executive Accountability	25
Communities of Faith Commission	27
Pastoral Relations Commission	28
Social & Ecological Justice Commission	31
Intercultural Diversity Commission	32
Equity Committee	33
Emmanuel College	37
Centre for Christian Studies	39
Draft Budget	41
Nominations Committee	42

Proposals

SWRC 2021-01 – Continuation of Social and Ecological Justice Commission	48
SWRC 2021-02 – Raising our Voice for Human Rights	57
GC 2021-01 – Ministry Personnel Salary Equity	59
GC 2021-02 – Raising our Voice for Human Rights	63
GC 2021-03 – Decriminalization of Illicit Substances for Personal Use and Harm Reduction	66
GC 2021-04 – Jurisdiction of Clergy	70
GC 2021-05 – Care of the Church's Marginalized	72
GC 2021-06 – Vocational Process Accountability	73
GC 2021-07 – Senior GCO and Regional Staff Performance Reviews	75
GC 2021-08 – Review of New Structure	77
GC 2021-09 – Vocational Review and Discipline Accountability	79

Who could have thought, back in March of 2020, that more than a year and a half later we would still be in the throes of the COVID-19 pandemic, beset by dangerous new variants and the fourth wave? Who could have thought that the greatest public health challenge would not be developing a vaccine against the virus, but persuading enough people to be injected with the scientifically-proven, safe and effective vaccine? Who could have thought that we would be compelled by public health considerations to hold not just one, but two, annual meetings of Shining Waters Regional Council online, rather than in person? Surely, we live in trying times.

But who could have thought that, despite the time of trial, we could pursue and accomplish important purposes – such as the adoption and implementation of an equity action plan; such as the creation of an Intercultural Diversity Commission; such as a Regional priorities exercise to guide our funding support for various ministries, and to clarify primary responsibility within our structure in areas of shared responsibility; such as beginning the move to a new model of long-term financial stability for Shining Waters, by working in partnership with the United Property Resource Corporation to develop certain regionally-owned properties so as to generate ongoing revenues rather than one-time cash proceeds from the sale of the properties; such as gaining comfort with online tools to connect and support clergy and lay leaders, to achieve efficiencies in our administrative and governance activities, and to conduct one, and about to be two, remarkably successful Regional Council meetings.

This meeting of Shining Waters Regional Council will have three main purposes. We will consider a number of proposals addressed to the Regional Council or the General Council. We will consider a draft multi-year budget. And we will receive nominations, and elect new leaders to the governance structure of Shining Waters Regional Council. There is a time for every purpose.

A handwritten signature in black ink that reads "D. Leyton-Brown".

David Leyton-Brown
President, Shining Waters Regional Council



A TIME FOR EVERY PURPOSE

Regional Meeting
November 13th, 2021



Draft Agenda

- 9:00 a.m. Opening of Meeting, Acknowledgment of the Land
- Opening Motions
 - Processes and holy manners
- 9:20 a.m. Worship
- 9:45 a.m. Proposals to Shining Waters Regional Council
- Continuation of Social & Ecological Justice Commission
 - Raising our Voice for Human Rights
- 10:45 a.m. All-purpose break
- 11:00 a.m. Business (deadline for new business)
- Budget and Financial Report
 - Assessments and M&S
- 12:00 p.m. Lunch
- 1:00 p.m. In Memoriam
- 1:15 p.m. Proposals to General Council
- Ministry Personnel Salary Equity
 - Raising our Voice for Human Rights
 - Decriminalization of Illicit Substances for Personal Use and Harm Reduction
 - Jurisdiction of Clergy
 - Care of the Church's Marginalized
 - Vocational Process Accountability
 - Senior GCO and Regional Staff Performance Reviews
 - Review of New Structure
 - Vocational Review and Discipline Accountability
- 2:15 p.m. All-purpose break
- 2:30 p.m. Proposals (cont'd)
- 3:30 p.m. Nominations
New Business
- 4:00 p.m. Installation of President
- 4:20 p.m. Announcements
Blessing and adjournment

CONSENT AND PROCEDURAL MOTIONS 2021 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 913 1998 6777 and when in session.
- 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 meetings of Shining Waters Regional Council held October 18-19, 2020, May 30, 2021, and June 17, 2021 be approved as circulated.
- e) **Accountability reports:** that the reports as presented in the Resource Book be accepted for information.
- f) **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.
- g) **Corresponding Members:** that corresponding members shall be official guests of the Regional Council. Their names shall be included in the Record of Proceedings (2021 Manual C.1.5).
- h) **New Business & Nominations:** (Nominations are closed. The deadline was October 29, 2021). Items of New Business shall be given to the Chairperson *before* 11:00 a.m. on Saturday, November 13, 2021.

PROCEDURAL

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 Beth Moore.
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 RAISE HAND icon 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 Raise Hand icon 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 have 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. BETTY LOU McNABB
PRESIDENT-ELECT, SHINING WATERS REGIONAL COUNCIL

Betty Lou McNabb is currently in a ministry of accompaniment with the Chippewas of Georgina Island First Nation. She has had the privilege and honour to serve Georgina Island Native United Church for 14 years.

She is a Diaconal Minister and graduated in 2007 with a dual-diplomacy from Centre for Christian Studies and the Francis Sandy Theological Centre. All her placements were in First Nations field sites, M'Wikwedong in Owen Sound, Cape Croker United Church, and Beausoleil (Christian Island) First Nation United Church where she also completed four years of student ministry.



Betty Lou has walked with the Living Into Right Relations circle for 20 years and has been active in the Ontario/Quebec Native Ministries circle since its conception. She served on Toronto Conference Executive for two terms and was a Pastoral Relations Liaison for Shining Waters Regional Council for two years.

She brings a deep understanding of respect, integrity and humility to her position as Shining Waters Regional Council President-Elect.

She is a mother, grandmother and sister to nine siblings. She loves to knit, crochet, paint, and read in her quiet times.

She thanks everyone for entrusting her with this position and looks forward to working with Executive and staff, and all of the region in the next few years.

With Creator God as our Helper may we travel together ever widening the circle.

**ERIK MATHIESEN
EXECUTIVE OFFICER, FINANCE
GENERAL COUNCIL**



Erik Mathiesen is Chief Financial Officer for The United Church of Canada and is committed to helping church treasurers and other volunteers navigate the increasingly complex world of charity compliance as simply as possible. His national Covid webinar series has been a big hit. Erik liaises with the Canada Revenue Agency Charities Directorate regularly on behalf of United Church entities.

Erik is also a director of the United Property Resource Corporation and wears a variety of volunteer hats. He is a member of Rosedale United Church where he serves as Trustee treasurer.

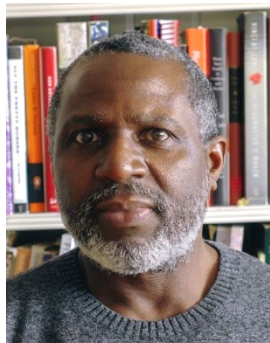
**REV. PHILIP CABLE
CHAPLAIN**

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.

BETH MOORE PARLIAMENTARIAN



Beth Moore is a life-long member of Birch Cliff/Birchcliff Bluffs United Church in southwest Scarborough. As a lay presbytery representative for her congregation since 1993, she served in various positions in Toronto Scarborough Presbytery, including Chair and Secretary, and as a member of the Pastoral Relations and Ministry Support Team of Toronto Southeast Presbytery. She is now her congregation's Regional Council lay representative. She serves on the Pastoral Relations Commission of Shining Waters Region and on the UCC's Manual Committee.

Beth is now retired from the practice of law. While in practice, she provided legal services to Toronto Conference, The United Church of Canada, several presbyteries and numerous United Church congregations and incorporated ministries. She has served as Parliamentarian at previous Regional Council and Toronto Conference annual meetings.

SHINING WATERS REGIONAL COUNCIL STAFF



Executive Minister
Rev. Peter Hartmans

phartmans@united-church.ca



Staff Lead, Regional and Congregational Support
Rev. Jody Maltby

jaltby@united-church.ca



Pastoral Relations Minister
Dale Hildebrand

dhildebrand@united-church.ca



Pastoral Relations Minister
Rev. Todd McDonald

tmcdonald@united-church.ca



Minister, Equity and Innovation
Susie Henderson

shenderson@united-church.ca



Minister, Congregational Support and Cluster & Network Animation
Rev. Karen Hilfman Millson

khilfman@united-church.ca



Executive Assistant and Administration
Shining Waters and Canadian Shield
Rachael Howes

rhowes@united-church.ca



Executive Assistant and Administration
Canadian Shield and Shining Waters
Susan Whitehead

swhitehead@united-church.ca



Administrative Support
Donna Rutz

drutz@united-church.ca



Minister, Justice and Faith Formation
Jeffrey Dale

jdale@united-church.ca



Minister, Communities of Faith Support, Anti-Racism and Right Relations
Kim Uyede-Kai

Kuyedekai@united-church.ca



Administrative Support
Shining Waters and Canadian Shield
Joan Bailey

jbailey@united-church.ca



Office of Vocation
Rev. Kellie McComb

kmccomb@united-church.ca



Stewardship & Gifts Officer
David Jagger

djagger@united-church.ca

OBITUARIES

The Reverend Lenore Beecham (March 28, 1928 – January 30, 2021)

Lenore Beecham trained and worked as a teacher, and then enrolled in Toronto Bible College where she met her future husband, Walter Beecham. After graduating from the Bible College Lenore enrolled in United Church's Centre for Christian Studies (majoring in Christian Education and Pastoral Care) and graduated in 1955 as a Deaconess. She and her husband were commissioned as United Church of Canada missionaries to South Korea,

Lenore attended Emmanuel College and was ordained in 1983. She accepted an appointment in late 1983 as supply minister at St James United, Etobicoke, while they searched for a new minister. In 1984 she accepted a call to nearby Richview United and in that role became the first female minister to serve full time in Toronto. Lenore served there for eight years. In 1984 her book *Song of the Soul: In Celebration of Korea* was published.

In the wider United Church, Lenore was an active member of Toronto West Presbytery and served on the Toronto Conference Justice and World Affairs Committee as well as a supporter of intercultural events and outreach. Lenore was a member of the Ethnic Ministry Committee and later the Green Audit Committee. She was a very involved member of Toronto West KAIROS.

Lenore and Walter had three children, Marilyn, Sharon and Robert.

The Reverend Shirley Dyck (1936 – May 15, 2021)

Shirley Dyck was ordained in 1993 after an internship with St. Luke's Islington, and Candidate Supply with Glebe Road United, Toronto. She was subsequently called to Glebe Road United where she served until retirement in 2003.

Shirley was born and raised in Saskatoon, Saskatchewan, and married medical student, Frank Dyck. They shared 30 years of adventure together. It was after Frank died in 1985 that Shirley decided to go back to university and study theology.

Shirley and Frank had three children, Barry and Michael, both pre-deceased, and Carolyn and three grandchildren.

The Reverend Dr. C. Douglas Jay (October 10, 1925 – January 1, 2021)

Douglas Jay served in pastoral charges of the United Church and as a professor and Principal of Emmanuel College. He was foundational in the establishment of the Toronto School of Theology. An international elder of the interfaith movement, he worked tirelessly with the World Council of Churches and The United Church of Canada promoting interfaith dialogue around the world. His contributions to theological education and interfaith work are a lasting legacy.

Douglas was predeceased by his wife of 62 years, Ruth (Crooker), and is survived by his three sons: David (Kathy), Ian (Leesa) and Garth (Colleen); as well as by six grandchildren (Emily, Alex, Glynis, Catherine, Victoria and Madeleine); and by three great-grandchildren (Logan, Nathan and Ava).

The Reverend Eek-Sun Kim (August 14, 1923 – May 6, 2021)

Eek-Sun Kim studied theology at the Korean Theological University (Hanshin University), obtaining a Bachelor of Divinity. He completed one year of the Master of Theology program at Hanshin University followed by the Master of Theology (Th.M.) program at the Pine Hill Divinity Hall, Atlantic School of Theology on a full scholarship from The United Church of Canada.

He returned to Seoul, South Korea and was ordained in 1963 in the Presbyterian Church of the Republic of Korea and in The United Church of Canada. He served the General Council of the Presbyterian Church of the Republic of Korea in several different leadership roles and provided pastoral care to many churches in South Korea.

When he immigrated to Canada 1977, he served the Toronto Korean United Church until his retirement in 1988. Following his retirement, he continued to provide pastoral care to several churches including the Toronto Central United Church, Toronto Immanuel United Church and Brampton Korean United Church. Rev. Kim provided spiritual care and education to the Korean Immigrants in the Greater Toronto area well into his late 80s.

Rev. Kim is survived by his wife, Hyung-Ok; predeceased by his older son, Kyung-Hwee Stephen; son, Dr. Young-In Kim, daughter-in-law, Ruth Hall and 4 grandchildren, Michael Injune, Stephen Insung, David Inyoung and Bridget Sujin. He will be missed by his loving family.

The Reverend Stewart W. Porteous (April 12, 1924 – April 21, 2020)

Stewart Porteous was ordained in Vancouver in 1950. He served in the North Kamloops and Hope pastoral charges and was an assistant minister at St. Andrew's-Wesley United in Vancouver. In 1952 he was appointed a Reserve Chaplain for the RCAF and served at various locations during summer vacations for more than 20 years. In 1959 he moved to Ontario where he served at Regent Park United in Orillia and then moved to Toronto. He was Director of Curriculum Promotion at the United Church Publishing House and later served as Promotion Manager for the Observer magazine. He retired in 1989 and was actively involved with St. James United in Etobicoke.

Stewart is survived by his wife, Muriel, children Doug (Mary), Ken (Margaret), Sandra (Bill), and Greg (Cristina), as well as ten grandchildren and four great-grandchildren.

The Reverend William Sherwin (March 22, 1927 - October 10, 2021)

Bill was ordained in 1951, and served in Espanola, Massey, Matheson, Bronte, Guelph, St. Thomas, St. Catharines, and Long Branch. He also served as Secretary for multiple presbyteries over those years. He retired to Orillia in 1991 where he and his wife, Lois, were active members of St. Paul's United Church and the Orillia community. During his time in Orillia, Bill received the Order of Orillia, and a Lifetime Achievement Award from the Ontario Medical Association for his volunteer work.

Bill was predeceased by his wife Lois, and son Robert. He is survived by his daughter Ruth, son John, and eight grandchildren and 14 great-grandchildren.

