



SHINING WATERS
REGIONAL COUNCIL
The United Church of Canada



RECORD OF PROCEEDINGS

October 21, 2020 – November 13, 2021



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COMMUNITIES OF FAITH COMMISSION

MINUTES of a meeting held October 21, 2020, at 9:30 a.m.
by video teleconference.

Present:

Christine Smaller (Chairperson), Bronwyn Corlett, Carolyn Harding, Calin Lau, Amy Lee, Kevin Logie, Sandra Nottegar, Cindy Randall, Harry Ramsaran

Jody Maltby (Staff Lead)

Regrets: Chris Bennett, Gloria Tozek

Welcome, check in and prayer

The chairperson welcomed everyone. Jody gave an acknowledgement of the land and our commitment to being a safe place for all people to gather and participate in our region. Christine offered a reflection based on Psalm 155 and celebrated the creation of the new Intercultural Diversity Commission. Christine offered thanks to Amy for her commitment and persistence in pursuing this vision.

The chairperson constituted the meeting in the name of Jesus Christ.

Innovation Cluster – Diane Matheson-Jimenez

The commission welcomed Diane Matheson-Jimenez who will be doing contract work while Karen Hilfman Millson is on leave. Diane shared her experience of the Innovation Cluster gathering held in partnership with Edge, and hosted by Carla Leon. Eleven congregations and four social enterprises participated in valuable conversation including how we can partner across the region and share resources. Folks agreed to gather again for further conversation. The stories were recorded and Diane is able to share them with anyone interested.

Agenda

MOTION by Kevin Logie/Amy Lee that the agenda approved be as revised.

MOTION

CARRIED

Minutes

MOTION by Cindy Randall/Sandra Nottegar that the Minutes of the meeting of the Communities of Faith Commission of Shining Waters Regional Council dated September 16, 2020 be approved as circulated.

MOTION

CARRIED

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Business Arising

- Collaboration Handbook – Cindy Randall

Cindy had a good meeting via Zoom with Islay Scott on Sept 30th which resulted in several revisions to the handbook. Cindy will review edited version after which Diane will continue the work with Islay. The commission offered thanks to Cindy and Islay for their work, care and diligence. This handbook will be useful for years to come. It will come back to the commission for consideration in November or when ready.

- Mapping Process – Jody Maltby

Jody reported that staff are following up with Edge to try and get the mapping process moving forward. We heard at the last meeting that this work and the information it will provide is critical to our equity work.

Wise Speaker: Jordanna Wright

The commission welcomed Jordanna Wright who coaches ministries and other organizations about equity. Jordanna offered a number of reflections some of which include:

- We can't build a vibrant community unless everyone locally feels included and welcome.
- Equity is an important stepping stone for the UCC in becoming the community it wants to be.
- In particular there are opportunities to do this work well with congregations in vibrant downtown diverse communities.
- Often, well-meaning people who want to do this work aren't able to make the necessary connections so that leadership and participation in the life of congregation reflects the diversity in the community.
- It is important to have diversity within any group creating equity policy.
- Make sure those affected by policy have input into the policy.
- Use equitable process to create equitable policy.
- Don't rely only on fellow ministers to reflect the lived experience of specific groups. Being expected to educate their peers can put unfair pressure on ministers.
- If someone is brought in to help with education it is important that they are fairly compensated for their time and expertise.

Following her comments, the commission asked themselves how we might help congregations to be sustainable and connected to their community. Is there a process that could bring all congregations to a place where they can start developing equitable relationships, policies and practices? Many congregations use a significant amount of time and budget just to get them to the baseline. Is there a role for the region to provide basic resources, thus allowing congregations to use their resources for big bold projects within the community?

The commission thanked Jordanna for her reflections, following which members checked in around the topic of equity. Some thoughts included:

- Equity as financial net worth v. equity in the church
- Equity is theological – God’s love for all people and all creation – a way to get there. Policies will help, process will help but that is not all we need to achieve vision of wholeness of who we are as church. It’s who, why, how and ultimate goal.
- Access, equipping, removing barriers; that is our challenge and it is diverse.
- One of the encouraging things about the new Intercultural Diversity Commission is that there are many different ways to get to equity and many different barriers and the commission will help us look at this.
- Some ministers struggle with where to put equity in terms of priorities in pandemic – right now everything is pastoral care and keeping people safe. Folks are afraid and isolated and it won’t get better as we head into winter.

Policy Review

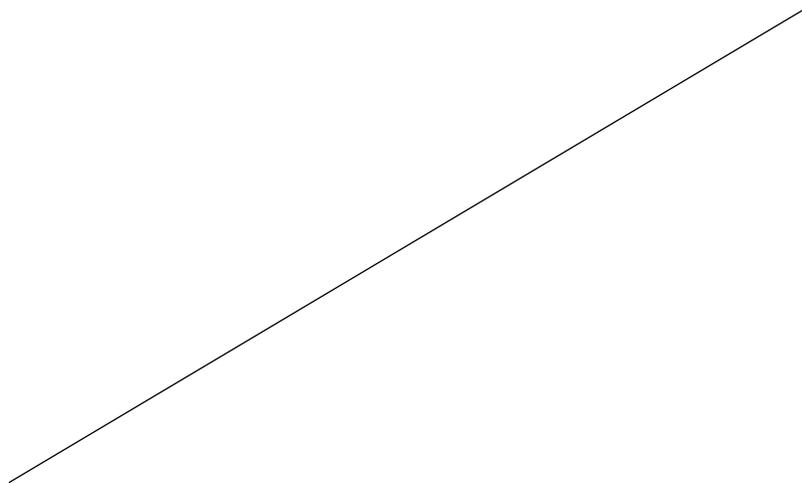
The commission discussed how to engage in policy review in light of our commitment to equity. It was agreed that we would begin by hearing from different voices to inform our lens. Some issues we want to reflect on include ableism, colonialism, and ageism. We want to hear from Affirm and from the United Property Resource Corporation. When ready, the commission will take one meeting to look at all policies. This will also help us to see how the different policies impact each other and where are the gaps and overlaps.

Members were asked to think and pray if there are other voices from whom we need to hear.

Next Meeting: Wednesday, November 18th, 9:30 a.m. – 12:30 p.m. via Zoom.

Opening worship: Kevin Logie, closing prayer: Bronwyn Corlett

Closing: Cindy Randall offered a closing prayer and the meeting adjourned at 11:30 a.m.



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PASTORAL RELATIONS COMMISSION

MINUTES of a meeting held October 27, 2020, at 9:30 a.m.
by video conference.

Present:

Andrew Comar (chair); Todd McDonald (staff); Donna Bowman-Woodall (ordered); Barbara Hendren (lay); William Haughton (ordered); Liz Mackenzie (ordered); Beth Moore (lay); Lawrence Nyarko (ordered); Robin Pilkey (lay); James Ravenscroft (ordered); Paul Stott (lay);

Regrets: Dale Hildebrand (staff – on sabbatical);

Welcome, constituting the meeting and prayer

Andrew Comar, chair, welcomed everyone, called the meeting to order, and opened with a reading and prayer.

Andy acknowledged the territory by reciting the indigenous nations that are currently within the boundaries Shining Waters Regional Council and giving thanks.

Members introduced themselves to our new member the Rev. Lawrence Nyarko.

Agenda

MOTION by Paul Stott / Donna Bowman-Woodall
that the agenda consist of items that had been circulated to the commission in advance of this meeting be approved.

MOTION

CARRIED

Minutes

MOTION by Liz Mackenzie / Beth Moore
that the minutes of the September 29, 2020 meeting of the commission be approved.

MOTION

CARRIED

Omnibus Motion

MOTION by Donna Bowman-Woodall / Barbara Hendren
that the Pastoral Relations Commission take the following actions:

a) **Calls**

... concurs with the request of **Countryside Pastoral Charge (Thornton)** and approves the call to **Sung-Ran Kim**, ordained minister, beginning September 23, 2020, part time based on 20 hours per week with the following terms for Category B and Cost of Living Group Assignment 4: Salary \$59,504 (pro-rated \$29,752) per annum, basic telephone \$500 per annum, Continuing Education and Learning Amount \$1442 (pro-rated \$721) per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this call does require an act of covenant.

b) **Appointments**

... concurs with the request of **Bolton Pastoral Charge (Bolton)** approves the change in terms of their existing appointment and re-appoints **Eleanor Scarlett**, ordained intentional interim minister, beginning September 25, 2020 to June 30, 2021, part time based on 30 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$70,796 (pro-rated \$53,097) per annum, basic telephone \$500 per annum, Continuing Education and Learning Amount \$1442 per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Lemonville Pastoral Charge (Lemonville)** and appoints **Nancy Umphrey**, Candidate supply, beginning October 1, 2020 to June 30, 2021, part time based on 20 hours per week with the following terms for Category Step 1 and Cost of Living Group Assignment 5: Salary \$60,359 (pro-rated \$30,179.50) salary in addition to the minimum at 4.4% which equals \$2,656 (pro-rated \$1328) for a total salary of \$63,015 (pro-rated \$31,507.5) per annum, basic telephone \$600 per annum, Continuing Education and Learning Amount \$1442 per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this appointment does not require an act of covenant.

c) **Recommendations from the Licensed Lay Worship Leaders Committee meeting held October 19, 2020**

... concurs with the recommendation of the Licensed Lay Worship Leader Committee, and approves **Donna Gileno** to be reconfirmed as a Licensed Lay Worship Leader within the bounds of Shining Waters Regional Council for a three-year period.

... concurs with the recommendation of the Licensed Lay Worship Leader Committee, and approves **Scott Martin** to be reconfirmed as a Licensed Lay Worship Leader within the bounds of Shining Waters Regional Council for a three-year period.

MOTION

CARRIED

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Report from staff

a) Liaisons

The following liaisons have been appointed by staff:

Elizabeth Cunningham appointed to Bond Head/Newton Robinson Pastoral Charge (near Bradford) for a search for a new minister.

b) Pastoral Charge Supervisors

The following Pastoral Charge Supervisors have been appointed by staff:

Tony Asselstine appointed as Pastoral Charge Supervisor to Lefroy Pastoral Charge, starting September 29, 2020 as the pastoral charge is without a minister.

Equity Goal for 2020-21:

The Pastoral Relations Commission set the following goal for the year 2020-21: Collect data on the pastoral relations process from entry point to the end of the first year answering this question: How does unconscious racist/sexist/ableist bias hinder or create barriers for ministers in the congregational setting? Who is chosen? Are there differences in the terms of the pastoral relationship between ministers who are White and all other racialized ministers and why? Also look at that question for the LGTBQ_i community. What is the experience of racialized, BIPOC, differently abled and LGTBQ_i ministers after one year on their pastoral relationship – How does unconscious racist/sexist/ableist bias affect their health, joy and excellence in ministry?

- Todd reported: The goal was sent to the Equity Committee to be included in their presentation to the Shining Regional Council annual meeting on October 17, 2020. The regional council adopted the Equity plan.
- How do we find a researcher to help us answer the questions in the Pastoral Relations Commission goal?
 - Create a Request for a Proposal.
 - Reach out to UCC theological colleges across Canada for potential researchers
 - The Commission appoint a small group from its membership to review proposals and chose a researcher.
 - The chosen researcher meet with the Commission before beginning their work so the person can hear about the context for the research.
 - Finally, that there be an advisory group from the Commission's members to be available to the researcher.
- Timeline: It is hoped that the research would be complete and presented in June 2021.

It was agreed that Todd McDonald would draft a Request for a Proposal and present it to the November 24, 2020 meeting for changes and approval.

Liz Mackenzie left the meeting.

MOTION by Paul Stott / Barbara Hendren
that the Pastoral Relations Commission take the following action:
concur with the request of **Dewi Sant Welsh (EM) Pastoral Charge (Toronto)** and
approves the change in terms of their existing appointment and re-appoints **M. Elizabeth
Mackenzie**, ordained intentional interim minister, beginning March 1, 2020 to June 30,
2021, full time based on 40 hours per week with the following terms for Category F and
Cost of Living Group Assignment 5: Salary \$70,796 per annum, salary in addition to the
minimum at 15% which equals \$10,619.40 for a total salary of \$81,415.40, basic telephone
\$1020 per annum, Continuing Education and Learning Amount \$1442 per annum and all
other terms according to The Manual I.2., and that in accordance with The Manual I.1.9
this re-appointment does require an act of covenant.

MOTION

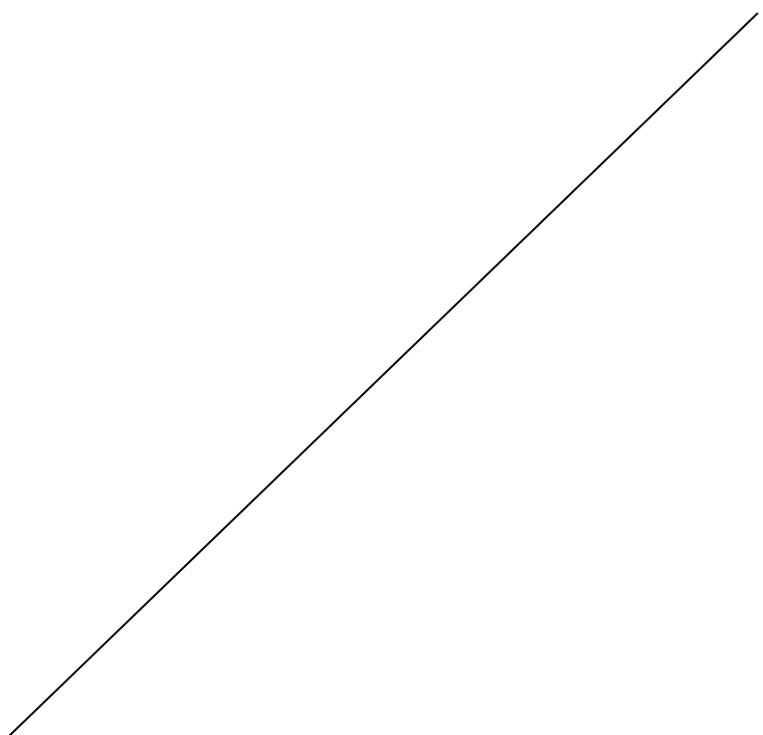
CARRIED

Next meeting

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference
on Tuesday, November 24, 2020 at 9:30 a.m.

End of meeting

Paul Stott closed the meeting with a prayer at 10:04 a.m.



SOCIAL AND ECOLOGICAL JUSTICE COMMISSION

MINUTES of a meeting held November 3, 2020, at 11:00 a.m.
by video conference.

Present:

Susan Eagle (Chairperson), Lois Brown, Tina Conlon, Elizabeth Cunningham, Alana Martin, Moon-Ja Park, Eleanor Scarlett

Susan welcomed Elizabeth Cunningham as a newly appointed member of the commission.

Staff: Bri-anne Swan, Kim Uyede-Kai

Regrets: Cameron Watts, Donna Lang

Welcome, check in and prayer

The chairperson welcomed everyone, opened with prayer, gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

The chairperson constituted the meeting in the name of Jesus Christ.

There was a time of check-in.

Agenda

MOTION by Tina Conlon / Alana Martin that the agenda, be approved as circulated

MOTION

CARRIED

Minutes

MOTION by Tina Conlon / Moon Ja Park that the Minutes of the meeting of the Shining Waters Social and Ecological Justice Commission held July 15, 2020 be adopted as circulated.

MOTION

CARRIED

Email vote

The Commission voted by email in favour of the following in September:

- Endorse the private Member's Bill, M-46 Guaranteed Liveable Basic Income;

- Request that our Shining Waters president send a letter of endorsement for the Private Members Bill to the Prime Minister's office and to the Deputy Prime Minister and Minister of Finance, Chrystia Freeland

The Commission also made acknowledgement of the Commission's Anti-Racism conversations held over the summer.

Business Arising

- Update on summer Anti-Racism workshops and pre-annual meeting conversations about racism – *Susan Eagle*

Is there anything else that we need to be doing about that right now? After we get the feedback from the October 8 and 13 conversations, this will inform the ongoing work of the Commission and what next steps we might be able to take. HyeRan Kim-Cragg's presentation was informed by the pre-annual meeting workshops. These events are not one-offs. There will be additional follow-up. White clergy requested a conversation on their own. Also, a separate conversation for Asian lay/clergy. There was support for trying to dovetail any regional level anti-racism work with the work being done at General Council. It will be key for the commissions taking on anti-racism work to look to the diversity which exists within the Regional Council. The commission asked Bri-anne Swan and Kim Uyede-Kai to be kept in the loop about follow up conversations. There was some question about whether the same format of the pre-annual meeting conversations should happen again, so that those who were not able to attend would have another chance. Elizabeth Cunningham volunteered to be part of a working group, perhaps with members of other Commissions, to look at this work.

- Update on Basic Income strategy and Vigil – *Susan Eagle*

There was a small turnout for the in-person gathering in front of Chrystia Freeland's office due to there being a 25-person limit on outdoor gatherings. Vigil organizers were pleased with the support from Chrystia Freeland's office, with a representative of her staff joining the vigil, receiving the signed letter from Shining Waters Regional Council, and addressing the gathering.

The committee/coalition that's loosely formed between national and regional people will continue to meet.

General Council does not have a media list. Concern was expressed about needing to ensure we have a communication strategy in place, which doesn't seem to exist regionally or nationally.

Action items that were taken,

- Prayer sent out
 - Regional President signed a letter of endorsement
 - Information and a petition for signature was distributed throughout the Region
- "Livable Income" is a new term, mirroring the language of the NDP bill. This is the language that should be used, in order to remain consistent.

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- Commission Report to Regional annual meeting - *Susan*

The report was accepted for information. The report has been previously sent out to Commission members.

- Report from Bri-anne Swan

Bri-anne reported on her activities over the past few months. Highlights include:

- Supporting efforts to create a more welcoming environment for those who have been moved to the Roehampton-Hotel Shelter
- Along with Kim Uyede-Kai, Anti-Racism pre-annual meeting conversations
- Along with Kim-Uyede-Kai, Coordinating the plenary workshop about anti-racism with Dr. HyeRan Kim-Cragg
- Launching *do justice. the podcast*
- Creating justice focused Advent/Christmas/Epiphany materials that can be used for online worship (Calling with the Wilderness:
<https://shiningwatersregionalcouncil.ca/programs-and-resources/justice/cwtw/>)

Part of the *Calling with the Wilderness* resource is a bank of music that can be used for online worship. Leaside United Church, Jubilee United Church and Metropolitan United Church have agreed to contribute pieces. The Commission was invited and encouraged to send Bri-anne material which may be helpful for this resource.

- Visioning follow-up

Congregations who are inclined to, have already completed the social and ecological justice survey identifying their priorities. It is unlikely we will receive any more, even after follow up. In order to move forward, the Commission needs to identify its priorities and passions. Ecological justice and racial justice are identified priorities on a Regional level. Bri-anne will send out an email for people to be able to identify where their passion lies, and what areas of work they would personally be willing to take a leadership role in.

- Finances

Discussion deferred to next meeting

- Workshop end of May

The workshop planned for May 2020 (cancelled because of Covid) is proposed for May 2021.

New Business

- Upper York Sewage Issue

The Upper York Sewage Solution (East Gwillimbury) has been facing opposition from the Chippewas of Georgina Island. The Commission expressed interest in working with the Living Into Right Relations (LIRR) circle, starting with inviting Brandon Stiles, the Chippewas of Georgina Island's Environmental Coordinator, to come and speak to both groups about the proposed sewage plant. Bri-anne Swan will contact Mr. Stiles to check on availability and will be in conversation with Kim Uyede-Kai, who provides staff support to LIRR and Susan Eagle about a meeting date. Commission asked if Brandon Stiles could join us for some time at our next meeting on December 8.

- Christian College Accreditation as a University

There is concern about Charles McVety's Canada Christian College being given University accreditation and the ability to award degrees in arts and science (they are currently able to award degrees in theology and Christian counselling), circumventing normal accreditation processes. The Commission discussed the possibility of drafting a letter in opposition. Susan Eagle will forward the letter from her church when it is completed.

MOTION by Tina Conlon / Eleanor Scarlett that Bri-anne Swan conduct research about Canada Christian College, and consult with the Commission about her findings, with the possibility of a letter being written and sent by the Regional Council.

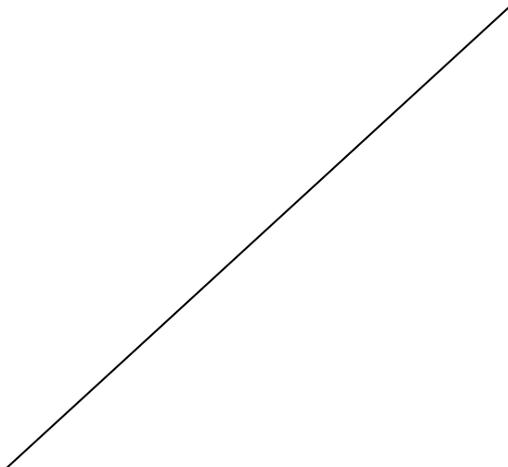
MOTION

CARRIED

Closing

The Chairperson closed the meeting with a prayer and the meeting adjourned at 3:15 p.m.

Next Meeting: December 8, 2020 at 12:30 p.m.



COMMUNITIES OF FAITH COMMISSION

MINUTES of a meeting held November 18, 2020, at 9:30 a.m.
by video conference.

Present:

Christine Smaller (Chairperson), Chris Bennett, Bronwyn Corlett, Amy Lee, Calin Lau, Kevin Logie, Sandra Nottegar, Cindy Randall, Gloria Tozek, Harry Ramsaran

Jody Maltby, Kim Uyede-Kai

Regrets: Carolyn Harding,

Welcome, check in and prayer

The chairperson welcomed everyone, and offered a particular welcome to Chris Bennett on his first attendance at a commission meeting. Kevin offered a reflection on the Book of Lamentations, noting as we move into Advent, that we may need to lament in this time of upheaval and transition as a way of allowing what's being born new in our midst to come to fruition. Christine gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

Members checked in.

The chairperson constituted the meeting in the name of Jesus Christ.

Agenda

MOTION by Amy Lee/Cindy Randall that the agenda be approved as amended.

MOTION

CARRIED

Minutes

MOTION by Bronwyn Corlett/Kevin Logie that the Minutes of the meeting of the Communities of Faith Commission of Shining Waters Regional Council dated October 21, 2020 be approved as corrected replacing the words "Psalm 155" with "a psalm".

MOTION

CARRIED

Email votes

The following decisions were made by email:

- approved the loan renewal of the Christian Resource Centre (Fred Victor Centre) with Toronto United Church Council (TUCC) on the following terms and conditions:
Date: November 1, 2020

Amount:	up to \$275,708
Amortization:	16 years
Term:	3 years
Interest:	the Bank of Nova Scotia 3-year mortgage rate or 4%, whichever is the higher, for the term as of the renewal date.
Payments:	monthly principal and interest
Provision:	payment of renewal administration fee (\$689.27)
Approval:	Shining Waters Regional Council
Security:	revision to promissory note if required
Source:	Investing in Ministry Fund.

- approved the lease agreement between Northlea United Church, Toronto, and Maria Montessori School Inc. dated November 4, 2020.

Bronwyn Corlett was added to the Task Group on governance.

Saint Luke's Intentional Interim Ministry

MOTION by Kevin Logie/Calin Lau that, upon the recommendation of the Intentional Interim Ministry Committee, the Communities of Faith Commission approves the request for an extension of the Intentional Interim Ministry at Saint Luke's United Church, Toronto, to August 31, 2022, based on Saint Luke's Transition Team's Report which their Council fully supports; and further that the Pastoral Relations Commission be requested to extend the appointment of Rev. Jim Keenan by one year as the Interim Minister at Saint Luke's.

MOTION

CARRIED

Collaborative Handbook

Cindy Randall reported on the work that is being doing with Islay Scott. Diane Matheson and Cindy will continue to do more editing and it will hopefully come to December meeting of the commission.

Wise Speakers

Christine Smaller provided some history of the commission for new members. We have been writing policy as we go to be able to address requests from communities of faith in a timely manner, with intentional commitment that we would be reviewing and revising policy using an equity lens and recognizing opportunities to do things in a very different way that would serve justice, equity, accessibility. We also need to weave innovation into our policies as we have been working on that extensively over the past year.

Christine reviewed the equity goals for the commission and in particular the need for wise speakers to inform our policy work.

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The commission agreed by consensus to allocate a budget of \$500 for 15 hours of work by Michiko Kai-Bowen to put together a roster of speakers that will meet our need.

The commission engaged in further discussion about how we might support communities of faith to reach a baseline for equity and inclusion.

Mapping Project

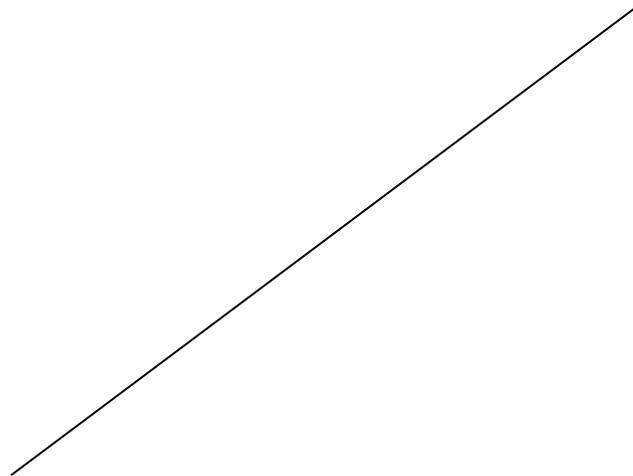
Jody Maltby provided an update on the mapping project. We can expect a draft report in December and a full report for the commission by the end of January 2021.

South West Community Ministries

Jody Maltby reported on a letter received from the Board of the South West Community Ministries (Jane Finch and Davenport Perth). Chris Bennett, Harry Ramsaran, and Jody and will meet with the Board of the South West Community Ministries for conversation. (Note: Amy Lee also offered to participate but subsequent to the meeting she withdrew due to her role with Davenport Perth United Church).

Closing: Bronwyn Corlett offered a closing prayer and the meeting adjourned at 12:00 p.m.

Next Meeting: December 16, 2020, 2020, 9:30 a.m. via Zoom.



EXECUTIVE

MINUTES of a meeting held November 24, 2020, at 1:00 p.m.
via video teleconference.

Present: Jingle Ayupan, Pat Edmonds, Allan Holditch, Kirsty Hunter, Isaac Kamta, David Leyton-Brown, Steven Loweth, Allyce Mutungi, Moon Ja Park, Dong-Chun Seo

Staff: Peter Hartmans (Executive Minister), Jody Maltby (Staff Lead), Susie Henderson (Community Engagement & Partnership) Rachael Howes (Administrative Support)

REGRETS: Lynn Mooney, Daniel Reed, Jessica Stevenson

GATHERING, OPENING PRAYER

David Leyton-Brown opened the meeting at 1:03 p.m. He gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

Peter Hartmans led a brief worship focussing on Ecclesiastes 3.

David Leyton-Brown expressed appreciation to the Shining Waters staff for their work on the successful online regional meeting in October. He also extended a welcome to Betty Lou McNabb, the incoming President-Elect of the Regional Council. The members of the Executive introduced themselves to her.

The members checked in around how their communities of faith are dealing with the current pandemic restrictions in their areas.

AGENDA

MOTION by Betty Lou McNabb / Kirsty Hunter that the amended agenda for this meeting be approved with the addition of an item updating terms of reference on some Committees.
MOTION **CARRIED**

MINUTES

MOTION by Isaac Kamta / Allyce Mutungi that the Minutes of the meeting of the Shining Waters Regional Council Executive held September 22, 2020 be approved as circulated.
MOTION **CARRIED**

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Correspondence

The Executive received the following correspondence for information:

- Letter from the North Simcoe cluster, dated November 17, 2020, regarding the Regional Budget and a request to have a five-year budget. Peter Hartmans has spoken to the author of the letter and David Leyton-Brown will be in touch with her as well.
- Copy of letter from Campus Chaplains, dated October 28, 2020, addressed to General Council requesting that campus chaplaincy continue to have a home in the reorganization of the General Council office.

Omnibus Motion

MOTION by Peter Hartmans / Pat Edmonds 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

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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

MOTION

CARRIED

Terms of Reference Update

MOTION by Betty Lou McNabb / Steven Loweth 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.

MOTION

CARRIED

MOTION by Kirsty Hunter / Moon Ja Park 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)

MOTION

CARRIED

MOTION by Betty Lou McNabb / Kirsty Hunter 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.

MOTION

CARRIED

Intercultural Diversity Commission Draft Policy – David Leyton-Brown

MOTION by Allan Holditch / Moon Ja Park that the Executive of Shining Waters Regional Council approve the Intercultural Diversity Commission Policy as presented.

MOTION by Peter Hartmans / Moon Ja Park that the above motion be tabled for the purpose of seeking final input on the draft policy from the Intercultural and Diversity Circle.

MOTION

CARRIED

By-Law Update – David Leyton-Brown

David Leyton-Brown gave the following information:

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Of the policies requiring review in 2020, several appear sufficient, and not to need any revision. These include:

- Regional Council policy
- Covenant with La Table
- Communication policy
- Regional Council Fund policy
- Right Relations and Indigenous Ministries Fund policy
- Grants Review Committee policy
- Mission Support Committee policy

It is proposed that they each be renewed, with the next review to take place in 2023.

Other policies requiring review by the Executive (e.g. Property, Property Management, Equity, and Equity Committee) will require changes ranging from small to more substantial. Proposed revisions will be brought to the Executive for approval at the next meeting.

The Commissions are actively reviewing their policies.

Regional Meeting Proposed Dates – Peter Hartmans

Peter Hartmans suggested that Shining Waters have a virtual regional meeting in the fall of 2021 to include items such as budget and General Council commissioners, and plan a more substantial in-person regional meeting for the spring of 2022 which would include proposals to go to the General Council meeting in 2022.

Moon Ja Park left the meeting.

Covid-19 Update – Peter Hartmans

There was a brief discussion on the current status of the pandemic. Peter asked if the Executive wanted to send out another letter from the region. He also brought attention to the region's website with updated information and resources. A suggestion was made to put out a prayer to the region by email and social media.

Peter Hartmans, David Leyton-Brown and Susie Henderson will work on a letter to go to the region.

Grant Requests – Jody Maltby

MOTION by Pat Edmonds / Dong Chun Seo 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.

MOTION

CARRIED

In response to a request from the Filipino Christian Fellowship to extend the region's financial support for the next five years (2021 – 2025), the Grants Review Committee recommends that the Executive not make a formal commitment for five years, but that Filipino Christian Fellowship be asked to return each year with an updated application, with the understanding that they will need financial assistance for at least the next five years.

MOTION by Jingle Ayupan / Isaac Kamta 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.