The Reverend Arthur Waters (July 2, 1928 - June 14, 2021)

Art was ordained by Toronto Conference in 1953. He was awarded an honorary Doctor of Divinity from Emmanuel College at Victoria University in 1981. He served in four pastoral charges across Canada, including Turtleford in Saskatchewan, Platsville Ontario, St Paul's in Preston, Ontario, and Manor Road in Toronto. He was Chaplain of the Family Court and Juvenile Detention Center in Toronto, and was on staff of Toronto Conference as a Personnel Minister from 1975 - 1981. He retired in 1992 as a member of Waterloo Presbytery.

Art was predeceased by his wife of 62 years, Ruby, was the father of Ian and Karen, and was grandfather of two.



**DIGEST OF ACTIONS OF THE
THE EXECUTIVE
OF SHINING WATERS REGIONAL COUNCIL
FOR THE PERIOD November 24, 2020 to November 4, 2021**

Decisions made by the Executive November 24, 2020

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

a) Camp Ahshunyoong operating as Camp Big Canoe

...based on the guidance received from General Council Staff, pursuant to the Incorporated Ministries Policy of The United Church of Canada approve the General By-Law as approved by the members on October 26, 2020 of the incorporated ministry known as Camp Ahshunyoong operating as Camp Big Canoe.

b) Central King Seniors Residence

...approve the Central King Seniors Residence 2020-2021 Board of Directors

Mary Louise Ashbourne
Carla Cornier
Alex Gribben
David Hewett
Joyce Klamer
Michael Kooiman
Jon Lee
Taye Maddison
Lang Moffat
Stephen Mogford
Bob Putnam

c) Fred Victor Centre

...approve the Fred Victor Centre 2020-2021 Board of Directors

Chris Anastasopoulos
Anne Bell
Sandra Bennett
Neill Carson
Deane Collinson
Nancy Easton
Michele Erskine
David Estabrooks
Andrew Gray

John Hinds
Jawad Kassab
Muwanguzi Ssebagala
Christina Topp

...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. 2020-1 as approved by the members on June 17, 2020 of the incorporated ministry known as Fred Victor Centre.

... grant permission for Fred Victor Centre to enter into a lease agreement to occupy 1059 College Street to relocate the Women's Hostel from 86 Lombard Street.

d) The Massey Centre for Women

... approve The Massey Centre for Women 2020-2021 Board of Directors

Jessica Amey
Oliver Blunn
Angel Deen
Jennifer Dockery
Kris Hollenberg
Justine Humphries
Breann Kirincich
Anika Mehta
Mitze Mourinho
Eddy Popp
Catherine Wang
Stephanie Wang

e) Simcoe Presbytery Camp o/a Camp Simpresca

... approve the Simcoe Presbytery Camp 2019-2020 Board of Directors

Keri Craftchick
Brian Cooper
Lucas Cooper
Paul Cooper
Sarah Draper
Colin Elliott
Sarah Fairman
Anthony Filgate
Taylor Poulin
Shelby Stevenson

... approve the Simcoe Presbytery Camp 2020-2021 Board of Directors

Keri Craftchick
Brian Cooper
Lucas Cooper
Paul Cooper
Sarah Draper
Colin Elliott
Peter Fairman
Sarah Fairman
Anthony Filgate
Taylor Poulin

f) The Toronto United Church Council

... approve The Toronto United Church Council 2020-2021 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

g) Weston King Neighbourhood Centre

... approve the Weston King Neighbourhood Centre 2020-2021 Board of Directors

Jean-Marie Boutot
Michael Kooiman
Thomas Lo
Eleni Marino
Doreen Miller
Mayur Mistry
Lang Moffat
Iqbal Singh
Kenny Stier
Barbara Stone
Wendy Whiteley

2. that the Executive of Shining Waters Regional Council update the terms of reference for the Equity Committee Policy to increase membership from six members to eight members.
3. that the Executive of Shining Waters Regional Council appoint the following people to the Mission Support Committee:
 - 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)
4. that the Executive of Shining Waters Regional Council update the terms of reference for the Nominations Committee Policy to amend membership to allow at least two, but not more than four, members of the Executive, and up to six members not currently serving on the Executive.
5. that the Executive of Shining Waters Regional Council approve the Intercultural Diversity Commission Policy as presented.
that the above motion be tabled for the purpose of seeking final input on the draft policy from the Intercultural and Diversity Circle.
6. 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 for consideration.
7. that on the recommendation of the Grants Review Committee, the Shining Waters Regional Council Executive formally dissolve the Toronto Southeast Presbytery Major Capital Fund Commission and the Urban Forest Fund Commission, with thanks to their members for their work, and confirm that those funds are now within the mandate of the Grants Review Committee.

Decisions made by the Executive December 10, 2020

8. that the Executive of Shining Waters Regional Council support in principle the site review proposal from United Property Resource Corporation and charge Peter Hartmans and Jody Maltby to move forward with negotiation for a Memorandum of Understanding with the United Property Resource Corporation.
9. that the Executive of Shining Waters Regional Council approve the sharing of staff between Shining Waters and Canadian Shield Regional Councils.

Decisions made by the Executive January 26, 2021

10. that the Executive of Shining Waters Regional Council approve of, and proceed with, the Memorandums of Understanding for Wilmar Heights, Wexford Heights and Church of the Master.

11. that the Executive of Shining Waters Regional Council approve the sale of the West Ellesmere property as recommended by Toronto United Church Council (TUCC).
12. that the Executive of Shining Waters Regional Council approve the request of Huttonville United Church to sell the Church property.

Decisions made by the Executive February 24, 2021

13. that the Executive of Shining Waters Regional Council accept for information the Minutes of the Communities of Faith Commission of April 15, May 20, June 2, July 29, September 16, October 21, November 18, 2020.
14. appointed Janet MacDonald as Trustee for Church of the Master United Church, West Ellesmere United Church, Wexford Heights United Church, and Wilmar Heights United Church, all located in Scarborough, Guthrie United Church in Oro-Medonte, Regent Park United Church Orillia, Newton Robinson United Church and Dunkerron United Church located in Bradford West Gwillimbury.
15. appointed Jody Maltby as Trustee for Wilmar Heights United Church in Scarborough, Newton Robinson United Church in Bradford West Gwillimbury, and Guthrie United Church in Oro-Medonte.
16. that the 2021 Shining Waters Regional Council New Ministry Service take place in the afternoon of Sunday, May 30, 2021.
17. that the Executive of Shining Waters Regional Council adopt the draft policy of the Intercultural Diversity Commission.
18. that the Executive of Shining Waters Regional Council approve the adoption of the revised Memorandum of Understanding between Shining Waters and Canadian Shield to include a provision for sharing of staff.
19. that the Executive of Shining Waters Regional Council approve the revision of the Regional Council Policy by amending wording under Membership to; “Past lay Toronto Conference *and Shining Waters Regional Council* Presidents will be voting members of the Regional Council.”

Decisions made by the Executive March 23, 2021

20. granted permission for the Massey Centre to proceed with a corporate amalgamation with Humewood House Association. The newly formed amalgamated corporation will operate as a Category 1 Incorporated Ministry as per the Incorporated Ministry Policy of The United Church of Canada.

21. that the Executive of Shining Waters Regional Council accept for information the Minutes of the Pastoral Relations Commission of May 12, June 2, August 25, September 29, October 27, November 24, and December 15, 2020.
22. that the Executive of Shining Waters Regional Council replace the MISSION section of the Regional Council Policy with the following:
The mission of Shining Waters Regional Council is “Encouraging and Connecting Communities of Faith.”
To fulfil this mission, the Regional Council and the Regional Council Executive will encourage and engage in:
1) living in right relations with Indigenous peoples, and responding positively and meaningfully to the Truth and Reconciliation Commission Calls to Action and the Caretakers of Our Indigenous Circle Calls to the Church;
2) becoming an anti-racist church (declaration of the Commissioners of the 43rd General Council, October 24, 2020);
3) welcoming people of all ages, abilities, races, sexual orientations and gender identities, and any other forms of marginalization into, and removing barriers to, the life, work and leadership of the Region and our communities of faith.
These objectives are in addition to those declared in The Manual (6.3.4) as the mission and ministry for every Regional Council:
Encouraging and engaging in:
4) joining our collective hearts, voices, and resources to witness to the gospel and vision of Jesus for a compassionate and just society, both in Canada and around the world;
5) local, regional, national and global initiatives and partnerships (community, ecumenical and interfaith) for ministry, mission and justice work;
6) ministry with children, youth and young adults;
7) honouring and living into intercultural mission and ministry; and
8) living in covenant with Mother Earth and All My Relations in the Earth community.
23. that the Executive of Shining Waters Regional Council schedule a Regional Council meeting for the evening of Thursday June 17, 2021 for the election of Commissioners for General Council 44.
24. that the Executive of Shining Waters Regional Council requests that Presbyteries of Toronto Conference Corporation (PTCC) divide the balance in the New Ministries Development and Leadership Fund, as of December 31, 2020, between Shining Waters Regional Council and Western Ontario Waterways Regional Council in the proportion of 75:25, to establish separate funds for each Regional Council.

Decisions made by the Executive April 27, 2021

25. that the Social and Ecological Justice Commission Policy be amended under Quorum to have the word *ordained* replaced by the word, *ordered*.

26. that the Executive of Shining Waters Regional Council, on the recommendation of the Grants Review Committee, approves the revision of the Terms of Reference of the Urban Forest Fund to include grants to any community of faith within the bounds of Shining Waters Region.
27. that the Executive of Shining Waters Regional Council affirm the plans for the Celebration of Ministries service regarding staying within the current restrictions of the pandemic.

Decisions made by the Executive June 10, 2021

28. that the Executive of Shining Waters Regional Council receive the Minutes of the Communities of Faith Commission from December 2020 to April 2021 for information.
29. that the theme of the Regional Council meeting in the Fall of 2021 be *A Time for Every Purpose*.
30. that the Spring 2022 regional council meeting be held May 27 – 29, 2022.
31. that the Regional Council Executive Sub-Executive Policy be amended as presented.
32. that the Regional Council Executive Distribution of Proceeds from Sale of Property Policy be amended as presented.
33. that the Regional Council Executive Nominations Committee Policy be amended as presented.
34. that the Regional Council Executive Nominations Committee Policy be amended as discussed regarding quorum.
35. that the Executive Minister Budget Process Policy be amended as presented.
36. that the Shining Waters Regional Council Policy be amended as presented.

Decisions made by the Executive September 15, 2021

37. removed Christine Smaller as Trustee of West Ellesmere United Church, 37 Marchington Circle, Scarborough, Ontario, with thanks for her service.
38. that on the recommendation of the Grants Review Committee the Executive of Shining Waters Regional Council extend the grant of \$50,000 to the Tamil Mission from the Toronto Southeast Presbytery Major Capital Fund by one year to include 2022.
39. that on the recommendation of the Grants Review Committee the Executive of Shining Waters Regional Council approve a grant of \$18,000 from the Presbyteries of Toronto Conference Corporation to Birchcliff Bluffs United Church for the work of Toby's Place and Dorothy's Place.

40. that on recommendation of the Grants Review and Mission Support Committees the Executive of Shining Waters Regional Council move forward in conversation with Toronto United Church Council (TUCC) to expand the terms of the St. Enoch's fund to include the greater Toronto area within Shining Waters Regional Council.
41. that on recommendation of the Grants Review and Mission Support Committees the Executive of Shining Waters Regional Council move forward in the conversation with Presbyteries of Toronto Conference Corporation (PTCC) on amalgamating the regional fund, the New Ministries Development and Leadership Fund and the Urban Forest Fund with terms that support the intended use of these funds and that the amalgamated fund be available to ministries in the entire region.
42. that on recommendation of the Grants Review and Mission Support Committees the Executive of Shining Waters Regional Council the Grants Review Committee and the Mission Support Committee be merged as the Grants and Mission Support Committee.
43. that the Executive of Shining Waters Regional Council elect Jeannette Schieck and Lawrence Nyarko as General Council Commissioners on recommendation of the Nominations Committee.
44. that the Executive of Shining Waters Regional Council support the proposal Elimination of the General Council & Regional Council Salary Differential, and forward it to General Council with concurrence.
45. that the Executive of Shining Waters Regional Council not support the *Justice and Peace for Palestine and Israel* proposal because of its inflammatory language and that it not be forwarded to General Council.
46. that the Executive of Shining Waters Regional Council write a pastoral letter to the communities of faith encouraging ministry personnel, church personnel, congregation members, and the wider community to continue to get vaccinated in order to fulfill our mission to love thy neighbour as ourselves.

Decisions made by the Executive October 5, 2021

47. that, on the recommendation of the Communities of Faith Commission, the Executive of Shining Waters Regional Council approve that the funds received under the policy regarding sale of property by an existing community of faith, and funds declared surplus property in an amalgamation, be available for grants either directly or as a top-up to funds in the Presbyteries of Toronto Conference Corp. (PTCC) regional fund, and that the Grants and Mission Support Committee consider applications for funding.
48. that Shining Waters Regional Council Executive disband the Equity Committee with gratitude for initiating our action plan and in particular our transition to fulfilling our commitments to become an Affirming region and with assurance of our ongoing commitment

to embed our equity strategy across our regional governance structure and report annually on implementation of a regional plan.

Decisions made by the Executive November 4, 2021

49. that the Executive of Shining Waters Regional Council authorize the finalization of definitive agreements to proceed with the developments of the properties Church of the Master, Wilmar Heights, and Wexford Heights, and authorize the Executive Minister to sign agreements on behalf of the regional council.
50. that the Executive of Shining Waters Regional Council authorize the finalization of definitive agreements to proceed with the development of the property of Regent Park Orillia, and authorize the Executive Minister to sign agreements on behalf of the regional council.
51. that the Executive of Shining Waters Regional Council supports the new *Regional Council Executive and Communities of Faith Commission: Property Policy*.
52. that the Executive of Shining Waters Regional Council plan the regional council meeting in May of 2022 as a virtual business meeting and an in-person Celebration of Ministries service.



ACCOUNTABILITY REPORT OF SHINING WATERS REGIONAL COUNCIL EXECUTIVE

John 8: 23-27, Jesus Calms the storm.

Regional Meeting Report

Our Regional meeting theme for this year is *A Time for Every Purpose*. This has been a challenging year for the Regional Council, communities of faith and The United Church of Canada. We continue to walk through the pandemic together. Staff and volunteers have worked countless hours, preparing, changing, experimenting, and succeeding in continuing as Church in new and creative ways. As an Executive, we have heard stories of sacrifice, perseverance and success. We have also heard stories of worry, stress, frustration and struggle. As a region, as community, we give thanks, we continue to be on a long journey together; we celebrate the resilience of our churches and the expression of the Gospel in many new and creative ways.