MOTION

CARRIED

It was decided that a written letter of appreciation be sent to those members for their work and service through the transition period, and that Presbyteries of Toronto Conference Corporation (PTCC) and Toronto United Church Council (TUCC) be notified of this change.

Staff Update – *Peter Hartmans*

Peter updated the Executive on the status of Karen Hilfman Millson's health and her sick leave.

Other Business

Kirsty Hunter was thanked for her work with the Sub-Executive and Betty Lou McNabb was welcomed as a member of the Sub-Executive.

It was noted that Martha ter Kuile's term on the Executive has ended and it was suggested that a note of appreciation be sent to her.

Property Corporation Conversation Update – *Peter Hartmans*

Peter updated the Executive on the new property corporation. Tim Blair and his team from the corporation gave a presentation to Peter and Jody Maltby recently. They offered some proposals on Shining Waters properties. The Executive needs to decide whether to go with the corporation and enter into a Memorandum of Understanding with them, or stay with the traditional way of dealing with our properties. It was decided that more detailed information would be helpful. It was decided that the corporation's site review document be circulated to the Executive and this item will come back to the next Executive meeting.

Next meeting – a Doodle poll will be circulated

Closing: the meeting closed at 3:50 p.m. and Peter Hartmans offered a closing prayer.

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PASTORAL RELATIONS COMMISSION

MINUTES of a meeting held November 24, 2020 at 9:30 a.m.
by video conference.

Present:

Andrew Comar (chair); Dale Hildebrand (staff); Todd McDonald (staff); Donna Bowman-Woodall (ordered); Barbara Hendren (lay); Liz Mackenzie (ordered); Beth Moore (lay); Lawrence Nyarko (ordered); Robin Pilkey (lay); James Ravenscroft (ordered); Paul Stott (lay);

Regrets: William Haughton (ordered)

Welcome, constituting the meeting and prayer

Andrew Comar, chair, welcomed everyone, acknowledged the indigenous territory we find ourselves on, led the opening prayer, and called the meeting to order.

Agenda

MOTION by Liz Mackenzie / Barbara Hendren
that the agenda consisting of items that had been circulated to the commission in advance of this meeting be approved.

MOTION

CARRIED

Minutes

MOTION by Paul Stott / Beth Moore
that the minutes of the October 27, 2020 meeting of the commission be approved.

MOTION

CARRIED

Omnibus Motion

MOTION by James Ravenscroft / Lawrence Nyarko
that the Pastoral Relations Commission take the following actions:

d) **Calls**

... concurs with the request of **Huntsville: Trinity Pastoral Charge (Huntsville)** and approves the call to **Mary (Diane) Knowles**, ordained minister, beginning February 1, 2021, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 3: Salary \$63613 per annum, salary in addition to the minimum at 5.01% which equals \$3187 for a total salary of \$66,800, basic telephone \$720 per annum, Continuing Education and Learning Amount \$1474 per annum and all other

terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this call does require an act of covenant.

... concurs with the request of **Martin Grove Pastoral Charge (Toronto)** and approves the call to **Richard Tamas**, ordained minister, beginning January 1, 2021, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 per annum, salary in addition to the minimum at 6.91% which equals \$5000 for a total salary of \$77,354, basic telephone \$660 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this call does require an act of covenant.

e) **Appointments**

... concurs with the request of **Downsview Pastoral Charge (Toronto)** and approves the appointment of **Yun Jung Julia Kim**, ordained supply (non-United Church of Canada), beginning January 1, 2021 to December 31, 2021, part time based on 20 hours per week with the following terms for Category A and Cost of Living Group Assignment 5: Salary \$63,739 (pro-rated \$31869.50) per annum, basic telephone \$600 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$737) per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this appointment does require an act of covenant.

... concurs with the request of **Good Tree Korean Church Mission (Toronto)** and approves the re-appointment of **Woong Youm**, ordained supply (non-United Church of Canada), beginning October 1, 2020 to September 30, 2021, part time based on 20 hours per week with the following terms for Category C and Cost of Living Group Assignment 5: Salary \$65,739 (pro-rated \$32,869.50) per annum, basic telephone \$600 per annum, Continuing Education and Learning Amount \$1442 (pro-rated \$721) per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Humbercrest Pastoral Charge (Toronto)** and approves the appointment of **Mary Patterson**, ordained minister, beginning November 2, 2020 to October 2, 2022, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$70,796 (pro-rated \$35,398) per annum, salary in addition to the minimum at 10% which equals \$7,079 (pro-rated \$3539.80) for a total salary of \$77,354 (pro-rated \$38,937.80), basic telephone \$600 per annum, Continuing Education and Learning Amount \$1442 (pro-rated \$721) per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this appointment does require an act of covenant

... concurs with the request of **Huntsville: Trinity Pastoral Charge (Huntsville)** and approves the appointment of **S. Peter Wyatt**, retired ordained minister, beginning November 1, 2020 to January 31, 2021, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 3: Salary \$62244

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(pro-rated \$31,122) per annum, basic telephone \$150 per annum, Continuing Education and Learning Amount \$1442 (pro-rated \$721) per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this appointment does not require an act of covenant.

... concurs with the request of **Jane-Finch Community Ministry (Toronto)** and approves the re-appointment of **Barry Rieder**, designated lay minister, beginning January 1, 2021 to December 31, 2021, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$70,842 per annum, salary in addition to the minimum at 22.44% which equals \$15,894 for a total salary of \$86,736, basic telephone \$960 per annum, Continuing Education and Learning Amount \$1500 per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Timothy Eaton Memorial Pastoral Charge (Toronto)** and approves the re-appointment of **Christopher Miller**, retired ordained minister, beginning January 1, 2021 to December 31, 2021, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$36,177) per annum, salary in addition to the minimum at 17.26% which equals \$12,486 (pro-rated \$6243) for a total salary of \$84,840 (pro-rated \$42,420), basic telephone \$480 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$737) per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this re-appointment does require an act of covenant.

... concurs with the request of **Trillium Pastoral Charge (Caledon)** and approves the appointment of **William (Richard) Gardner**, candidate supply, beginning January 1, 2021 to August 31, 2021, part time based on 20 hours per week with the following terms for Candidate Step 1 and Cost of Living Group Assignment 5: Salary \$61,687 (pro-rated \$30,843.50) per annum, basic telephone \$350 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this appointment does not require an act of covenant.

... concurs with the request of **Victoria Square Pastoral Charge (Markham)** and approves the change in relationship from a call to an appointment of **Basil Coward**, ordained minister, beginning November 24, 2020 to February 21, 2021, part time based on 10 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$70,796 (pro-rated \$17,699) per annum, basic telephone \$600 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$360.50) per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this appointment does not require an act of covenant.

f) **Voluntary Associate Ministry Positions**

... concurs with the request of **Burton Avenue Pastoral Charge (Barrie)** and **Patricia Gale-MacDonald**, to enter into a Voluntary Associate Minister relationship, beginning November 30, 2020.

... concurs with the request of **Burton Avenue Pastoral Charge (Barrie)** and **Colin MacDonald**, to enter into a Voluntary Associate Minister relationship, beginning November 30, 2020.

... concurs with the request of **Uganda Martyrs (EM) Pastoral Charge (Toronto)** and **Donald Gibson**, to enter into a Voluntary Associate Minister relationship, beginning November 24, 2020.

g) **Request for Change in Relationship**

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of Diane Bennett-Jones, ordained minister at Lansing Pastoral Charge effective February 28, 2021 and give thanks for her ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of Mary (Diane) Knowles, ordained minister at Bond Head Newton Robinson Pastoral Charge effective December 31, 2020 and give thanks for her ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of Katherine Selby Knoke, ordained minister at Markham: St. Andrew's Pastoral Charge effective December 24, 2020 and give thanks for her ministry.

MOTION

CARRIED

Report from staff

a) Liaisons

The following liaisons have been appointed by staff:

Elizabeth Cunningham appointed to Bond Head/Newton Robinson Pastoral Charge for a search for a new minister.

Paul Stott appointed to Lansing Pastoral Charge for a search for a new minister.

b) Pastoral Charge Supervisors

The following Pastoral Charge Supervisors have been appointed by staff:

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Martha Martin appointed as Pastoral Charge Supervisor to West Hill Pastoral Charge, starting October 30, 2020 as the pastoral charge supervisor while incumbent minister is on leave.

Equity Goal for 2020-21:

The Pastoral Relations Commission set the following goal for the year 2020-21: Collect data on the pastoral relations process from entry point to the end of the first year answering this question: How does unconscious racist/sexist/ableist bias hinder or create barriers for ministers in the congregational setting? Who is chosen? Are there differences in the terms of the pastoral relationship between ministers who are White and all other racialized ministers and why? Also look at that question for the LGTBQI community. What is the experience of racialized, BIPOC, differently abled and LGTBQI ministers after one year on their pastoral relationship – How does unconscious racist/sexist/ableist bias affect their health, joy and excellence in ministry?

Todd McDonald presented a Request for Proposals draft for Commission discussion and feedback (Appendix 1):

Todd reported that he drafted a proposal with feedback from several members of the Commission. Todd provided an overview of the Request for Proposal. Project goals are connected to the questions of our goal.

Discussion:

Timeline: Include a timeline for making a decision on the review of submissions.

Concern was expressed about the timeline. Will this allow marginalized people to participate if it is only online? Could we push the timeline back to September to allow for in person research? Experience tells us that online interaction puts racialized and other groups of persons at a disadvantage.

There are issues of trust involved as well. Some stories are not shared, and won't come up in the research unless there is an environment of trust, which may not be possible in online interviews.

It was noted that our present omnibus provides some evidence of possible discrimination: racialized ministers were given less telephone allowance than other ministers. Also, reduction in hours is occurring with a minister who is racialized. There are some inherent problems in our pastoral relations system. We have passed motions that disadvantaged racialized ministers. Also, racialized ministers received lower salaries.

Do we have a need as a commission to do some deeper learning on these topics, so that when we receive the report, we will be able to view it with a deeper understanding and interpret results appropriately? There was agreement that this should happen.

Staff will come back with a plan for this at a future meeting. It was noted that we have some good resources available that the PRC could use.

Concerns were raised around the budget amount. It seems low given the scope of the work and all the concerns that have been raised.

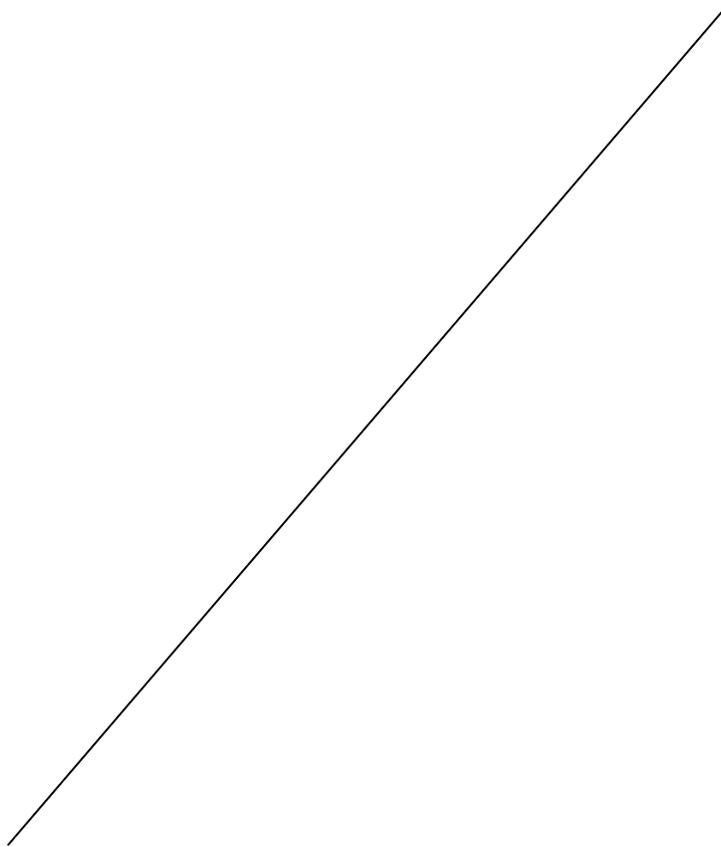
It was suggested that we increase time at our December meeting to one hour to resolve these issues and that we incorporate these new concerns into a revised proposal which will be presented then.

Next meeting

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on **Tuesday, December 15, 2020 at 9:30 a.m.** It will be one hour in length to incorporate the expanded agenda related to the equity goal of the commission.

End of meeting

Lawrence Nyarko closed the meeting with a prayer.



Request for Proposal: Equity Goal Research Project

Due Date: Proposals are due January 15, 2021

Pastoral Relations Commission, Shining Waters Regional Council

Project Overview:

The Vision Statement of Shining Waters Regional Council (SWRC) is:

Striving to be faithful followers of Jesus in our time and place, Shining Waters Regional Council will continue to remove physical and other barriers to participation in the life and work of the Region and society, committing itself to be open to the Spirit. Resisting all forms of oppression, we welcome and celebrate people of all abilities, any sexual orientation and gender identity, racialized persons, and all others who are marginalized, in the life and work of the Region. (Approved May 2019).

Based on that Vision Statement, the Equity Committee, a recommending body to the Executive of SWRC asked each Commission and Committee SWRC in the fall of 2020 to create an equity goal.

The Pastoral Relations Commission (PRC) considered this question on September 29, 2020: How are our practices reproducing inequity? Do our policies aim to specifically increase equity? The PRC members reviewed its policies and concluded that they needed more data in order to understand the impact of pastoral relations policies and whether or not those policies resisted all forms of oppression, and welcome and celebrate people of all abilities, any sexual orientation and gender identity, racialized persons, and all others who are marginalized.

The PRC decided to instigate a research project called the Equity Goal Research Project.

The mandate of the Pastoral Relations Commission can be found:

https://shiningwatersregionalcouncil.ca/wp-content/uploads/2019/03/sw_policies_RC_Executive_Pastoral_Relations_Commission.pdf

Project Goals:

The goal of the Equity Goal Research Project is to answer these interrelated questions: Collect data on the pastoral relations process from entry point to the end of the first year answering this question: How does unconscious racist/sexist/ableist bias hinder or create barriers for ministers in the congregational setting? Who is chosen? Are there differences in the terms of the pastoral relationship between ministers who are White and all other racialized ministers and why? Also look at that question for the LGTBQI community. What is the experience of racialized, BIPOC, differently abled and LGTBQI ministers after one year on their pastoral relationship – How does unconscious racist/sexist/ableist bias affect their health, joy and excellence in ministry? (Approved October 27, 2020)

Scope of Work:

The selected researcher will be responsible for the development of the following:

- Knowledge of qualitative research methodology that can address the research goal
- Demonstrate an understanding of paid accountable ministry within the United Church of Canada
- Willingness to engage ministry personnel within SWRC through online format such as Zoom
- Willingness to work with an advisory group (made up of 2-3 members of the PRC)
- Written report based on the qualitative research and findings

Current Roadblocks and Barriers to Success:

- During COVID-19 face to face restrictions, the researcher will be limited to online face to face connections for individual and focus group interviews.

Evaluation of a qualitative study:

The following will be evaluative questions used to determine the quality of the research proposal and report:

- Are the study's questions or topics clearly stated?
- Is the selection of participants or materials clearly justified?
- Are the methods for gathering and analysing observations clearly described?
- Validity will be evaluated by convergence or triangulation, seeking information from multiple data sources, multiple methods, and multiple earlier theories or interpretations, to arrive at an evaluation of an interpretation's trustworthiness to the question.

Timeline:

- Submission deadline for proposals – January 15, 2021
- PRC needs the project completed by June 1, 2021 and report presented at their June 15, 2021 meeting.

Submission Requirements:

- A description of qualitative methodology that will be employed in the study.
- Qualifications and past research projects by researcher
- A one-page outline and timeline of proposed research project that will address the PRC questions.

Project due date: June 1, 2021

Budget Amount: \$4500

Contact: Todd McDonald
tmcdonald@united-church.ca
416-231-7680, ext. 6235

SOCIAL AND ECOLOGICAL JUSTICE COMMISSION

MINUTES of a meeting held December 8, 2020 at 11:00 a.m.
by video conference

Present:

Susan Eagle (Chairperson), Lois Brown, Tina Conlon, Elizabeth Cunningham, Donna Lang, Alana Martin, Moon-Ja Park, Eleanor Scarlett, Cameron Watts

Staff: Bri-anne Swan

Welcome, check in and prayer

Lois Brown welcomed everyone, opened with prayer, gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

The chairperson constituted the meeting in the name of Jesus Christ.

There was a time of check-in.

Agenda

MOTION by Moon-Ja Park / Tina Conlon that the agenda, be approved with some deferrals.

MOTION

CARRIED

Minutes

MOTION by Elizabeth Cunningham / Alana Martin that the Minutes of the meeting of the Shining Waters Social and Ecological Justice Commission held November 3, 2020 be adopted as circulated.

MOTION

CARRIED

BUSINESS ARISING

• **Proposal for identifying Priorities and Passions Small Groups**

Susan Eagle proposed the Commission try a model of working in small groups to identify areas of need for the Social and Ecological Justice Commission. Because the Commission only meets monthly, the Commission can't possibly cover every issue and cover it well. There is hope that by assigning people on the Commission to research and build networks in small groups, and then bring items forward to the Commission when something needs approval or action, more work can be done. Commission members were invited to identify areas they have interest and energy in working on and small groups were formed. These groups were also encouraged to identify ally

organizations the Commission may be able to partner with. There will be space and time to evaluate whether this approach is useful.

Bri-anne Swan will offer support in identifying current United Church policy and any previous work that has been done in specific areas. It was noted that we often work from scratch, as if the United Church has never done any work on specific social/ecological issues before. There is already a breadth of resources available for the Commission to build upon.

Priorities and Passions Small Groups 2021

Anti-Racism

Eleanor Scarlett (Anti-Black and Anti-Indigenous racism)
Elizabeth Cunningham
Moon-Ja Park
Lois Brown

Poverty/Income Inequality

Susan Eagle
Moon-Ja Park
Tina Conlon
Elizabeth Cunningham (liveable income)

Homelessness

Elizabeth Cunningham (York Region, encampments)
Eleanor Scarlett (Peel Region)
Cameron Watts
Susan Eagle

Israel / Palestine

Alana Martin
Tina Conlon
Lois Brown

Environment

Moon-Ja Park
Alana Martin
Donna Lang

Right Relations

Lois Brown
Cameron Watts
Tina Conlon

- **Upper York Sewage Solution** - Bri-anne Swan

Bri-anne provided a brief update on the Upper York Sewage Solution (UYSS). Brandon Stiles, Environmental Coordinator for the Chippewas of Georgina Island, has been approached to speak to the Commission and the Living Into Right Relations Circle. The town of Georgina has voted to cancel the UYSS. They are not able to do this unilaterally, but they are a voice at the table and it is an important demonstration of solidarity.

- **Christian University** – Susan Eagle and Bri-anne Swan

Bri-anne has researched the provincial government voting to grant Canada Christian College (a private Christian college in Whitby) university status with the ability to award degrees in arts and sciences. There was concern expressed about the college, and its president's homophobic and anti-Islamic comments, as well as the fast tracking of normal process for a political ally of the premier. Although the Omnibus bill containing the relevant legislation has passed, Bri-anne will write a letter on behalf of the Regional Council for the President to sign after approval from the Commission.

- **Living into Right Relations (LIRR)** – Lois Brown

Lois gave an update on the work of LIRR. There was affirmation expressed about seeking ways in which this Commission and LIRR might become more aware of each other's work.

- **Green Belt Conservation**

Bri-anne Swann gave an update on Schedule 6 of Bill 229, which provides for the expansion of Ministerial Zoning orders, overriding local conservation authorities.

- **Safe consumption sites** (deferred)

Bri-anne Swan offered a report from Jeffrey Dale for information about his work around harm reduction and safe consumption sites. Bri-anne will invite Jeffrey Dale to come and speak with the Commission at the next meeting.

- **Post-Covid Recovery** (deferred)

- **Anti-Racism** (deferred)

- **Livable Income** (Susan Eagle)

ISARC focused on liveable income during a recent online forum. It has been recorded and will be posted to YouTube, available to all who participated and beyond. It includes a reflection from Lois Wilson.

A national committee within the United Church is continuing to meet to develop a strategy around Guaranteed Liveable Income.

- **Advent resources**

Bri-anne Swan gave an update on how the justice-focused Advent resources she developed had been used throughout the Regional Council and country. Many congregations were grateful for access to music and videos for their services.

- **May workshop** - This item was deferred to the next meeting.

NEW BUSINESS

MOTION by Elizabeth Cunningham / Eleanor Scarlett that, for 2021, the Social and Ecological Justice Commission will meet the third Tuesday of the month at 1 p.m. until June 2021

MOTION

CARRIED

Meeting dates for January to June 2021:

January 19th

February 16

March 16

April 20

May 18

June 15

Deferred Items

- Finances – what are our plans, what do we want to do?
- Correspondence
 - Brian McIntosh
Letter requesting consideration that the forming UNJPPI network be connected to the Social and Ecological Justice Commission. Commission members will take time to read and consider in time for the next meeting.
 - Donna Lang
ESG Energy Retrofit Summary was received for information.

Closing:

The Chairperson closed the meeting with a prayer and the meeting adjourned at 2:05 p.m.

Next Meeting: January 19, 2021 at 1:00 p.m. by video conference.

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EXECUTIVE

MINUTES of a meeting held December 10, 2020, at 1:00 p.m.
via video teleconference.

Present: Jingle Ayupan, Pat Edmonds, Allan Holditch, Kirsty Hunter, Isaac Kamta, David Leyton-Brown, Steven Loweth, Betty Lou McNabb, Allyce Mutungi, Moon Ja Park, Daniel Reed, Dong-Chun Seo, Jessica Stevenson.

Staff: Peter Hartmans (Executive Minister), Jody Maltby (Staff Lead), Rachael Howes (Administrative Support)

Guests: Tim Blair and Kris Tavella of the United Property Resource Corporation.

Absent: Lynn Mooney

GATHERING, OPENING PRAYER

David Leyton-Brown opened the meeting at 10:02 p.m. He gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

Peter Hartmans led a brief worship focussing on Isaiah 40.

The members checked in.

AGENDA

MOTION by Betty Lou McNabb/ Moon Ja Park that the agenda for this meeting be approved as circulated.

MOTION

CARRIED

MINUTES

MOTION by Allan Holditch / Pat Edmonds that the Minutes of the meeting of the Shining Waters Regional Council Executive held November 24, 2020 be approved as circulated.

MOTION

CARRIED

Correspondence

The Executive received the following correspondence for information;

- email from St. James, Stroud re: regional budget
- email from St. Andrew's, Toronto re: regional budget

Property presentation and discussion

Peter Hartmans introduced Tim Blair and Kris Tavella of the United Property Resource Corporation (UPRC). They gave a brief overview of the UPRC and the summary document of site reviews of the Shining Waters properties circulated prior to the meeting. The Executive then had the opportunity to ask questions.

Tim and Kris left the meeting and the Executive continued their discussion around this topic.

MOTION by Allan Holditch / Moon Ja Park 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.

MOTION

CARRIED

Staff Sharing between Canadian Shield and Shining Waters

Peter Hartmans reminded the Executive about the Memorandum of Understanding between the two regions. Peter explained the intention to share staff between Shining Waters and Canadian Shield – e.g. Jeffrey Dale of Shining Waters and Melody Duncanson-Hales of Canadian Shield with youth and stewardship. This does not involve any change in, or addition to, payroll. The staff involved are in favour of this action.

MOTION Daniel Reed / Kirsty Hunter that the Executive of Shining Waters Regional Council approve the sharing of staff between Shining Waters and Canadian Shield Regional Councils.

MOTION

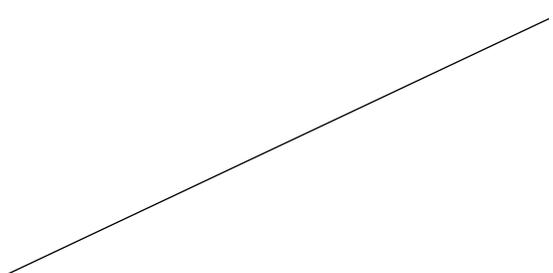
CARRIED

Covid-19 Update

Peter Hartmans stated how proud he is of the Shining Waters communities of faith as they have coped with the pandemic and he offered up the light of Christ to them.

Closing: the meeting closed at 11:55 a.m. Peter Hartmans offered a closing prayer.

Next meeting – t.b.d. by Doodle poll.



PASTORAL RELATIONS COMMISSION

MINUTES of a meeting held December 15, 2020 at 9:30 a.m.
by video conference.

Present:

Andrew Comar (chair); Dale Hildebrand (staff); Todd McDonald (staff); Donna Bowman-Woodall (ordered); Barbara Hendren (lay); William Haughton (ordered); Liz Mackenzie (ordered); Beth Moore (lay); Lawrence Nyarko (ordered); Robin Pilkey (lay); James Ravenscroft (ordered); Paul Stott (lay);

Welcome, constituting the meeting and prayer

Andrew Comar, chair, welcomed everyone, acknowledged his indigenous territory, and welcomed all to acknowledge the stewardship of the land in their own areas, led a short worship, and called the meeting to order.

Agenda

MOTION by Donna Bowman-Woodall / Robin Pilkey
that the agenda consist of items that had been circulated to the commission in advance of this meeting be approved.

MOTION

CARRIED

Minutes

MOTION by Paul Stott / Lawrence Nyarko
that the minutes of the November 24, 2020 meeting of the commission be approved.

MOTION

CARRIED

Omnibus Motion

MOTION by James Ravenscroft / Liz Mackenzie
that the Pastoral Relations Commission take the following actions:

a) **Calls**

... concurs with the request of **Glebe Road Pastoral Charge (Toronto)** and approves the call to **Christine Smaller**, ordained minister, beginning August 1, 2020, part time based on 30 hours per week with the following terms for Category E and Cost of Living Group Assignment 5: Salary \$69112 (pro-rated \$51834) per annum, salary in addition to the minimum at 15.75% which equals \$10,885.14 (pro-rated \$8166) for a total salary of \$79,997.14 (pro-rated \$60,000), basic telephone \$500 per annum, Continuing Education

and Learning Amount \$1442 (pro-rated \$1081.50) per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this call does require an act of covenant.

... concurs with the request of **Westway Pastoral Charge (Toronto)** and approves the call to **Ricardo Silva**, ordained minister, beginning January 1, 2021, full time based on 40 hours per week with the following terms for Category E and Cost of Living Group Assignment 5: Salary \$70,632 per annum, salary in addition to the minimum at 8.00% which equals \$5650.56 for a total salary of \$76,282.56, basic telephone \$600 per annum, Continuing Education and Learning Amount \$1474, per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this call does require an act of covenant.

b) **Appointments**

... concurs with the request of **East End Pastoral Charge (Toronto)** and reappoints **Debra Schneider**, retired ordained minister, beginning January 1, 2021 to March 14, 2021, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 per annum, salary in addition to the minimum at 33.17% which equals \$23,999.82 for a total salary of \$96,353.82 basic telephone \$900 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **East End Pastoral Charge (Toronto)** and appoints **Daniel Benson**, ordained minister, beginning March 7, 2021 to June 30, 2021, full time based on 40 hours per week with the following terms for Category D and Cost of Living Group Assignment 5: Salary \$68,908 per annum, salary in addition to the minimum at 32.06% which equals \$22,092 for a total salary of \$91,000 basic telephone \$900 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this appointment does not require an act of covenant.

... concurs with the request of **Humber Valley Pastoral Charge (Toronto)** and approves the appointment of **Trevor Brisbin**, ordained minister, beginning January 4, 2021 to January 4, 2022, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 per annum, salary in addition to the minimum at 35.45% which equals \$25,646 for a total salary of \$98,000 , basic telephone \$1200 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to *The Manual* I.2., and that in accordance with *The Manual* I.1.9 this appointment does require an act of covenant.

c) **Voluntary Associate Ministry Positions**

... concurs with the request of **Manor Road Pastoral Charge (Toronto)** and **Alydia Smith**, to enter into a Voluntary Associate Minister relationship, beginning December 15, 2020.

d) **Request for Change in Relationship**

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of Daniel Benson, ordained minister at St. Paul's Pastoral Charge (Scarborough) effective March 7, 2021 and give thanks for his ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of Margaret MacDonald, ordained minister at Huttonville Pastoral Charge (Brampton) effective March 21, 2021 and give thanks for her ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of (Wayne) Tony Rennett, ordained minister at Westmount Pastoral Charge (Orillia) effective July 31, 2021 and give thanks for his ministry.

MOTION

CARRIED

Report from staff

a) Flourish planning

Staff reported that they are planning a conference for ministry personnel on March 23 and 24. The conference will look at what we have learned from being in a time of pandemic and how we envision the church post-COVID. Betty Pries from Credence & Co. will facilitate and Bruce Harding from B.C. will lead worship.

We are also continuing Tuesday morning check-ins with ministry personnel for emergent issues like risk management training, planning alternative Christmas, and so forth. These will be monthly for the foreseeable future.

b) Liaisons

The following liaisons have been appointed by staff:

Kathryn Moase appointed to Bloor St. Pastoral Charge (Toronto) for a search for a new minister.

Islay Scott appointed to Knox Pastoral Charge (Sutton) for a search for a new minister.

c) Pastoral Charge Supervisors

The following Pastoral Charge Supervisors have been appointed by staff:

Lois Brown appointed as Pastoral Charge Supervisor to Ebenezer Pastoral Charge, starting November 23, 2020 as the pastoral charge is without a minister.

George Moore appointed as Pastoral Charge Supervisor to Midhurst Pastoral Charge, starting January 1, 2021 as the pastoral charge is without a minister while it does a search.

Equity Goal for 2020-21:

The Pastoral Relations Commission set the following goal for the year 2020-21: Collect data on the pastoral relations process from entry point to the end of the first year answering this question: How does unconscious racist/sexist/ableist bias hinder or create barriers for ministers in the congregational setting? Who is chosen? Are there differences in the terms of the pastoral relationship between ministers who are White and all other racialized ministers and why? Also look at that question for the LGTBQI community. What is the experience of racialized, BIPOC, differently abled and LGTBQI ministers after one year on their pastoral relationship – How does unconscious racist/sexist/ableist bias affect their health, joy and excellence in ministry?

a. Request for Proposal:

Todd McDonald presented a revised Request for Proposals draft for Commission discussion and feedback (See Appendix 1).

Commission members are satisfied with the revised proposal.