Connecting within our Regional Council

Although this past year many of our communities of faith, outreach ministries, and camps have not been able to worship in our buildings, our churches have not been closed. Folks have used their phones, mail, video (Zoom/YouTube) for church. We have continued a ministry of caring and support and we have continued in new and creative ways. Volunteers, music leaders, ministry personnel, camp staff, outreach staff, congregational support staff have all worked tirelessly.

As a Regional Council, the region has hosted a number of townhall meetings for both Ministry Personnel and Lay Leaders for support, updates and education. Our website continues to be a key tool for communication within our Regional Council. Many local and a few regional networks and local groups have also met to connect, learn, challenge, listen and work together.

Work of the Regional Executive

Our Executive meets monthly (with the exception of the summer) and does the work of the Regional Council when our region is not meeting. Often the Executive has a very full agenda which includes oversight of the Regional Commissions, Regional finances, Regional Policy, Regional meeting, emerging work, and the Executive Minister and staff.

The draft 2022 budget will be presented at our Regional Council meeting. This past year's spending reflects an unusual year with Covid 19. Staff travel has been down dramatically but support to communities of faith increased. The Regional Council has a number of grant requests from communities of faith and the Regional Council, and we faced both unexpected expenses and unexpected savings. We have also created a 5-year budget projection for 2022, a requirement of our bylaws, to be updated yearly. The 5-year projection will be reviewed at our Regional Council meeting.

Monthly Work of the Regional Council Executive

If you are interested in a detailed account and overview of the work of the Regional Council Executive, please see the Digest of Actions, which will be received for information at our Regional Council meeting. The digest offers an itemized account of the Regional Council Executive since

our last Regional Council meeting. It also gives you an idea of the monthly variety and work of our Regional Council Executive.

Working towards Right Relations, Anti-Racism and Equity

The United Church of Canada is working towards becoming an anti-racist institution. For the United Church it means encouraging the General Council office, Regional Council offices and communities of faith and even Canadian society to pause and reflect. The United Church has allocated staffing and resources for both General Council staff, Regional staff and Ministry Personnel. The United Church is offering training, learning opportunities and discussion groups as part of a strategy of becoming an anti-racist Church. Practically, the Canadian Shield Regional Council and Shining Waters Regional Council staff have joined together on a one-year journey of reflecting, learning, re-learning history, theological reflection and discussion on how to become an anti-racist Church and work towards right relationship. Staff from both regions meet together bi-weekly to talk, learn, challenge, pray, reflect, and discuss on a path toward becoming an anti-racist Church.

Both Regional Councils have encouraged equity conversations at the Executive level, Commission and Committee levels of the church. The Equity Committee encourages conversation that addresses all aspects of equity in the church, working towards being a truly inclusive church.

This past March, Shining Waters Regional Council celebrated becoming an Affirming Region!

Staffing

In 2021, we saw more transition of staff in our Regional Council. Bri-anne Swan decided to leave Shining Waters Regional Council. Bri-anne served as Minister for Social and Ecological Justice and Communication. Karen Hilfman Millson, Minister for Communities of Faith and Cluster and Network Animation, will be finishing her contract with the Regional Council December 2021. I have deeply appreciated their work with the Regional Council. We would have loved to have a party to celebrate Bri-anne's work in ministry, but due to Covid 19, we settled for a Zoom goodbye. We wish Bri-anne God's blessing as she enters a new chapter in their life, and Karen the same in 2022.

We will not re-hire a replacement for both fulltime positions and have delegated part of their work to other staff. I continue to deeply appreciate working with Jody, Susie, Jeffery, Kim, Dale, Todd, Karen, Donna, Rachael, Susan and Joan. We are blessed with incredible staff who have worked tirelessly over the past year. Thank you!!!! I am also grateful for our Executive and President David Leyton-Brown who have provided attentive leadership throughout the pandemic. Thank you!!!

As we look forward to a new year, I give thanks for the support of my family this past year as I have mostly worked virtually. I give thanks for the many worship services I have been able to witness virtually this past year across our Regional Council. I give thanks to God for the grace of community, the love of and support of the Spirit and the message of God's love and grace through Jesus Christ, which has provided incredible hope during a very challenging year.

Peter Hartmans (Rev.), Executive Minister

COMMUNITIES OF FAITH COMMISSION

The Commission's volume of activity has remained high throughout this year. With over 178 communities of faith and pastoral charges, there is a continuous flow of requests for approvals related to loans, lease agreements, sale of property, governance changes, property development, collaboration agreements, etc. In response, the Commission has formed task groups –for review of requests for loans, leases, and review requests related to governance. These task groups can review requests between full Commission meetings thereby giving communities of faith a quicker response and allowing the full Commission meetings to focus primarily on policy questions.

The final report on the community mapping process begun in 2020 was received in February 2021. The Commission has begun examining the material and learning how to make best use of this strong, inter active-resource. Possible application of this data includes informing decision- making on a case-by-case basis, enabling the direction of resources to emergent needs or new opportunities, supporting communities of faith in the development of their Living Faith stories and perhaps other areas we haven't recognized. We also see this community map as a valuable resource for other Commissions within the region.

In March, Rev. Christine Smaller the first Chair for this Commission received a Call that meant she had to relocate outside our region. We are very grateful for her dedication and leadership during such an important transition period from the presbytery structure to the new region. Gloria Tozek was elected as the new Chairperson. It was also decided to implement a Vice-Chair position in order to support the current Chair and to provide continuity of leadership. Chris Bennett was elected into this new position.

The creation of the United Property Resource Corporation by the region (UPRC) was an important change for the Commission given that much of our work relates to property. UPRC has been established to bring development and property management expertise to the region and, more importantly, to communities of faith who are working through property decisions. Presentations from UPRC and discussions have helped us build a good working relationship and we anticipate an exciting ongoing partnership to ensure the best possible property development results both for the communities of faith, their local community and the United Church as a whole. The Commission is currently developing new policy related to property development to give guidance to both communities of faith and UPRC.

Commission representatives along with members of the other Commissions and Committees of the region participated in the sometimes-difficult discussion about multi-year funding and funding priorities. In our environment of limited funds, there is a tension between the desire to offer funds to new applicants and concern for the impact on current recipients. A report has been submitted to the Regional Council Executive.

Staff is currently working on behalf of the Commission to consolidate all policies related to property. This will make it easier for Communities of Faith to access information relevant to their situation.

We are looking forward to an exciting year ahead as we review our strategic plan and related priorities based on our three years of experience and in light of the creation of the Intercultural Diversity Commission and the Social and Ecological Justice Commission.

Respectfully submitted by
Gloria Tozek, Chair

PASTORAL RELATIONS COMMISSION

*There is no longer Jew or Greek, there is no longer slave or free,
there is no longer male and female; for all of you are one in Christ Jesus.*

(Galatians 3:28)

I chose the scripture from Galatians to offer a reflection about what we have been through as a Pastoral Relations Commission (PRC) in this past year. The scripture speaks of a longing for equity, equality, for justice in all that we are called to be and do. Paul speaks to barriers that need to be broken down in light of being a new people in Christ. This year, the PRC set out to fulfil an equity goal with the assistance of Marcie Gibson. More will be shared about this report later on. In these now familiar days of Shining Waters Regional Council (SWRC), and having to wade through a pandemic, the notion that we are all one in Christ Jesus is something we have had to discover in a new way, trying to align ourselves with what will be.

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 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)

Currently, the PRC meets monthly on Zoom. Once again, our June meeting was shared with the Communities of Faith Commission. 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) Decided that telephone allowance for Ministry Personnel be set at \$800 for 2021 regardless of full or part time appointments.
- b) Donna Bowman-Woodall and Beth Moore represented the PRC at a SWRC planning and priorities meeting in February.
- c) A request was received from La Table des ministères en français regarding authorizing, accrediting and supervising Licensed Lay Worship Leaders (LLWL). A decision was made that Shining Waters recognize the Education and Resources Committee of the French Ministries Table as the commission to accredit and supervise French licensed lay worship leaders (LLWL) in SWRC; and that a bilingual LLWL from La Table may provide services in Shining Waters Region upon being approved by La Table as a LLWL and upon Shining Waters being provided with that approval.
- d) A task group consisting of Liz Mackenzie, Robin Pilkey, Paul Stott, and Donna Bowman-Woodall prepared a draft of the GC44 Salary Equity Proposal which was approved and forwarded to SWRC.
- e) The PRC encouraged communities of faith to offer their ministry personnel (MP) an extra paid week of holiday in this pandemic year recognizing how stretched and stressed MP have been.

A major part of our work this past year has been developing a process to assist us in working through our goal in response to the invitation of the Equity Committee of the region.

We set a goal to 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? We also looked at that question for the LGBTQi community. What is the experience of racialized, BIPOC, differently-abled and LGBTQi ministers after one year on their pastoral relationship? How does unconscious racist/sexist/ableist bias affect their health, joy, and excellence in ministry?

In order to achieve the goal, we set out to select a researcher to help us answer these questions. Marcie Gibson was the successful candidate. At the same time, we offered the position to Marcie we also formed an Advisory Group (AG) to work with her. Liz Mackenzie, Lawrence Nyarko, Robin Pilkey, and James Ravenscroft, were appointed as the members of the AG. The AG met regularly – every two weeks and kept the PRC up to date on the progress of the report.

The PRC decided that we would engage in some equity training. Starting in January, we heard from guest speakers, including Rev. Cindy Bourgeois who shared some of her experience in finding work as a transgender person; Adele Halliday, Anti-racism and Equity Lead at the General Council Office who outlined the initiatives that are either under way or planned for the next few years, and Commission member Lawrence Nyarko spoke about his experience as a racialized minister in The United Church of Canada and Shining Waters Regional Council.

The PRC received the Equity Goal Research Project (EGRP) final report in June where Marcie Gibson was present to walk us through the report. The report was then shared at the same June meeting with members of the Communities of Faith Commission (CFC), the Executive Committee, General Council Office staff, and others.

Currently the PRC is working on sorting through the 50 recommendations that came out of the EGRP and determining a way forward for these recommendations. I want to offer a special thank you to Marcie Gibson, members of the PRC - William Haughton (ordered); Barbara Hendren (lay); Liz Mackenzie (ordered); Beth Moore (lay); Lawrence Nyarko (ordered); Robin Pilkey (lay); James Ravenscroft (ordered); Paul Stott (lay); Donna Bowman-Woodall (ordered); Todd McDonald and Dale Hildebrand for this extraordinary year for the PRC as we moved ahead with our equity goal. Your willingness to give so freely of your time, expertise and diverse perspectives is greatly appreciated.

Thank you 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.

This will be the final report I submit to the SWRC on behalf of the PRC. My time as chair ends at the rise of the AGM. I am grateful to have been at the helm through this time of transition from conference to regional council. The ministry of the PRC and the work of the chair is supported by a faithful and dedicated staff team. I offer my heartfelt thanks to Donna Rutz, our staff administrative support who keeps us on track, making sure paperwork is organized and for her constant support, especially in my role as chair; to Rev. Todd McDonald, and Dale Hildebrand, our Pastoral Relations Ministers, whose friendship, wisdom, advice, and care has supported me beyond measure.

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 through the new lens of the equity report. We look forward to serving in these changing and challenging times.

Respectfully submitted,
Andrew Comar (Rev.), Chair

SOCIAL AND ECOLOGICAL JUSTICE COMMISSION

The Social and Ecological Justice Commission carries out its work under the following mandate:

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.

During the past year, the commission, currently composed of seven members, met by Zoom monthly except during the summer, and worked in the following areas of concern:

- Monitoring Upper York Sewage issue;
- Continuing dialogue with partner networks: PalNet and Living into Right Relations Circle,
- Continuing work with national church and other regions to develop Guaranteed Livable Income strategy and resources;
- Harm reduction, substance use and safe consumption sites: co-operation with seven regional councils, in addition to United-in-Learning, to co-sponsor a series of workshops, *Seeking to Reduce Harm*, organized by Jeffrey Dale;
- Christian University degree granting capacity. Letter sent from Regional Council to provincial government. With much public pressure the Ontario government withdrew support;
- Open letter to Toronto city council addressing the need for more support for warming centres, more shelter beds and cooperation with those supporting residents in encampments;
- Development of an action response for communities of faith in GTA for follow-up on letter to Mayor Tory re: issue of homelessness and poverty in local neighbourhoods;
- In cooperation with a coalition of groups, a letter sent from Shining Waters Regional Council to the Ministry of Children, Community and Social Services (MCCSS) expressing concern regarding the cessation of benefits to Ontario Works and Ontario Disability Support Program recipients by the Ontario government. The government backtracked on its proposal;
- Support for Davenport-Perth and Jane Finch Community ministries as effective and vital community ministries;
- Development of Good Friday worship materials on the theme of homelessness, which continue to be available on the Shining Waters website;
- Paid Sick Days advocacy with Ontario government including a letter from Regional Council, online petition and materials for communities of faith;
- Being responsive to requests for information about, or follow-up action on issues referred to the commission by communities of faith.

Recognizing that all communities of faith, as well as the commission, were constrained by pandemic restrictions during the past year, the commission has identified justice work that needs to be given high priority:

- Assisting and giving leadership in refocusing and clarifying the justice mission of faith communities;
- Identifying and working collaboratively on environmental issues that were “under the radar” because of public and media attention given to Covid concerns during the past year;
- Developing a more pro-active model of addressing issues of homelessness and the need for affordable housing;
- Continuing to use the named regional council priorities of **racial justice** and **ecological justice** as the lenses through which all justice work is approached;
- Continuing work begun on harm reduction as it moves through the church courts to General Council consideration.

Staffing

Our thanks to Bri-anne Swan, Jeffrey Dale, Kim Uyede-Kai and Jody Maltby for resource leadership and support during the past year. As well, our gratitude to Rachael Howes who manages our minutes and keep us on track with administrative responsibilities. We could not do our work without the strong support of the staff team.

Respectfully Submitted, Susan Eagle, Chair

On behalf of Commission members: Lois Brown, Tina Conlon, Donna Lang, Moon-Ja Park, Eleanor Scarlett, Cameron Watt.

INTERCULTURAL DIVERSITY COMMISSION

The Intercultural Diversity Commission was formed through the action of the Regional Council meeting in October 2020. The Commission’s purpose is to encourage and engage the regional council, its Executive and Commissions, and its communities of faith in honouring and living into intercultural mission and ministry. In keeping with this purpose, the Nominations Committee were intentional in respectfully inviting nominations and selecting a diversity of those who could speak from a variety of lived experiences and ethno/cultural backgrounds. Spaces are being held for Indigenous membership.

The Commission held its inaugural meeting in September 2021. With relationship being foundational to the United Church intercultural vision, Commission members began by sharing their stories, cultures, and the excitement and passions they bring to the ministry. Priorities for the first year of work began to emerge and will be sharpened at future meetings. First priorities: determine how the Commission will understand “intercultural”; learn more about the diversity of ethno/cultural communities and relationships in the region; examine the labels and language used to separate and marginalize; gather existing educational and liturgical resources and begin to determine resources needed to equip the region to move into an anti-racist, intercultural identity.

Respectfully submitted by Amy Lee (interim Chair)

On behalf of Commission members

Joel Aguirre, Innocent Karuhanga, John Joseph Mastandrea, Néstor Medina, Moon Ja Park

EQUITY COMMITTEE

A sub-committee of the Shining Waters Executive
November 2021

Achievements

In the last year we celebrate the following achievements on equity, diversity and inclusion.

Affirming Region and Celebration

Becoming an Affirming Region was a significant achievement in the past year. Shining Waters Regional Council fulfilled the requirements identified by Affirm United and we celebrated our commitment on March 14, 2021. This day was meaningful as it is also marked by Affirm United as PIE Day, a time to be public, intentional and explicit about our commitment to 2SLGBTQIA+ justice. Rev. Michael Blair, The General Secretary of The United Church of Canada offered the reflection at our service. A unique original prayer was written for the occasion by Rev. Sarah Chapman and Rev. Lauren Hodgson. Regional rainbow flags were blessed to be shared with communities of faith to express our commitment.

There are thirty-six Affirming Ministries in Shining Waters Regional Council and approximately six communities of faith in the process with Affirm United.

Intercultural Diversity Commission

In February 2021 the Regional Council Executive approved the Intercultural Diversity Commission Policy which creates the basis for a fourth Commission with the purpose to encourage and engage Shining Waters Regional Council, its Executive and Commissions, and its Communities of Faith in honouring and living into intercultural mission and ministry. The membership has been named and the work is ongoing. See the policy on the website for the full description.

Equity Leads

The Equity Committee goal to identify, support and train leaders to help grow and care for a culture of belonging across the region will be implemented through a change in our governance model

A Prayer for Our Affirming Region

Loving God,
what a gift to be together this day.

Gathered in celebration and commitment
we thank you for this region
of Shining Waters,
for each and every person who
makes this body what it is,
unique, human, beloved.

God today we have joined together in
covenant to live out your abounding and
radical love for all, and especially for
those of us who identify as
LGBTQ2SIA+.

May you strengthen our commitment to
truly live into this promise
to be bold and brave as we seek to
practice this inclusion
and prophetic love.

We pray for Shining Waters region
to continue to be a beacon for
hope and justice.

We pray for our region's leaders who
embody this region's affirming love
within the wider church and the world.

And we pray for each and every one
of us God.

May the commitment and covenant that
we make today be a sign to future
generations, our children, and our
children's children of your love O God,
that knows no boundaries and stops at
nothing to offer healing
and hope for all. Amen.

By Rev. Sarah Chapman and
Rev. Lauren Hodgson

whereby the Equity Committee will evolve from a sub-committee of the Executive to a team of Equity Leads. The Nominations Committee will work with each Commission/Committee to identify an Equity Lead. The role of the lead will be to:

- Learn about equity related practice
- Give leadership to equity goals as they relate to their Committee or Commission;
- Help to uphold equity best practices in ongoing work;
- Collaborate with other Equity Leads and staff on shared reporting and accountability.
- Equity leads will gather at least once a year to develop goals and staff will support their implementation on an ongoing basis.

Regional Summary

The work identified here is not intended to be reflect direction by the Equity Committee, but is listed here to provide a wider picture of equity work as a shared regional priority.

Pastoral Relations Commission Equity Project

The Pastoral Relations Commission has completed their report that collected data on the pastoral relations process from entry point to the end of the first year to identify how unconscious racist/sexist/ableist bias hinders or creates barriers for ministers in the congregational settings. The Pastoral Relations Commission has begun the practical work of digging into all 50 recommendations of the Equity Report to determine how the Regional Council can take action to make a difference.

Community of Faith Commission

The Community of Faith Commission set out to incorporate a wise equity speaker in their regular meetings, with the first session including Jordanna Wright as the resource person. A plan to create a roster of resource people did not get completed, but the Commission will revisit this idea as they frame their equity goals for the upcoming year. Both the property policy and the grants review policies were adapted to incorporate an equity lens.

Intercultural Diversity Commission

In the past year there has been support for the statement on Anti-Asian hate, racism and violence and a national event that gathered Asian women for support and solidarity during Asian heritage month. The Intercultural Diversity Commission has now been populated this year and their establishment reflects a regional commitment to equity.

Social and Ecological Justice Commission

The Commission's agenda intersects with multiple equity related issues. In the last year there has been action on the following: Inequality in the Toronto budget (January 2021); advocacy for safe consumption sites and decriminalization of illicit substances (February 2021); action in support of

resources for homeless population (February 2021); Ontario Disability Support Program (March 2021); Paid Sick Days (April 2021); Guaranteed Livable Income (April 2021); support for Asian Women and lifting up Asian voices.

Operational Plan

Equity Operational Plan 2020	Progress as of November 2021
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	Regional offices display signs of welcome. Website has been updated with Affirm logo. 67 Rainbow flags have been distributed (free upon request) to communities of faith. The forward movement logo requires follow up.
2. Review the Violence and Harassment policy and procedures and ensure they are sufficient and accessible. (November 2020)	The national policy has been updated and there will be a workshop planned for early in the new year 2022.
3. Build a knowledge bank of intercultural, anti-oppression facilitation practices in support of building competence in equity--based ways of working	There are resources on the website for anti-racism, intercultural ministry, right relations, Indigenous justice, Affirming ministries and disability (in progress).
4. Host a region-wide public service of celebration for Affirming commitment in 2021.	Held on March 14, 2021.
5. Regularly post, share and track, stories of diversity, inclusion, affirming ministries and action against injustice in the ongoing communication of the region.	176 Facebook posts; 13 Resources 6 Public Statements See Communication review below.
6. Create a public directory of Affirming Ministries, accessible buildings, and languages spoken in worship (December 2021)	There is a list of Affirming Ministries on the website. The directory of accessible buildings and languages spoken in worship has not been started.
7. Strengthen partnerships within the United Church and the wider community with equity based groups.	Staff are collaborating with national staff and networks related to equity, anti-racism, affirming ministries and disability.

Communication Review

October 2020 – October 2021	Shining Waters Facebook	Resources/Articles created by SWRC	Public Statements/
<p>These issues were framed with an equity lens including the following topics: anti-racism, affirming, disability, anti-poverty, harm-reduction, exclusion related to removing barriers of oppression and discrimination.</p>	<p>176 posts (approximately)</p>	<ol style="list-style-type: none"> 1. Anti-Racism Workshop Video with HyeRan Kim-Cragg October 2020 2. Intercultural Vision Video October 2020 3. Affirming Prayer, March 2021 4. SWRC Rainbow Flags March 2021 5. The Pandemic of Racism, March 2021 6. Asian in Canada Article by Maria Christina Conlon, March 2021 7. Good Friday Resources on Homelessness, March 2021 8. SEJC Little Library list, April 2021 9. Prayer International Day Against Homophobia, May 2021 10. Happy Pride Video, June 2021 11. Prayer for Pride, June 2021 12. Indigenous Reading and Viewing List, summer 2021 13. Vision For Becoming an Intercultural Church, October 2021 	<ol style="list-style-type: none"> 1. January 2021, Letter on Inequality in the Toronto budget (January 2021); 2. January 2021, Letter of concern about Canada Christian College 3. February 2021, Letter to advocate for resources for homeless population 4. March 31 Anti-Asian Racism, Hatred and Violence 5. March 2021 Letter in support of Social Assistance Coalition Scarborough related to Ontario Disability Support Program 6. Paid Sick Days Action (April 2021)

EMMANUEL COLLEGE

On behalf of Emmanuel College, I want to bring greetings to the Shining Waters Regional Council as you meet this fall. It is my hope and prayer that your meeting goes well and that individually and collectively you experience God's presence and blessing in these unusual times. As the Interim Principal, I write to share news of various aspects of life at Emmanuel College.

This fall term at Emmanuel College begins our second full academic year in the midst of the pandemic. After consultation with students, staff, and faculty last winter, a decision was made that classes this fall would be online and that in the winter we would return to having classes in person. The winter plans, of course, depend upon where things stand with the pandemic. This fall we are gradually resuming some in person elements in the College's life. The Emmanuel Library is now open weekdays from 9:00 a.m. – 5:00 p.m., with students able to use that facility, albeit in limited numbers. This development marks a significant change in that from the start of the pandemic until now, the Library has been able to offer only curbside pick-up. Both members of last year's entering class, who had never been able to set foot on campus since they began their studies, and this year's entering class had carefully distanced orientation events on the front lawn of Emmanuel in mid-September. Seeing students physically present on campus, rather than only in small squares in Zoom gathering, was wonderful!

The pandemic forced faculty members to adjust quickly to teaching on line. Now beginning their third term of doing so, faculty members generally feel comfortable with that medium. Emmanuel has begun exploring a half-time hybrid MDiv, where a certain number of courses would be taught each year in an online format or in an in-person intensive format. We need to work with the other colleges in the Toronto School of Theology in this endeavour, so implementation will take some time. However, we think that this development, when we can implement it, will increase the accessibility of Emmanuel College for potential students who find the fully residential aspect of our current MDiv a challenge, given the other realities of their lives. We think this increased flexibility will be very good for the United Church if, as we hope, it makes it possible for more persons to prepare for ordained ministry in the denomination.

Emmanuel College will have a visit from an accreditation team from the Association of Theological Schools at the end of September. Emmanuel is an accredited school, but theological schools must undergo re-accreditation every ten years. The significant preparatory work for re-accreditation was completed this past summer under the fine leadership of Nevin Reda. One plus of the re-accreditation process is that the required self-study forces a theological school to do serious self-reflection about all aspects of its life and work. In doing this work at Emmanuel College, we have become aware of areas where we need to make changes. We think these changes will strengthen the College and enhance its work as an educational institution preparing individuals for various forms of ministry and service.

Emmanuel College continues to provide significant financial support to students. Through the John W. Billes Fund, Emmanuel is able to give grants covering 100% of tuition to all domestic students who are registered full-time in the MDiv programme and who are engaged in The United

Church of Canada's candidacy process. The application deadline is April 30, 2022. For more information about studying at Emmanuel College and about the financial support available for all Emmanuel programmes, whether one is studying full-time or part-time, please contact Andrew Aitchison (emmanuel.admissions@utoronto.ca)

Support for the Annual Fund last year enabled Emmanuel to provide emergency support for students who faced additional financial challenges because of the pandemic. Our international students have been especially affected by the pandemic. We are grateful for the support from communities of faith, alumni/ae, and friends that has enabled the College to assist students particularly impacted by the pandemic.

Emmanuel is offering an increasing number of Continuing Education events on line. These events are offered through the Centre for Religion and its Contexts. Shortly after I began in mid-August, the Centre hosted a symposium entitled "Re-thinking Preaching," and the intention is to make this symposium an annual event. A list of this fall's offering are found on the Emmanuel College web site at <https://www.emmanuel.utoronto.ca/the-centre-for-religion-and-its-contexts/continuing-education-events-and-courses/> For further information about these events and about applying, please contact Shawn Kazubowski-Houston: ec.events@utoronto.ca.

Please follow us on social media:

Facebook: @EmmanuelCollegeofVic
Twitter: @EmmanuelColleg2
Instagram @emmanuelcollegetoronto

The search process for a new Principal has begun. While we are early in that process, the goal is to have the College's new Principal in place for July 1, 2022.

If you have questions or are seeking further information about Emmanuel College, please be in touch with us.

Yours sincerely,



Rev. Dr. John H. Young,
Interim Principal

CENTRE FOR CHRISTIAN STUDIES

A Year of Imagining Everything Differently

Pandemic - *The pandemic (re)shaped everything in 2020...*

Spring - onset

With the pandemic onset in Canada, within days we went from wondering whether our plans would be impacted to making the decision to move all circles and events online. Our staff began working from home as cities shut down. It was a time of enormous uncertainty. Students and staff plunged into online life. Our spring learning circles were creatively and quickly adapted for online gathering. Our Banquet and Annual Service of Celebration in person events were cancelled, and graduation instead marked with a Virtual Tea.

Summer – space to breathe

Online learning continued with the Relationship learning circle. Our Learning on Purpose circle was cancelled; and new students were invited to participate in a LOP-Lite orientation program. Woodsworth House re-opened to staff.

Fall – second wave

Staff continued to flex working from home or at the school. Our learning circles continued to be online, including: Integration Year, Ministry as Listening, Eco-Justice, Ministering by Word and Example. Some students proceeded with field placements, while others focused on external courses, which were widely available online.

Progress – *Sometimes just pressing on felt like progress, but we did more...*

Education

We continued to innovate online pedagogy. In April we held a series of pandemic responsive workshops on topics such as Online Annual Meetings and Trauma Informed Pastoral Care. We held 10 Learning Circles online, including three new one circles: Power and Privilege Circle, Eco-Theology Circle and Ministering by Word and Example Circle. We continued with free-of-charge public workshops with our CCS Fridays series, exploring topics including Queer Biblical Interpretation, Apocalypticism and (the still popular) Online Annual Meetings. Members of our learning community presented and participated at conferences including the Christian Left Conference (Emmanuel College), Competency Based Theological Education Conference (Competency Based Education Network) and Liberating Our Bodies: Sexual Politics, Queer Resistance and Religious Alliance Today (Jakarta Theological Seminary).

Justice

2020 started with Indigenous blockades of rail lines that brought an early silence Winnipeg from absent railcars. A deeper silence accompanied the first months of the pandemic, along with stark truths about who was vulnerable in our society. The silence was broken in the summer by Black Lives Matter protests raging against George Floyd's murder. CCS renews our affirmation that Black Lives Matter, our commitment to right relationship with Indigenous Peoples and stands against anti-Asian racism and violence.

Transformation

In the midst of change, challenge and response, we learned more about the resilience of field-based education – students have continued to learn with local committee and in local context, including field education. Our networks of connection were strong and flexible enough to hold us together through isolation. We found this to be true for our staff team as well – practices of connection with out-of-province staff proved invaluable when everyone was dispersed and isolated at home.