Todd outlined some of the next steps in recruiting potential researchers and invited Commission members to add suggestions for places to recruit. Suggestions included:

- Post to the SWRC website
- Post to the UCC national website
- Send to other theological colleges across Canada

b. Advisory Group:

The Advisory Group will be a consultative group for the researcher. The Advisory Group will also provide an accountable body on behalf of the Commission, ensuring the expressed purpose contained within the Request for Proposal is fulfilled. Finally, the Advisory Group will review and bring recommendations to the Pastoral Relations Commission based on the findings of the Equity Goal Research Project. Todd McDonald will provide staff support to the Advisory Group.

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MOTION by Beth Moore / Donna Bowman-Woodall
that the Pastoral Relations Commission appoint James Ravenscroft, Liz Mackenzie, Robin Pilkey, and Lawrence Nyarko to serve as the Advisory Group to the Equity Goal Research Project.

MOTION

CARRIED

c. Equity Training:

The Commission agreed at a previous meeting that they would like to engage in some equity training. Staff are working on a proposal for this to bring to the January meeting of the Commission. There are two questions to discuss now:

- i) How much time would Commission members like to commit to this training?
- ii) What specific type of training would Commission members find most useful?

A question was asked as to whether the Commission should start this training before or after the equity research findings. It was suggested that we need some training beforehand, some base level training so that we can start from the same place as a Commission in being able to interpret the findings.

It was also suggested that the training be progressive through a series of meetings, perhaps every other meeting or so, and not all at once.

The training should help us understand systemic equity and racism issues, and also include issues of ability, sexual orientation, transgender discrimination and so forth.

Change in Commission Meeting Start Time

Given that we plan to have meetings that last longer when we include equity training, up to an hour and a half, it was suggested that we move to 9 a.m. and go to 10 or 10:30 for future meetings.

MOTION by Barbara Hendren / Beth Moore
that the Pastoral Relations Commission confirm the change of start time of future meetings to 9 a.m.

MOTION

CARRIED

Next meeting: The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, January 26, 2021 at 9:00 a.m.

End of meeting: Liz Mackenzie closed the meeting with a prayer and Commission members wished one another blessings and best wishes for Christmas.

Request for Proposal: Equity Goal Research Project

Due Date: Proposals are due January 15, 2021

Pastoral Relations Commission, Shining Waters Regional Council

Project Overview:

The Vision Statement of Shining Waters Regional Council (SWRC) is:

Striving to be faithful followers of Jesus in our time and place, Shining Waters Regional Council will continue to remove physical and other barriers to participation in the life and work of the Region and society, committing itself to be open to the Spirit. Resisting all forms of oppression, we welcome and celebrate people of all abilities, any sexual orientation and gender identity, racialized persons, and all others who are marginalized, in the life and work of the Region. (Approved May 2019).

Based on that Vision Statement, the Equity Committee, a recommending body to the Executive of SWRC asked each Commission and Committee SWRC in the fall of 2020 to create an equity goal.

The Pastoral Relations Commission (PRC) considered this question on September 29, 2020: How are our practices reproducing inequity? Do our policies aim to specifically increase equity? The PRC members reviewed its policies and concluded that they needed more data in order to understand the impact of pastoral relations policies and whether or not those policies furthered resistance to all forms of oppression, and welcome and celebrate people of all abilities, any sexual orientation and gender identity, racialized persons, and all others who are marginalized.

The PRC decided to instigate a research project called the Equity Goal Research Project.

The mandate of the Pastoral Relations Commission can be found:

https://shiningwatersregionalcouncil.ca/wp-content/uploads/2019/03/sw_policies_RC_Executive_Pastoral_Relations_Commission.pdf

Project Goals:

The goal of the Equity Goal Research Project is to answer these interrelated questions: Collect data on the pastoral relations process from entry point to the end of the first year answering this question: How does unconscious racist/sexist/ableist bias hinder or create barriers for ministers in the congregational setting? Who is chosen? Are there differences in the terms of the pastoral relationship between ministers who are White and all other racialized ministers and why? Also look at that question for the LGTBQI community. What is the experience of racialized, BIPOC, differently abled and LGTBQI ministers after one year on their pastoral relationship – How does unconscious racist/sexist/ableist bias affect their health, joy and excellence in ministry? (Approved October 27, 2020)

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Scope of Work:

The selected researcher will be responsible for the development of the following:

- Knowledge of qualitative research methodology that can address the research goal
- Demonstrate an understanding of paid accountable ministry within the United Church of Canada
- Willingness to engage ministry personnel within SWRC through online format such as Zoom
- Willingness to work with an advisory group (made up of 2-3 members of the PRC)
- Written report based on the qualitative research and findings

Current Roadblocks and Barriers to Success:

- During COVID-19 face to face restrictions, the researcher will be limited to online face to face connections for individual and focus group interviews.

Evaluation of a qualitative study:

The following will be evaluative questions used to determine the quality of the research proposal and report:

- Are the study's questions or topics clearly stated?
- Is the selection of participants or materials clearly justified?
- Are the methods for gathering and analysing observations clearly described?

Validity will be evaluated by convergence or triangulation, seeking information from multiple data sources, multiple methods, and multiple earlier theories or interpretations, to arrive at an evaluation of an interpretation's trustworthiness to the question.

Timeline:

- Submission deadline for proposals – January 15, 2021
- A decision by the Pastoral Relations Commission on choice of researcher – February 1, 2021
- PRC needs the project completed by June 1, 2021 and report presented at their June 15, 2021 meeting.

Submission Requirements:

A description of qualitative methodology that will be employed in the study.

- Qualifications and past research projects by researcher
- A one-page outline and timeline of proposed research project that will address the PRC questions.

Project due date: June 1, 2021

Budget Amount: \$6000

Contact: Todd McDonald

tmcdonald@united-church.ca

416-231-7680, ext. 6235

COMMUNITIES OF FAITH COMMISSION

MINUTES of a meeting held December 16, 2020 at 9:30 a.m.
by video conference.

Present:

Christine Smaller (Chairperson), Chris Bennett, Carolyn Harding, Calin Lau, Amy Lee, Kevin Logie, Sandra Nottegar, Cindy Randall, Gloria Tozek, Harry Ramsaran

Staff: Jody Maltby (Staff Lead), Kim Uyede-Kai, Diane Matheson-Jimenez

Regrets: Bronwyn Corlett

Guests: Islay Scott

Welcome, check in and prayer

The chairperson welcomed everyone, gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region. She opened in prayer. The commission welcomed Islay Scott to the meeting.

Members checked in.

The chairperson constituted the meeting in the name of Jesus Christ.

Agenda

MOTION by Amy Lee/Cindy Randall that the agenda be approved as presented.

MOTION

CARRIED

Minutes

MOTION by Harry Ramsaran/Gloria Tozek that the Minutes of the meeting of the Communities of Faith Commission of Shining Waters Regional Council dated November 18, 2020 be approved as circulated.

MOTION

CARRIED

Email votes

The following decisions were made by email:

- East End United Church, Toronto lease agreements
Awaiting legal advice regarding the lease agreements between East End United Regional Ministry and Riverdale Activity Centre, Matthew and Guillermo, and Strickland Reading Clinics.

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- Collier St United Church, Barrie governance document
Approved the revised Constitution of Collier Street United Church, Barrie, dated January 1, 2021.
- Dewi Sant Welsh United Church, Toronto loan agreement
Approved the request of Dewi Sant United Church for a loan from the TSEP-MCF in the amount of up to \$135,000 to be secured against the Dewi Sant church building situated on Melrose Ave.

Collaboration Handbook – Diane Matheson-Jimenez, Islay Scott, Cindy Randall
Diane expressed thanks to Islay, Cindy, Gloria Tozek and Karen Hilfman Millson. Islay provided some of the history of the handbook which was developed through working with churches.

MOTION by Cindy Randall/Sandra Nottegar that the Communities of Faith Commission of Shining Waters Regional Council approve the Collaboration Handbook for use in Shining Waters Regional Council with thanks to all who worked on it.

MOTION

CARRIED

Update on Mapping Process – Jody Maltby

We have received the draft report and will receive the final report in January. Kevin Logie agreed to have a conversation with Sharon Buttrey from EDGE and Susie Henderson to help shape a process for the commission to engage the data provided.

Update on Wise Speakers – Christine Smaller

Christine reported that she is continuing to work with Michiko Kai-Bowen to develop list of speakers.

Thoughts on policy – Chris Bennett

Chris provided a helpful reflection on policy management. He highlighted the importance of coherence in policies, trust and compliance, and accountability and effectiveness of commissions and regional staff. Clear policies are easier to apply and evaluate and build trust between communities of faith and the region.

Every policy should have a purpose and if the purpose is no longer relevant, the policy should be removed. Is the policy meeting the need that drove the development of the policy? If not, have we identified the need correctly and do we have the right tools to address the need?

The slide deck for the presentation will be circulated with these minutes. The commission will continue to evaluate and refine policies.

Update on South West Community Ministries – Chris Bennet, Harry Ramsaran, Jody Maltby
Jody, Harry and Chris reflected on their meeting with the Board of the two community ministries. The commission will continue to have conversations with them over the next months.

Huttonville United Church, Brampton – Diane Matheson-Jimenez

MOTION by Amy Lee/Kevin Logie that in accordance with The Manual (2019) section G.1.5.2, the Communities of Faith Commission of Shining Waters Regional Council assumes financial responsibility for the building as of December 21, 2020 and approves the request of Huttonville United Church to disband the pastoral charge as a recognized community of faith effective January 15, 2021 with thanks to God for the ministry of this congregation and names Christine Smaller, Jody Maltby, Janet MacDonald, Ken Woolley and Alex Watson as the Board of Trustees until all decisions are made regarding property.

MOTION

CARRIED

The commission wishes to reflect on how we might better acknowledge and celebrate the rich histories of congregations when they close.

Requests to Sell Property – Jody Maltby

Request from Huttonville United Church, Brampton for approval to sell their building, using Daryl Ruff of Exit Realty Hare Peel, with 10% of the proceeds from the sale to go to St. Andrew United Church in Georgetown (as per email of December 13, 2020 from Trustees).

MOTION by Sandra Nottegar/Kevin Logie that the Communities of Faith Commission of Shining Waters Regional Council does not approve the request of Huttonville United Church, Brampton, to sell their building.

MOTION

CARRIED

MOTION by Cindy Randall/Amy Lee that the Communities of Faith Commission of Shining Waters Regional Council instruct Toronto United Church Council (TUCC) to act on behalf of Shining Waters Regional Council in the sale of the building that currently houses Huttonville United Church and that 10% of the proceeds from the sale, when it happens, will go to St. Andrew United Church in Georgetown.

MOTION

CARRIED

The commission will advise the congregation that we will provide the name of their proposed real estate agent for consideration.

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Request from Dewi Sant United Church, Toronto to sell their property in anticipation of amalgamation with another congregation. (as per letter of December 14, 2020)

MOTION by Chris Bennett/Amy Lee that the Communities of Faith Commission of Shining Waters Regional Council does not approve the request of Dewi Sant United Church, Toronto, to sell their property in anticipation of amalgamation with another congregation.

MOTION

CARRIED

MOTION by Amy Lee/Sandra Nottegar that the Communities of Faith Commission of Shining Waters Regional Council ask the United Property Resource Corporation to make a recommendation on the best use of the building that currently houses the congregation of Dewi Sant United Church to provide resources for a potential newly amalgamated congregation which will include an intentional Welsh ministry, while also supporting ministry in the wider United Church.

MOTION

CARRIED

The commission will advise the congregation that when they are ready to enter an amalgamation that they come to the region to discuss their property needs; that we understand the desire to preserve an intentional Welsh ministry within Shining Waters Regional Council

Trustees, Automatic Regional Appointments – Jody Maltby

MOTION by Gloria Tozek/Chris Bennett that if a pastoral charge closes without naming a Board of Trustees to deal with remaining property, the chair of the Communities of Faith Commission, the Staff Lead and the Finance Administrator are automatically trustees.

MOTION

CARRIED

MOTION by Kevin Logie/Calin Lau that in accordance with The Manual (2019) section G.3.3.4c, if a congregation finds themselves with only one or two trustees or without any trustees for any reason, the chair of the Communities of Faith Commission, the Staff Lead and the Finance Administrator are automatically trustees and will serve along with the remaining trustees until the full number of trustees has been appointed.

MOTION

CARRIED

Taiwanese United Church of Toronto – Jody Maltby

MOTION by Cindy Randall/Amy Lee that under section C.2.3.g) of the Manual, given that the Taiwanese United Church of Toronto is unable to meet due to concerns around Covid-19, that the Communities of Faith Commission of Shining Waters Regional

Council appoint Lloyd Mather, Lyle Urquhart as directors from February 11, 2020 through December 31, 2020 with authority to sign cheques, Janet MacDonald as director from February 11, 2020 through December 31, 2021 with authority to sign cheques, and Rachael Howes as director from January 1, 2021 through December 31, 2021 with authority to sign cheques and that Jody Maltby have authority to sign cheques in her capacity as pastoral charge supervisor.

MOTION

CARRIED

Chris Bennett declared a familial relationship prior to the vote.

GS 81 Extension of Temporary Amendment of Bylaws re: Pastoral Relations; Temporary Amendment re: Congregational Annual Meeting – Jody Maltby

At its meeting on November 26, 2020, the Sub-Executive of the General Council passed a motion to:

- temporarily suspend the requirement in section B.5.1 of The Manual for congregations or pastoral charges to hold an annual meeting; and
- temporarily amend the responsibility of the congregation or pastoral charge to make a decision on their annual draft budget by allowing the governing body of the congregation or pastoral charge to fulfil this responsibility where necessary, and where permitted by the regional council;

with each of the foregoing to be in effect until June 30, 2021, subject to earlier cancellation or further extension by decision of the Executive or Sub-Executive of the General Council.

MOTION by Cindy Randall/Chris Bennett, that the Communities of Faith Commission of Shining Waters Regional Council permits congregations or pastoral charges in Shining Waters Region to allow the governing body of the congregation or pastoral charge to make a decision on their annual draft budget, and that this permission is in effect until June 30, 2021.

MOTION

CARRIED

Request to have Emmanuel College as a Regional Recognized Ministry.

The commission authorizes staff to engage in conversation with Emmanuel College about becoming a regional recognized ministry.

Terms of Reference for the Intentional Interim Ministry Committee

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

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who is an Intentional Interim Minister and/or has experience and skills that would be helpful for the committee.

MOTION

CARRIED

Request from West Hill United Church, Toronto regarding disposition of funds from sale of property

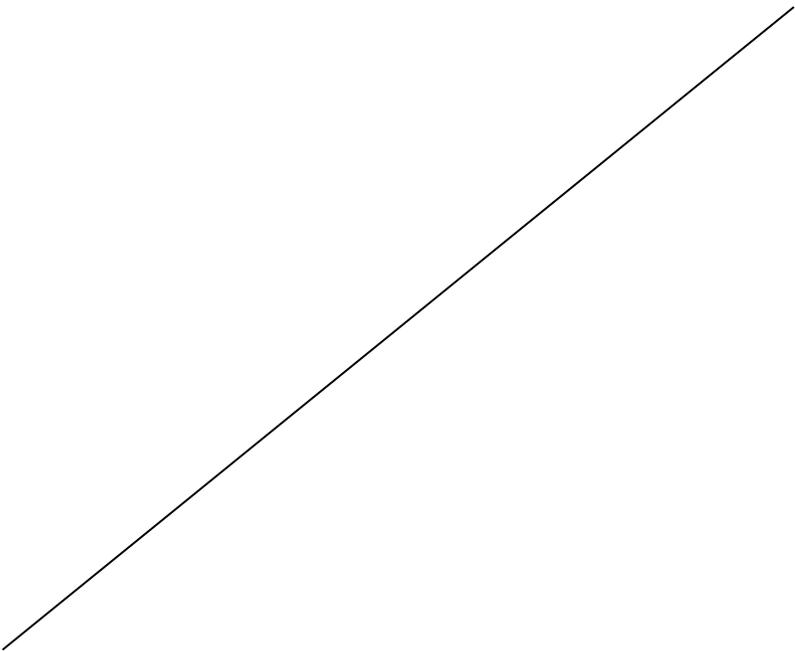
The commission discussed the request from West Hill United Church. In principle, the commission wants to be supportive of congregations doing innovative work.

Chris Bennett and Jody Maltby will have a conversation with representatives from West Hill in the new year to gain better understanding of the request.

Staff will look for templates for plans for the disposition of funds from the sale of property.

Closing: The chair offered thanks to the members and wished everyone a Merry Christmas. Cindy Randall offered a closing prayer and the meeting adjourned at 12:32 p.m.

Next Meeting: January 20, 2021, 9:30 a.m. via Zoom.



SOCIAL AND ECOLOGICAL JUSTICE COMMISSION

MINUTES of a meeting held January 19, 2021 at 1:00 p.m.
by video conference.

Present:

Susan Eagle (Chairperson), Lois Brown, Tina Conlon, Elizabeth Cunningham, Donna Lang, Alana Martin, Moon-Ja Park, Eleanor Scarlett, Cameron Watts

Staff: Bri-anne Swan, Kim Uyede-Kai, Jeffrey Dale

Guests: Brandon Stiles, Betty Lou McNabb, Dave Gordon

Welcome, check-in and prayer

The chairperson welcomed everyone. Cameron Watts opened with prayer, gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

The chairperson constituted the meeting in the name of Jesus Christ.

Guest Speaker: Brandon Stiles re: Upper York Sewage Solution

Brandon Stiles, Environmental Coordinator from Chippewas of Georgina Island First Nation, gave background and an update on the Upper York Sewage Solution (UYSS) in York Region. Brandon was asked to take on leading the opposition to the UYSS project, which was conceived in order to service population growth in Newmarket, East Gwillimbury, Aurora and upper York Region. The UYSS was proposed as a leading-edge sewage plan with benefits to Lake Simcoe (e.g. lowering phosphorus). However, Georgina Island was never initially invited to the discussion. Georgina Island considers the current environmental assessment to be outdated. It was only through the media that Georgina Island found out that the province has asked York Region to revisit a Lake Ontario option. They were never formally notified. Georgina Island is sending correspondence to get more information about a Lake Ontario option. There has been no consultation on how this affects Georgina Island. Anishinabeg territory extends to Lake Ontario. Currently, there is work being done on giving Lake Simcoe individual status.

There were questions about the current health of Lake Simcoe. Some of the conservation efforts in the past have worked. A number of groups have participated in conservation efforts around the health of the lake. e.g. It had been a long time since Lake Simcoe had eagles. They are now coming back.

What do we do next? Brandon says there is no one answer. Best thing to do is stay informed. There was a petition to oppose the UYSS which received over 35,000 signatures which did get the attention of the government. Georgina Island may opt to do something like that again.

The Commission thanked Brandon Stiles for joining them.

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Guest Speaker: Jeffrey Dale, Minister for Faith Formation, Youth and Young Adults

Jeffrey gave an update on his work advocating for safe consumption sites, especially within the Barrie area. He described the opioid and toxic drug crises we find ourselves within, giving a brief overview of The United Church of Canada's policy from the 1980s through today. Out of a proposal from British Columbia Conference to GC43, Jeffrey has been working with General Council to create a three-part conversation for the wider United Church:

1. Harm reduction and what is The United Church of Canada's involvement
2. A theology of harm reduction
3. Why it matters to decriminalize illicit substances for personal use

These conversations will be hosted by United-in-Learning, but they would like to partner with Shining Waters Regional Council. There is no cost to Shining Waters.

MOTION by Tina Conlon/Eleanor Scarlett that Shining Waters Regional Council co-sponsor a three-part conversation around substance use and safe consumption sites, in partnership with General Council/United-in-Learning.

MOTION

CARRIED

Agenda

MOTION by Cameron Watts/Moon-Ja Park that the agenda be approved as circulated

MOTION

CARRIED

Minutes

MOTION by Elizabeth Cunningham / Donna Lang that the Minutes of the meeting of the Shining Waters Social and Ecological Justice Commission held December 8, 2020 be adopted as circulated.

MOTION

CARRIED

Business Arising

Christian University Letter

Bri-anne Swan has written a letter outlining concerns about legislation being passed allowing Canada Christian College to grant degrees in arts and sciences, particularly as this legislation passed before the proper assessment and accreditation process had been completed. (attached as Appendix A)

MOTION by Moon-Ja / Lois Brown that Shining Waters Regional Council send a letter to the Government of Ontario in opposition to Canada Christian College being granted university status.

MOTION

CARRIED

United Network for Justice and Peace in Palestine and Israel (UNJPPI) - request from Brian McIntosh

UNJPPI is looking to create a more formalized relationship with the Social and Ecological Commission and the Regional Council.

There was recognition that this is a group that's already gathering and working together.

The Palestine/Israel subgroup will connect with UNJPPI to clarify questions around their ask for funding, reporting, staff support and further explore what a relationship might look like.

Reports back from sub-committees

Anti-Racism

Have not yet met.

There was recognition that February is Black History Month and there is a need to highlight the work that Black Canadians have done.

Poverty/Income Inequality

Have not yet met.

Guaranteed Livable Income: Susan Eagle has been part of two conversations. One was with the national UCC network, identifying smaller networks of people to work on a strategy re: guaranteed livable income. The second was a senate poverty gathering.

Correspondence

Letter to the City of Toronto

A joint letter with dozens of Toronto community partners was written and sent to Toronto City Council on January 15th in anticipation of Toronto City Budget talks. (Appendix B)

There was discussion about the communication streams in Shining Waters Regional Council, and that it is not easy to send out an email exclusively to ministers and communities of faith within the City of Toronto. Currently, lists are divided into North and South of Hwy 407. Bri-anne Swan, along with Susie Henderson, has started on a list of media for the Regional Council.

There needs to be some discussion about when and how Regional communication channels are utilized, particularly for calls to action originating from outside the church.

Cameron Watts and Susan Eagle will have a conversation about communication.

MOTION by Tina Conlon/Alana Martin that the Open Letter to the City of Toronto be distributed to communities of faith south of Hwy 407 encouraging them to contact their local councillors in support of the open letter.

MOTION

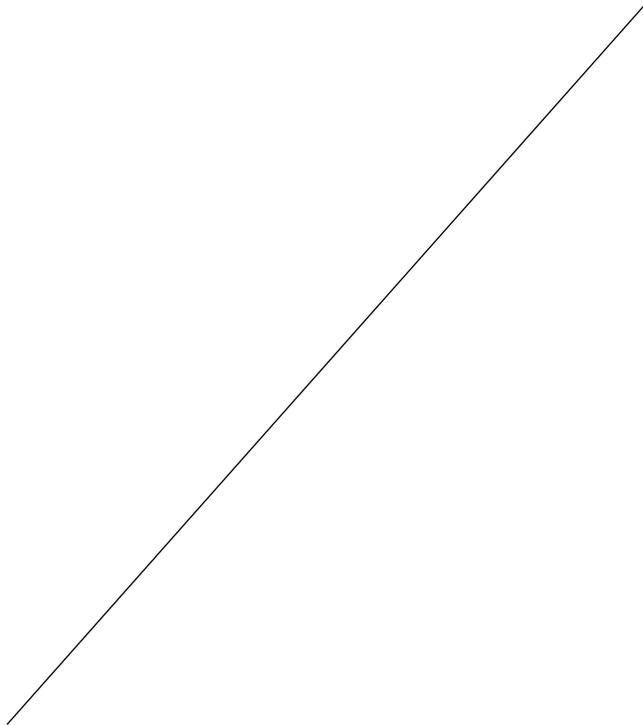
CARRIED

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Closing – The meeting closed with prayer.

Next Meeting: February 16, 2021, 1 p.m.



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Appendix A

by email only: ross.romano@pc.ola.org

Honourable Ross Romano, MP
Minister of Colleges and Universities
Ministry of Colleges and Universities
5th Floor, 438 University Ave.
Toronto, ON M7A 2A5

Dear Sir;

On behalf of Shining Waters Regional Council, I am writing to express our dismay and disappointment that your government has passed legislation making it possible for Canada Christian College to be granted university status with the ability to award degrees in arts and sciences.

Charles McVety, president of Canada Christian College, is well known for his Islamophobic, homophobic and transphobic comments — views that are also espoused by the College. As he is a close ally to Premier Ford, we are additionally concerned that the government is granting political favours and disregarding the college and its founder's troubling record of advocating for discrimination. We are not only concerned with the proposal that McVety's College secure University status in Ontario, but we are also deeply concerned about the undemocratic process utilized by your government to fast track Mr. McVety and Canada Christian College's request for degree-granting status. The proposal for re-designating the name change for the College into a University was buried in Omnibus Bill 213, *Better for People, Smarter for Business Act*. The very fact that this bill was carried before Canada Christian College had even completed the process of applying for re-designation is both alarming and undemocratic.

Shining Waters Regional Council is one of 16 administrative groupings within The United Church of Canada, with approximately 170 congregations spanning an area from the shores of Lake Ontario to northern Muskoka. We come from a tradition that understands God's deep love and affirmation for those of us within queer communities, as well as our neighbours who belong to traditions outside the Christian faith. It is heartbreaking to watch this government cater to the whims of hatred and exclusion, all the while not even following its own established protocols.

Yours truly,



David Leyton-Brown, President
Shining Waters Regional Council

c.c. The Honourable Doug Ford, Premier of Ontario (doug.ford@pc.ola.org)

Open Letter to Toronto City Council

January 15, 2021

It's 2021. Toronto's budget must tackle inequality.

This is no time for business as usual at City Hall.

As Mayor John Tory and Councillors ponder the next municipal budget, our city's decision-makers need to be brave, and bold.

The draft 2021 budget presented yesterday fails to respond to the dire emergency impacting communities across our city.

Since last March, the COVID-19 pandemic has revealed our city to us as never before. In the shadows of gleaming office towers, we see tent cities. In the midst of incredible wealth and comfort, we see poverty and distress.

Inequality and systemic racism are defining our city. We can no longer let this continue.

So much is at stake for so many community members: For persons with disabilities. For members of Black, Indigenous, and racialized communities. For women. For youth. For seniors. For essential workers and for those who have lost jobs. For all who have been disproportionately impacted by the pandemic.

Our city faces many challenges, and the 2021 budget is a unique opportunity to tackle them as part of the pandemic rebuild. With insight, compassion, and energy, we can make the changes we've needed for so long. We propose that the mayor and council do three things in their budget deliberations:

- **First**, focus on inequality. Council must identify new spending to tackle the inequality crisis, and make sure the scale of investment matches the scale of the problem.
- **Second**, focus and move resources to where they are needed most. This is especially important with regard to community-led alternatives to policing that will make life safer for persons with disabilities, Black, Indigenous, and racialized community members, the LGBTQ2S+ community, people experiencing gender-based violence, and people with lived experience of mental health issues.
- **Third**, develop a budget based on what our community needs during this crisis. Some voices in the budget debate will demand that we ignore great suffering in order to balance the budget. Instead, we urge you to listen to residents who are disproportionately impacted by COVID-19 and ongoing inequities. We encourage you to make the needed investments and balance the budget through "assumed revenues" from the provincial and federal governments, even if those revenues are not yet committed.

We'd like to draw attention to the [ten principles for a bold, green, and just Toronto](#), which were communicated to Council in April 2020 (summarized in the Appendix). Thousands of residents

and organizations took part in the Toronto Office of Recovery and Rebuild's (TORR) process to create a vision for truly building back better in Toronto. The 2021 budget summary, released today, all but ignores the vision articulated by communities and residents through this work. We ask Council to try again to better align the budget with this vision.

As part of this work, we also urge the City to three lenses to guide the budget decisions:

- Equity – with an intersectional perspective – race, gender, disability, economic/poverty, age
- Indigenous self-determination – services developed by and for Indigenous people are a critical component, instead of simply providing equitable access to colonial systems
- Climate – an existential threat is posed by the climate emergency

As the pandemic grinds on, our Mayor and Councillors must bring their most courageous selves to the budget table. This is no time for half measures or mere good intentions.

Governments at all levels have recognized the need for exceptional measures during the pandemic. In December 2020, the federal and provincial governments funnelled an additional \$1.2 billion to the city to help address pandemic-related shelter and transit costs. That support helped avert a financial crisis. Our provincial and federal governments know that supporting municipal systems and services is key to protecting the health and well-being of Canadians. City decision-makers must continue to insist that higher orders of government, with the revenue streams to support our city, provide the necessary funding to fill operating and capital gaps and enhance investments.

City council has relied on assumed revenues to balance the books in the past. On two occasions, when confronted with extraordinary costs associated with refugee settlement supports, Council passed a balanced operating budget that assumed it would get \$45 million in 2019 and \$77 million in 2020 from the federal government – funds that had not yet been approved. The TTC's 2021 budget already assumes funding from other levels of government will cover their extraordinary pandemic-related costs. Council needs to be bolder in assuming revenues for vital services and its negotiating position and should address shortfalls by drawing down on its under-resourced capital budget.

Council must also commit to expand programs and redesign systems at the scale needed to start to address the racial disparities of the pandemic, the death toll of seniors in long-term care and, the lack of supports for persons with disabilities and people on fixed incomes, and the climate emergency. Given years of chronic under-investment in community infrastructure and social supports, these needs are large and include:

- Civilian crisis response programs to replace our expensive and too-often-harmful policing responses to people experiencing mental health crises. Investing \$150 million in safe beds, consumer/survivor initiatives, and other crisis services could move us quickly toward community-led alternatives.
- Over-policing of Black, Indigenous, and racialized youth must end. For \$65 million, the City could double the number of youth hubs and youth outreach workers and also provide peer mediation and alternative conflict-resolution supports in all Toronto

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secondary schools. Such peer-led and community-led supports would work better and cost less than what the city does now.

- Addressing homelessness through policing is not working. For \$100 million, we could significantly expand homeless outreach, drop-ins, and safe consumption sites, and help more homeless Torontonians make the transition to supportive and affordable housing.
- Gender-based violence has increased during the pandemic. For \$25 million we could expand programs to support survivors and fund transformative justice to prevent future violence.
- The \$860 million in support that the City is assuming from the provincial and federal governments in 2021 will contribute to important transit, road, housing, and environmental projects (creating jobs and economic spinoffs, when work is safe to proceed). However, that level of support is not enough to support investments in services, programs and infrastructure to address the urgent, unmet health and survival needs of residents during the pandemic and to begin the planned recovery.
- The threat of climate change is not abating: a key learning from the current pandemic is that there is an unacceptably high human cost to inadequate preparation for crises (health or climate-related). Progress on Toronto's Climate Emergency commitments were largely delayed in 2020, and the proposed 2021 budget for the lead Climate department - Environment and Energy Division - is \$6M (or 33%) below the previously projected spending level. We must not lose another year in tackling the climate crisis. Effective and equitable climate action can protect residents, generate benefits for communities, and create good green jobs.
- The child care crisis must be addressed. [The City of Toronto Licensed Child Care Growth Strategy](#) needs to continue, and be modernized and expanded to provide the benchmarks, costs, and direction for new funding. The Safe Restart funding provided by the federal government was meant to sustain non-profit child care programs, however, the City needs to provide further funding dedicated to operating costs; increase affordability for families; decent work/wages for Early Childhood Educators; expand inclusion for all young children; and expand non-profit child care programs. [27 child care centres have permanently closed since the initial mandated closures in March, 2020.](#) 40 child care centres remain closed with no known reopen date. Without significant funding from the City, and bold advocacy from the City to the provincial government, child care centres will continue to close permanently.
- If other orders of government do not provide appropriate funding to address the budget shortfall, the City plans to gut the capital plan for essential infrastructure. This will set the city back a decade or more and reduce the employment and economic benefits from needed infrastructure projects. Council needs to immediately take that option off the table.

Looking ahead, Toronto City Council must continue to advocate for funding from other levels of government. However, in addition, Council must not hesitate to raise additional revenues in ways that push back against inequality.

Recovering from COVID-19 and building back better calls for a bold vision and must include major, transformative investments. It is time to raise our expectations for our city's budget.

Toronto depends on it.

Signed,

Labour Community Services
East Scarborough Storefront
North York Community House
Centre for Connected Communities
Toronto & York Region Labour Council
Good Jobs for All Coalition
Toronto Neighbourhood Centres
TTC Riders
Parkdale Activity – Recreation Centre
Toronto Seniors' Forum
Shelter & Housing Justice Network
Health Providers Against Poverty
Toronto Aboriginal Support Services Council (TASSC)
Open Policy Ontario
Dixon Hall Neighbourhood Services
Faith in the City
Findhelp | 211 Central
West Scarborough Neighbourhood Community Centre
Times Change Women's Employment Service
YWCA Toronto
Working Women Community Centre
Scadding Court Community Centre
Birchmount Bluffs Neighbourhood Centre
Lady Ballers Camp
FCJ Refugee Centre
Barbra Schlifer Commemorative Clinic
Margaret's Housing and Community Support Services
Access Alliance Multicultural Health & Community Services
North York Women's Shelter
Toronto Aboriginal Support Services Council (TASSC)
Syme Woolner Neighbourhood and Family Centre
Woman Abuse Council of Toronto (WomanACT)
Evelyn Fox - Mother of Kiesingar Gunn, Founder of Communities for Zero Violence
Afghan Women's Organization Refugee and Immigrant Services
South Asian Women's Centre
Redwood Shelter
Toronto Community for Better Child Care
GTA Disability Coalition
Social Planning Toronto
Toronto350
Black Legal Action Centre
The Windsor Women Working With Immigrant Women

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The Centre for Independent Living in Toronto
North York Community House
KCWA Family and Social Services
Louis March - Zero Gun Violence Movement
Rexdale Women's Centre
The Neighbourhood Group
Toronto Environmental Alliance (TEA)

Appendix: 10 Recommended Principles for a bold, green, and just recovery for Toronto:

1. For best results, ensure the recovery and rebuilding process is transparent and community-led
2. Make evidence-based decisions, informed by disaggregated race-based and sociodemographic data collection
3. Advocate immediately and powerfully to secure a *New Deal* for Toronto from our Federal and Provincial Governments
4. Fast-track and improve Toronto's existing strategies, plans, and commitments in Toronto's recovery and rebuilding plans, in order to build a more equitable, healthy and climate-resilient city
5. Invest in, protect, and centre workers in recovery and rebuilding plans
6. Prioritize low-carbon infrastructure, social procurement, and equitable local job creation in recovery and rebuilding
7. Invest in public and community ownership of land and housing to ensure everyone is permanently housed, local food production is increased, and jobs are created
8. Support and sustain the community infrastructure that has developed in response to COVID-19 for ongoing response and recovery work
9. Encourage and prioritize community support and discontinue programs that increase surveillance and harm social cohesion and solidarity
10. Make permanent and expand the public supports and services that have been put in place to respond to this pandemic, rather than cutting services

EXECUTIVE

MINUTES of a meeting held January 26, 2021, at 10:00 a.m.
via video teleconference.

Present: Jingle Ayupan, Pat Edmonds, Allan Holditch, Kirsty Hunter, Isaac Kamta, David Leyton-Brown, Steven Loweth, Allyce Mutungi, Moon Ja Park, Dong-Chun Seo, Lynn Mooney, Daniel Reed

Staff: Peter Hartmans (Executive Minister), Jody Maltby (Staff Lead), Rachael Howes (Administrative Support),

REGRETS: Jessica Stevenson

GATHERING, OPENING PRAYER

David Leyton-Brown opened the meeting at 10:07 p.m. He gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

Peter Hartmans led a brief worship including reading of Psalm 121 and a reflection. The members recited the New Creed.

The members checked in.

AGENDA

MOTION by Betty Lou McNabb / Pat Edmonds that the agenda for this meeting be approved as circulated.

MOTION

CARRIED

MINUTES

MOTION by Moon Ja Park / Dong Chun Seo that the Minutes of the meeting of the Shining Waters Regional Council Executive held December 10, 2020 be approved as circulated.

MOTION

CARRIED

Property discussion and Memorandums of Understanding

Memorandums of Understanding were received from the United Property Resource Corporation (UPRC) for the properties of Wilmar Heights, Wexford Heights, and Church of the Master. There was discussion and questions regarding the documents. Tim Blair from UPRC joined the meeting to answer questions.

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MOTION by Moon Ja Park / Isaac Kamta 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.

MOTION

CARRIED

The Executive notes its preference that, where possible, the newly developed facilities would reflect the former name of the property and offer community space.

MOTION by Betty Lou McNabb / Steven Loweth that the Executive of Shining Waters Regional Council approve the sale of the West Ellesmere property as recommended by Toronto United Church Council (TUCC).

MOTION

CARRIED

MOTION by Allan Holditch / Pat Edmonds that the Executive of Shining Waters Regional Council approve the request of Huttonville United Church to sell the Church property.

MOTION

CARRIED

Intercultural Diversity Commission

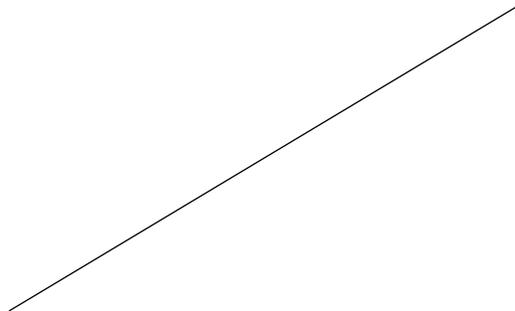
The Executive received a revised draft of the Intercultural Diversity Commission Policy. The suggestion was made to have the Equity Committee merge with the Intercultural Diversity Commission and discussion was held on the matter. This discussion will continue at the next Executive meeting and consultation will take place.

Jody Maltby, Steven Loweth and Betty Lou McNabb left the meeting at 12 noon.

Memorandum of Understanding between Regions Update – deferred to next meeting

Closing: the meeting closed at 12:10 p.m. and Peter Hartmans offered a closing prayer.

Next meeting – t.b.d. by Doodle poll



PASTORAL RELATIONS COMMISSION

MINUTES of a meeting held January 26, 2021, at 9:00 a.m.
by video conference.

Present:

Andrew Comar (chair); Dale Hildebrand (staff); Todd McDonald (staff); Donna Bowman-Woodall (ordered); William Haughton (ordered); Barbara Hendren (lay); Liz Mackenzie (ordered); Beth Moore (lay); Lawrence Nyarko (ordered); Robin Pilkey (lay); James Ravenscroft (ordered); Paul Stott (lay);

Regrets: None

Welcome, constituting the meeting and prayer

Andrew Comar, chair, welcomed everyone, acknowledged the indigenous territory we find ourselves on, led the opening prayer, and called the meeting to order.

Agenda

MOTION by Barbara Hendren/Paul Stott
that the agenda consisting of items that had been circulated to the commission in advance of this meeting be approved.

MOTION

CARRIED

Minutes

MOTION by Lawrence Nyarko/Donna Bowman-Woodall
that the minutes of the December 15, 2020 meeting of the commission be approved.

MOTION

CARRIED

Telephone Allowance

MOTION by Robin Pilkey/James Ravenscroft
That the telephone allowance for ministry personnel appointed or called in Shining Waters Region be set at a minimum of \$800 for 2021, regardless of full or part time appointments, that this amount be the total when a minister is in more than one appointment or call, and that this amount be reviewed annually by the Commission.

MOTION

CARRIED

Concern was expressed about other communication costs such as internet. Currently, pastoral relations policy speaks only to the cost of a telephone. Other costs can be taken up nationally.

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Is the passing of this policy retroactive? It is not, but staff were asked to send out a letter to all pastoral charges encouraging them to raise the amount if it is lower than \$800 per year.

Omnibus Motion

MOTION by Lawrence Nyarko/ James Ravenscroft
that the Pastoral Relations Commission take the following actions:

a) **Appointments**

... concurs with the request of **Eglinton St. George's Pastoral Charge (Toronto)** and re-appoints **Donald Parsons**, retired ordained minister, beginning August 8, 2020 to June 30, 2021, part time based on 15 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$27,132.75) per annum, salary in addition to the minimum at 20% which equals \$14,470.80 (pro-rated \$5426.55) for a total salary of \$86,824.80 (pro-rated \$32,559.30), basic telephone \$1200 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$552.75) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Humbercrest Pastoral Charge (Toronto)** and appoints **Nancy Hardy**, retired ordained supply minister, beginning January 3, 2021 to June 27, 2021, part time based on 6 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$10,853.10) per annum, salary in addition to the minimum at 18.43% which equals \$13,334.84 (pro-rated \$2000) for a total salary of \$85,688.84 (pro-rated \$12,853.10), basic telephone \$600 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$221.10) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does not require an act of covenant.

... concurs with the request of **Queensville Holland Landing Pastoral Charge (East Gwillimbury)** and appoints **Deborah Celsie**, candidate short term supply, beginning January 18, 2021 to July 17, 2021, part time based on 20 hours per week with the following terms for Candidate Step 2 and Cost of Living Group Assignment 5: Salary \$62,048 (pro-rated \$31,024) per annum, basic telephone \$900 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$737) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does require an act of covenant.

... concurs with the request of **St. Paul's Pastoral Charge (Brampton)** and appoints **Helena Medeiros**, retired ordained supply minister, beginning January 11, 2021 to June 30, 2021, part time based on 30 hours per week with the following terms for Category E and Cost of Living Group Assignment 5: Salary \$70,632 (pro-rated \$52,974) per annum, basic telephone \$900 per annum, Continuing Education and Learning Amount \$1474 (pro-

rated \$1105.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does not require an act of covenant.

... concurs with the request of **West Hill Pastoral Charge (Toronto)** and appoints **Sarah Miller**, ordained short term supply minister, beginning January 13, 2021 to April 30, 2021, part time based on 15 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$27,132.75) per annum, salary in addition to the minimum at 20% which equals \$14,470.80 (pro-rated \$5426.44) for a total salary of \$86,824.80 (pro-rated \$32,559.19), basic telephone \$600 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$552.75) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does not require an act of covenant.

b) Request for Change in Relationship

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of Helena Medeiros, ordained minister at Humber Valley Pastoral Charge effective January 10, 2021 and give thanks for her ministry.

MOTION

CARRIED

Report from staff

a) Liaisons

The following liaisons have been appointed by staff:

Lynella Reid James appointed to St. Andrew's Pastoral Charge (Markham) for a search for a new minister.

Dale Hildebrand appointed to West Hill Pastoral Charge (Toronto) for a search for an appointed minister.

Mhairi Godley appointed to Filipino Christian Fellowship Mission (Toronto) to help them transition minister's appointment to a call.

Greg Daly appointed to St. Paul's Scarborough Pastoral Charge (Toronto) for a search for a new minister.

Paul Stott appointed to Emmanuel Pastoral Charge (Brampton) for their covenanting service.

Paul Stott appointed to Downsview Pastoral Charge (Toronto) for their covenanting service.

b) Pastoral Charge Supervisors

The following Pastoral Charge Supervisors have been appointed by staff:

Rick McKinley appointed to Bond Head Newton Robinson Pastoral Charge, January 4, 2021.

Leigh Olsen appointed to St. Andrew's Pastoral Charge (Markham), January 5, 2021.

Equity Goal for 2020-21:

The Pastoral Relations Commission set the following goal for the year 2020-21: Collect data on the pastoral relations process from entry point to the end of the first year answering this question: How does unconscious racist/sexist/ableist bias hinder or create barriers for ministers in the congregational setting? Who is chosen? Are there differences in the terms of the pastoral relationship between ministers who are White and all other racialized ministers and why? Also look at that question for the LGTBQI community. What is the experience of racialized, BIPOC, differently abled and LGTBQI ministers after one year on their pastoral relationship – How does unconscious racist/sexist/ableist bias affect their health, joy and excellence in ministry?

Recommendation from Equity Advisory Group

Liz Mackenzie from the Advisory Group conveyed the recommendation of the group for our researcher. Members of the Advisory Group shared their perceptions of the strengths of this particular choice.

MOTION BY Liz Mackenzie/Beth Moore
that the Commission engage Marcie Gibson to be the consultant for our Equity Goal Research Project.

MOTION

CARRIED

Equity Training with guest Rev. Cindy Bourgeois

Cindy shared some of her experience in finding work as a transgender person and talked about the need for changes in structure and policy to provide special assistance for people who have historically been marginalized.

In the discussion after her presentation, the following points/suggestions were made:

- Equity resources are needed in order to make this happen.
- Equity training for congregations is needed.
- Liaisons can play a role here. Can ministers from groups that face discrimination and bias have access to the liaisons? They should be encouraged to provide more persuasion and influence.
- Education is important, but what is critical is advocacy and structural change.
- Our Methodist heritage can be helpful here in terms of providing direction to communities of faith from the wider denomination.

Representatives to Shining Waters Planning and Priorities meeting on February 10

Andy received an invitation as Commission Chair to attend but as it is his last year, and also not able to attend on February 10, 2021, he invited two representatives from this Commission to attend. This is to shape an overall vision for the regional council.

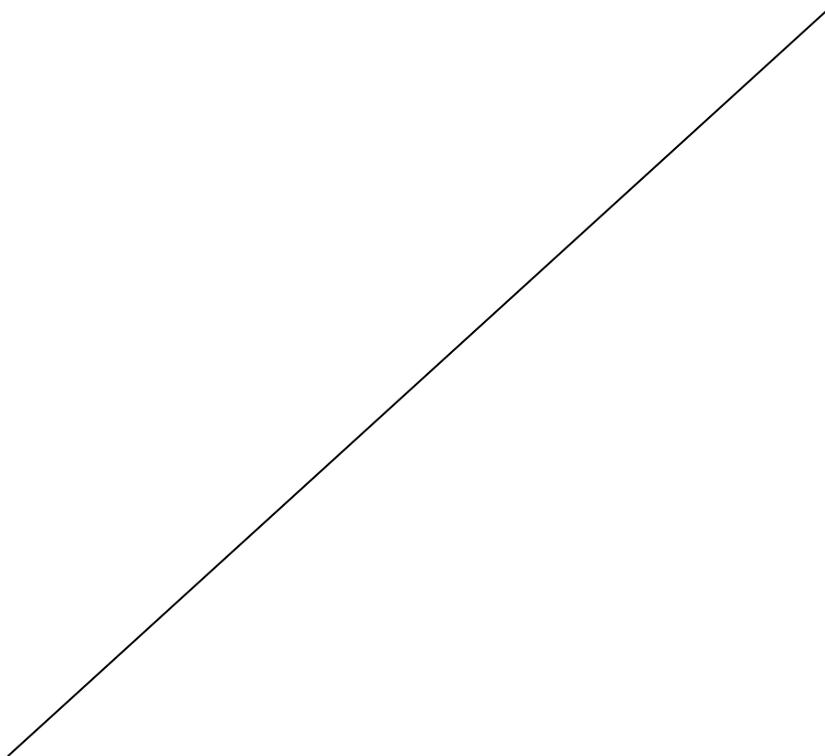
Donna and Beth volunteered to represent the commission. What should they bring from the commission? The equity goal is a major part of our work now.

Next meeting

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on February 23, 2021 beginning at 9:00 a.m.

End of meeting

There being no further business, Dale Hildebrand, closed the meeting with a prayer.



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SOCIAL AND ECOLOGICAL JUSTICE COMMISSION

MINUTES of a meeting held February 16, 2021 at 1:00 p.m.
by video conference.

Present:

Susan Eagle (Chairperson), Lois Brown, Tina Conlon, Elizabeth Cunningham, Moon-Ja Park, Eleanor Scarlett (joined at 2:10 p.m.), Cameron Watts (joined at 1:35 p.m.)

Staff: Jeffrey Dale. Kim Uyede-Kai (notetaker).

Guest: Brian McIntosh (joined from 1:45-2:45 p.m.)

Regrets: Bri-anne Swan, Alana Martin

Absent: Donna Lang

Welcome, check in and prayer

The chairperson welcomed everyone, Elizabeth Cunningham opened with an acknowledgement of the land, prayer, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

The chairperson constituted the meeting in the name of Jesus Christ.

Agenda

Agenda addition: Brian McIntosh will join the meeting at 1:45 to give an update on United Network for Justice and Peace in Palestine and Israel (UNJPPI) and outreach ministries.

MOTION by Tina Conlon / Moon-Ja Park that the agenda be approved as revised.
MOTION **CARRIED**

Minutes

MOTION by Elizabeth Cunningham / Lois Brown that the minutes of the meeting of the Shining Waters Social and Ecological Justice Commission held January 19, 2021 be adopted as circulated.
MOTION **CARRIED**

There was a brief time of check in.

Business Arising

The commission chair received a request from the Executive Minister asking that the Social and Ecological Justice Commission write a letter to Mayor John Tory urging action on warming centres, shelters, encampments, and resources for the homeless population. Because of the urgency of the issue, the commission chair worked in consultation with Jeffrey Dale and drafted a letter to Mayor Tory dated January 29, 2021, which was circulated to Commission members for email approval and then forwarded to David Leyton-Brown and Peter Hartmans to be signed by the Regional Council President. (Appendix A)

Commission members agreed that urgent actions such as this could be drafted and sent by the Chair on behalf of the commission between meetings.

United Network for Justice and Peace in Palestine and Israel (UNJPPI)

Brian McIntosh was welcomed to the meeting. He spoke to the UNJPPI request for a more formalized relationship with Social and Ecological Justice Commission and the region. The request is for an organic connection to the region, advocacy for policies that government does not yet have in place, and lines of communication with the region to share resources, campaigns, information, avoid duplication, and to encourage advocacy that doesn't bear the name of UNJPPI but to speak as a regional network.

Brian noted updated wording to the request to two actions: 1. ~~Establish~~ Recognize the existing network of PALNET.; Delete 6. ~~Ensure and adequate form of Regional funding and staff assistance for this new Regional Network.~~

Anticipating that the Social and Ecological Justice Commission will potentially receive additional requests for recognition from various networks, including other networks on Palestine Israel issues, the Commission agreed to recognize this network as one network, to receive and request information and updates from them, and consider requests for action. The Commission's sub-group on Palestine Israel could connect them if other regional groups emerge doing similar work.

Brian requested a copy of the survey list of congregations who expressed interest in Palestine Israel in order to build capacity in this network/movement.

Agreed by consensus

Community Outreach Ministries update

As a board member, Brian McIntosh reported on behalf of community ministries board which had engaged in a three-year long strategic planning process. Unable to find ways to make the two ministries financially sustainable beyond 2022 (\$200,000/year), the boards made the decision to close the ministries and develop legacy plans.

A lengthy discussion took place, noting that both ministries work with primarily non-White communities, with the poor, and are ministries that change lives. It was noted that the regional priorities need to match the budget allocations.

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Cam Watts offered to write a letter on behalf of the Commission to express the Commission's concerns and to engage the Executive.

It was suggested that the Fall regional council meeting highlight outreach ministries and connect to other work such as anti-racism, housing, etc. Susan Eagle, Tina Conlon, Cameron Watts, and Lois Brown offered to form a strategy group.

The Commission thanked Brian for joining them.

Harm Reduction Update

Jeffrey Dale gave an update on harm reduction, safe consumption, decriminalization of illicit substances. Statistical data has been gathered and Moon-Ja Park asked about data and educational materials for other language groups.

Jeffrey will work on this next month before national conversations happen and bring an update to the March meeting. He will explore ways to engage other language groups. Moon-Ja offered Jeffrey the name of an Asian group working with these issues.

MOTION by Elizabeth Cunningham / Tina Conlon that the Shining Waters Regional Council publicly endorse and support organizations that work toward education and community development on harm reduction efforts.

MOTION

CARRIED

Poverty, Income Security Inequality

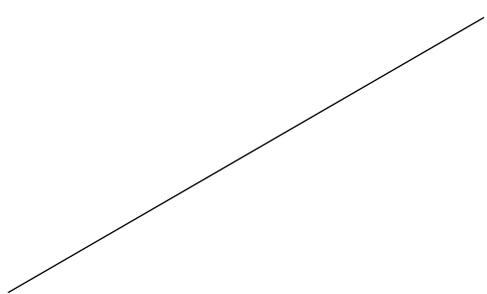
The chairperson reported that the Livable Income group is asking regions to help organize another vigil. The date is Saturday, April 10, the week after Easter. More details to come.

Deferred issues

Reports from sub-committees. The chairperson asked that sub-committees send their updates in writing to be attached with the Minutes.

Closing: The meeting closed with prayer led by Cameron Watts.

Next Meeting: Tuesday, March 16, 2021, 1 p.m.



January 29, 2021

Via: email and regular mail
Email: mayor_tory@toronto.ca

His Worship, John Tory
Mayor, City of Toronto
City Hall, 2nd Floor
100 Queen St. W.
Toronto, ON M5H 2N2

Dear Sir:

On behalf of The United Church of Canada communities of faith in greater Toronto, I am writing to urge that more proactive initiatives be taken to support the homeless population of Toronto, particularly during this crisis time of freezing temperatures, snow and freezing rain.

The urban Toronto region for The United Church of Canada includes 83 congregations and ministries in the GTA as part of the larger Shining Waters Regional Council.

It is a scandal and a shame to us all that in a country of enormous first world affluence we have so many destitute and vulnerable citizens who rely on charity for survival. While we commend the city for actions already taken through the many shelter spaces provided and staff working to assist people in need, we know that this is not nearly enough.

We urge you to take action in the following areas:

Warming Centres

The closure of many public and commercial indoor spaces because of the pandemic has created an urgent need for more warming centres throughout the city. These centres need to be open beyond the normal times established by the cold weather alert protocols. As well, and hence the need for more centres, these need to allow for longer visiting times by those who need them. We understand that currently visiting times are limited to two hours. This is not nearly long enough for someone who literally has nowhere else to go for the remainder of the day and night.

Already front-line workers are drawing attention to the increasing cases of frost-bite because of the inadequate provision of time and space at warming centres.

Shelters

A review of recent accommodation statistics for homeless shelters, as well as conversations with front-line staff, indicates that shelters are at or near capacity each night. And some who choose not to use shelters point to overcrowding and lack of safety as ongoing issues that prevent their stay.

cont'd ...

There needs to be more safe space immediately created for overnight shelter stays. We write this as very cold weather descends on the city and urge that immediate action be taken to address this critical need before it reaches crisis proportions with fatal consequences. Already the city has a tragic death statistic for victims of homelessness.

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Encampments

We hear from volunteers and front-line workers and advocates that there are currently an estimated 1,200-1,500 residents living in encampments, and that when you factor in those sleeping on crates and transit, it is closer to 2,000 people, not the 300-400 statistic that has been offered through official channels.

While we can agree with the city that “the safest place for anyone experiencing homelessness in Toronto is inside, in a shelter, hotel or, ultimately, housing,” we urge that those safe spaces be created before encampments are dismantled. We call on the city to stop dismantling tiny shelters, provide support for people living in encampments and create rapid re-housing options for people living without shelter.

This would mean more and better access to public washrooms, the provision of more hotel spaces and using a harm reduction approach for all support services.

We encourage the city to work more cooperatively with the many agency and volunteer front-line workers who have daily contact with, and are trusted by, those who live in encampments.

Resources

We concur with the recent open letter to the City of Toronto on January 15, 2021, signed by many community organizations which stated that “for \$100 million we could significantly expand homeless outreach, drop-ins and safe consumption sites, and help more homeless Torontonians make the transition to supportive and affordable housing.” We agree that this kind of pro-active initiative would, in the long run, be more successful and humane than short-term efforts to use policing to deal with the symptoms of homelessness.

We know that the pandemic has created financial challenges that will affect us and our economy for many years to come. However, the burden of cutbacks should not be borne by the most vulnerable in our community who are already in crisis.

As we believe we are called to care for our neighbour in need, we urge the city to step up its care for the marginalized with immediate implementation of supports and emergency housing. We urge you to support all citizens’ rights to self-determination, security, and dignity.

Yours truly,



David Leyton-Brown, President
Shining Waters Regional Council
The United Church of Canada

COMMUNITIES OF FAITH COMMISSION

MINUTES of a meeting held February 17, 2021 at 9:30 a.m.
by video conference.

Present:

Christine Smaller (Chairperson), Chris Bennett, Bronwyn Corlett, Carolyn Harding, Calin Lau, Amy Lee, Kevin Logie, Sandra Nottegar, Cindy Randall, Gloria Tozek, Harry Ramsaran

Jody Maltby (Staff Lead), Susie Henderson, Kim Uyede-kai, Diane Matheson, Jeffrey Dale

Welcome, check in and prayer

The chairperson welcomed everyone, gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region. She offered opening worship based on Ash Wednesday.

Members checked in.

The chairperson constituted the meeting in the name of Jesus Christ.

Agenda

MOTION by Amy Lee/Harry Ramsaran that the agenda be approved as presented.

MOTION

CARRIED

Minutes

MOTION by Cindy Randall/Kevin Logie that the Minutes of the meeting of the Communities of Faith Commission of Shining Waters Regional Council dated December 16, 2020 be approved as circulated.

MOTION

CARRIED

Email votes

The following decisions were made by email:

- East End United Church, Toronto lease agreements
Approved the three lease agreements between East End United Regional Ministry, Toronto, and Riverdale Activity Centre, Matthew and Guillermo, and Strickland Reading Clinics.

Approved the lease agreement between East End United Regional Ministry, Toronto, and the City of Toronto

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- Dewi Sant, Toronto – request to sell property
Approved the motion to reconsider the motion of December 16, 2020 “That the Communities of Faith Commission of Shining Waters Regional Council does not approve the request of Dewi Sant United Church, Toronto, to sell their property in anticipation of amalgamation with another congregation.”

Defeated the original motion of December 16, 2020: “That the Communities of Faith Commission of Shining Waters Regional Council does not approve the request of Dewi Sant United Church, Toronto, to sell their property in anticipation of amalgamation with another congregation.”

Approved a new motion that the Communities of Faith Commission postpone discussion and decision on the request from Dewi Sant Welsh United Church, Toronto, until a recommendation is received from the United Property Resource Corporation.

- Runnymede United Church, Toronto – amended Constitution
Approved the amended Constitution of Runnymede United Church dated February 7, 2021.

Election of new chairperson

Christine Smaller advised that she will be leaving the region which opens up the need for a new chairperson. The commission discussed the process for electing a new chairperson and deferred the decision to later in the meeting to allow folks to discern if they wished to put their name forward.

At the next meeting, the commission will consider electing a vice-chair and setting a term for both positions.

Mapping Process – *Kevin Logie, Susie Henderson*

Kevin and Susie reported that they are conscious of the impact of Covid and the need to proceed slowly and with care as we don’t know exactly what the future will bring for local congregations. We are committed to maintaining a United Church presence.

They proposed a steering group representing various parts of the region to sit and work with what Edge has given. We hope to hold an in-person gathering to reflect together. Susie shared three maps so the commission could start to get a sense of the data that is available.

Commission members were asked to consider who might be appropriate to serve on a steering committee and to approach the other commissions for members. Chris Bennett expressed willingness to participate.

Priorities Conversation – *Christine Smaller and Gloria Tozek*

Gloria and Christine shared thoughts from the conversation about priorities. The Mapping Process could be linked to this because several of the commissions spoke to the need for research. Priorities included equity, inclusion, racism. There is a need for both core funding and funds for developments for different ministries.

Several people spoke about the importance of cross commission communication and working together to support each other and reduce duplication of effort.

There was lament that the church as an institution remains inherently racist and structure continues to be oppressive.

The Commission took a 15-minute break

Election of New Chairperson (cont'd)

MOTION by Carolyn Harding / Cindy Randall that Gloria Tozek be acclaimed as the chairperson of the Communities of Faith Commission.

MOTION

CARRIED

The commission agreed to hold off approving vice-chair pending establishing a term. Chris Bennett expressed willingness to be considered for vice-chair.

Preaching Conference – *Kim Uyede-kai and Jeffrey Dale*

Kim and Jeffrey reported on a preaching conference that has been organized by Dr. Hye Ran Kim-Cragg to take place virtually August 20-21st with a particular focus on what the pandemic has taught us about preaching. Kim and Jeffrey will both be workshop facilitators. The region has been invited to co-sponsor the event. At this point we don't know exactly what that looks like other than lending our name to the event. If we are invited to participate in other ways, we can consider whether that is appropriate but it doesn't prevent us from lending our name to the event, which is a positive step in strengthening our relationship with Emmanuel College.

MOTION by Sandra Nottegar/Cindy Randall that the Communities of Faith Commission of Shining Waters Regional Council agrees to co-sponsor the Preaching Event on August 20-21, 2021 with Emmanuel College.

MOTION

CARRIED

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Updates

Innovation Cluster

Diane Matheson reported that the innovation clusters have continued over the fall. Out of clusters across the country EDGE is cosponsoring an event: The Hopeful Economics UnConference focusing on social innovation, trends in the charitable sector and systemic change issues.

Thriving Churches webinar

Several people participated in a series of webinars with Loraine MacKenzie Shepherd and Tammy Allen looking at their new book, *Thriving Churches*. From their research with a number of congregations, they lifted up several spiritual attributes that could inform our conversation about innovative ministry. Their research included both large and small, urban and rural congregations which broadens the traditional picture of a thriving church.

Digital Ministry/TUCC

Susie Henderson reported.

Intentional Interim Ministry Appointments

Diane Matheson reported that across the country there are IIMs not actively serving and that this presents an opportunity for us to tap into a wider network of qualified Intentional Interim Ministers to better serve the communities of faith in our region

Website updates

Commission members are encouraged to visit the website to see the resources that have been added for congregations.

Recent Executive decisions

Jody Maltby reported on recent decisions by the Executive to sell one property and partner with the United Property Resource Corporation in exploring the development of others to provide a long-term sustainable income for the region while maintaining significant property resources.