Our new social media partnership with Strategic Charm has refreshed our online presence, connecting us with old friends and reaching new folks.

One of our actions arising from our commitment to #BlackLivesMatter has been revising assigned reading lists with an anti-racist, decolonial lens. We are more stringently assessing the whiteness of our assigned authors, and making changes, circle by circle.

Planning - while trying to plan for the future in 2020 often felt like gazing into a foggy crystal ball, some things became crystal clear...

Recruitment

Theological schools can no longer rely on a steady intake of students being identified and encouraged through denominational processes of call and discernment. We will be moving forward with hiring a part time Recruitment Coordinator in 2021 to connect with potential diploma, certificate and continuing education learners.

Sustainability

A long-term future for the Centre must include financial sustainability. Denomination funding is decreasing. CCS donors remain committed to diaconal education, and blessed us with extraordinary generosity in 2020. Our investment in Development education resulted in large fundraising increases.

Partners

We are blessed with collaborative, generative partners, including:

- Anglican and United Churches
- Diakonia of the United Church of Canada
- Anglican Deacons
- Diakonia of the Americas and Caribbean
- Diaconal Mentors, Field Placements, Learning Facilitators, Local Committee members, Council and Committee volunteers
- St Andrew's College
- St Stephen's College
- Sandy Saulteaux Spiritual Centre
- Strategic Charm (social media managers)

Our Year Book, Financial Statements and Annual Report may be found at: <http://ccsonline.ca/event/ccs-annual-general-meeting-2021/>

Prepared in April 2021

DRAFT BUDGET

SWRC - Draft Budget Projection 2021-2026

INCOME	Actual 2020	Approved 2021	2022	2023	2024	2025	2026
Grant Income							
PTCC			616,000	600,000	600,000	600,000	600,000
TUCC			59,500	59,500	59,500	59,500	59,500
			675,500	659,500	659,500	659,500	659,500
Investment Income	180,212	25,000	100,000	100,000	100,000	100,000	100,000
National Grants							
Assessment	325,000	325,000	325,000	325,000	325,000	325,000	325,000
M&S Grant	289,000	240,000	240,000	194,400	174,960	157,464	141,718
Salary	99,000	99,000	99,000	99,000	99,000	99,000	99,000
	713,000	664,000	664,000	618,400	598,960	581,464	565,718
Transfer from Toronto Conference	219,752						
Property Income							
Development					38,000	309,500	543,000
Sale		1,655,400	1,265,300	1,266,200	811,940	465,736	108,782
		1,655,400	1,265,300	1,266,200	849,940	775,236	651,782
Total Income	1,112,964	2,344,400	2,704,800	2,644,100	2,208,400	2,116,200	1,977,000
Expenses							
Clusters and Networks	6,700	5,000	5,000	5,000	5,000	5,000	5,000
Committees	2,224	1,000	1,000	1,000	1,000	1,000	1,000
Contingency/Misc.	25,137	55,000	55,000	55,000	55,000	55,000	55,000
Commissions							
Communities of Faith	18,976	100,000	25,000	25,000	25,000	25,000	25,000
Intercultural Diversity			25,000	25,000	25,000	25,000	25,000
Pastoral Relations	15,739	55,000	25,000	25,000	25,000	25,000	25,000
Social & Ecological Justice	2,529	10,000	25,000	25,000	25,000	25,000	25,000
Executive	633	5,000	5,000	5,000	5,000	5,000	5,000
Finance	28,858	40,000	40,000	40,000	40,000	40,000	40,000
Grants	350,000	575,000	1,140,800	1,078,600	972,900	923,200	873,500
Legal Fees	12,813	20,000	20,000	20,000	20,000	20,000	20,000
Managed Properties	136,682	150,000	150,000	150,000	100,000	75,000	50,000
Office Expenses	66,398	70,000	70,000	70,000	70,000	70,000	70,000
Outreach Ministries	137,137						
Regional Meeting	13,429	80,000	80,000	80,000		80,000	
Staff Team	1,014,302	1,158,400	978,500	980,500	781,000	684,000	700,000
SWRC/CSRC Shared Expenses	1,715	10,000	9,500	9,000	8,500	8,000	7,500
Youth	4,738	10,000	50,000	50,000	50,000	50,000	50,000
	1,838,010	2,344,400	2,704,800	2,644,100	2,208,400	2,116,200	1,977,000
Income less Expenses	- 725,046	-	-	-	-	-	-

NOMINATIONS COMMITTEE

The Nominations Committee is responsible for reviewing nominations and submitting to the Regional Council, its Executive or the Executive Minister, as appropriate, recommendations for election 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) Intercultural Diversity Commission
- h) Grants and Mission Support Committee
- i) Nominations Committee
- j) Equity Leads
- k) General Council Commissioners

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.

The Nominations Committee offers thanks to all those completing their term with this regional meeting, to those who have agreed to a second term and to those who have put their name forward to fill a vacancy. The committee will continue to work on recruitment for the remaining vacant positions, with a particular focus in the coming weeks on the Social and Ecological Justice Commission and the Intercultural Diversity Commission.

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.

- Betty Lou McNabb (ministry personnel) (term as President ending 2023)

Past President

The Nominations Committee gives thanks for the leadership of David Leyton-Brown as President of Shining Waters Regional Council from 2019 – 2021. Prior to that, David served as co-chair of the Transition Commission from June, 2018 through May 2019.

- David Leyton-Brown (lay person) (term as Past-President ending 2022)

Members

- 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) (second term ending 2023)
- Isaac Kamta (ministry personnel) (second term ending 2024)
- Lynn Mooney (lay member) (second term ending 2024)
- Allyce Mutungi (lay member) (second term ending 2024)
- One position available for an Indigenous member named by the Spiritual Gathering on Indigenous Communities
- Five 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.

Membership is a chair and six to ten members.

- 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 (vice-chair) (lay member) (term ending 2023)
- Harry Ramsaran (lay member) (second term ending 2024)
- Gloria Tozek (chair) (lay member) (second term ending 2024)
- Patti Rodgers (ministry personnel) (term ending 2024)
- Two vacancies

c) Intentional Interim Ministry Committee

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

Membership is six members.

- Jim Keenan (ministry personnel) (term ending 2022)
- Kathryn Moase (chair) (lay member) (term ending 2022)
- Anne Hepburn (ministry personnel) (second term ending 2024)
- Sadekie Lyttle-Forbes (ministry personnel) (term ending 2024)
- Cynthia O'Connell (ministry personnel) (term ending 2024)
- One vacancy (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.

The Nominations Committee gives thanks for the leadership of Andrew Comar who has served as the chair of the Pastoral Relations Commission since January 2019 and prior to that as the chair of the Settlement and Pastoral Relations Committee of Toronto Conference beginning in 2012. Andy will continue as a member of the committee.

Membership is a chair and six to ten members.

- William Haughton (ministry personnel) (term ending 2022)
- Barbara Hendren (lay member) (term ending 2022)
- Robin Pilkey (lay member) (term ending 2022)
- Beth Moore (lay member) (term ending 2023)
- Lawrence Nyarko (ministry personnel) (term ending 2023)

- Andrew Comar (ministry personnel) (second term ending 2024)
- Donna Bowman-Woodall (ministry personnel) (second term ending 2024)
- Elizabeth Mackenzie (ministry personnel) (second term ending 2024)
- Paul Stott (lay member) (second term ending 2024)
- Sung Ran Kim (ministry personnel) (term ending 2024)

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.

The Nominations Committee gives thanks for the leadership of Patricia James who has served as the chair of the Licensed Lay Worship Leaders Committee since January 2019. Patricia will continue as a member of the committee.

Membership is a chair and four to six members.

- Patricia James (ministry personnel) (term ending 2022)
- Pat Edmonds (LLWL) (term ending 2022)
- Lisa Pfau (lay member) (term ending 2022)
- Jeannette Schieck (lay member) (term ending 2022)
- Emily Gordon (ministry personnel) (second term ending 2024)
- Glen Greenwood (LLWL) (second term ending 2024)

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.

If the proposal: *Continuation of the Social & Ecological Justice Commission* is approved, the Nominations Committee will move that the terms of the following members be extended by one year to end in 2022:

- Susan Eagle (chairperson) (ministry personnel) (term ending 2021)
- Tina Conlon (lay member) (term ending 2021)
- Lois Brown (ministry personnel) (term ending 2021)
- Moon Ja Park (lay member) (term ending 2021)
- Cameron Watts (ministry personnel) (term ending 2021)
- Five vacancies

g) Intercultural Diversity Commission

The Intercultural Diversity Commission sets policy and gives direction within their mandate. The Intercultural Diversity Commission will encourage and engage Shining Waters Regional Council, its Executive and Commissions, and its Communities of Faith in honouring and living into intercultural mission and ministry and work to deepen intercultural awareness and respect.

- Joel Saavedra Aguirre (ministry personnel) (term ending 2023)
- Innocent Karuhanga (lay member) (term ending 2023)
- Amy Yea Kyong Lee (ministry personnel) (term ending 2023)
- John Joseph Mastandrea (ministry personnel) (term ending 2023)
- Néstor Medina (ministry personnel) (term ending 2023)
- Moon Ja Park (lay member) (term ending 2023)
- Six vacancies

h) Grants and Mission Support Committee

In October 2021, the Executive approved the merger of the Grants Review Committee and the Mission Support Committee to become the Grants and Mission Support Committee. The Committee receives all grant applications and determines where the application should be directed. This provides one point of entry for all grant requests.

Membership is seven to ten members.

- Peter Farwell (lay member) (term ending 2022)
- Angus MacLennan (lay member) (term ending 2022)
- Deborah Hart (chair) (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)
- Paul Rose (lay member) (term ending 2023)
- Bruce Chappell (lay member) (term ending 2023)
- John Joseph Mastandrea (chair) (ministry personnel) (term ending 2023)
- Dan Clark (lay member) (term ending 2023)

i) Nominations Committee

Membership is eight members including at least two, but not more than four, members of the Executive and up to six members not currently serving on the Executive. These must be members of the United Church but not necessarily members of the Regional Council, at least two of whom are lay members and two are ministry personnel.

The Nominations Committee gives thanks for the leadership of Betty Lou McNabb as chair of the committee since October 2020 and wishes her well in her new role as President of the Regional Council.

- David Leyton-Brown (chair) (Past President) (lay member) (term ending 2022)
- 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

j) Equity Committee/Equity Leads

The Equity Committee goal to identify, support and train leaders to help grow and care for a culture of belonging across the region will be implemented through a change in our governance model whereby the Equity Committee will evolve from a sub-committee of the Executive to a team of Equity Leads. The Nominations Committee will work with each Commission or Committee to identify an Equity Lead.

The Nominations Committee gives thanks for the leadership of Greg Daly and Karen King as co-chairs of the Equity Committee.

k) Commissioners to the 44th General Council

As the incoming President, Betty Lou McNabb is automatically a commissioner to the 44th General Council meeting.

On June 17, 2021, the Regional Council elected the following commissioners:

- Jingle Carolino-Ayupan (lay person)
- Hedy Baker-Graf (lay person)
- Maxwell Giffen (lay person)
- Isaac Kamta (ministry personnel)
- Barbara Lloyd (lay person)
- Steven Loweth (ministry personnel)
- Ken McEvoy (lay person)
- Lynella Reid-James (lay person)
- Dong-Chun Seo (ministry personnel)
- Heather Stevenson (ministry personnel)
- Cameron Watts (ministry personnel)

The following were elected as alternate commissioners and subsequently elected as commissioners by the Executive on September 15, 2021 to fill the remaining two vacancies:

- Lawrence Nyarko (ministry personnel)
- Jeannette Schieck (lay person)

The following were elected as alternate commissioners:

- Jan Breuls-Dorang (lay person)
- David Leyton-Brown (lay person)

PROPOSAL TO SHINING WATERS REGIONAL COUNCIL #2021-01

CONTINUATION OF SOCIAL AND ECOLOGICAL JUSTICE COMMISSION

Origin: Social and Ecological Justice Commission

What is the issue?

The issue to be addressed is the proposal that the Social and Ecological Justice Commission, having completed a two-year trial period, become a permanent commission of Shining Waters Regional Council.

Why is this issue important?

The issue is important because social and ecological justice work needs to be intentionally addressed as an integral part of the ongoing work and witness of Shining Waters Regional Council. The SEJC through the executive of the Shining Waters Regional Council has established a proactive and comprehensive mandate for work that links communities of faith and enables a regional council response in a timely way.

The following Purpose for the Commission was approved by the Regional Council executive:

“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.”

This mandate, work and leadership of the commission are even more relevant as we emerge from the pandemic shutdown. Many communities of faith have struggled to cope with and survive loss of income and interruption in their way of communicating and working with the community. For some this has meant that local social justice initiatives have been significantly reduced or put on hold.

For others, there has been an expressed concern that the pandemic has affected all of us psychologically, moving us into short-term coping mechanism of “planning for the next 12 hours” and losing the energy and insight to address larger “big picture” issues in any concrete and substantive way.

The Commission is prepared to assist and lead in refocusing and clarifying the justice mission of faith communities.

Review of work: (October 2019 – October 2020)

In October 2020, the commission provided a detailed report on its work to date for the regional council meeting. It is attached for information as Appendix 1.

Highlights of that report were:

- *Engagement with communities of faith to identify social justice priorities in local congregational work;*
- *Participation in the Social Justice Network of Ontario Regions (which brings together representatives of all the social justice committees/commissions of the Ontario Regional Councils for information sharing, strategy planning and coordination of action around issues;*
- *Developing working relationships with:*
Network partners such as Living into Right Relations and PalNet,
Ecumenical and interfaith partners such as ISARC (Interfaith Social Assistance Reform Coalition), KAIROS, the Ontario Health Coalition and Campaign 2000, and
Other commissions of Shining Waters Regional Council
- *Working with partners and the Regional Council executive in providing a Regional Council response to:*
Wet'suwet'en crisis
Re-opening of Church Buildings
Marginalized Children
Tragedy at Long Term Care Homes
Black Lives Matter
Guaranteed Livable Income (preparing educational materials and organizing a Vigil)

Review of work: (October 2020 – October 2021)

During the past year the commission has worked on the following areas of concern

- Monitoring Upper York Sewage issue
- Continuing dialogue with partner networks: PalNet and Living into Right Relations Circle
- Continuing work with national church and other regions to develop Guaranteed Livable Income strategy and resources
- Harm reduction, substance use and safe consumption sites: co-operation with seven Regional Councils, in addition to United in Learning, to co-sponsor a series of workshops, "Seeking to Reduce Harm" organized by Jeffrey Dale.
- Christian University degree granting capacity. Letter sent from Regional Council to provincial government. With much public pressure the Ontario Government withdrew support
- Open letter to Toronto city council addressing the need for more support for warming centres, more shelter beds and cooperation with those supporting residents in encampments.
- Development of an action response for communities of faith in GTA for follow up on letter to Mayor Tory re: issue of homelessness and poverty in local neighbourhoods.