Staff provided updates on work with Dewi Sant Welsh United Church, Toronto, St. Andrew's United Church, Markham, and the South West Community Ministries. Plans are moving forward in the sale of the building that housed Huttonville United Church, Brampton. Of particular note, the Ministère Protestant Francophone du Toronto, in partnership with both Shining Waters Region and La Table des ministères en français, is planning a covenanting service on Sunday, June 13, 2021.

Policy Updates

Jody Maltby reviewed two small changes to the Finance and Property Policy (Appendix A) and one to the Policy regarding Sale of Property by an Existing Community of Faith (Appendix B). These came out of the meeting of the commission in December and the experience of the Lease Review Task Group. She noted that the commission still needs to engage in a more fulsome review of the policies but these updates will help provide greater clarity in the meantime.

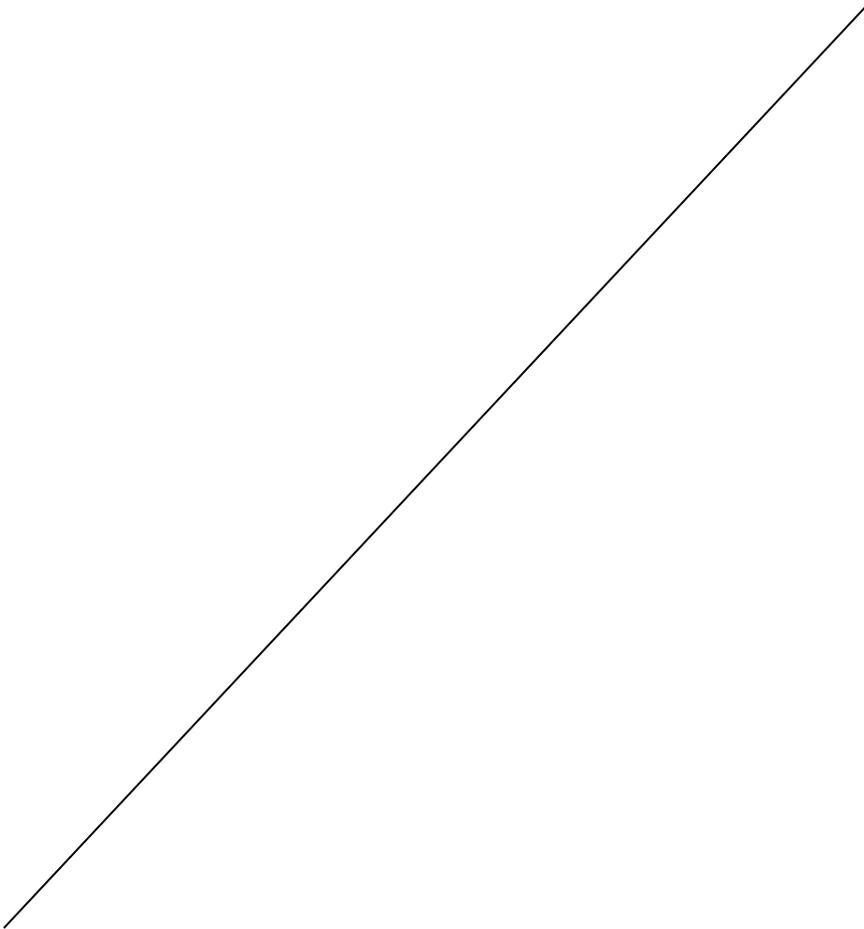
MOTION by Amy Lee/Kevin Logie that the Communities of Faith Commission of Shining Waters Regional Council approve the Finance and Property Policy and the Policy regarding Sale of Property by an Existing Community of Faith as revised.

MOTION

CARRIED

Closing: Christine Smaller offered a closing prayer and the meeting adjourned at 12:02 p.m.

Next Meeting: March 17, 2021, 9:30 a.m. via video conference



Communities of Faith: Finance and Property Policy

This policy outlines the responsibilities of the Communities of Faith Commission with respect to property transactions.

Date Approved: February 17, 2021	Review date by the Communities of Faith Commission: by end of 2021
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BACKGROUND AND CONTEXT:

All property of communities of faith are held by its Board of Trustees. This includes land, buildings, funds and investments and any other kind of property. The Trustees must comply with the United Church of Canada's requirements for Boards of Trustees in matters related to communities of faith property. The Region is responsible for making decisions on requests from communities of faith in buying, selling, leasing, and renovating community of faith property, and developing a plan to distribute any proceeds within denominational policies and guidelines.

SELLING CHURCH PROPERTY

When a community of faith that is not closing or amalgamating wishes to sell property, approval from the Communities of Faith Commission is required at each of these stages (*The Manual C.2.6.a*):

- a. Approval to sell the property;
- b. Approval of the realtor chosen;
- c. Approval of the listing agreement; with proof of legal review
- d. Approval of the Offer for Purchase and Sale; with proof of legal review
- e. Approval of the plan for disbursement of funds generated from the sale.

The Communities of Faith Commission will make recommendations to the Regional Council Executive with respect to plans of disposition of property and assets when a community of faith closes or ceases to exist (*The Manual C.2.6.b*) and if there is surplus property following an amalgamation (*The Manual G.1.4.5.a*). **The commission is committed to maintaining buildings that are strategically important. Resources embedded in buildings are critical to our future as a region and as a church and we have a fiduciary responsibility to manage this. The Communities of Faith Commission may consult with the United Property Resource Corporation and/or Toronto United Church Council before making any recommendations regarding property.**

USE OF FUNDS FROM THE SALE OF A BUILDING

The funds generated from the sale of a church property are held in trust and require the approval of the region, through the Communities of Faith Commission, for any expenditure of those funds (including both the capital and any earned interest).

USE OF RESTRICTED FUNDS

Where funds have been restricted by the region or by one of the former presbyteries of Toronto Conference, approval is required from Communities of Faith Commission for any expenditure of those funds (including both the capital and any earned interest).

Requests to use funds held from the sale of a church property will follow the general plan for use of those funds that had been approved earlier either by the region or one of the presbyteries of the former Toronto Conference.

The Staff Lead will be able to approve a one-time use of income from restricted funds to a maximum of \$25,000 provided the request fits within the general plan previously approved. Requests above that amount or that deviate from the approved plan will be brought to the commission for consideration. If a community of faith returns with a second request for use of income, this will come to the commission for consideration.

Use of Manse Funds

1. Manse Capital Funds and Use of Income

The capital of manse funds shall be invested by the Board of Trustees and the income may be used by communities of faith to fund ministerial compensation. The Staff Lead will be able to approve a one-time use of income from manse funds to a maximum of \$25,000 provided all other criteria within this policy are met. Requests over \$25,000 will come to the commission for consideration. If a community of faith returns with a second request for use of income, this will come to the commission for consideration.

2. Other Permitted Uses of Manse Capital Funds & Region Mandated \$150,000 Manse Reserve Fund

The Region will allow greater flexibility with respect to usage of manse capital, subject to the approval of the Communities of Faith Commission, some or all of the manse capital funds held by the Trustees that are in excess of the mandated \$150,000 manse reserve fund, may be used for the following purposes:

- i. To fund the purchase of ministerial housing,
- ii. For a mortgage for ministerial housing,
- iii. Bridge financing to facilitate the sale of church property, if needed during an amalgamation,
- iv. Capital renovation projects within the community of faith's property, and
- v. Other major capital projects that may be needed by a community of faith within the community of faith's property.

Caution: If any capital funds are expended for the purposes as noted in Items i) to v) above, the income from that capital will no longer be available to offset ministerial compensation and the income must then be derived from other sources.

3. Minimum Manse Fund Reserve, \$150,000

The minimum value of the unencumbered manse fund reserve to be held by the Board of Trustees shall not be less than \$150,000. Where manse fund capital values are currently less than \$150,000, this change in policy will have no effect.

4. Uses of the Mandated \$150,000 Manse Fund Reserve

The manse reserve fund shall be retained by the Board of Trustees for potential use, with prior Region approval, for ministerial compensation where a community of faith is not able to fulfill its financial obligations to a minister or for other uses related to the closing/ disbandment of a community of faith, as approved by the Region.

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LEASES

Leasing of church space to outside groups requires approval from the Communities of Faith Commission. The Staff Lead is the first point of contact for a congregation that is considering a lease of church space.

One-time, occasional or semi-regular rentals of church space do not require approval. Operating leases for equipment such as copiers or computers do not require regional approval.

Along with the motion from the Trustees to execute the lease agreement, please provide **proof of legal review**. ~~the~~ Other terms to be communicated to the **presbytery region** would include premises and exclusive use premises, fixtures and chattels, rental, commencement date, term, responsibility for taxes, insurance, repairs, rights to assign or sublet, dispute resolution and arbitration, early termination, renewals, and options.

MORTGAGES AND LOANS

Applications for mortgages and other loans require the approval of the Communities of Faith Commission. The Staff Lead is the first point of contact on these matters.

The terms to be communicated to the commission would include the principal, the interest rate, the term, payments and prepayment privileges. The commission will want to know the intended use of the funds, how this use supports the ministry and mission of the congregation and the capacity of the congregation to repay the amount being borrowed.

Appendix B

Communities of Faith: Sale of Property by an Existing Community of Faith

This policy outlines the responsibilities of the Communities of Faith Commission with respect to property transactions when a community of faith is neither closing nor amalgamating.

Date Approved: February 17, 2021	Review date by the Communities of Faith Commission: by end of 2021
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BACKGROUND AND CONTEXT:

All property of communities of faith are held by its Board of Trustees on behalf of the United Church of Canada. This includes land, buildings, funds and investments and any other kind of property. The Trustees must comply with the United Church of Canada's requirements for Boards of Trustees in matters related to communities of faith property. The Region is responsible for making decisions on requests from communities of faith in buying, selling, leasing, and renovating community of faith property, and developing a plan to distribute any proceeds within denominational policies and guidelines.

The Communities of Faith Commission is committed to:

- having a broad geographic presence for the United Church in Shining Waters Regional Council,
- making decisions that support healthy and viable communities of faith,
- embracing new possibilities for what a community of faith might look like.

In upholding these commitments, the region will allow greater flexibility in the use of funds from the sale of property, subject to the approval of the Communities of Faith Commission. The commission understands this to be an investment in healthy communities of faith.

At the same time, the commission is committed to maintaining buildings that are strategically important. Resources embedded in buildings are critical to our future as a region and as a church and we have a fiduciary responsibility to manage this. The Communities of Faith Commission may consult with the United Property Resource Corporation and/or Toronto United Church Council before approving any request to sell property.

SELLING CHURCH PROPERTY

When a community of faith that is not closing or amalgamating wishes to sell property, approval from the Communities of Faith Commission is required at each of these stages (*The Manual C.2.6.a*):

- a. Approval to sell the property;
- b. Approval of the realtor chosen;
- c. Approval of the listing agreement; with proof of legal review
- d. Approval of the Offer for Purchase and Sale; with proof of legal review
- e. Approval of the plan for disbursement of funds generated from the sale.

A community of faith that wishes to sell its property must demonstrate the potential for its ongoing long-term viability. It must also provide a mission plan for the use of available funds and the investment of remaining capital. The mission plan must demonstrate how the community of faith will continue to provide a United Church presence in their location and/or context. Please contact regional staff to obtain guidelines/best practices for viability and a mission plan.

The community of faith will be expected to include an update on this mission plan in their annual self-assessment.

USE OF FUNDS FROM THE SALE OF PROPERTY

The funds generated from the sale of a church property are held in trust and require the approval of the region, through the Communities of Faith Commission, for any expenditure of those funds (including both the capital and any earned interest).

When the sale of property will generate \$100,000 or less, \$5,000 will go into a regional fund related to the Calls to the Church to support Indigenous Ministries both locally and in the wider church. The community of faith will be able to keep and use all remaining proceeds from the sale. Proof of potential for ongoing viability and a mission plan are still required.

For all other property sales, 10% of the proceeds, after costs, will go into a regional fund related to the Calls to the Church to support Indigenous Ministries both locally and in the wider church with a provisional cap of \$1,000,000.

When the sale of property will generate \$100,000 - \$300,000, the community of faith will be able to use up to \$100,000 of the capital. The remainder will be invested and the community of faith will be able to

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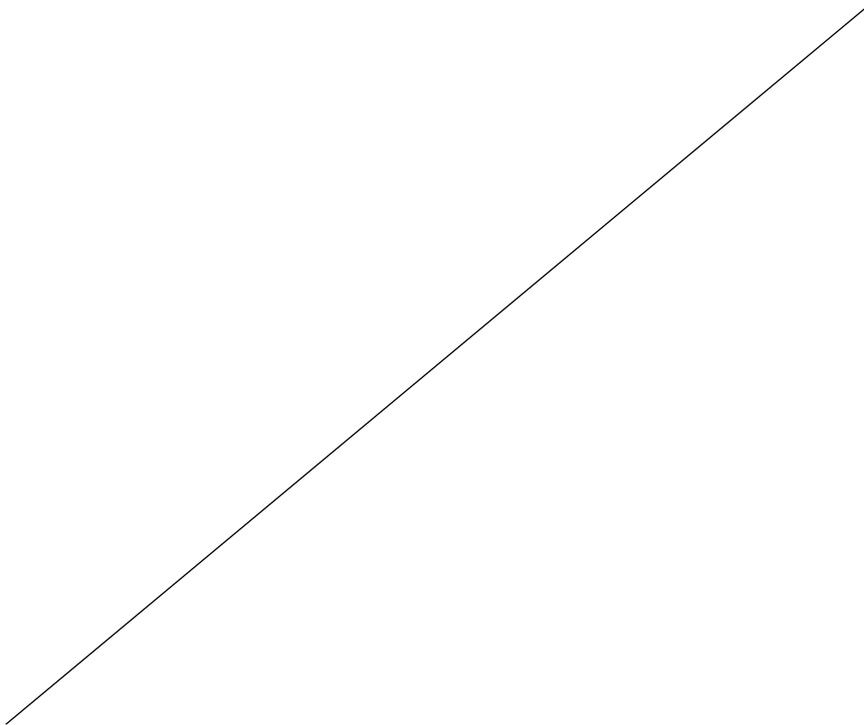
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use the annual interest from the investment. Proof of potential for ongoing viability and a mission plan are still required.

When the sale of property will generate \$300,000 - \$1,000,000, the community of faith will be able to use up to \$100,000 of the capital. 5% of the remaining capital will be given to the region. The remainder of the capital will be invested and the community of faith will be able to use the annual interest from the investment. Proof of potential for ongoing viability and a mission plan are still required.

When the sale of property will generate more than \$1,000,000, the community of faith will be able to use up to \$200,000 of the capital. 10% of the remaining capital will be given to the region. The remainder of the capital will be invested and the community of faith will be able to use the annual interest from the investment. Proof of potential for ongoing viability and a mission plan are still required.

When a community of faith wishes to sell their current property and purchase another property, all proceeds from the sale may be used for the purchase of another property. Such purchase must be approved by the Communities of Faith Commission and will be held by the trustees of the community of faith as part of the United Church. They must comply with the United Church's requirements for trustees and property. Proof of potential for ongoing viability and a mission plan are still required.



PASTORAL RELATIONS COMMISSION

MINUTES of a meeting held February 23, 2021, at 9:00 a.m.
by video conference.

Present:

Andrew Comar (chair); Dale Hildebrand (staff); Todd McDonald (staff); Donna Bowman-Woodall (ordered); William Haughton (ordered); Barbara Hendren (lay); Liz Mackenzie (ordered); Beth Moore (lay); Lawrence Nyarko (ordered); Robin Pilkey (lay); James Ravenscroft (ordered); Paul Stott (lay);

Regrets: None

Welcome, constituting the meeting and prayer

Andrew Comar, chair, welcomed everyone, acknowledged the indigenous territory we find ourselves on, led the opening prayer, and called the meeting to order.

Agenda

MOTION by Beth Moore / James Ravenscroft
that the agenda consisting of items that had been circulated to the commission in advance of this meeting be approved.

MOTION

CARRIED

Minutes

MOTION by Lawrence Nyarko / Liz Mackenzie
that the minutes of the January 26, 2021 meeting of the commission be approved.

MOTION

CARRIED

Omnibus Motion

MOTION by James Ravenscroft / Barbara Hendren
that the Pastoral Relations Commission take the following actions:

h) **Calls**

... concurs with the request of **Heart Lake Pastoral Charge (Brampton)** and approves the call to **Margaret MacDonald**, ordained minister, beginning March 1, 2021, part time based on 16 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$28,941.60) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$589.60)

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per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

... concurs with the request of **York Pines Pastoral Charge (Kettleby)** and approves the call to **Kun Young (Andrew) Lee**, ordained minister, beginning January 14, 2021, part time based on 16 hours per week with the following terms for Category E and Cost of Living Group Assignment 5: Salary \$70,632 (pro-rated \$28,252.80) per annum, basic telephone \$800 pro-rated to \$320 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$589.60) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

a) **Appointments**

... concurs with the request of **Rosedale Pastoral Charge (Toronto)** and re-appoints **Roberta Howey**, ordained minister, beginning February 1, 2021 to January 31, 2022, full time based on 40 hours per week with the following terms for Category B and Cost of Living Group Assignment 5: Salary \$65,461 per annum, salary in addition to the minimum at 11.8% which equals \$7724 for a total salary of \$73185, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Severn Bridge Pastoral Charge (Severn Bridge)** and appoints **James McKean**, retired ordained minister, beginning February 1, 2021 to December 31, 2021, part time based on 20 hours per week with the following terms for Category E and Cost of Living Group Assignment 4: Salary \$65984 (pro-rated \$32992) per annum, salary in addition to the minimum at 9.12% which equals \$6016 (pro-rated \$3008) for a total salary of \$72000 (pro-rated \$36000), basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$737) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does require an act of covenant.

b) **Request for Change in Relationship**

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of Henry Poutiainen, ordained minister at Thornhill Pastoral Charge effective September 30, 2021 and give thanks for his ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of Christine Smaller, ordained minister at Glebe Road Pastoral Charge effective April 30, 2021 and give thanks for her ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of John Suk, ordained minister at Lawrence Park Community Pastoral Charge effective July 1, 2021 and give thanks for his ministry.

Discussion:

A question was raised about the telephone amount for Andrew Lee as it does not meet the new policy of \$800 minimum. Staff explained that this is a collaborative ministry agreement and therefore telephone costs are shared. The total will add up to \$800 per year.

Concerns were raised about Roberta Howey's appointment given that Rosedale has reappointed her a number of times since May 2019. Why have they not moved to a call? It was made clear that the commission will not approve another appointment for Roberta after this one. The pastoral charge needs to decide on a call. Concern was also raised about salary equity in team ministry situations (% of salary above minimum). It was decided to wait until the Equity Research Project is completed before the commission gives any directives or creates policy in this area. The hope is that the project will include these kinds of situations in the research.

MOTION

CARRIED

Report from staff

a) Liaisons

The following liaisons have been appointed by staff:

Barbara Hendren appointed to Thornhill Pastoral Charge (Thornhill) in search for a call.

William Haughton appointed to Westmount Pastoral Charge (Orillia), in search for a call

b) Pastoral Charge Supervisors

The following Pastoral Charge Supervisors have been appointed by staff:

Randy Naylor appointed to Uganda Martyrs Pastoral Charge (Toronto), February 8, 2021.

Janet Zenwirt appointed to St. Paul's pastoral charge (Toronto), February 23, 2021.

Equity Goal for 2020-21:

The Pastoral Relations Commission set the following goal for the year 2020-21: Collect data on the pastoral relations process from entry point to the end of the first year answering this question: How does unconscious racist/sexist/ableist bias hinder or create barriers for ministers in the congregational setting? Who is chosen? Are there differences in the terms of the pastoral relationship between ministers who are White and all other racialized ministers and why? Also look at that question for the LGTBQI community. What is the experience of racialized, BIPOC, differently abled and LGTBQI ministers after one year on their pastoral relationship – How does unconscious racist/sexist/ableist bias affect their health, joy and excellence in ministry?

Update from Equity Advisory Committee and/or Staff Support

Appendix A

The Advisory Committee has met twice with Marcie Gibson, the researcher. Marcie has been introduced to some ministers at the Tuesday morning check in meeting and will be introduced more broadly.

Marcie is developing tools for the work and it is going according to schedule. We may be able to share this with the UCC more widely. An overview of the Equity Goal Research Project is attached as an appendix to these minutes.

There has been an issue raised about the researcher not being a racialized person. The Advisory Group discussed this and agreed that of the people who applied, Marcie was the best choice. Todd explained that of the four proposals received, none were from racialized people.

Equity Training

Appendix B

The commission welcomed Adele Halliday, Anti-racism and Equity Officer, General Council Office, in the meeting. Adele provided a presentation that covered the purpose and goals of her position since it is quite new. She also outlined the initiatives that are either under way or planned for the next few years. She mentioned that the equity research being conducted in Shining Waters will likely be replicated nationally in the denomination and that the United Church of Christ (USA) is also interested in this area.

The PowerPoint presentation she used is provided as an appendix to these minutes.

Discussion questions:

When will some of the materials be ready for pastoral charges to use?
In a couple of months.

Is the Black Clergy Network being tapped into in the anti-racism and equity work?
Yes, some members are represented on the Anti-racism Committee and in other areas.

A question was raised about how some the resources could be made available to our pastoral relations liaisons. Todd explained that we will be recruiting five new liaisons to replace outgoing liaisons. A training for all liaisons will take place in February 2022 that will incorporate the results of the equity research.

Andy thanked Adele for her presentation and expressed the hope that this work will be fruitful in moving our denomination towards being an anti-racist church.

Staff asked the commission for other ideas in terms of equity training for upcoming meetings. Suggestions included:

- A representative from the Indigenous Church to talk about our work around right relations and equity issues faced by the Indigenous Church.
- Hear from our own Regional Council Equity Commission to hear about other work being done in other parts of the regional council's work.

Health Joy and Excellence

- Flourish Event: March 23 and 24 “Becoming a Post Covid Church” with Betty Pries and Bruce Harding
- Flourish Event: Mental Health First Aid Training for Ministry Personnel. Two training sessions will be offered in April, 2021.

It was suggested that we advertise the fact that the Mental Health First Aid Training will result in a certificate as that may be a drawing card for clergy.

Ministry and Personnel Committee Training

Todd and Dale are working on a M&P 101 online course in May 2021. This course is designed to train new M&P Committee members who have been elected at annual meetings.

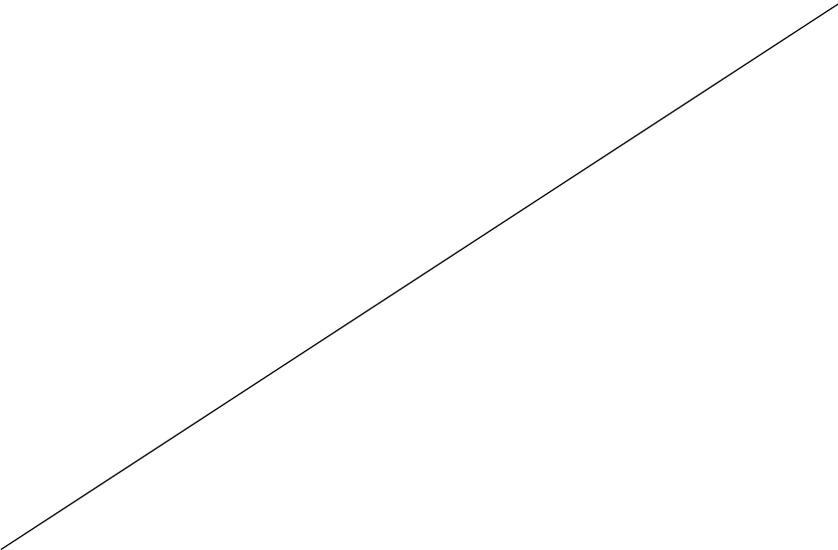
Licensed Lay Worship Leader Committee: no report

Next meeting

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on March 30, 2021 beginning at 9:00 a.m.

End of meeting

There being no further business, Lawrence Nyarko, closed the meeting with a prayer.



Equity Goal Research Project Overview

Pastoral Relations Commission – Shining Waters Regional Council
2021 Equity Goal Research Project Overview

"to further resistance to all forms of oppression, welcome and celebrate people of all abilities, any sexual orientation and gender identity, racialized persons, and all others who are marginalized."

Purpose

The Pastoral Relations Commission wants to know how its actions and policies create inequity, and how its actions and policies can increase equity. So, the goals of this project are:

- to look at the impact of current SWRC pastoral relations policies and procedures, and
- to determine whether or not these policies work towards ending inequity.

Method

Policies are best evaluated by listening and talking with those who use them and are primarily affected by them. This study will listen to the stories of different people's experiences in the pastoral relations process, at different stages. This will be done through interviews, small sharing groups, and surveys (see below). In addition, we will look at the Pastoral Relations Commission data about terms of call, search processes, and concerns or complaints they have heard in the past 18 months.

Areas of the Study

Ministry personnel - Interviews and focus groups (if participants feel comfortable & there are enough);

- those who are searching for a new pastoral relationship,
- those who have recently or provisionally been called/appointed,
- those who are in the first 10-14 months of a new pastoral relationship

Applicants – an online survey of ministers who have applied for positions in SWRC but not been chosen.

Regional Council accompaniers - Interviews and/or focus groups with those from SWRC who have accompanied communities of faith during a search process in the past 18 months.

SWRC Communities of Faith – an online survey of search committees in the past 18 months.

SWRC-PRC data – looking for patterns in the information that the region has about terms of call, search processes, and concerns/complaints.

Timeline of Research

February 1-15 – Orienting the Researcher

February 15-28 – Designing the Research Tools and Inviting Participants

March – Facilitating Interviews, Focus Groups, and Surveys

April – Continuing Research and looking at Regional data

May 1-15 - Analyzing Data

May 15-31 – Synthesizing Data & Report Writing

June 1-15 – Presentations

Key Questions for Research

- How do ministers experience the support, effectiveness and perceived equity of the pastoral relations process; from the regional council, from communities of faith? And if not, how so?
- What has been ministers' experience of being appointed/called or turned down in the search process (how often, reasons given, etc.)?
- How do ministers experience the process of deciding the terms of an appointment/call? And has this experience been different in the last 18 months than before?
- For ministers in Communities of Faith, how does (un)conscious racist/sexist/heterosexist/ ableist bias make it harder for ministers' "health, joy and excellence in ministry"?
- What are the particular experiences of racialized, BIPOC, differently-abled, and LGBTQi ministers after one year in their pastoral relationship? And how does (un)conscious racist/sexist/ableist bias affect this?
- What do Regional Council accompaniers notice in the search process, related to equity issues / groups? What PRC policies are accompaniers using to prevent or address equity problems?
- What do Communities of Faith search committees notice about their own bias, their own equity work, the Region's policies and purpose?

Pastoral Relations Commission – Shining Waters Regional Council
2021 Equity Goal Research Project Overview

“to further resistance to all forms of oppression, welcome and celebrate people of all abilities, any sexual orientation and gender identity, racialized persons, and all others who are marginalized.”

The Team

Advisory Group (from the Pastoral Relations Commission):

- Robin Pilkey
- Rev. Lawrence Nyarko
- Rev. Elizabeth Mackenzie
- Rev. James Ravenscroft

Regional Staff Support:

- Todd McDonald
- Donna Rutz

Our Hope

That this research will help shape changes in policy and practice, towards greater equity in pastoral relations.

Your voice matters.

Your stories matter.

Your opinions matter.

You can be part of making this change in SWRC & the UCC.

About the Researcher

My name is Marcie Gibson (she/her). I am a diaconal minister, living in Hamilton, with a passion for justice and equity in the church and beyond. I am currently in part-time congregational supply ministry and on Program Staff with the Centre for Christian Studies. I also teach the UCC Polity and Administration at UTC, with ordination students and those in the Admissions process. I have UCC pastoral relations experience; with the Great Lakes Waterways Presbytery & the All Native Circle Conference’s Councils on Learning, chairing the Ministry Personnel and Staff Committee of Waterloo Presbytery, as a Commissioner to GC43, and currently serving on the Office of Vocation Response Committee.

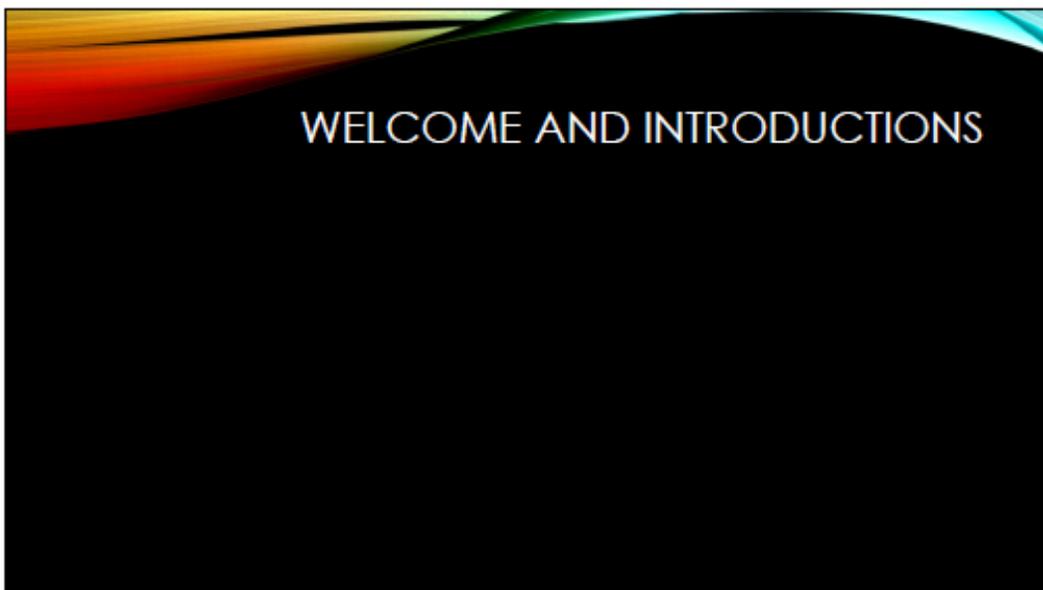
I entered ministry after being a social worker and community organizer in Montréal. My work included participatory action research and community needs assessments; supporting grassroots, student, and non-profit groups to develop campaigns, projects, advocacy, environmental and social justice-oriented change. I grew up in the Anglican church (in Toronto) and transferred into the United Church in my early 20’s while in Montréal. I am white, Canadian-born, recognizing the privilege that affords me in this social context and in the church. I have experience in neuro-divergent communities and am a queer parent in an interfaith family.



SHINING WATERS
REGIONAL COUNCIL
The United Church of Canada



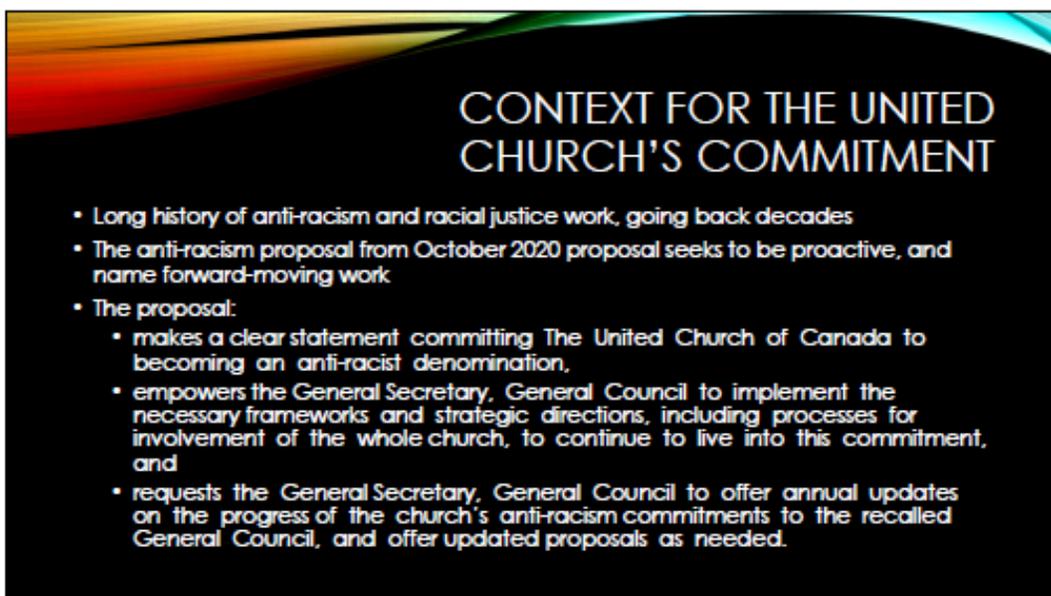
PowerPoint Presentation Slides





AGENDA FOR CONVERSATION

- Overview of position and goals
- Anti-racism and equity plans in progress
- Questions and conversation



CONTEXT FOR THE UNITED CHURCH'S COMMITMENT

- Long history of anti-racism and racial justice work, going back decades
- The anti-racism proposal from October 2020 proposal seeks to be proactive, and name forward-moving work
- The proposal:
 - makes a clear statement committing The United Church of Canada to becoming an anti-racist denomination,
 - empowers the General Secretary, General Council to implement the necessary frameworks and strategic directions, including processes for involvement of the whole church, to continue to live into this commitment, and
 - requests the General Secretary, General Council to offer annual updates on the progress of the church's anti-racism commitments to the recalled General Council, and offer updated proposals as needed.

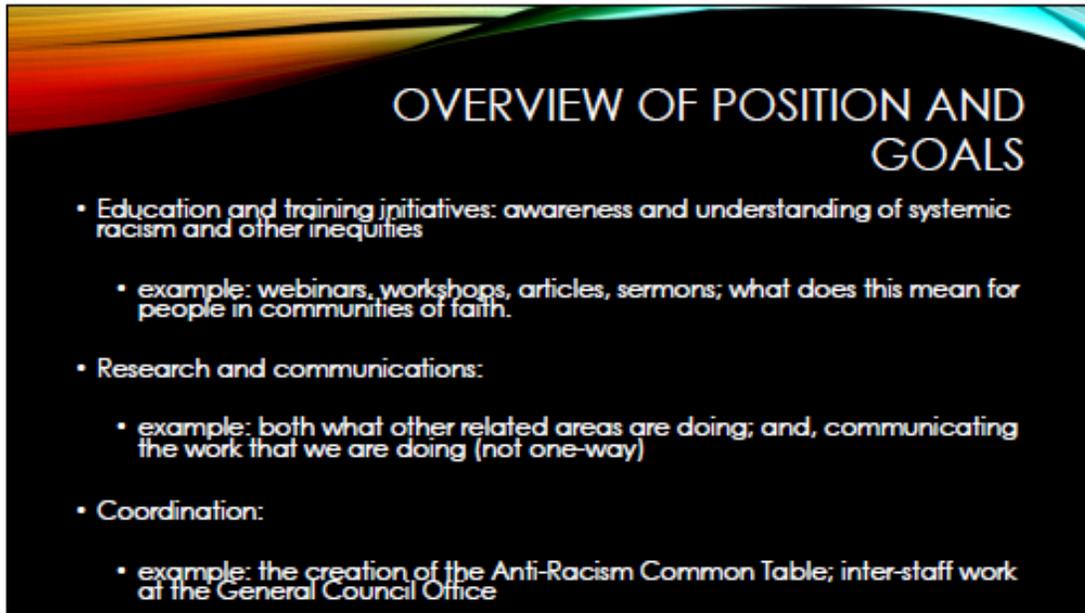
BECOMING AN ANTI-RACIST DENOMINATION

What this might mean:

- Continuous effort
- All parts of the church are involved
- Equipping leaders
- Engages with anti-racist practices
- Builds on history
- Reflects on theology
- Has a concrete strategy

OVERVIEW OF POSITION AND GOALS

- Policies and strategic directions around anti-racism and equity
 - example: an anti-racism action plan for the church as a whole
- Frameworks, evaluations, and reports on our anti-racism work
 - example: name a benchmark, and measure its progress. For example, we might decide to name that we want a certain % of BIPOC on a national committees; or, to increase BIPOC ministry personnel by % by a certain date



OVERVIEW OF POSITION AND GOALS

- Education and training initiatives: awareness and understanding of systemic racism and other inequities
 - example: webinars, workshops, articles, sermons; what does this mean for people in communities of faith.
- Research and communications:
 - example: both what other related areas are doing; and, communicating the work that we are doing (not one-way)
- Coordination:
 - example: the creation of the Anti-Racism Common Table; inter-staff work at the General Council Office



ANTI-RACISM COMMON TABLE

- New national committee working on strategic directions for the church's anti-racism work (GS 92)
- The Anti-Racism Common Table is currently drafting a national anti-racism action plan for the church as a whole
- Upcoming consultations with all of the regional councils and many affinity groups (before the plan is finalized)
- Proposed action plan will be sent to GCE for approval in September
- Work is jointly accountable to GCE and the National Indigenous Council



GOVERNANCE

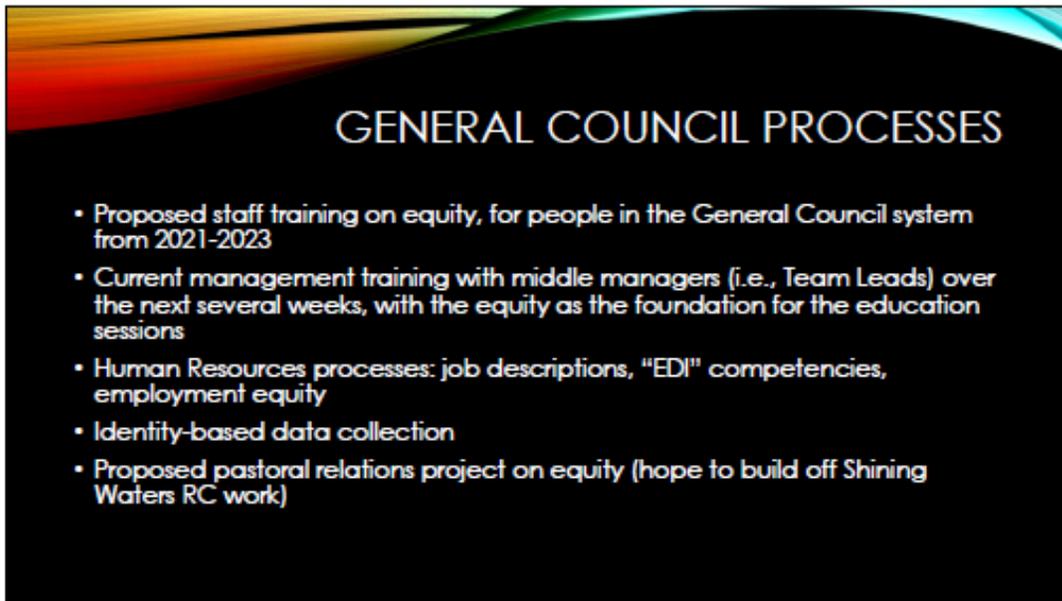
- Equity Monitors:
 - a feedback survey with Equity Monitors has just been completed
 - as follow up from GC43, a "position description" will be created that will be shared across the church
- Creation of guidelines for more equitable committees also underway
- Ongoing work with various committees on anti-racism and equity

EDUCATIONAL RESOURCES

- An anti-racism video series (5-6 videos, each 3-4 minutes long) is in progress: this will be a multi-lingual video designed for communities of faith and broad use across the church; a series of questions will accompany it
- A general study guide is also in development, which would also be for communities of faith
- An anti-racism children's church school resource is also proposed, in response to feedback
- Online racial justice training ongoing: mandatory for ministry personnel; open to all

WORSHIP RESOURCES

- UN International Decade for People of African Descent – daily prayers cycle
- Newly-created anti-racism worship page on the website: <https://united-church.ca/worship-theme/anti-racism>



GENERAL COUNCIL PROCESSES

- Proposed staff training on equity, for people in the General Council system from 2021-2023
- Current management training with middle managers (i.e., Team Leads) over the next several weeks, with the equity as the foundation for the education sessions
- Human Resources processes: job descriptions, "EDI" competencies, employment equity
- Identity-based data collection
- Proposed pastoral relations project on equity (hope to build off Shining Waters RC work)



NETWORKING

- Consideration of creating a national anti-racism network
- Possible creation of a separate BIPOC network
- Newly-created anti-racism Facebook group

PARTNERSHIPS

- Listed in the database for the Canadian Race Relations Foundation
- Signed on to anti-racism framework with Cooperation Canada

COMMUNICATIONS PLANS

- Monthly email updates, responding to mandate to communicate widely about the anti-racism and equity work
- As needed, news integrated in to E-essentials
- Can email anti-racism@united-church.ca

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Shining Waters Regional Council

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EXECUTIVE

MINUTES of a meeting held February 24, 2021, at 7:00 p.m.
via video teleconference.

Present: Jingle Ayupan, Pat Edmonds, Allan Holditch, Kirsty Hunter, Isaac Kamta, David Leyton-Brown, Steven Loweth, Allyce Mutungi, Moon Ja Park, Dong-Chun Seo, Jessica Stevenson, Daniel Reed

Staff: Peter Hartmans (Executive Minister), Jody Maltby (Staff Lead), Rachael Howes (Administrative Support), Susie Henderson, Kim Udeye-kai,

Absent: Lynn Mooney

GATHERING, OPENING PRAYER

David Leyton-Brown opened the meeting at 7:05 p.m. Peter Hartmans led a brief worship focussing on Genesis 1:14 – 18.

The Chair gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

The members checked in.

AGENDA

MOTION by Betty Lou McNabb / Dong-Chun Seo that the agenda for this meeting be approved with addition of an item for Other Business of a report from David Leyton-Brown of the meeting the General Secretary had with the Presidents of Regional Councils.

MOTION

CARRIED

MINUTES

MOTION by Jingle Ayupan / Pat Edmonds that the Minutes of the meeting of the Shining Waters Regional Council Executive held January 26, 2021 be approved as circulated.

MOTION

CARRIED

Commission Minutes

MOTION by Daniel Reed / Steven Loweth 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.

MOTION

CARRIED

Email votes

The following decisions were made by email:

- 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.
- 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.
- That the 2021 Shining Waters Regional Council New Ministry Service take place in the afternoon of Sunday, May 30, ~~3021~~ 2021.

Intercultural Diversity Commission Proposal and Draft Policy Document

David Leyton-Brown reviewed the discussion held at the last meeting around merging the Equity Committee into the Intercultural Diversity Commission. He researched more information around this. Equity is a multi-dimensional priority of The United Church of Canada and Shining Waters Regional Council. There are at least four different areas of emphasis within equity. The sense is that we should keep the Intercultural Diversity Commission focus on intercultural diversity and think further where and how best to attend to the other important issues of equity elsewhere in our structure but not hold up getting the Intercultural Diversity Commission running and staffed. The proposal as presented at the previous meeting is now being presented without any changes or refinements

MOTION by Jingle Ayupan, / Isaac Kamta that the Executive of Shining Waters Regional Council adopt the draft policy of the Intercultural Diversity Commission
MOTION **CARRIED**

By-Law Updates and Memorandum of Understanding

Memorandum of Understanding:

The Memorandum of Understanding between Shining Waters and Canadian Shield Regional Councils was revised to reflect the decision made at the December 10, 2020 Executive meeting approving the sharing of staff between the regions.

MOTION by Jessica Stevenson / Allyce Mutungi 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.
MOTION **CARRIED**

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Regional Council Policy:

In the section of the Regional Council Policy dealing with membership, the sentence stating past lay presidents of Toronto Conference will be voting members of the Regional Council needs to be amended to include past lay Shining Waters Regional Council presidents.

MOTION Kirsty Hunter / Betty Lou McNabb 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.”

MOTION

CARRIED

Other Business

David Leyton-Brown reported that twice a year there is a meeting of all the Presidents of all the Regional Councils. Their first meeting with the new General Secretary, Michael Blair, was February 23rd.

Learnings from the Covid experience: Things that stood out for him were how many of his counterparts across the country talked about the benefits of technology and that we have all become more comfortable with online meetings and online worship than we would have if it was not for Covid; it has accelerated the learning and the comfort level. There is still a lot of concern across the country of smaller communities of faith in the small remote locations that lack the infrastructure or tech support to be active in online worship. There is also concern about ministerial vacancies in the small, remote locations. An observation by one President was that The United Church of Canada stands at one end of the spectrum in being comfortable with online worship. Another observation by one was that we can not put God in a box, do not need to be in a building to be present.

The assessment model in the new structure: There is a lot of uncertainty, because not only was there over \$1 million in unpaid assessments at the end of 2020, but many congregations chose the 3-year freeze on assessments, and that is due to end at the end of 2022, leaving many facing substantial increases. Two regions (Shining Waters and Horseshoe Falls) face significant increases. The 2021 collective assessment target for Shining Waters is \$2,008,351 but we are invoiced only \$1,378,297 (just 68.6%) leaving \$630,054 to be added in 2022 if we “rip the bandaid off” and move instantly to the new assessment model. It will be up to General Council to decide what to do (maintain the freeze, have a graduated transition, or rip the bandaid off), but across the church only 903 communities of faith are at target, while 1,508 chose the freeze option. Our Executive has no particular decisions to make on this, but should be aware of the issue, and consider whether and how we should raise the consciousness of our communities of faith.

Announcements

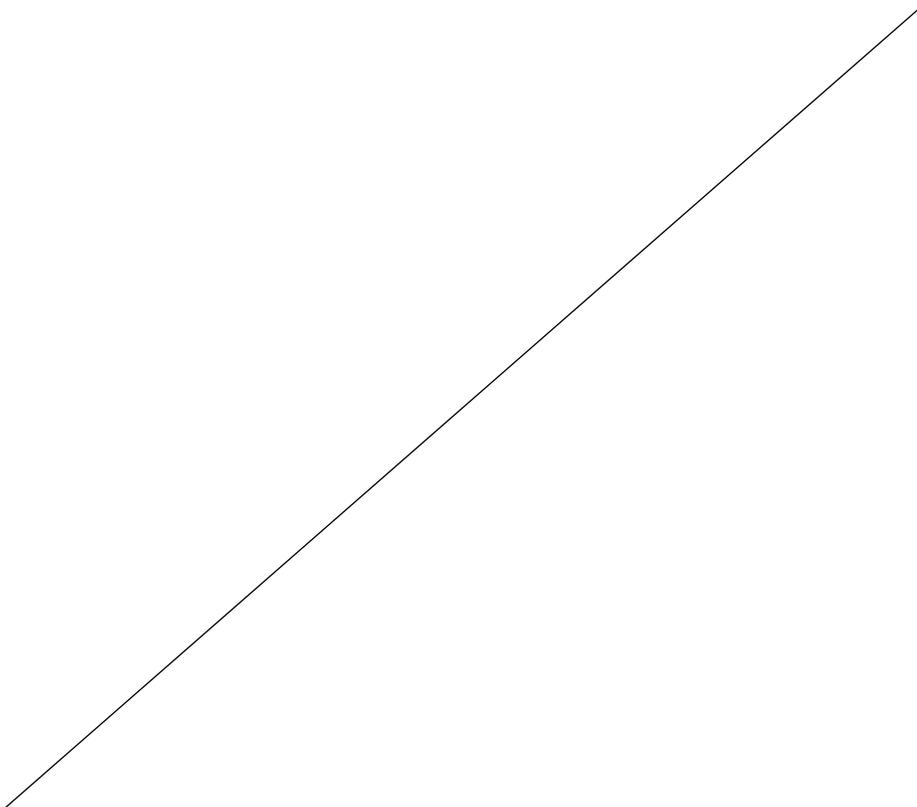
Peter Hartmans announced the Shining Waters affirming service will be held March 14 at 2 p.m. via live-stream, Michael Blair is preaching. Michael Blair also agreed to preach at our new ministry service on May 30th.

Covid 19 Update – *Peter Hartmans*

Peter mentioned that there is not much to update. Main areas of the region are still on lockdown; there might be some shifting in our region either way.

Closing: the meeting closed at 8:30 p.m. and Peter Hartmans offered a closing prayer.

Next meeting – March 23, 2021, 3 p.m. to 6 p.m. via Zoom.



SOCIAL AND ECOLOGICAL JUSTICE COMMISSION

MINUTES of a meeting held March 16, 2021 at 1:00 p.m.
by video conference.

Present:

Susan Eagle (Chairperson), Lois Brown, Tina Conlon, Elizabeth Cunningham, Donna Lang,
Alana Martin, Moon-Ja Park, Eleanor Scarlett, Cameron Watts

Staff: Bri-anne Swan, Jeffrey Dale, Kim Uyede-Kai

Regrets: Eleanor Scarlett

Welcome, check-in and prayer

The Chairperson welcomed everyone. Lois Brown opened with prayer, gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

The chairperson constituted the meeting in the name of Jesus Christ.

There was a time of check-in.

Agenda

MOTION by Elizabeth Cunningham / Tina Conlon that the agenda, be approved as circulated.

MOTION

CARRIED

Minutes

MOTION by Moon-Ja Park / Lois Brown that the Minutes of the meeting of the Shining Waters Social and Ecological Justice Commission held February 16, 2021 be adopted as circulated.

MOTION

CARRIED

Business Arising

Vote to endorse letter re: cessation of Ontario Works (OW) and Ontario Disability Support Program (ODSP) Benefits

On March 10th, the Commission voted via email to:

Endorse the attached letter from the Social Assistance Coalition of Scarborough asking the Ministry of Children, Community and Social Services (MCCSS) to update their policy regarding social assistance recipients and their collection of the Canadian Recovery Benefit. (Appendix A)

Forward the letter with an endorsement to MCCSS, the Premier and leaders of the opposition parties.

The Commission had conducted an email vote endorsing a letter of concern regarding the cessation of benefits to OW and ODSP recipients by the Ontario government. Before the end of the voting process, the government backtracked on its plans. The Commission accepts the vote and is placing it in the minutes as part of their official record. There is concern that the Ontario government merely postponed the removal of benefits until the fall.

Letter to Executive re: Community Ministries

A letter expressing the Commission's concern about the closing of Davenport Perth and Jane Finch Community ministries was written and presented to the Commission for review. Susan Eagle has had a conversation with Peter Hartmans regarding the Community Ministries and has requested time on the next Executive meeting agenda. There will be a conversation with the Communities of Faith Commission to talk about how communication happens between the two groups and how the commissions resolve challenges that arise. The Community Ministries Board has made it clear that it is a lack of secure funding, rather than the energy to keep going, which has led to the decision to close the ministries.

MOTION by Cameron Watts / Elizabeth Cunningham that a letter expressing the concern of the Social and Ecological Justice Commission regarding the closure of Community Ministries be forwarded to both the Executive Minister and Regional Executive of Shining Waters Regional Council with a request for time on the agenda at their next meeting.

MOTION

CARRIED

Tina Conlon abstained from the vote due to a conflict of interest.

Update from Jeffrey Dale re: Harm Reduction

Seven Regional Councils, in addition to United-in-Learning, are now co-sponsoring the Seeking to Reduce Harm series of workshops. Bri-anne Swan is working on advertising materials and will offer tech support at the gatherings. Guest speakers are coming both from within and beyond Shining Waters Regional Council.

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April 14: Karen Orlandi, Evan Smith, Sackville United Church

April 21: Gordon Casey, app for illicit drug use, mental health crisis

Report from Bri-anne Swan

Bri-anne has recently returned after a leave to care for her father and has taken on the lead role for communications within the Region.

Highlights within her Social & Ecological Justice portfolio have been:

- developing an Action Page where people can go to customize and sign letters/petitions to their MPs or MPPs. To the right of the action is a list of everybody who has signed or taken action using the portal. It is meant to streamline how petitions and letters can be sent.
- continuing to release *do justice. The podcast*. Lent has featured interviews conducted by Rev. Alexa Gilmour.
- working with Peter Hartmans to create a directory for the Regional Council
- creating a Regional Council media list
- supporting Jeffrey Dale with Seeking to Reduce Harm and the subcommittee working on Good Friday worship materials re: homelessness

Reports/Updates from sub-committees

Anti-Racism (Eleanor, Elizabeth, Moon-Ja, Lois)

The subcommittee has not yet met as an entire group. Moon Ja Park has been part of a Korean language group talking about anti-racism work and microaggressions.

A short conversation took place about books members of the Commission have found helpful. Bri-anne Swan will place them on the Regional Council website.

Poverty/Income Inequality (Susan, Moon-Ja, Tina, Elizabeth)

On April 8th, on the eve of the Liberal National Convention, General Council Office will be holding a cross-country campaign in support of a Guaranteed Livable Income. In-person vigils are being limited to five people each. There will be a vigil outside Finance Minister Cynthia Freeland's office in Toronto. Those who are not able to meet in person will be able to participate by lighting a candle at 12:30pm and posting the photo to social media.

Homelessness (Elizabeth, Eleanor, Cameron, Susan)

The subgroup has been working on a Good Friday liturgical resource centred around homelessness. Bri-anne Swan will be posting the resources to the Regional Council website. Jeffrey Dale has completed video interviews with a number of UCC ministers engaged with Community Ministry.

Israel / Palestine (Tina, Lois)

Palnet has requested a list of the communities of faith who have indicated (via the December 2019 survey) their interest in issues related to Palestine/Israel. Bri-anne Swan will compile a list and forward it on.

The Social and Ecological Justice Commission Israel/Palestine subgroup will continue to offer support to Palnet and also extend their support to other similar groups within the Regional Council as they emerge.

Environment (Moon-Ja, Donna)

Have not yet met.

Right Relations (Lois, Cameron, Tina)

KAIROS is holding a number of conversations and events related to Bill C-15, giving voice to the different perspectives about the bill (attached).

<https://parl.ca/DocumentViewer/en/43-2/bill/C-15/first-reading>

<https://www.kairoscanada.org/federal-bill-to-implement-un-declaration-a-welcome-step-in-the-right-direction>

Regional Council and General Council Proposals

A fuller discussion about proposals was deferred to the next meeting, although there was some initial conversation about who to let the communities of faith know about the proposal process.

Discussion about Communication

There was a discussion about how the Commission is able to communicate with other communities of faith within the Regional Council, particularly for Toronto-specific campaigns. Bri-anne Swan will be creating a tag within the Regional Council MailChimp for congregations in Toronto.

Closing

The Chairperson adjourned the meeting at 3:00 pm.

Next Meeting: April 20, 2021, 1 p.m.



DATE

ADDRESS

Dear _____:

We are the *Social Assistance Coalition of Scarborough (SACS)*, a group comprised of social assistance recipients, legal and policy professionals that meet to discuss issues related to social assistance and how they impact the lives of Scarborough residents.

We write under urgent circumstances, calling on the Ministry of Children, Community and Social Services (MCCSS) to update their policy regarding social assistance recipients and their collection of the Canadian Recovery Benefit (CRB). Currently, the MCCSS memorandum states:

*“...the federal government’s three new Canada Recovery Benefits will be treated as **non-exempt income** for purposes of both OW and ODSP, in keeping with the treatment of EI benefits. However, existing OW and ODSP clients (those granted prior to October 1) who become financially ineligible as a result of receiving either EI or any of the new Recovery Benefits will be issued a nominal \$2.50 entitlement so that they can retain health and other benefits. **These changes will be in effect until the end of March 2021.**”*

This policy presumes the recipients accessed the CRB sequentially and will have used up their CRB by the end of March 2021; this does not reflect the reality of when and how people are able to and do work, which is why some will receive CRB until the end of September.

The policy was likely presumed to impact a small number of recipients. However, Prime Minister Trudeau's announced on February 19, 2021 that the CRB would be extended for an additional 12 weeks. This means a significantly higher number of Ontario Works (OW) and Ontario Disability Support Program (ODSP) recipients in receipt of CRB or EI beyond March 31, 2021 will be exited from the programs.

We are gravely concerned that OW and ODSP recipients who receive the CRB or EI amounts higher than their social assistance after March this year, will abruptly lose their benefits package (See Appendix). If this happens, we are also concerned that they will have to re-apply

for social assistance once their CRB or EI runs out (where their financial situation has not improved).

Exiting recipients from the programs will place an unnecessary administrative burden on staff as we expect the majority of former recipients would apply for Extended Health Benefits and Rapid Reinstatement. Both of these programs can be difficult for recipients to navigate and require a significant level of caseworker support to assess applications. Maintaining a \$2.50 benefit for eligible recipients is a way to streamline the system rather than put extra pressure on recipients and caseworkers who will have to piece together additional provisions in order to meet needs.

We need the following:

- For recipients who become financially ineligible as a result of receiving either EI or any of the new Recovery Benefits to continue to be issued a nominal \$2.50 entitlement so that they can retain health and other benefits until the end of the Recovery Benefits eligibility period.

Sincerely;

Social Assistance Coalition of Scarborough (SACS)
sacs.communitygroup@gmail.com

Endorsed by:

Appendix

There are certain benefits that are paid in addition to an allowance of \$2.50. These are benefits paid under s55 of the OW regulations and s44 of the ODSP regulations and include:

- Prescription drugs under the Ontario Drug Benefit (ODB) plan
- Dental benefits as prescribed
- Diabetic supplies
- The client contribution under the Assistive Devices Program (ADP)
- Medical transportation
- Batteries and repairs for mobility devices
- Eye exams
- Dog guides
- Employment start-up
- Up front childcare; and
- Other specified benefits under OW and ODSP (e.g. MSN)

COMMUNITIES OF FAITH COMMISSION

MINUTES of a meeting held March 17, 2021, at 9:30 a.m.
by video conference.

Present:

Chris Bennett, Carolyn Harding, Calin Lau, Amy Lee, Kevin Logie, Cindy Randall, Gloria Tozek (chair), Harry Ramsaran

Jody Maltby (Staff Lead), Susie Henderson, Diane Matheson,

Regrets: Christine Smaller, Sandra Nottegar, Bronwyn Corlett

Guests: Tim Blair (UPRC), Liz McKenzie, Lori Diaz

Welcome, check in and prayer

The chairperson welcomed everyone, and opened with the New Creed. She gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

Members checked in.

The chairperson constituted the meeting in the name of Jesus Christ.

Agenda

MOTION by Cindy Randall/Amy Lee that the agenda be approved as presented.

MOTION

CARRIED

Minutes

MOTION by Chris Bennett/Amy Lee that the Minutes of the meeting of the Communities of Faith Commission of Shining Waters Regional Council dated February 17, 2021 be approved as corrected.

MOTION

CARRIED

There was confusion about how Kevin Logie had seconded a motion after he left the meeting. Subsequently, it was determined that the decision around policy changes was moved to earlier in the meeting, prior to the break, as the meeting was running ahead of schedule and there were several people who were leaving throughout the meeting, so we wanted to ensure quorum.

Burton Ave United Church, Regional Representative to Governing Body

MOTION by Harry Ramsaran/Carolyn Hastings that the Communities of Faith Commission of Shining Waters Regional Council appoint Rev. Patricia Gale-MacDonald to attend the meeting of the governing body of Burton Avenue United Church to meet the requirement of ministry personnel present.

MOTION

CARRIED

Email votes

The following decisions were made by email:

- Humbercrest lease with Erik Grice

Approved the Lease agreement between Humbercrest United Church and musician Erik Grice dated February 15, 2021 to February 14, 2022

- New Hope United Church loan application to the Toronto Southeast Presbytery Major Capital Fund

Approved the loan application from New Hope United Church, Vaughan to the Toronto Southeast Presbytery Major Capital Fund which is managed by the Toronto United Church Council, in the amount of \$85,000

- Cummer Ave. loan with TUCC

Approved the loan between Cummer Avenue United Church, Toronto and the Toronto United Church Council in the amount of \$600,000 with the following terms and conditions:

Date:	June 1, 2021
Amount:	\$ 600,000
Amortization:	25 years
Term:	Three (3) years
Interest:	4.0% or the Bank of Nova Scotia three-year interest rate, or whichever is the higher Interest Rate on the date of the first drawdown. The loan will be set as a blended monthly repayment for the remaining Term at the date shown below under repayment.
Repayment:	Interest-only payment until June 1, 2022 with conversion to monthly Principal and Interest payment thereafter until Maturity Date.
Security:	Promissory Note for the authorized loan amount and a direction to assign the currently invested \$465,000 held by TUCC on behalf of CAUC

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Approval: Shining Waters Regional Council (To be obtained).
Source of Funds: Toronto United Church Council General Fund (TUCCGF)

- North Bramalea loan renewal with TUCC

Approved the loan renewal between North Bramalea United Church and Toronto United Church Council (TUCC) on the following terms and conditions:

Date: April 1, 2021
Amount: up to \$1,247,043
Amortization: 13 years
Term: 3 years
Interest: the Bank of Nova Scotia 3-year mortgage rate or 4%
whichever is the higher for the term as of the renewal date
Payment: monthly payments, principal and interest
Provisions: the renewal fee be paid (\$3,117.61)
Security: first mortgage in place
Approval: Shining Waters Regional Council
Source of Funds: Investing in Ministry Fund

- Trinity Huntsville, new constitution

approved the Constitution of Trinity United Church, Huntsville, dated February 28, 2021.

- Parry Sound Rural Pastoral Charge, name change

Approved the change of name of the Parry Sound Rural Pastoral Charge to Seguin Pioneer United Church.

Election of vice-chairperson and terms of office

MOTION by Kevin Logie/Amy Lee that the term of office for the chairperson of the Communities of Faith Commission be one year as vice-chair, two years as chair and one year as past-chair.