- In cooperation with a coalition of groups, a letter sent from Regional Council to the Ministry of Children, Community and Social Services (MCCSS) expressing concern regarding the cessation of benefits to OW and ODSP recipients by the Ontario government. The government backtracked on its proposal.
- Support for Davenport Perth and Jane Finch Community ministries as effective and vital community ministries.
- Development of Good Friday worship materials on the theme of homelessness, available on the Shining Waters website
- Paid Sick Days advocacy with Ontario Government including a letter from Regional Council, on-line petition and materials for communities of faith.
- Being responsive to requests for information about, or follow-up action on issues referred to the commission by communities of faith.

How does this proposal help us to live into our church's commitments on equity?

Both the commission mandate and work focus identify *racial justice and ecological justice* as lenses through which commission work will be viewed and enacted.

How might the Regional Council respond to the issue?

It is proposed that the Regional Council:

1. approve the Social and Ecological Commission as a permanent commission of Shining Waters Regional Council,
2. extend the two-year term of current commission members to the standard three-year term for regional council appointments, and thereafter follow the regional council protocols for appointment and re-appointment of commission members
3. request the Nominations Committee to immediately recruit and appoint new members to fill the vacant positions on the commission to bring the commission to its full complement of 12 members.

Appendix 1
Report to Regional Council, October 2020
From: Social Justice and Ecological Justice Commission
Work Review 2019 -2020

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 which 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 also 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 also 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 ie: 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 cross 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 that “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, and 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.

RAISING OUR VOICE FOR HUMAN RIGHTS

Origin: Palestine Network – Shining Waters (PalNet – SW)

1. What is the issue?

At the creation of the state of Israel in 1948, half the Arab people of Palestine were driven from their homes, and their land. They have never been allowed to return, and life has become progressively worse ever since for those who remained. In recent decades, Israeli settlers have begun to move into the occupied Palestinian territories, setting up homes, businesses and communities that are illegal under international law, further restricting the human rights of Palestinians. The separation wall erected by Israel prevents free movement of Palestinians for work, health, emergencies, family connections and farming. B'Tselem, a widely respected non-governmental human rights organization in Israel declared in 2020 that due to its policies regarding Palestine and Palestinians, Israel has become an apartheid state. Human Rights Watch made the same declaration in 2021.

(The term apartheid was first used to describe South Africa's racist segregation against non-white citizens. Apartheid – Afrikaans for "apartness" – is a crime against humanity under international law. Under the 1998 Rome statute that established the International Criminal Court, it was defined as an "institutionalised regime of systematic oppression and domination by one racial group over any other" with the intent of maintaining that regime.)

The Oslo Accords of 1993 and 1995 created hope that a lasting, equitable solution might be found to assure the continued existence and security of Israel and Palestine. Since then, however, the Palestinian people have been intensely frustrated not only by lack of progress toward peace but by the deepening and broadening of oppression by the Israeli armed forces and the rapid expansion of illegal settlements. In 2020, the government of Israel proposed to annex the Jordan valley and other areas, signaling its abandonment of the Oslo process. The daily struggle for Palestinians includes the military detention of children and youth and extra-judicial killings of civilians, destruction of homes and olive groves, a series of political and judicial decisions, and severe restrictions on their access to water, electricity and medical services. All Palestinians are affected, and all aspects of their society. While people of Jewish heritage are afforded the right to return to Israel, whether or not their forebears ever resided there, Palestinians forced out in 1948, 1967 or subsequently do not have that right, even those with deeds and keys to property.

In response to the deteriorating human rights situation there, the United Church of Canada has spoken out about the plight of Palestinians frequently over the decades. One of the actions it has recommended is that faith communities and United Church entities holding investment funds take economic and other measures to draw attention to the occupation of Palestinian lands, and in particular, to illegal settlements.

2. Why is this issue important?

The United Church has a long relationship with the Jewish people, as described in *Bearing Faithful Witness: United Church–Jewish Relations (1997)* and in United Church policy. However, in the face of systematic abuses by Israel against Palestinians, whose homeland Israel is occupying, the Church must speak humbly and also with persistence. The covenant between humankind and the Holy One does not accord rights to some people that others lack. The shining message of the Torah, the prophets and the entire biblical witness is that those with power look after those without it. It affirms human rights and dignity for all. We seek justice. We resist evil.

Adoption of a strong human rights stance regarding Palestinians and choosing to divest from businesses profiting from illegal Israeli settlements sends a message to Israel that its behaviour is unacceptable to us, and that we will not profit from the Occupation. Muting ourselves on this issue sends a very different message, one that puts the moral authority of the Church in jeopardy by tolerating the persistent oppression of Palestinian sisters and brothers.

3. How does this proposal help us to live into our church's commitments on equity?

Christians have lived in Palestine since the time of Jesus. In 2020, Palestinian churches (including United Church partners) joined together to issue *A Cry for Hope*, evoking the biblical call to do justice. This proposal is in response to that call.

As the United Church seeks to heal its own participation in settler colonialism and racism, it is time to explicitly and publicly reiterate the Church's stated position on human rights for Palestinians, and facilitate pro-rights investment decisions and other actions by all Church bodies holding funds in trust in the form of stocks. To be faithful to its understanding of the Gospel is to take and publicize action on widespread and devastating human rights offenses against Palestinians. This is consistent with our opposing discrimination of any kind on the basis of identity and our commitment to becoming an anti-racist denomination.

4. How might the Region respond to the issue?

Shining Waters Region commits itself to speak out on human rights for Palestinians in an effort to support the ending of the illegal occupation of Palestinian lands, and specifically, to:

- provide practical resources and support to communities of faith in the Region so that they may divest from funds invested in companies profiting from the Israeli occupation of Palestine.

Resources, background on Palestine & United Church policy

- *Cry for Hope* (Kairos Palestine, 2020) <https://www.cryforhope.org/>
- *Bearing Faithful Witness: United Church–Jewish Relations Today* (United Church of Canada, 1997, including the 2003 Statement on United Church–Jewish Relations Today) https://ecumenism.net/archive/docu/1997_ucc_bearing_faithful_witness.pdf

PROPOSAL TO GENERAL COUNCIL #2021-01

MINISTRY PERSONNEL SALARY EQUITY

Origin: Shining Waters Regional Council - Pastoral Relations Commission

1. What is the issue?

We believe that as followers of Jesus the Christ we are called to a way of justice and equity. Recognizing the current state of inequity of salaries of ministry personnel, particularly between personnel in the same community of faith and personnel in the same geographical area, we believe God is calling us as a denomination to create more equitable compensation policies for ministry personnel. Specifically to:

- immediately put into place measures that will assure the same percentage above minimum salary for those in team ministry in one community of faith
- make it part of the work of a community of faith to disclose the amount paid to previous ministry personnel—particularly % above minimum &/or extra benefits—when calling/appointing new ministry personnel
- create an updated resource for ministry personnel re: negotiation process and resources/tools for negotiation, as well as a process whereby ministry personnel are oriented/educated regarding negotiation (this could involve liaisons, Pastoral Relations Ministers, and/or Pastoral Relations Commission, etc.)

2. Why is this issue important?

- the key underlying issue is pay/compensation disparity
- this includes disparity in compensation between large urban congregations and rural congregations; disparity between GCO salaries and pastoral charge salaries; compensation disparity in team ministry within one community of faith; salary inequity in pension resulting from salary inequity throughout careers; compensation disparity between newly called/appointed ministry personnel and (an) immediate predecessor(s)
- pay equity is a theological, ecclesiological and a justice issue
- the key underlying issues are issues of compensation equity for all ministry personnel; the need to create a theology of compensation, rather than a business model of compensation; the question of whether our denomination subscribes to a model of equal pay for equal work, or a model that lifts up qualifications and achievements
- historically the question of salary equity has been an issue since the formation of the United Church in 1925, and the three major founding denominations brought with them differing traditions.
- almost every General Council since has seen the issue arise in memorials or resolutions
- most recently in November of 2014, the General Council Executive approved a minimum comprehensive compensation model for ministry personnel not residing in a manse, to be implemented in July, 2015; since then the church and ministry personnel have been learning how to live into this model, and the weaknesses of this model are now being exposed
- the principles informing this issue include: fairness, equity, justice

- the benefits of these actions support and contribute to the regional councils' mandate of joy, health, and excellence for ministry personnel
- while we are reluctant to 'crystal-ball' the future without action on these issues, we respectfully suggest that if there were no action taken on this issue, there will be increased disparity in compensation packages in our church; the theology of compensation may be lost to the business model of the world; the need for increased equity in our pastoral relations system, as identified in the Final Report of the Equity Goal Research Project of the Shining Waters Pastoral Relations Commission, will not happen

3. How does this proposal help us to live into our church's commitments on equity?

- regarding welcoming people of all sexual orientations and gender identities into full membership and ministry in the church, this proposal offers some initial ways of assuring all ministry personnel are paid the same amount for the same work, regardless of sexual orientation and/or gender identity
- regarding committing to becoming an intercultural church, this proposal offers initial ways of insuring that all ministry personnel are treated fairly during all pastoral relations processes, including salary and benefit negotiation
- regarding opposing discrimination of any kind on the basis of identity, and developing an anti-racism policy and committing to becoming an anti-racist denomination, this proposal offers simple steps that can be taken towards assuring that all ministry personnel are treated fairly and impartially

Who has been consulted in the development of the proposal? Was the proposal developed "with" people, or "on behalf of" people? What might be the impact of this proposal on people and communities? Who is advantaged and who is disadvantaged by this approach?

- the Pastoral Relations Commission of Shining Waters Regional Council was consulted in the development of this proposal
- the Final Report of the Equity Goal Research Project, done for the Pastoral Relations Commission of Shining Waters Regional Council was consulted. This report was developed with interviews of ministry personnel, search committees and pastoral relations liaisons. This report is the result of the commitment of the Pastoral Relations Commission of Shining Waters Region to examine the regions's pastoral relations policies and procedures through an equity lens. The commission was particularly interested to know how racist/sexist/ableist bias has impacted ministry personnel and the pastoral relationships in our communities of faith in Shining Waters Regional Council. See Appendix and <https://shiningwatersregionalcouncil.ca/wp-content/uploads/2021/06/Equity-Goal-Research-Project-Final-Report.pdf>
- a paper entitled Paying the Pastor: A Critical Analysis of the Development of Salary Policy in the United Church of Canada, written by Paul Stott, was consulted
- ministry personnel working in team in a pastoral charge could benefit from this proposal
- while communities of faith will not be disadvantaged by this proposal, they could be 'pushed' to examine more closely their assets and their theology of compensation

4. How might the General Council respond to the issue?

Shining Waters Regional Council proposes that the General Council could:

A. Study/discussion of the issue

- Study and develop a theology of compensation that would inform new compensation policies in the future

B. Action on the issue: General Council could

- immediately put into place measures that will assure the same percentage above minimum salary for those in team ministry in one community of faith
- make it part of the work of a community of faith to disclose the amount paid to previous ministry personnel—particularly % above minimum and/or extra benefits—when calling/appointing new ministry personnel;
- pastoral relations commissions be mandated by GC to include a process to inform and coach ministry personnel in negotiation of fair compensation
- create an updated and enhanced resource for ministry personnel re: negotiation process and resources/tools for negotiation, as well as a process whereby ministry personnel are oriented/educated regarding negotiation (this could involve liaisons, Pastoral Relations Ministers, and/or Pastoral Relations Commission, etc.)
- examine how compensation contributes to the UCC's equity work and strategies
- examine the Shining Waters Equity Goal research as a contribution to the church's work on this issue.

5. For the body transmitting this proposal to the General Council:

Are there comments, affirmations, suggestions you would like to make with respect to this proposal? Is this proposal in response to a previous proposal, motion or action? If so, please name the previous action(s) and proposal number(s).

If you have questions regarding this proposal, please send them to info@generalcouncil44.ca.

APPENDIX A

QUOTES FROM EQUITY RESEARCH PROJECT

Many of these direct biases also correlate with systemic biases. For example, there are unwritten norms differentiating the negotiation process for an appointment versus a call. Sometimes this means not haggling over a few months' worth of terms, or Communities of Faith taking the opportunity to save some money while they are in search mode.

- “I had an assumption that because contracts were short, there was no negotiation process. They never opened the door and I don't think I ever knocked.”

- “I am comfortable with the appointment, but if I was offered a call, I would negotiate the heck out of that.”

What becomes problematic about this, is when it is held up against the statistics of who (gender, age, race, etc) are offered appointments versus calls. (See final section for details).—p.28

Many participants would like a set of guidelines and best practices for negotiating terms, beyond what is available in the UCC Pastoral Relations: Search and Selection Handbook (2000), so that these skills are not concentrated among certain privileged demographics.—p. 30

Pro-active regional support and intervention in the initial pastoral relationship, are crucial to many equity-seeking ministry personnel. These include sharing historical information the Regional Council has about a Community of Faith, such as past schisms and landmines, and the previous ministers' terms of call/appointment, particularly % over minimum, technical allowances over basic phone for internet costs, etc. The Regional Council could also encourage discussions with past ministers to understand community dynamics.—p. 31

RAISING OUR VOICE FOR HUMAN RIGHTS

Origin: Shining Waters

1. What is the issue?

At the creation of the state of Israel in 1948, half the Arab people of Palestine were driven from their homes, and their land. They have never been allowed to return, and life has become progressively worse ever since for those who remained. In recent decades, Israeli settlers have begun to move into the occupied Palestinian territories, setting up homes, businesses and communities that are illegal under international law, further restricting the human rights of Palestinians. The separation wall erected by Israel prevents free movement of Palestinians for work, health, emergencies, family connections and farming. B'Tselem, a widely respected non-governmental human rights organization in Israel declared in 2020 that due to its policies regarding Palestine and Palestinians, Israel has become an apartheid state. Human Rights Watch made the same declaration in 2021.