MOTION

CARRIED

MOTION by Carolyn Hastings/Cindy Randall that Chris Bennett be elected as vice-chair of the Communities of Faith Commission.

MOTION

CARRIED

It was noted that for this first year, the chair and the vice-chair have been elected at the same time. The commission expressed thanks to Gloria and Chris for taking on the leadership roles.

Mapping Process – Kevin Logie, Susie Henderson

Susie, Kevin and Chris met to continue the planning around the Mapping Process. Earlier this month, Susie met with Sharon Buttery from Edge about a final version of the report. It was agreed to create a web-based report with a live map as the base so that people can zoom into actual locations.

In the meantime, there are two sections of the report available on a website page that is accessible only to members of the commission. The link will be circulated by email.

Once the web report is available we can book a time to walk through it with Sharon in greater detail. The final report will include:

- A live regional map that incorporates census and United Church data, both historical and recent;
- Community of faith “profiles” that incorporate multiple layers of data;
- Potential clustering connections drawn from the data;
- A list of opportunities identified by Edge that emerge from the data.

Engaging the Material

It would be useful to see the material through a variety of sub-sets categories that combine various maps together. For example, the more obvious ones are: UCC membership; regional geography and demographics; age; intercultural content. There may also be more ministry specific categories that we may also want to explore (social enterprise, community ministry, etc.) These categories can become topics to explore in more depth over time in focused sessions (with external facilitators, like Edge, or on our own). It makes sense to wait until the Intercultural Diversity Commission is established to review the ethno-cultural material.

There are three potential levels of engagement with the material and the commission can decide where to go with it once we see it.

- Data profiles – What does it look like? What are the trends over time? For both the region and communities of faith.
- Analysis and reflection – What does it mean? What is this an indicator of?
- Planning – What do we want to do with it? Are there strategic objectives that we want to set? Do we want to be intentional about how we direct regional resources?

There are three possible applications for the use of the data:

- To inform case by case decision-making with community of faith profiles;
- To direct regional resources towards emergent needs or new opportunities;
- To support communities of faith in developing their own living faith stories.

Hopeful Economics UnConference Report – Gloria Tozek, Susie Henderson

Gloria and Susie reflected on this online event put together by EDGE which included a combination of faith groups and social purpose organizations. The first day included

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presentations and exhibitor booths that participants could visit while the second day was workshop style. It was interesting to be able to listen to presentations and view booths at same time, and to move between conversations.

Ryan Turnbull, MPP for Ottawa and chair of the Social Innovation Table and Readiness Investment Program spoke about the emerging social economy and need for systems change and transformation. Communities of Faith have an important role to play to assist with resilient recovery needed to create an equitable and sustainable economy.

A significant learning was the importance of not compartmentalizing our faith from rest of our lives. Social enterprise can act as a bridge. Mission-driven organizations exist to address social, cultural or environmental issues. There could be opportunities for congregations around being a community hub.

Susie shared a glimpse of Whova, the application used for the conference and which has potential for some of the programs offered by the region.

These platforms are a good way to bring people together that is accessible and at a lower cost. They provide a good model to complement live gatherings. In some ways they can be even more interactive as a way to connect with presenters through chat.

The Commission took a 10-minute break.

What do you think of when you hear the word Innovation? – Gloria Tozek

Gloria invited members to reflect on what they think when they hear the word innovation. Some comments include:

- Change can be painful for people.
- Sometimes we need to be creative.
- On my good days, innovation makes me hopeful in terms of possibilities even while it's not without pain.
- Is there a difference between innovation and invention? Is innovation working with what you know where invention is creating something completely new?
- In the field of economics, we keep working within a framework that isn't working but we can't seem to change the framework. Yet it has to be changed or we're doomed. We've created a system based on endless growth and that's not possible.
- Maybe tinkering isn't enough.
- Maybe innovation isn't radical enough. When I think of innovation it's employing new ideas, tools or perspectives to old problems. When we think of social innovation, it's looking in new places to address social problems. Maybe we can't use that frame to address deep systemic issues because we have forgotten that systems are human construct and we think we can't change the systems.
- Connecting our understandings in different ways can become the innovation.

- Innovation can be a thing, e.g. a new computer application, or it can be a process. It is both a noun and a verb. Words are how we conceive of our world and shape our worldview. Our worldview is based on a capitalist system and we don't see how we can change it, but that system has only been around for a couple of hundred years.
- What are the conditions that need to exist in congregations in order for innovation to happen?
- There is concern about energy levels in congregations, which has been negatively affected by the pandemic. Will this change after pandemic? Sometimes it is just lack of energy that prevents us from pursuing something new.

Three issues that impact on innovative ministry:

- Trust – it's hard to do innovation when there isn't a strong sense of trust between minister and congregation, among lay leadership
- Patience – innovation doesn't happen overnight, we don't get answers overnight
- Commitment to fail and move on – this is really hard and not limited to churches. People want an answer that is right and perfect and will succeed once you've made the commitment and that is just not always available.

We need to be committed to each other and to trying and failing and moving on.

We may understand the concept of trying and failing and moving on, but usually this involves financial investment and congregations don't have deep pockets.

What are the connections between innovation, sustainability, viability, mission-focused, and thriving? We need to develop a common language for our policy and work so that we can support congregations. Can a congregation be thriving and viable and not innovative? How does this connect to our mapping and use of resources? Being innovative could be a good thing but does everyone HAVE to be innovative? Innovation can be one sign of vitality.

We need to find methods to share experiences broadly so we can learn from each other. There is a breadth of experience across the region and also a lack of experience. Not everybody has to fall over the same stone – that can be a role for the commission. We aren't just dispensing policy but giving people support and connection.

If members of the commission have ideas of topics or resources that would help in our work and policy development, please let Gloria know (i.e. videos, reading, etc.)

Updates:

South West Community Ministries

Gloria Tozek, Chris Bennett, Harry Ramsaran and Jody Maltby provided an update on the conversation with the Social and Ecological Justice Commission and the community ministries. Gloria will work with Susan Eagle to have further conversations with the Board of the community ministries. It is helpful to understand the history of the relationship between the

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ministries and the wider United Church. How do we do a better job of having these conversations earlier in the process?

St. Andrew's, Markham

Diane Matheson and Carolyn Harding provided a report on St. Andrew's. The Listening Team process worked really well. Diane thanked Carolyn for her significant contribution to the process. It was really helpful to have access to the pastoral relations liaison and pastoral charge supervisor, and particularly to have them on the team.

MOTION by Carolyn Harding/Chris Bennett that the Communities of Faith Commission of Shining Waters Regional Council accepts the recommendation of the Listening Team, as outlined in their report, that St. Andrew's United Church, Markham, continue in a six-month intentional supply with a priority on streamlining and simplifying the governance structure of the congregation.

MOTION

CARRIED

This decision will be communicated to the governing body of St. Andrew's by the Listening Team rather than a letter from the office. It was noted that a learning of the pandemic is that a remote Intentional Interim Ministry (IIM) can work with intentional plan for emergency pastoral care around funerals and visits, or as a part-time model where the IIM work is supported remotely, while worship and pastoral care is managed in-person.

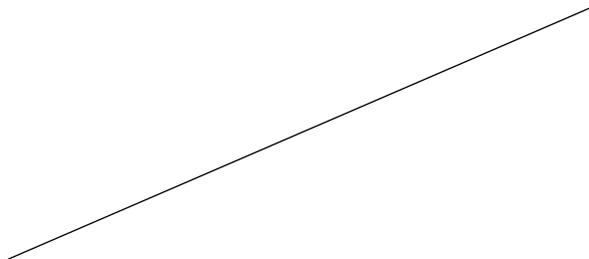
Conversation with United Property Resource Corporation

The Chair welcomed Tim Blair from the United Property Resource Corporation (UPRC), Liz McKenzie and Lori Diaz to the meeting. Liz is the Intentional Interim Minister for Dewi Sant Welsh United Church, Toronto and Lori is the region representative to their transition team.

Tim provided a brief history of the development and mandate of the UPRC and then an update on the research they have been doing regarding the property that has housed the congregation of Dewi Sant Welsh United Church.

Closing: Amy Lee offered a closing prayer and the meeting adjourned at 12:45 p.m.

Next Meeting: The commission will meet on April 21, 2021 at 9:30 a.m. via video conference. Amy Lee will give an acknowledgement of the land and Gloria Tozek will offer an opening prayer or reading.



EXECUTIVE

MINUTES of a meeting held March 23, 2021, at 3:00 p.m.
via video teleconference.

Present: Jingle Ayupan, Pat Edmonds, Allan Holditch, Isaac Kamta, David Leyton-Brown, Steven Loweth, Betty Lou McNabb, Allyce Mutungi, Moon Ja Park, Dong-Chun Seo, Jessica Stevenson, Daniel Reed

Staff: Peter Hartmans (Executive Minister), Jody Maltby, Rachael Howes, Bri-anne Swan, Kim Udeye-Kai, Dale Hildebrand

Absent: Kirsty Hunter, Lynn Mooney

Guests: Lois Brown, Susan Eagle, Brian McIntosh, Elizabeth McLean joined the meeting at 4 p.m

GATHERING, OPENING PRAYER

David Leyton-Brown opened the meeting at 3:04 p.m. He gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

Peter Hartmans led a brief worship focussing on an article written by Julie McGonegal based on Matthew 4:1–11, from the book, *Faith on the Move*.

The members checked in.

AGENDA

MOTION by Jingle Ayupan/Pat Edmonds that the agenda for this meeting be approved as amended by adding the item of email votes.

MOTION

CARRIED

MINUTES

The Minutes of February 24, 2021 to be amended to change the date on page two, in the third point under *Email Votes*, to read May 30, 2021.

MOTION by Daniel Reed/Jingle Ayupan that the Minutes of the meeting of the Shining Waters Regional Council Executive held February 24, 2021 be approved as amended.

MOTION

CARRIED

Email votes

The following decisions were made by email:

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- 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.

Commission Minutes

MOTION by Betty Lou McNabb/Jessica Stevenson 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.

MOTION

CARRIED

Dale Hildebrand left the meeting.

Correspondence

The Executive received, for information, letters from Davenport Perth and Jane Finch Community Ministries regarding the possible closure of the community ministries, a letter from the Social & Ecological Justice Commission, as well as background information on the matter. David Leyton-Brown gave background information on the role and responsibility of Commissions to assist with the context of this correspondence. He advised that there will be a further meeting with the board of the community ministries and the Communities of Faith Commission and Social & Ecological Justice Commission.

Living Into Right Relations Circle meeting

The guests, members of the Living Into Right Relations Circle and the Chair of the Social & Ecological Justice Commission, joined the Executive to continue discussions between the Circle and the Executive. Brian McIntosh recapped the previous discussion held with the Executive in January 2020 to give context to the discussion today.

Brian McIntosh suggested that the Executive and the Circle name some people from each group to be in touch to identify priorities and to bring back recommendations to the Executive and the Circle about our roles in relation to the Calls to the Church.

It was suggested that the Executive and the Living Into Right Relations Circle have a yearly conversation to work toward clarity of roles. The Executive expressed interest in continuing to build relationship and welcome input from the Circle. It was agreed that a smaller working group would be helpful.

It was decided that the Calls to the Church will be a regular agenda item at Executive meetings.

Mission Statement and By-Law updates

MOTION by Allan Holditch/Steven Loweth 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.

MOTION

CARRIED

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GC 44 Update, Proposals and Regional Election of GC 43 Commissioners

MOTION by Moon Ja Park/Jessica Stevenson 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.

MOTION

CARRIED

Grants Committee Recommendation to the Executive Regarding PTCC Funds:

After a meeting with both Western Ontario Waterways Regional Council and Presbyteries of Toronto Conference Corporation (PTCC):

MOTION by Betty Lou McNabb/Pat Edmonds 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.

MOTION

CARRIED

Anti Racism work by Staff: Update

Peter Hartmans updated the Executive on anti racism work. Shining Waters and Canadian Shield staff have agreed to start a one-year conversation amongst ourselves as well as learning, and have signed up for a course run by Salem Debs who is an anti racist educator who gives a holistic understanding of anti racism in a Canadian context. Staff is also doing a regular lunch and learn around this course.

Regarding the current Asian racism in the news now, Peter Hartmans asked permission of the Executive to make a statement from Shining Waters Regional Council around this difficult situation. The Executive agreed. Peter and David Leyton-Brown will work on it together and will circulate it to the Executive for comments.

Covid 19

Currently the pandemic is into a third wave and vaccines are being rolled out. It is hoped we are on a path to a normal to come. There is not awareness of any communities of faith that are meeting in person

Closing: the meeting closed at 6:07 p.m. and Peter Hartmans offered a closing prayer.

Next meeting – April 27, 2021, 7 p.m.

PASTORAL RELATIONS COMMISSION

MINUTES of a meeting held March 30, 2021, at 9:00 a.m.
by video conference.

Present:

Andrew Comar (chair); Dale Hildebrand (staff); Todd McDonald (staff); Donna Bowman-Woodall (ordered); William Haughton (ordered); Barbara Hendren (lay); Liz Mackenzie (ordered); Beth Moore (lay); Lawrence Nyarko (ordered); Robin Pilkey (lay); James Ravenscroft (ordered); Paul Stott (lay);

Regrets: none

Welcome, constituting the meeting and prayer

Andrew Comar, chair, welcomed everyone in Holy Week, acknowledged the indigenous territory we find ourselves on, led the opening prayer, and called the meeting to order.

Agenda

MOTION by Barbara Hendren / Paul Stott
that the agenda consisting of items that had been circulated to the commission in advance of this meeting be approved.

MOTION

CARRIED

Minutes

MOTION by Beth Moore/Liz Mackenzie
that the minutes of the February 23, 2021 meeting of the commission be approved.

MOTION

CARRIED

Omnibus Motion

It was noted that the omnibus contained several errors. These were pointed out and corrected for the omnibus below.

MOTION by Donna Bowman-Woodall / Paul Stott
that the Pastoral Relations Commission take the following actions, as amended:

a) **Calls**

... concurs with the request of **Countryside Pastoral Charge (Thorton)** and approves the change in terms to the call of **Sung-Ran Kim**, ordained minister, beginning March 23,

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2021, part time based on 25 hours per week with the following terms for Category C and Cost of Living Group Assignment 4: Salary \$62,537 (pro-rated \$39,085.63) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$921.25) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does not require an act of covenant.

... concurs with the request of **Gravenhurst: Trinity Pastoral Charge (Gravenhurst)** and approves the call to **Carol-Ann Chapman**, ordained minister, beginning July 1, 2021, full time based on 40 hours per week with the following terms for Category B and Cost of Living Group Assignment 3: : Salary \$56,271 salary in addition to the minimum at \$8,529 for a total salary of \$65,250, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

... concurs with the request of **King City Pastoral Charge (King City)** and approves the call to **Kun Young (Andrew) Lee**, ordained minister, beginning January 13, 2021, part time based on 16 hours per week with the following terms for Category E and Cost of Living Group Assignment 5: Salary \$70,632 (pro-rated \$28,252.80) per annum, basic telephone \$800 (pro-rated to \$320) per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$589.60) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

b) **Appointments**

... concurs with the request of **New Hope Pastoral Charge (Kettleby)** and approves the appointment of **Kun Young (Andrew) Lee**, ordained minister, beginning January 13, 2021 to June 30, 2021, part time based on 8 hours per week with the following terms for Category E and Cost of Living Group Assignment 5: Salary \$70,632 (pro-rated \$14,126.40) per annum, basic telephone \$800 pro-rated to \$160 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$294.80) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does require an act of covenant.

... concurs with the request of **Markham: St. Andrew's Pastoral Charge (Markham)** and appoints **Shannon Mang**, ordained interim minister, beginning March 15, 2021 to August 17, 2021, part time based on 30 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$54,265.50) per annum, salary in addition to the minimum at 10% which equals \$7,232.50 (pro-rated \$5426.55) for a total salary of \$79,579.50 (pro-rated \$59,692.05), basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does not require an act of covenant.

... concurs with the request of **Victoria Square Pastoral Charge (Toronto)** and appoints **Basil Coward**, ordained minister, beginning February 22, 2021 to May 22, 2021, part time based on 10 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$18,088.50) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$368.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

c) **License to Administer Sacraments**

... concurs with the request of **Queensville Holland Landing Pastoral Charge (Caledon)** and grants sacramental privileges in accordance with The Manual I.2.4(a) and I.2.4.2, to **Deborah Celsie**, candidate for ordained ministry, during her time of appointment at Queensville Holland Landing Pastoral Charge.

d) **Request for Change in Relationship**

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Anne Dionisio**, ordained minister at **Jubilee Pastoral Charge (Toronto)** effective June 30, 2021 and give thanks for her ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Carol-Ann Chapman**, ordained minister at **Nobleton Schomberg Pastoral Charge (King City)** effective June 30, 2021 and give thanks for her ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Douglas McLeod**, ordained minister at **Parkdale Pastoral Charge (Toronto)** effective December 31, 2021 and give thanks for his ministry.

Discussion of omnibus:

Questions were raised about the collaborative agreement arrangement for Rev. Andrew Lee and how two of the three pastoral charges can be calling him, and one appointing him. Staff explained that one of the pastoral charges, New Hope United Church, is not yet ready to enter into a call. The other two pastoral charges are ready to call. The plan is for New Hope to evaluate their situation in six months and possibly then move to a call for that portion.

Concerns were also raised about Basil Coward's appointment of only ten hours per week. Staff explained this is COVID related.

MOTION

CARRIED

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Report from staff

Staff reported on the joy, health and excellence work for ministry personnel including the recent “clergy day away” held on March 23 and 24 in the mornings. There are also some mental health workshops coming up in April that are almost fully subscribed.

a) Liaisons

The following liaisons have been appointed by staff:

Amy Lee appointed to Willowdale – Emmanuel pastoral charge to arrange a covenanting service for Rev. YoonOk Shin Kang.

Staff noted that we have recruited some new liaisons to take the place of some who have ended their commitment to that work. We want to maintain a cadre of about 20 liaisons. Some new training will take place this coming June for the new liaisons, and also after the equity project in February 2022 for all liaisons (focusing on equity issues).

b) Pastoral Charge Supervisors

Meriel Simpson appointed to St. Paul’s Pastoral Charge (Scarborough) while St. Paul’s searches for an appointed/called minister.

Equity Goal for 2020-21:

The Pastoral Relations Commission set the following goal for the year 2020-21: Collect data on the pastoral relations process from entry point to the end of the first year answering this question: How does unconscious racist/sexist/ableist bias hinder or create barriers for ministers in the congregational setting? Who is chosen? Are there differences in the terms of the pastoral relationship between ministers who are White and all other racialized ministers and why? Also look at that question for the LGTBQI community. What is the experience of racialized, BIPOC, differently abled and LGTBQI ministers after one year on their pastoral relationship – How does unconscious racist/sexist/ableist bias affect their health, joy and excellence in ministry?

Update from Equity Advisory Committee and/or Staff Support (Appendix A)

The committee has met several times with the researcher. She has identified different groups for interviewing and focus groups and the data has started to come in. The researcher is moving the project along well.

She has had a good response from the pastoral relations liaisons, who are an important link in the project.

The more she works, the more she sees the scope of the work expanding, which may be a challenge for timelines. By our April meeting, she should know if the timelines can be maintained.

Request from La Table des ministères en français (Appendix B)

Re: Licensing of French speaking LLWLs

On February 6, 2019, Shining Waters Regional Council entered into a covenant with La Table des ministères en français to work together to strengthen French ministries operating within the regional council boundaries.

In a letter dated January 21, 2021 (see Appendix B), La Table des ministères en français made the following request: We request that your Regional Council recognize the Education and Resources Committee of the French Ministries Table as the commission authorized to accredit and supervise French lay worship leaders in your region.

MOTION by Lawrence Nyarko / Robin Pilkey

that Shining Waters Regional Council recognize the Education and Resources Committee of the French Ministries Table be recognized as the commission authorized to accredit and supervise French licensed lay worship leaders (LLWL) in Shining Waters Regional Council; 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 Regional Council being provided with that approval.

MOTION

CARRIED

Discussion:

A report was requested from La Table for any LLWLs trained in Shining Waters Regional Council.

A question was raised about other linguistic groups in the regional council. Lawrence spoke about the experience of the Ghanaian church. They have lay preachers who have been trained in the Ghanaian Methodist Church. They only stay in their own congregation.

It was noted that we have quite a few Korean speaking churches and it would be interesting to see what need they have for Korean speaking LLWLs.

Next meeting

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday April 27, 2021 beginning at 9:00 a.m.

End of meeting

There being no further business, Todd McDonald, closed the meeting with a prayer.

Appendix A Equity Goal Research Project Overview

Pastoral Relations Commission – Shining Waters Regional Council
2021 Equity Goal Research Project Overview

"to further resistance to all forms of oppression, welcome and celebrate people of all abilities, any sexual orientation and gender identity, racialized persons, and all others who are marginalized."

Purpose

The Pastoral Relations Commission wants to know how its actions and policies create inequity, and how its actions and policies can increase equity. So, the goals of this project are:

- to look at the impact of current SWRC pastoral relations policies and procedures, and
- to determine whether or not these policies work towards ending inequity.

Method

Policies are best evaluated by listening and talking with those who use them and are primarily affected by them. This study will listen to the stories of different people's experiences in the pastoral relations process, at different stages. This will be done through interviews, small sharing groups, and surveys (see below). In addition, we will look at the Pastoral Relations Commission data about terms of call, search processes, and concerns or complaints they have heard in the past 18 months.

Areas of the Study

Ministry personnel - Interviews and focus groups (if participants feel comfortable & there are enough);

- those who are searching for a new pastoral relationship,
- those who have recently or provisionally been called/appointed,
- those who are in the first 10-14 months of a new pastoral relationship

Applicants – an online survey of ministers who have applied for positions in SWRC but not been chosen.

Regional Council accompaniers - Interviews and/or focus groups with those from SWRC who have accompanied communities of faith during a search process in the past 18 months.

SWRC Communities of Faith – an online survey of search committees in the past 18 months.

SWRC-PRC data – looking for patterns in the information that the region has about terms of call, search processes, and concerns/complaints.

Timeline of Research

February 1-15 – Orienting the Researcher

February 15-28 – Designing the Research Tools and Inviting Participants

March – Facilitating Interviews, Focus Groups, and Surveys

April – Continuing Research and looking at Regional data

May 1-15 - Analyzing Data

May 15-31 – Synthesizing Data & Report Writing

June 1-15 – Presentations

Key Questions for Research

- How do ministers experience the support, effectiveness and perceived equity of the pastoral relations process; from the regional council, from communities of faith? And if not, how so?
- What has been ministers' experience of being appointed/called or turned down in the search process (how often, reasons given, etc.)?
- How do ministers experience the process of deciding the terms of an appointment/call? And has this experience been different in the last 18 months than before?
- For ministers in Communities of Faith, how does (un)conscious racist/sexist/heterosexist/ ableist bias make it harder for ministers' "health, joy and excellence in ministry"?
- What are the particular experiences of racialized, BIPOC, differently-abled, and LGBTQi ministers after one year in their pastoral relationship? And how does (un)conscious racist/sexist/ableist bias affect this?
- What do Regional Council accompaniers notice in the search process, related to equity issues / groups? What PRC policies are accompaniers using to prevent or address equity problems?
- What do Communities of Faith search committees notice about their own bias, their own equity work, the Region's policies and purpose?

Pastoral Relations Commission – Shining Waters Regional Council
2021 Equity Goal Research Project Overview

"to further resistance to all forms of oppression, welcome and celebrate people of all abilities, any sexual orientation and gender identity, racialized persons, and all others who are marginalized."

The Team

Advisory Group (from the Pastoral Relations Commission):

- Robin Pilkey
- Rev. Lawrence Nyarko
- Rev. Elizabeth Mackenzie
- Rev. James Ravenscroft

Regional Staff Support:

- Todd McDonald
- Donna Rutz

Our Hope

That this research will help shape changes in policy and practice, towards greater equity in pastoral relations.

Your voice matters.

Your stories matter.

Your opinions matter.

You can be part of making this change in SWRC & the UCC.

About the Researcher

My name is Marcie Gibson (she/her). I am a diaconal minister, living in Hamilton, with a passion for justice and equity in the church and beyond. I am currently in part-time congregational supply ministry and on Program Staff with the Centre for Christian Studies. I also teach the UCC Polity and Administration at UTC, with ordination students and those in the Admissions process. I have UCC pastoral relations experience; with the Great Lakes Waterways Presbytery & the All Native Circle Conference's Councils on Learning, chairing the Ministry Personnel and Staff Committee of Waterloo Presbytery, as a Commissioner to GC43, and currently serving on the Office of Vocation Response Committee.

I entered ministry after being a social worker and community organizer in Montréal. My work included participatory action research and community needs assessments; supporting grassroots, student, and non-profit groups to develop campaigns, projects, advocacy, environmental and social justice-oriented change. I grew up in the Anglican church (in Toronto) and transferred into the United Church in my early 20's while in Montréal. I am white, Canadian-born, recognizing the privilege that affords me in this social context and in the church. I have experience in neuro-divergent communities and am a queer parent in an interfaith family.



SHINING WATERS
REGIONAL COUNCIL
The United Church of Canada



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Appendix B – Letter from La Table des ministères en français



La Table des ministères en français
L'Église Unie du Canada
3250, rue Bloor Ouest, bureau 200
Toronto (Ontario) M8X 2Y4

January 29, 2021

Peter Hartmans
Shining Waters Regional Council

Dear Colleagues of Regional Councils in covenant with the French Ministries Table,

RE: RECOGNITION OF FRANCOPHONE CERTIFIED LAY WORSHIP LEADERS

In the time that has passed since we entered into covenant with you, we have become aware of the need to add an important component to French leadership: support for lay worship leaders.

The lay leadership program was held for a second time, in accordance with requirements of The United Church of Canada, from 2018 to 2020 under the leadership of the Director of French Leadership Development at United Theological College.

Normally, responsibility for evaluating and recognizing candidates for this program lies with the Regional Council. However, in the context of Ministries in French:

- Individuals wishing to become lay worship leaders come from different regions of Canada and hope to have the opportunity to work anywhere in the Ministries in French network;
- They are trained to understand well the cultural contexts of Ministries in French and to work primarily within those contexts;
- They need to be interviewed in French by people with a good understanding of their specific cultural contexts;
- They require support in the exercise of their ministry, specifically in the form of tools and resources in French as well as continuing education relevant to their context.

For all these reasons, we are proposing that the French Ministries Table, through its Education and Resources Committee, evaluate and supervise lay leaders who have successfully completed the program. The Table would accredit lay worship leaders working primarily in French, while keeping the Committee of each leader's Regional Council of origin informed and working collaboratively with that Committee.

Lay worship leaders working in a bilingual context could maintain relations with the committees of both their Regional Council and the Table. They would choose to be officially affiliated with one of those bodies for accreditation and supervision purposes.

There is a precedent for this arrangement: in 2014, presbyteries of two conferences (Montreal & Ottawa and Maritime) agreed to transfer their education and accreditation mandate for lay worship leaders to their respective conferences. For the reasons explained above, the French Ministries Table of M&O Conference supervised the accreditation of the first cohort of French lay worship leaders.

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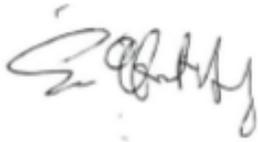
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The Ministries in French network is small but has a presence right across the country. Since the start of the pandemic, leadership exchanges and collaboration among the various regions have increased significantly. The French Ministries Table would be in the best position to train, evaluate and supervise French lay worship leaders.

We request that your Regional Council recognize the Education and Resources Committee of the French Ministries Table as the commission authorized to accredit and supervise French lay worship leaders in your region.

Thank you for your assistance and for considering this request. If you have any questions, please feel free to send me an email at ehebert@egliseunie.ca or call me at 819-593-7479 (cellphone).

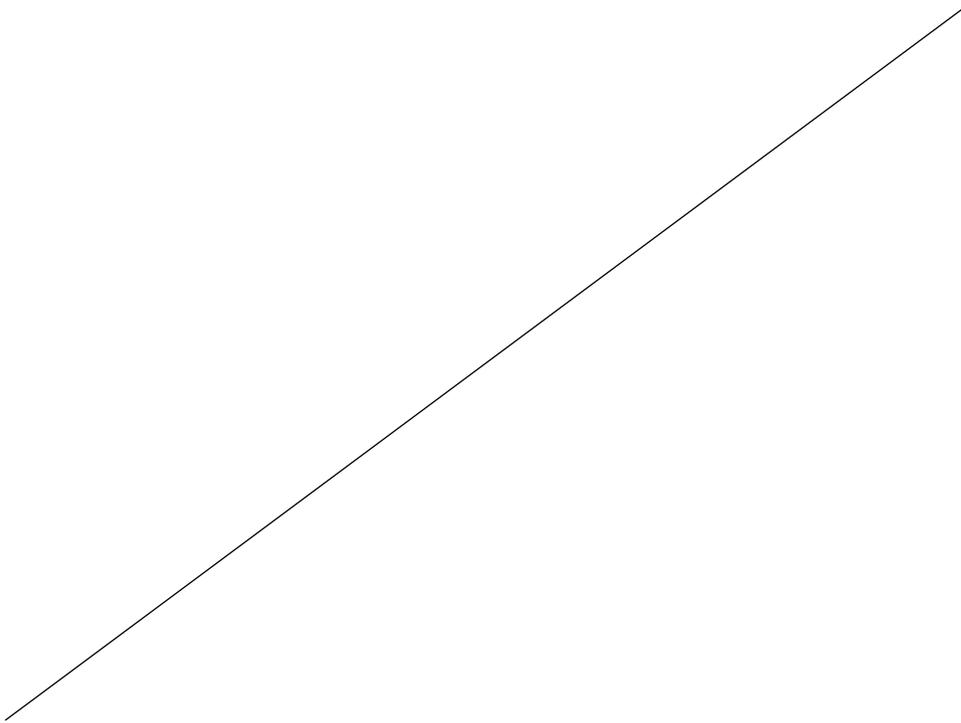
Yours in Christ,



Éric Hébert-Daly, Responsable
Ministries in French,
The United Church of Canada



Nicole Beaudry, Chairperson
French Ministries Table





La Table des ministères en français

L'Église Unie du Canada

3250, rue Bloor Ouest, bureau 200
Toronto (Ontario) M8X 2Y4

Le 29 janvier 2021

Peter Hartmans
Conseil régional Shining Waters

Chers et chères collègues des conseils régionaux qui ont des alliances avec la Table des ministères en français,

OBJET : RECONNAISSANCE DES CÉLÉBRANTS LAÏQUES FRANCOPHONES

Depuis le temps de la création d'alliances entre nous, nous avons constaté qu'il faudrait ajouter un élément important du leadership en français : l'accompagnement des célébrants et célébrantes laïques.