(The term apartheid was first used to describe South Africa's racist segregation against non-white citizens. Apartheid – Afrikaans for “apartness” – is a crime against humanity under international law. Under the 1998 Rome statute that established the International Criminal Court, it was defined an “institutionalised regime of systematic oppression and domination by one racial group over any other” with the intent of maintaining that regime.)

The Oslo Accords of 1993 and 1995 created hope that a lasting, equitable solution might be found to assure the continued existence and security of Israel and Palestine. Since then, however, the Palestinian people have been intensely frustrated not only by lack of progress toward peace but by the deepening and broadening of oppression by the Israeli armed forces and the rapid expansion of illegal settlements. In 2020, the government of Israel proposed to annex the Jordan valley and other areas, signaling its abandonment of the Oslo process. The daily struggle for Palestinians includes the military detention of children and youth and extra-judicial killings of civilians, destruction of homes and olive groves, a series of political and judicial decisions, and severe restrictions on their access to water, electricity and medical services. All Palestinians are affected, and all aspects of their society. While people of Jewish heritage are afforded the right to return to Israel, whether or not their forebears ever resided there, Palestinians forced out in 1948, 1967 or subsequently do not have that right, even those with deeds and keys to property.

In response to the deteriorating human rights situation there, the United Church of Canada has spoken out about the plight of Palestinians frequently over the decades. One of the actions it has recommended is that faith communities and United Church entities holding investment funds take economic and other measures to draw attention to the occupation of Palestinian lands, and in particular, to illegal settlements.

2. Why is this issue important?

The United Church has a long relationship with the Jewish people, as described in *Bearing Faithful Witness: United Church–Jewish Relations (1997)* and in United Church policy. However, in the face of systematic abuses by Israel against Palestinians, whose homeland Israel is occupying, the Church must speak humbly and also with persistence. The covenant between humankind and the Holy One does not accord rights to some people that others lack. The shining message of the Torah, the prophets and the entire biblical witness is that those with power look after those without it. It affirms human rights and dignity for all. We seek justice. We resist evil.

Adoption of a strong human rights stance regarding Palestinians and choosing to divest from businesses profiting from illegal Israeli settlements sends a message to Israel that its behaviour is unacceptable to us, and that we will not profit from the Occupation. Muting ourselves on this issue sends a very different message, one that puts the moral authority of the Church in jeopardy by tolerating the persistent oppression of Palestinian sisters and brothers.

3. How does this proposal help us to live into our church's commitments on equity?

Christians have lived in Palestine since the time of Jesus. In 2020, Palestinian churches (including United Church partners) joined together to issue *A Cry for Hope*, evoking the biblical call to do justice. This proposal is in response to that call.

As the United Church seeks to heal its own participation in settler colonialism and racism, it is time to explicitly and publicly reiterate the Church's stated position on human rights for Palestinians, and facilitate pro-rights investment decisions and other actions by all Church bodies holding funds in trust in the form of stocks. To be faithful to its understanding of the Gospel is to take and publicize action on widespread and devastating human rights offenses against Palestinians. This is consistent with our opposing discrimination of any kind on the basis of identity and our commitment to becoming an anti-racist denomination.

4. How might the General Council respond to the issue?

General Council commits itself to speak out on human rights for Palestinians in an effort to support the ending of the illegal occupation of Palestinian lands.

In this calendar year, the United Church will:

- publicize its support for the human rights of Palestinians and its continued opposition to illegal settlements through a media release and on its website;
- urge the Canadian Government to support the International Criminal Court in its investigation of violations of international law and the Geneva conventions, including the illegal settlements in Occupied Palestine, and the blockade of Gaza, which is a violation of the prohibition of collective punishment.

In this triennium, the United Church will:

- share its support for the human rights of Palestinians and its continued opposition to illegal settlements with communities of faith;
- inform and advise congregations and other bodies holding funds about the divestment actions already taken by the United Church; and how to divest from companies doing

business in or supporting the creation, management or security of illegal settlements on Palestinian territories with resources for education and action;

- renew and increase promotion of advocacy campaigns, such as “Unsettling Goods”, and other theological and educational resources to raise awareness of the situation in Palestine;
- develop a plan in conjunction with UNJPPI National to recognize UC communities of faith that commit to action on justice and human rights for Palestinians including divestment.

Resources, background on Palestine & United Church policy

- *Cry for Hope* (Kairos Palestine, 2020) <https://www.cryforhope.org/>
- *Bearing Faithful Witness: United Church–Jewish Relations Today* (United Church of Canada, 1997, including the 2003 Statement on United Church-Jewish Relations Today) https://ecumenism.net/archive/docu/1997_ucc_bearing_faithful_witness.pdf

PROPOSAL TO GENERAL COUNCIL #2021-03

DECRIMINALIZATION OF ILLICIT SUBSTANCES FOR PERSONAL USE AND HARM REDUCTION

Origin: Shining Waters Regional Council

1. What is the issue?

Within the United Church of Canada, we are called to seek out spaces in which harm may be reduced through meaningful engagement opportunities. This looks and feels differently for each of us, and in this proposal, it is in the understanding that God calls us to seek wisdom and engage more extensively with people living with an active substance-use disorder. If we consider Jeremiah 29:11, “For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope,” (NRSV) then we are following God’s call to be agents of care, more aware of the needs of society, and prepared to be part of the building of a hopeful welfare that reduces harmful societal realities.

The United Church of Canada must accept the responsibility of “care” for all people in society and rewrite its policy approved by the 28th General Council of 1980: “The Use and Misuse of Drugs” which stated “urge the government to use extreme caution regarding changes to legislation that might be interpreted as a relaxation of control of marijuana,” and the policy approved by the 30th General Council in 1984 that stated, “there must be a court appearance” and that “an administrative record of convictions must be kept so that second and subsequent offences can be treated more severely than the first.” In each of these instances, penalties were encouraged. Today, society has begun to recognize that substance use disorder, often connected to illicit substances, is a mental health illness, and as such, must be treated in this capacity. Harm Reduction itself is not the encouragement of illicit substance use, but rather providing a safe space where trained personnel can come to the aid of the person who uses illicit substance. Harm reduction then becomes a “philosophy of care” for all people that there are support people and resources readily available to them.

Harm reduction has called upon the Government of Canada to consider the ways in which people may access services including a national decriminalization of illicit substances for personal use. In *The Georgia Straight*, June 4th, 2018, article titled, ““Why decriminalize?”, Vancouver’s First United at a public discussion, Rev. Dr. Carmen Lansdowne stated, “there are many people for whom using drugs is decriminalized already, just by virtue of the other privileges that they hold in society. And so by making it a health issue and not an issue of criminality, we are removing a barrier that people in this community face.” The United Church of Canada must join with community and medical services across the country in calling on the Federal Government to decriminalize illicit substances for personal use.

The United Church of Canada must also call on itself to engage in harm reduction practices with intentionality and communal response. This proposal calls on the United Church of Canada to study ways in which it can be engaged in harm reduction practices – policies, potential community partnerships, and conversations at the national level.

Note: Proposals for the General Council are for issues of denominational responsibility that go beyond the bounds of a regional council.

2. Why is this issue important?

As we learned in the “Seeking to Reduce Harm” conversations that were hosted nationally through the United Church of Canada’s United in Learning, the call to be a harm reductionist church is both personal and public. Many of our members have been touched by family members or friends who have been lost due to the toxic drug crisis in Canada.

Reverend Barry Morris, who works for the Longhouse Council of Native Ministry in east Vancouver, who shared in the Vancouver Sun article “Hitting too close to home: Minister who conducts funerals for overdose victims loses own son to poisoned drugs” shared that he has worked with people who have lost family members due to overdose/toxic drug deaths, and as a parent who also lost his own son he stated that he often wonders, “the impulsivity that goes with (drug addiction), it seems it’s so strong, so enduring, so haunting and hounding, that I have to wonder, as I have many times, not just in Eli’s case, as to what possibly can intervene?” What Rev. Morris is asking himself is the same questions the church should be asking itself. How might the United Church of Canada engage in harm reduction and how might it live out the deep sense of justice that is required to engage moving forward.

For many, substance use disorder is a reality that is lived out daily. It is part of the way in which they navigate the world, but there are ways to mitigate the harm that results. The United Church of Canada, and the wider church, is called by God to seek out places and spaces in which harm maybe reduced. Such pieces include: Naloxone Training and availability for those who need this life saving intervention. Naloxone has often been dubbed “the Lazarus drug.” Naloxone is a medicine that when administered, reverses opioid overdose. It is an “opioid antagonist”. Naloxone will not influence a person if they do not have opioids in his/her system, but has been proven effective in reversing overdoses related to substances like: heroin, fentanyl, oxycodone (OxyCotin), hydrocodone (Vicodin), codeine, and morphine. While Naloxone is not the only pathway forward, it is one of the many tools within a harm reductionist’s toolbox. It is imperative that communities of faith consider the importance of training in administering Naloxone which saves lives.

Throughout the COVID-19 pandemic, opioid related deaths have been escalating at a higher rate than before. The Church has an important role to play to address this crisis in our midst. By calling on the Federal Government to act in decriminalizing illicit substances for personal use, the number of needless deaths due to opioid and drug use will be fewer and the Church will also become a true “agent of God” more aware of the needs within their own communities of faith.

3. How does this proposal help us to live into our church’s commitments on equity?

Over the course of several years, General Council has made the following commitments on equity. Describe in broad terms the ways in which this proposal engages with some of these principles:

This proposal highlights the need for us to be a church that barrier-free, one that truly examines how we might be able to live into the mission of being a church that is called to “love and serve others.” The DSM-IV recognized that within substance use disorder

By engaging further in our own learning, we are opposing the discriminatory practices within the legal systems of Canada, in relation to illicit substances, and ensuring that each person is treated with dignity and with agency. The differences between decriminalization and legalization of illicit substances is clear, and decriminalization, as the pathway forward suggested by this proposal, would allow for the church’s commitment towards acknowledging that there is discrimination in relation to people who utilize illicit substances for personal use would create space for people who live within a societies’ margins to be able to fulsomely engage with harm reduction services and practices.

The criminalization of illicit substances for personal use disproportionately affects racialized people. In 2020, the Ontario Human Rights Commission published an article titled, *Racial Disparity in Arrests and Charges* in relation to substance use and noted that Black males are 3.6 times more likely to utilize illicit substances in comparison to white males. In a similar consideration, the report also acknowledge that Black people are more likely to experience such tactics as “stop and frisk,” and in turn the racialization of those who utilize illicit substances for personal use has been disproportionally affected by specific police tactics.

It is important to recognize the historic realities of Canadian drug laws. Early drug laws were written to target racialized communities, specifically Asian Canadians. To this day, racialized people are more disproportionately affected by laws related to illicit substances in Canada, for example, according to Harm Reduction TO, “Indigenous Canadians account for 24.4% of the federal prison population, and just 4.3% of the general population,” Indigenous people are 500 % overrepresented in prisons across Canada.

This proposal was built out of several consolation factors. First, it was brought forward through the United Church of Canada’s United in Learning events “Seeking to Reduce Harm,” in which people shared about their own experiences working with/living through their own substance use disorder. It was also written in consultation with people who currently live with an active substance use disorder or are in recovery.

This proposal will allow for the church to engage more fulsomely in relating to people who live with substance use disorder as it will, allow the church to engage a framework of harm reduction that is immediate, but also examining the grace in which the church may share within the wider context of its community.

4. How might the General Council respond to the issue?

- 1) The General Council is to engage nationally with communities of faith, and its members to continue to develop a framework in which the United Church of Canada may work towards harm reduction practices and provide resources for communities of faith to engage locally in conversations relating to substance use disorder and the decriminalization of illicit substances for personal use.

- 2) That the United Church of Canada call on the Federal Government of Canada to decriminalize illicit substances for personal use.
- 3) That the General Council work with the Regional Councils across Canada, in supporting and working with, communities of faith to be trained in administering and housing Naloxone at each community of faith.
- 4) That the United Church of Canada recognize and reflect on its historical stance in relation to the use of illicit substances and the damage it created mentally, physically, emotionally, and spiritually for people, and those closest to them, in relation to living with substance use disorder.
- 5) Persons preparing for ministry in the United Church of Canada be oriented/educated towards understanding the realities of people and their families living with substance use disorder.

PROPOSAL TO GENERAL COUNCIL #2021-04

JURISDICTION OF CLERGY

Origin: Shining Waters Regional Council

1. What is the issue?

We believe God/Jesus/Holy Spirit is calling us to:

- accept that the Optional Benefits Package available to workers in the United Church of Canada is no longer sustainable.
- acknowledge that ministry personnel are ageing, experiencing more chronic illness and more stress related illnesses than the church has previously experienced
- recognize that the Conciliar system no longer functions as a balanced and supportive system for clergy within the United Church of Canada.

2. Why is this issue important?

- The United Church of Canada was founded on what was called the Conciliar system of governance in 1925. That system worked on the basis of interlinked forms of governance that was shared between clergy and lay people.
- In this time of systemic institutional decline, it is the clergy who are bearing the brunt of the effect of the dramatic changes that the church is undergoing.
- There are increasing mental health challenges, bullying and abuse of clergy, as congregational anxiety is directed at ministers.
- It is clear that the restructuring has led to greater isolation and vulnerability for those in ordered ministry.
- There is frequently little recognition of the education and expertise of ordered ministers regarding liturgy and theology.
- This crisis for the order of ministry makes difficult and painful for many existing ministry personnel and will very likely deter others from hearing or accepting a call to ministry.

3. How does this proposal help us to live into our church's commitments on equity?

Over the course of several years, General Council has made the following commitments on equity. Describe in broad terms the ways in which this proposal engages with some of these principles:

- Clergy affected by disregard are found in a variety of communities, ethnicities, cultures, gender identities and orientations, races and abilities. The diversity of clergy in the United Church is greater than it has ever been and the discounting of clergy training, expertise and gifts has never been so great.

A consultation of seventy-eight church workers supplied much of the information for this proposal.

4. How might the General Council respond to the issue?

The Shining Waters Regional Council proposes that the General Council:

- recognize that the restructuring has led to greater isolation and vulnerability for those in ordered ministry and that it create opportunities for collegiality and support.
- undertake a review of the authority of clergy to deal with bullies in the congregation, without the fear that by doing so they will lose their jobs.
- undertake a full review of the current system of local and Regional governance with respect to the support and accountability of clergy be conducted, with a focus on the challenges that ministers are currently facing in a time of systemic decline. Integral to this review will be a consultation with all ordered clergy.
- make no changes to Benefits or the Pension Plan without a consultation with all those affected.
- direct that each Region employ a chaplain whose sole job is the support of clergy.

PROPOSAL TO GENERAL COUNCIL #2021-05

CARE OF THE CHURCH'S MARGINALIZED

Origin: Shining Waters Regional Council

1. What is the issue?

We believe God/Jesus/Holy Spirit is calling us to:

- Improve the Church's policies and procedures regarding those on the Discontinued Service List.
- There are sections of The Manual that throughout history have undergone significant changes. This includes sections of The Manual referring to the Discontinued Service List. (DSL)
- Individuals on the DSL are directly affected by the changes on The Manual, sometimes significantly.
- Currently, the United Church of Canada and its courts do not inform those on the DSL of those changes as they occur.
- Those on the DSL are marginalized and often do not receive this information formally or informally.

2. Why is this issue important?

The impact of current policies and procedures can be considerable.

- Changes to The Manual cause individuals on the DSL to violate the parameters of the DSL regulations unknowingly.
- Changes to The Manual have affected the lives and volunteer work of those on the DSL
- Changes to The Manual are applied inequitably to those on the DSL.
- Changes to The Manual have affected the readmission process of individuals from the DSL to the Roll of Ministry

3. How does this proposal help us to live into our church's commitments on equity?

- Individuals on the DSL encompass all aspects of the church's diversity. Ensuring that justice is enacted to those on the DSL will include justice to those of a variety of races, ethnicities, cultures, gender identifications, classes, abilities and challenges.
- People currently on the DSL have been consulted about this proposal. It was developed with them but is submitted on behalf of them as there is no mechanism for them to speak as a collective or participate in the courts of the church.

4. How might the General Council respond to the issue?

The Shining Waters Regional Council proposes that:

The General Council Office will contact those individuals currently on the DSL to inform them of appropriate changes to The Manual since each individual's original placement on the DSL. Following each meeting of the General Council the General Council Office will contact each person on the DSL to inform them of any changes (or absence of changes) to sections in The Manual pertaining to those on the DSL.

PROPOSAL TO GENERAL COUNCIL #2021-06

VOCATIONAL PROCESS ACCOUNTABILITY

Origin: Shining Waters Regional Council

1. What is the issue?

While there is a great deal of accountability for Candidates and Inquirers within the denomination, there is virtually no accountability for those overseeing the vocational process.

We believe God/Jesus/Holy Spirit is calling us to:

- Ensure that Candidates for Ministry are treated equitably, competently, and with compassion
- By ensuring that the Offices of Vocations and Candidacy Boards are transparent and accountable with their processes
- And are subject to review by the broader church as well as by past and current Candidates and Inquirers

2. Why is this issue important?

- The call to ministry is a sacred covenant with God that needs to be respected and cherished. Those who are called to this covenant will be treated with respect and justice.
- There is a wide divergence in requirements for vocational training across the Regions, and even from Candidate to Candidate within individual regions. There is also a broad divergence in the competence of Offices of Vocations and Candidacy Boards.
- The new governance model promised greater flexibility and more individualized pathways to ordination and commissioning, but this has opened the door for favouritism and/or discrimination. (We know of Candidates whose process has increased in time and requirements, we know of none whose time has decreased no matter what previous education or experience the Candidates had.)
- The National Church voted against “settlement” at GC43. Some Candidacy Boards and Offices of Vocations appear to be re-implementing settlement by unilaterally appointing students to particular communities of faith without appropriate input from the students or the communities of faith.
- We are a justice seeking church, and justice requires fairness and impartiality.
- If we do not address this issue we will continue to see a rise in distrust between General Council, the Regions and the Communities of Faith who are in relationship with Candidates and Inquirers which subsequently leads to distrust between the broader church and Clergy and Communities of Faith.

3. How does this proposal help us to live into our church's commitments on equity?

Many students have been consulted in the drafting of this proposal. They have identified feeling discriminated against on the basis of age, gender identity, education, disability and race. Students who are named under each of these identities have been actively consulted in the development of this proposal. Creating a more transparent and equitable vocational process benefits our Candidates; future (and present) clergy; and the congregations they serve.

4. How might the General Council respond to the issue?

The Regional Council proposes that the General Council could:

- A. An oversight body (of the Candidacy Board and Offices of Vocations) will be put in place that includes past and present Candidates and Inquirers
 - With a mandate to conduct regular assessments of the Offices of Vocations and Candidacy Boards
 - The assessment will include an analysis of how many Candidates complete the process over what period of time
 - There will be SMART (Standardized Metrics that are Achievable and Realistic in an appropriately Timely manner) requirements for Candidates and Inquirers including a set expectation of how many Learning Competencies and additional education modules (e.g. CPE) are required
 - There will be an analysis of how many Candidates/Inquirers maintain the baseline and how many diverge from that baseline. Any divergence will require a written rationale from the OV Minister and the Candidacy Board.
 - Upon ordination or commissioning, ordinands and commissionands will be invited to conduct a confidential review of the Candidacy Board and the Office of Vocations.
- B. Candidates and Inquirers will have the right to a support person of their choosing to attend any meetings with the Candidacy Board, Office of Vocations or their representatives.
 - The options for attending support persons will not be limited by the Office of Vocations or Candidacy Board. (eg. Faculty, Family Members, or Members of Denomination Staff may not be excluded)
 - The support person of any Candidate or Inquirer will attend all meetings of the Board or Office in which the Candidate or Inquirer is discussed, so as to provide transparent and accurate feedback for the Board and the Candidate or Inquirer. Candidates and Inquirers will apply for Learning Sites through ChurchHub.
- C. The Office of Vocations and Candidacy Board will not appoint or dismiss students to/from sites without consultation and authorization of the Community of Faith and the Candidate or Inquirer.

PROPOSAL TO GENERAL COUNCIL #2021-07

SENIOR GCO AND REGIONAL STAFF PERFORMANCE REVIEWS

Origin: Shining Waters Regional Council

1. What is the issue?

We believe God/Jesus/Holy Spirit is calling us to:

- be leaders in the area of human relations, accountability, transparency and workplace justice
- engage the topic of assisting employees in personal and professional self-development
- respond to the challenge of the separation of the vision and mission of the church from the employment conditions of the senior staff
- ensure a transparent process that is absent of unconscious bias and is accountable to the whole church on a regular basis
- to exercise accountability to employees, members, partner agencies, and the public as a registered charity
- to use recognized best practices Full Circle (360°) * performance reviews for GCO and Regional staff

2. Why is this issue important?

For example:

- James 2:1-7 instructs the church to engage in justice and to do the best possible to mitigate biases.
- the church is an institution that is privileged to be given charitable status by the Government of Canada and Provincial Governments and it is incumbent upon it to respect this status by utilizing the best practices in evaluation of the interaction of its staff with employees, members, partner agencies, and the public.
- without a Full Circle review embedded, unconscious biases in evaluation and staff development could emerge/continue; systemic power imbalances can allow abuses to emerge/continue. The absence of a Full Circle review continues a lack of transparency regarding institutional systems and inter-faith/agency relationships.

3. How does this proposal help us to live into our church's commitments on equity?

Engaging in the Full Circle process gives voice to those who may have been silenced in the past.

- adopting the Full Circle performance review gives voice to First Nations partner agencies/organizations to participate in the performance reviews of those people representing the church who interact with them.
- adopting the Full Circle performance review will empower ministries and personnel by engaging in the review process of those who interact with them most closely, including: indigenous partners, the sexual and gender oppressed,

* The term is called a "360 review" because performance feedback is solicited from all directions in the organization. The objective of the feedback is to give the employee the opportunity to understand how their work is viewed in the total organization by coworkers in any position.

various cultures, ethnicities, heritages, races,
differing physical, mental and intellectual abilities,
Francophone
differing classes

- adopting the Full Circle review will be one additional step to mitigating discrimination, intentional and enculturated, individual and systemic by engaging individuals and partner organizations/agencies who represent a variety of races, ethnicities and heritages.

Parish and community ministry personnel, academics, students, and lay members of the church representing both French and English, seniors and youth, gender diversity and those who have various physical, mental and cognitive abilities have spoken informally and in various support groups to develop this proposal. The impact of the proposal would be to mitigate personal and systemic biases within the church and its oversight personnel. It reduces power inequities and enhances the identification of strengths and developmental needs for individual employees and for systems.

4. How might the General Council respond to the issue?

The regional council proposes that the General Council could:

Adopt a policy that the United Church of Canada will engage in Full Circle (360°) performance review for its GCO and Regional Office staff that is to be no less frequent than biennial.

A Full Circle review process is not static. The General Council should engage skilled representatives from labour and industrial relations to work with those responsible for overseeing performance reviews to develop Full Circle performance assessment tools that respond to the variety of individuals, positions and environments in which people perform their ministries.

PROPOSAL TO GENERAL COUNCIL #2021-08

REVIEW OF NEW STRUCTURE

Origin: Shining Waters Regional Council

1. What is the issue?

As a church, we seek always to be faithful to God as revealed in Jesus Christ and guided by the Spirit. In 2018 we were obliged to streamline our structure to respond to a profound change from the context of 1925 or even that of a generation ago. In the new structure we sought to honour the intentions of those who had gone before while designing systems and processes that would enable us to support one another and give leadership in our and subsequent generations. It is common for organizations such as ours to institute a review after a major redesign.

How did we do? Is the new structure working as intended? Have the past five years revealed any gaps or weaknesses?

2. Why is this issue important?

In order to answer those questions and discover whether or not there are any improvements to be made or deficits to correct, we need to study the new structure and ask one another if and how it supporting ministry: local, regional and national. We acknowledge the forward-looking work done to create new systems. Now that we can look back at five years of experience with it we owe it to ourselves and those who come after to examine the new structure with a view to its faithfulness and efficacy. If we can see ways to modify our structures in light of any patterns of effectiveness or ineffectiveness, it is our responsibility to do so.

As Christians and communities of faith we are always reviewing the gap between our stated and operative theologies and spiritual principles with a view to having them more closely align. A review of our new structure would allow us to do the same for the United Church as a whole.

3. How does this proposal help us to live into our church's commitments on equity?

A review will reveal ways we have been more or less faithful to our many commitments to equity, so this proposal concerns all these principles:

- adopting [the United Nations Declaration on the Rights of Indigenous Peoples](#) as the framework for reconciliation between Indigenous and non-Indigenous peoples;
- adopting the [Calls to the Church](#) from the Caretakers of our Indigenous Circle as the basis for a new relationship;
- welcoming [people of all sexual orientations and gender identities](#) into full membership and ministry in the church;

- committing to becoming [an intercultural church](#);
- committing to becoming an open, accessible, and barrier-free church, where there is [full participation of people with disabilities](#);
- working towards functional bilingualism and ensuring that Francophone ministries are an integral part of the church's identity, mission, and vision;
- [opposing discrimination](#) of any kind on the basis of identity; and
- developing an anti-racism policy and committing to becoming an [anti-racist denomination](#).

This proposal comes originally from Unifaith Unifor Community Chapter, an association of active and retired ministry personnel and family members from across the whole country with a broad experience of the life of the church and deep commitment to its prophetic presence in the nation and the world. It was developed both “with” people and “on behalf of” people.

The impact of this proposal will be to uphold the people and communities of faith of the United Church as they are consulted on their lived reality in the new structure. It seems to those who drafted it that it would advantage all of us and disadvantage no one.

4. How might the General Council respond to the issue?

The mover proposes that the General Council could:

Conduct a review/study/discussion of the issue

A review would likely include various kinds of information gathering such as questionnaires, polls, focus groups and perhaps some longer interviews. This would begin by testing parameters for the review itself, such as testing the new structure in light of the equity lens listed above, and also the experience of those involved in the church's human resources systems and processes.

Information gathered and synthesized would be shared with the whole church to test accuracy and adequacy of the draft results. Review design would follow a participatory research model, in other words.

The review would involve consultation with those close to the design process of the new structure and access to relevant working papers from that process so that the stated intent of the current structure could be compared to its actual operation. Discussion at all levels of the church (community of faith, region, GC commissioners & staff) surrounding the review and study will broaden awareness of our overall mission, and how our structure is intended to facilitate it. This will generate a greater sense of ownership among all members and adherents.

PROPOSAL TO GENERAL COUNCIL #2021-09

VOCATIONAL REVIEW AND DISCIPLINE ACCOUNTABILITY

Origin: Shining Waters Regional Council

1. What is the issue?

While there is a great deal of accountability for ministry personnel within the denomination, there is little accountability for those overseeing the review and discipline process.

We believe God/Jesus/Holy Spirit is calling us to:

- Ensure that ministry personnel are treated equitably, competently, justly and with compassion
- Ensure that the Offices of Vocations and review and discipline processes are transparent and accountable to the broader church.
- Ensure review and discipline decisions are subject to analysis and assessment by the broader church as well as by past and current ministry personnel.

2. Why is this issue important?

- The call to ministry is a sacred covenant with God that needs to be respected and cherished. Those who are called to this covenant will be treated with respect and justice.
- There is a wide divergence in review and discipline practices in the Regions, and even between various subjects of review and discipline, within individual regions. This may be due to divergence in the competence of Offices of Vocations staff and reviewing disciplining bodies.
- We are a justice seeking church, and justice requires fairness and impartiality.
- The apparent arbitrariness of the justice issue causes distrust between General Council, the Regions and the Communities of Faith who are in relationship with ministry personnel.

3. How does this proposal help us to live into our church's commitments on equity?

- Many current and former Ministry Personnel who have been subjects of discipline in the church have given input in the drafting of this proposal. They have identified feeling unduly reviewed and disciplined on the basis of age, gender identity, education, disability, ethnicity, culture and race. Current and former Ministry Personnel who identify with each of these communities have given input to the development of this proposal. Creating a more transparent and equitable review and discipline process benefits all ministry personnel and the communities they serve.

4. How might the General Council respond to the issue?

The Regional Council proposes that the General Council will:

- Establish a discipline process oversight body that includes non-staff representatives from

each region, with a mandate to conduct regular assessments of the Offices of Vocations and its review/discipline actions and activities.

- There will be SMART (Standardized Metrics that are Achievable and Realistic in an appropriately Timely manner) requirements for review/disciplinary action.
- Establish a central repository of official review and disciplinary documents accessible for analysis and assessment.
- Upon completion of a review and/or disciplinary process, the subject of the review, and the subject's companions, families and advocates will be invited to conduct a confidential review of the review and disciplinary process and structures, and of the Office of Vocations.
- Provide to the advocate of any subject of review and discipline access to all meetings associated with the review and discipline action when the subject of the review and discipline wishes.