Le programme pour célébrants et célébrantes laïques a été offert selon les exigences de l'Église Unie du Canada pour une deuxième fois, de 2018 à 2020, en français, par la directrice de la formation en français au Séminaire Uni.

Normalement, la responsabilité d'évaluer et de reconnaître les candidats et les candidates d'un tel programme revient au conseil régional. Dans le contexte des ministères en français,

- les personnes voulant devenir célébrants ou célébrantes laïques proviennent de différentes régions du Canada et veulent œuvrer dans tout le réseau des ministères en français;
- elles sont formées pour bien connaître les contextes culturels des ministères en français et pour œuvrer principalement dans ces milieux;
- elles ont besoin de passer des entrevues en français menées par des personnes qui connaissent bien leurs contextes culturels particuliers;
- elles ont besoin de bénéficier d'un appui pour exercer leur ministère, notamment d'outils et de ressources en français, ainsi que de la formation continue relative à leur contexte.

Pour toutes ces raisons, nous suggérons que la Table des ministères en français, par la voie de son Comité de formation et de ressources, évalue et supervise les participants et les participantes qui ont réussi le programme. La Table accrédirait les célébrants et les célébrantes laïques qui œuvrent majoritairement en français, tout en informant le comité du conseil régional d'origine de la personne concernée et en collaborant avec cette instance.

Les célébrants et célébrantes laïques qui œuvrent dans des contextes bilingues peuvent entretenir des liens avec le comité du conseil régional et avec le comité de la Table. Ils choisiraient l'instance avec laquelle ils voudraient être officiellement affiliés pour ce qui est de leur accréditation et de leur supervision.

Cette formule comporte un précédent, puisqu'en 2014, les consistoires de deux synodes (Montréal & Ottawa, ainsi que les Maritimes) ont accepté de transférer leur mandat de formation et d'accréditation des célébrantes et des célébrants laïques à leur synode. La Table des ministères en français du Synode M&O a supervisé l'accréditation des premiers célébrants et premières célébrantes laïques francophon pour les mêmes raisons qu'énoncées ci-haut.

Le réseau des ministères en français est petit, mais il couvre tout le Canada. Or, depuis le début de la pandémie, les échanges de leadership et les collaborations entre les différentes régions sont beaucoup plus nombreux. La Table des ministères en français serait la mieux placée pour former, évaluer et superviser ces leaders francophones.

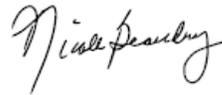
Nous demandons que votre conseil régional reconnaisse le Comité de formation et des ressources de la Table des ministères en français en tant que commission pour l'accréditation et le suivi des célébrants laïques francophones de votre région.

Merci de votre aide et de votre réflexion à ce sujet. Si vous avez des questions, n'hésitez pas à me joindre à l'adresse ehebert@egliseunie.ca ou sur mon portable au 819-593-7479.

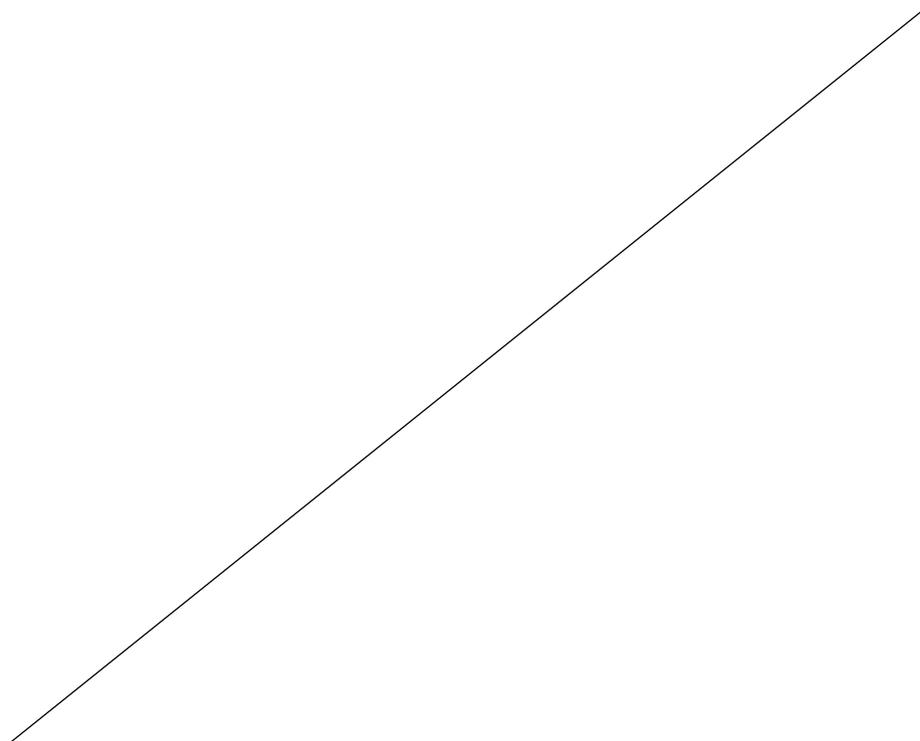
Solidairement dans le Christ,



Éric Hébert-Daly, responsable
Ministères en français, Église Unie du Canada



Nicole Beaudry, présidente
La Table des ministères en français



SOCIAL AND ECOLOGICAL JUSTICE COMMISSION

MINUTES of a meeting held April 20, 2021, at 1:00 p.m.
by video conference.

Present:

Susan Eagle (Chairperson), Lois Brown, Tina Conlon, Elizabeth Cunningham, Moon-Ja Park,
Eleanor Scarlett, Cameron Watts

Staff: Bri-anne Swan, Jeffrey Dale

Absent: Donna Lang

Welcome, check in and prayer

The chairperson welcomed everyone, opened with prayer, gave an acknowledgement of the land,
and acknowledged our commitment to being a safe place for all people to gather and participate
in our Region.

The chairperson constituted the meeting in the name of Jesus Christ.

There was a time of check-in.

Agenda

MOTION by Tina Conlon / Eleanor Scarlett that the agenda be approved as circulated,
with the addition of Business Arising regarding letters related to Paid Sick Days in
Ontario.

MOTION

CARRIED

Minutes

MOTION by Lois Brown / Elizabeth Cunningham that the Minutes of the meeting of the
Shining Waters Social and Ecological Justice Commission held March 16, 2021 be
adopted as circulated.

MOTION

CARRIED

Business Arising

Community Ministries

Since the last Commission meeting:

1. A letter was sent to the Regional Council Executive, as well as Executive Minister Peter Hartmans, expressing the concerns of the Commission. The letter was received by the Executive, but has not yet been dealt with.
2. Jody Maltby called Susan Eagle to propose a conversation with the Communities of Faith Commission (CFC) about how to relate to one another and talk about overlapping areas of responsibility and interest. There were 11 people on the call: several members of the CFC, staff and the Regional Council President. Susan was the only person present to represent the Social and Ecological Justice Commission (SEJC) and expressed that had she known there would be so many representatives from the Communities of Faith Commission she would have invited other SEJC members to join her. Within the meeting, there appeared to be two contrasting narratives: a) The outreach ministries saw the current funding phase was ending and have decided to close; that the board members have become burnt out. b) The board has been distressed that there is nobody looking for funding for the ministries but has been looking for ways to keep going. Seeing no way forward, and little support from the Regional Council they opted to close. The outcome of this meeting was that the two commission chairs would have a meeting with the Community Ministries board to understand their perspective in this conversation.
3. There was a meeting with the Board of Jane-Finch Community Ministry and Davenport-Perth Community Ministry, SEJC and the Communities of Faith Commission. The Board was very specific in saying that the *only* issue was funding and hoped that the Regional Council would see the ministries as a priority for funding. The Board expressed that they wanted to give their ministers ample notice if the ministries needed to close but were hopeful that they are not in palliative care. The Board said they have no understanding of where the rumour that they are tired came from and are distressed that this story is in circulation. The Board is waiting to see what the Regional Council is going to do next.

Susan Eagle has inquired as to whether there are additional pockets of funding available to keep the community ministries going. Funding sources identified include: Mission and Service, PTCC, TUCC. Questions were asked about who sets the priorities for the funding within the Regional Council. It was decided that this is the question for the Executive.

It was brought up that as Church we are called to walk with the vulnerable. We are a church moving towards being an anti-racist denomination. We need to be present in the communities where these ministries function. There are no churches present at Jane and Finch — they are all closed.

A discussion took place around whether the Social and Ecological Justice Commission needs to take further action at this point. Susan Eagle and Cameron Watts will be present at the next Executive meeting (April 27th) and will address the letter and ask about how funding priorities

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get set within the Regional Council. There was concern expressed that all communities of faith, as members of the Regional Council, need to have the opportunity to participate in the setting of funding priorities.

The Commission could propose there be a working group that would look at what could be done in regards to funding the community ministries. SEJC would want to be at the table for those discussions.

Discussion about the priorities would include requesting:

- up-to-date financial statements.
- a timeline for priority setting.
- requesting a working group (that includes SEJC) with the purpose of setting priorities

After receiving a statement of funding, the working group could create a plan which would be ready for the Regional Council Annual Meeting.

Update from Jeffrey Dale re: Harm Reduction

Conversations titled *Seeking to Reduce Harm* have been set for May. Seven Regional Councils are participating.

The House of Commons has a bill before Parliament to change the Criminal Code re: illicit substances. This bill does not go as far as Jeffery would like in decriminalizing illicit substances for personal use.

Peter Hartmans has agreed to increase this Commission's 2021 budget from \$10,000 to \$12,000, so that \$2000 can be allocated to Harm Reduction education and programming within the Region.

MOTION by Elizabeth Cunningham / Tina Conlon that the Social & Ecological Justice Commission of Shining Waters Regional Council ask that their budget be increased by \$2000, with that additional money allocated to harm reduction education and programming.

MOTION

CARRIED

Bradford Bypass Action (deferred)

Paid Sick Days

Toronto Imams contacted Faith in the City in an attempt to gather faith leaders around a statement in support of increasing vaccine access in high risk areas and pushing the province to adopt (at least temporarily) sick pay for people who were ill, in isolation or needing time off work to get vaccinated. Seventy-two people/groups have so far endorsed the letter.

Bri-anne Swan has launched a Paid Sick Days action page on the Regional Council website. Individuals are able to send their own (customized if they wish) letter to the Ontario Government directly from the website. A tally is kept of how many people submit their own letter. Bri-anne has also drafted a letter for David's signature that can be sent on behalf of the Regional Council.

MOTION by Eleanor Scarlett / Tina Conlon that the Social and Ecological Justice Commission of Shining Waters Regional Council ask that a letter in support of Paid Sick Days for all working Ontarians be presented to President David Leyton-Brown for signature, and that the letter from Faith in the City be endorsed by Shining Waters Regional Council and distributed to communities of faith.

MOTION

CARRIED

Deferred Item

Regional Council and General Council Proposals

There is a new timeline for proposals intended to go to General Council. While normally proposals would be received in the spring, these proposals are now being requested for the fall. Bri-anne Swan will circulate the proposal template in anticipation of the next Commission meeting. There was agreement expressed that effort needs to be focused in supporting communities of faith through the process of creating proposals. Proposals intended only for the Regional Council use the same format as the General Council proposals.

Questions were asked about how the theme and agenda of the Annual Meeting get set. Last year, they were set by the President and the Executive.

SJNOR Report – Tina Conlon and Bri-anne Swan

The last SJNOR meeting was primarily a large sharing session about the justice work being done in each particular Regional Council.

There has been a formal financial ask of Shining Waters Regional Council in 2021 to contribute \$1000 to the ongoing work of SJNOR. Peter Hartmans has approved this funding. The Commission thanks Peter for this approval.

Reports/updates from sub-committees (as required):

Homelessness (Elizabeth, Eleanor, Cameron, Susan)

There was very positive feedback from communities of faith about the Good Friday resources re: homelessness. These liturgical resources remain relevant beyond Lent, and Bri-anne will make sure they are archived and renamed on the Regional Council website along with other worship resources available to congregations.

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Poverty/Income Inequality (Susan, Moon-Ja, Tina, Elizabeth)

Update of Guaranteed Livable Income Vigils, April 8:

All of the Ontario vigils needed to (very last minute!) move online because of a stay-at-home order issued by the Premier. Online vigils were held. Some MPs attended. Bri-anne Swan assisted with highlighting the social media posts of those who were lighting candles in support of Guaranteed Livable Income.

Bri-anne will be working with the videos and photographs submitted from the vigils held within the Region to increase awareness about Guaranteed Livable Income.

Anti-Racism (Eleanor, Elizabeth, Moon-Ja, Lois)

There are two different events for Asian Women being held nationally titled *Support, Strength, and Solidarity*. Kim Uyede-Kai is facilitating.

Sunday, May 2 (6:00-8:00 pm, Eastern Time)

Wednesday, May 5 (6:00-8:00 pm, Eastern Time)

There is a United-in-Learning webinar on May 18 titled *Lifting Up Asian Voices*. Tina Conlon will be one of the speakers.

<https://www.united-in-learning.com/index.php/webinars/395-lifting-up-asian-voices>

Tina also recently appeared as a speaker with the Committee on Asian/North American Asian Theologies (CANAAT — a theological resource and support to Emmanuel College).

<https://emmanuel.utoronto.ca/the-centre-for-religion-and-its-contexts/canaat/>

Right Relations (Lois, Cameron, Tina)

Lois Brown is the new Chair of Living Into Right Relations. There has been a meeting with the Executive and this Commission about the role of LIRR as a committee and access to funding.

Israel/Palestine (Tina, Lois)

Palnet is offering a virtual tour of Palestine/Israel. They are also looking to connect with communities of faith who are engaged with or interested in justice work related to Palestine and Israel.

There has been a request that the minutes from this Commission be forwarded to Palnet. The Commission minutes are available on the Shining Waters Regional Council website but Bri-anne will also forward minutes to Tina and Lois.

Report from Bri-anne Swan

Bri-anne reported on:

- Supporting the Good Friday worship resources project (video re: Housing Charter)
- Paid Sick Days campaign
- Ongoing releases of the *do justice* podcast
- Increased social media conversations, support for Guaranteed Livable Income vigils
- Working with Nominations re: recruiting potential GC44 commissioners

Correspondence

Letters from Tony Rennett re: prayers for the Unborn, and Trinity St. Paul's UC re: Right Relations were received for information.

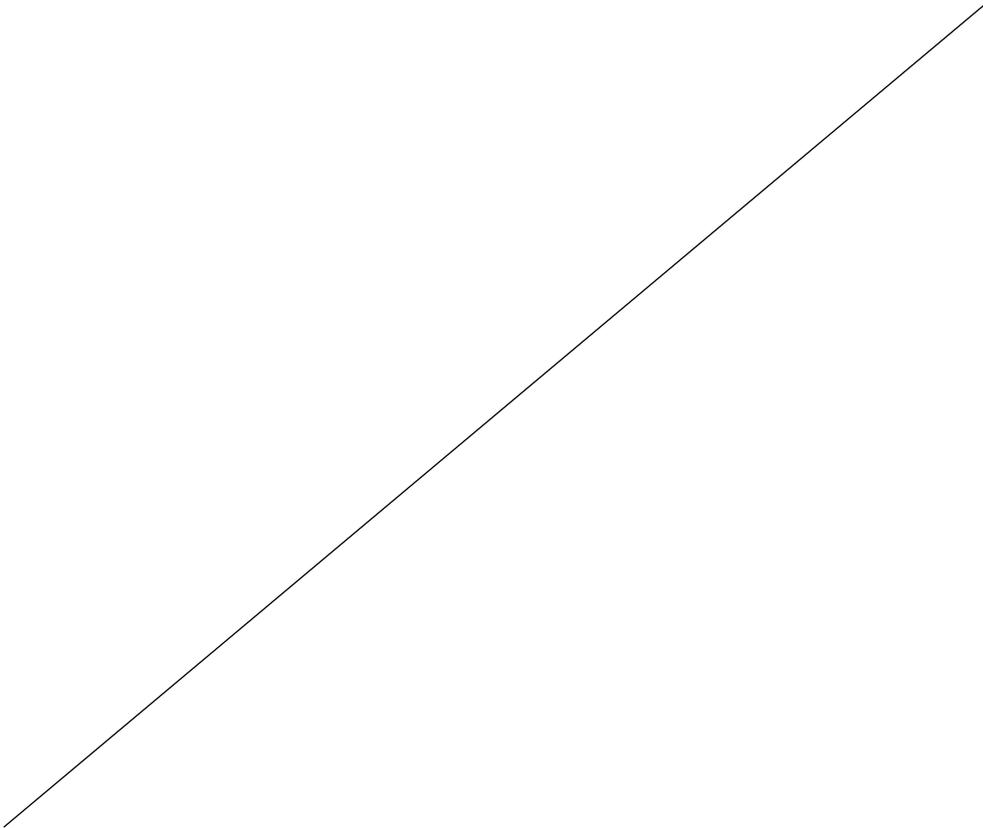
Susan Eagle will go back to Trinity St. Paul's and ask for further clarification about their letter.

A response from the Province of Ontario re: Christian Colleges was received.

Closing

A closing prayer was offered and the meeting adjourned at 3:05 pm.

Next Meeting: May 18, 2021, 1 p.m.



COMMUNITIES OF FAITH COMMISSION

MINUTES of a meeting held April 21, 2021, at 9:30 a.m.
by video conference.

Present:

Chris Bennett, Carolyn Harding, Calin Lau, Amy Lee, Kevin Logie, Sandra Nottegar, Cindy Randall, Gloria Tozek (Chairperson), Harry Ramsaran

Staff: Jody Maltby (Staff Lead), Diane Matheson, Jeffrey Dale, Susie Henderson

Welcome, check in and prayer

The chairperson welcomed everyone, and offered an opening prayer from the book of prayer *The One Who Listens*, author unknown. Amy Lee gave an acknowledgement of the land, and Gloria Tozek acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

Members checked in.

The chairperson constituted the meeting in the name of Jesus Christ.

Agenda

The commission agreed that the agenda be approved as presented.

Minutes

MOTION by Cindy Randall/Carolyn Hastings that the Minutes of the meeting of the Communities of Faith Commission of Shining Waters Regional Council dated March 17, 2021 be approved as circulated.

MOTION

CARRIED

Email votes

The following decisions were made since the last meeting:

- Central Unionville – approval of major construction work

the staff lead approved the request of Central United Church, Unionville to undergo major construction work (\$90,000) for replacement of the driveway and parking lot of the church. (Regional Council Executive Property Policy)

- Central Unionville – use of Manse funds

By email, approved the request of Central United Church Unionville to use up to \$45,000 from the Manse Fund towards the replacement of the driveway and parking lot of the church.

- Thornhill – approval of Constitution

By email, approved the Constitution of Thornhill United Church dated April 11, 2021

- King City – approval of expropriation decision

By email, approved the decision of King City United Church to agree to expropriation by the municipality of the full frontage of the church property where it abuts Elizabeth Grove in anticipation of widening the street, as a condition of the severance of a portion of the congregation's property.

Mapping Process – *Kevin Logie, Chris Bennett, Susie Henderson*

Susie Henderson provided an update on the work to create a web-based map that will enable the commission to work with the information. A key piece will be to connect with the Intercultural Diversity Commission around ethno-linguistic congregations.

South West Community Ministries, Toronto – *Gloria Tozek*

Gloria reported that she and Jody Maltby representing the Communities of Faith Commission along with Susan Eagle and Bri-anne Swan for the Social and Ecological Justice Commission, met with members of the Board of the two community ministries: Jane Finch and Davenport Perth. There was a discussion about the impact of the structural transition on their funding. In order for the ministries to continue, they are looking for stable funding for their staff positions from the United Church.

Conversation about multi-year funding

The next step in the regional priorities' conversation is a conversation including representatives of the Communities of Faith Commission, the Social and Ecological Justice Commission, the Grants Review Committee and the Mission Support Committee. A key point is whether the region should prioritize multi-year core funding for various community ministries, and/or seed funding for new ministries and/or smaller grants for outreach, chaplaincies and youth/children's ministry. We also need to clarify the roles of the various commissions and committees in terms of decision-making around grants. The role of the commissions is to name the mission we want to support and identify the framework within which we make decisions. The two committees are the bodies that consider and make recommendations on individual grant applications within that framework.

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It was noted that if we are going to prioritize multi-year core funding, there should be an expectation of accountability back to the region and this should be clearly outlined in a formal written document. There is tension between the desire to provide stable funding so that recipients can make plans and focus on programs, and the ability to direct funds to different projects as the need emerges. The region won't have that flexibility if all funds are committed to core funding. We need balance. Transparency is important.

Gloria Tozek and Chris Bennett will represent the commission in the inter-commission conversation.

The Commission took a 15-minute break.

Updates - *Jody Maltby, Diane Matheson*

Dewi Sant Welsh United Church, Toronto

Diane reported that the Intentional Interim Ministry Committee supports the request of Dewi Sant Welsh United Church to extend their Intentional Interim Ministry.

MOTION by Sandra Nottegar/Cindy Randall that the Communities of Faith Commission of Shining Waters Regional Council approves the extension of the Intentional Interim Ministry at Dewi-Sant United Church to June 30, 2022, and recommends that the Pastoral Relations Commission extend the appointment of Rev. Liz Mackenzie as the Intentional Interim Minister until June 30, 2022.

MOTION

CARRIED

Jody Maltby reported on a good meeting with Tim Blair of United Property Resource Corporation and the Transition Team at Dewi Sant.

Wesley Mimico United Church, Toronto

Jody Maltby reported that Wesley Mimico United Church sold their building under the former South West Presbytery but had not yet provided a plan for the use of the funds. The congregation has met the requirement to provide 10% for the Indigenous Ministries Fund and 10% to support other regional ministry. They are working on a plan for use of a portion of the capital and the ongoing interest from investment. This plan will come to the commission for approval.

St. Andrews United Church, Markham – appointment of regional representative to Transition Team

Diane Matheson provided an update on the work with St. Andrews United Church in Markham.

MOTION by Amy Lee/Carolyn Harding that the Communities of Faith Commission of Shining Waters Regional Council appoints Lynella Reid-James as the regional representative to the transition team of St. Andrews United Church, Markham with thanks for her service.

MOTION

CARRIED

Lynella is a trained Pastoral Relations Liaison and her particular skills will be helpful in the unique circumstances of this Intentional Interim Ministry.

Diane also reported on conversations across the region regarding governance and a crisis of leadership as a result of a decreased volunteer base. Diane, Kim and Susie are working on a lay leader gathering that will focus on streamlining governance and attracting volunteers,

Diane is also working with the Office of Vocation to streamline resources for volunteers working with Intentional Interim Ministries with a goal to offer better support.

Property Policy – Jody Maltby

The commission discussed some work connected to the property policy.

Harry Ramsaran, Gloria Tozek and Jody Maltby will consider recommendations to the Executive regarding the use of funds received by the region from congregations that sell property while continuing to exist and recommendations for property declared surplus in an amalgamation. They will also look at policy regarding the development of property. They may consult with the United Property Resource Corporation about this piece.

Kevin Logie, Chris Bennett and Susie Henderson will consider how the requirements for a Living Faith Story and Financial Viability Report that are part of the Pastoral Relations Handbook are connected to our requirement that congregations demonstrate mission and financial viability in order to access restricted funds. This is connected as well to the work on mapping.

They will also explore whether a Living Faith Story might be the container for this commission to establish our practices for supporting communities of faith.

Camp Updates – Jeffrey Dale

Jeffery reported that the regional camps are not sure what will happen this summer and so are preparing for different possibilities, including on-site camps, virtual camps and on-site leadership development.

To date, Camp Awesome has received funding for six positions from Canada Summer Jobs in our partner region, Canadian Shield Regional Council. We are excited to be in partnership with

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Canadian Shield on this project. We do have funds in budget for positions in Shining Waters if we don't get government funding.

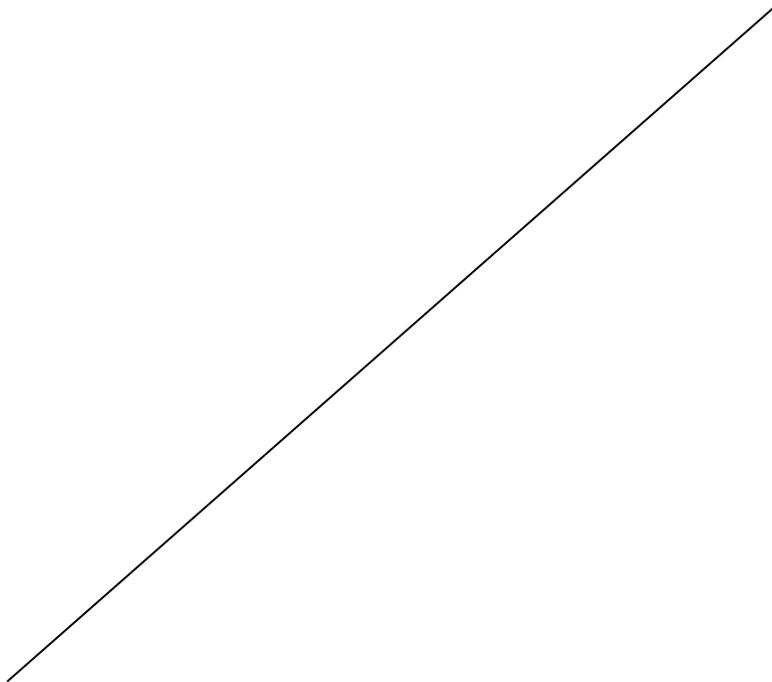
The focus of Camp Awesome this year will be creating an online United Church presence where there isn't one on platforms currently used by young people. There will also be a workbook, *Love and Serve Others*, available to congregations to use. This was a popular resource last year.

This Sunday, April 25th is Camping Sunday. Shining Waters is partnering with our regional camps in a Zoom gathering at 2 p.m. All are welcome!

Closing

Gloria Tozek thanked the commission for their work and offered blessings on our day. The meeting adjourned at 12:30 p.m.

Next Meeting: May 19, 2021 at 9:30 a.m. via video conference, Cindy Randall will offer the land acknowledgement.



EXECUTIVE

MINUTES of a meeting held April 27, 2021, at 7:00 p.m.
via video teleconference.

Present: Jingle Ayupan, Pat Edmonds, Allan Holditch, Isaac Kamta, David Leyton-Brown, Steven Loweth, Betty Lou McNabb, Moon Ja Park, Dong-Chun Seo, Jessica Stevenson, Lynn Mooney, Daniel Reed

Staff: Peter Hartmans (Executive Minister), Jody Maltby (Staff Lead), Rachael Howes (Administrative Support), Kim Uyede-Kai (Anti-racism and Right Relations), Bri-anne Swan (Social & Ecological Justice and Communications), Janet MacDonald (Finance Administrator)

Guests: Susan Eagle, Cameron Watts

Absent: Kirsty Hunter, Allyce Mutungi,

GATHERING, OPENING PRAYER

David Leyton-Brown opened the meeting at 7:04 p.m. He gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

Peter Hartmans led a brief worship focussing on Psalm 57, and including a prayer written by the Rt. Rev. Richard Bott, Moderator.

The members checked in.

AGENDA

Two items were added to the agenda: Correspondence and a profile conversation by Bri-Anne Swan.

MOTION by Pat Edmonds / Jingle Ayupan that the agenda for this meeting be approved as amended.

MOTION

CARRIED

Correspondence

On Thursday, April 22, 2021 a formal complaint (J8) was received around a ministry personnel which has been forwarded to the Office of Vocation.

MINUTES

MOTION by Jessica Stevenson / Betty Lou McNabb that the Minutes of the meeting of the Shining Waters Regional Council Executive held March 23, 2021 be approved as circulated.

MOTION

CARRIED

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Living into Right Relations (LIRR) Check-in and Calls to the Church – Kim Uyede-Kai

This will now be a standing agenda item.

Kim gave an update. LIRR Circle has a new Chair, Lois Brown. She is also a member of the Shining Waters Social and Ecological Justice Commission so that will provide a natural link. The caretakers of the Calls to the Church are paramount in the work of LIRR as well as the UNDRIP. The Circle is looking forward to connecting with the Executive more regularly. They are hoping to expand the network, congregations are wanting to connect.

Social & Ecological Justice Commission – Two-year mandate review

David Leyton-Brown gave some background around the proposal passed at the 2019 Regional Council meeting and the subsequent forming of the Commission and policy.

The proposal and policy call for a two-year review and is the responsibility of the Regional Council. This will happen at the annual Regional Council meeting in the fall of this year.

MOTION by Betty Lou McNabb / Daniel Reed that the Social and Ecological Justice Commission Policy be amended under Quorum to have the word *ordained* replaced by the word, *ordered*.

MOTION

CARRIED

Susan Eagle and Cameron Watts joined the meeting.

Conversation around Community Ministry – Susan Eagle

Susan Eagle, Chair of the Social and Ecological Justice Commission, reviewed the situation around the closing of community ministries, Jane Finch and Davenport Perth. The Commission became involved because of the importance of those community ministries in the areas they serve. There has been a meeting with the community ministries board and with staff since the last Executive meeting.

Where do we make decisions around funding and priorities? Susan expressed the feelings of the Social and Ecological Justice Commission on the importance of these types of community ministries. A critical discussion is needed about maintaining those community ministries.

Cameron Watts added his thoughts that we can not abandon those communities when the ministry has been so effective. How are we going to make sure we are doing our best to represent Jesus in this community? He would like to see Shining Waters take more of a long-term commitment to this.

David Leyton-Brown explained that no decision by the Region, or any body of the region, has been taken to close these ministries and no funding has been stopped. They are funded through to

2022. These questions will be raised in the context of the priority-setting exercise by the region as a whole. We are aware of the importance of the ministry, we are aware of the views of the Social and Ecological Justice Commission and a process is underway.

Susan Eagle stated that in the meeting with the community ministries board it is clear that they are passionate about the importance of the two ministries and the staff are keen to do the work. Her question is how do we move forward with priority setting? How do we put people at ease that supporting one ministry is not cancelling other ministries? Is multi-year funding a model that the Executive feels is worth exploring?

David Leyton-Brown mentioned that the answer is the process that is being undertaken. We are working on a five-year budget and sustainable funding.

Commission Minutes

The Executive had the opportunity to ask Susan Eagle any questions around the Social and Ecological Justice Commission's work and the Minutes of the Commission provided for this meeting.

Susan invited the Executive to review the document provided at the last regional meeting outlining the work undertaken by the Commission under their mandate. The Commission has lost a couple of members over time and has never been at a full complement, it especially needs members in the environmental justice area.

Susan Eagle and Cameron Watts left the meeting.

The Executive of Shining Waters Regional Council received for information the Minutes of the Social and Ecological Commission of April 29, May 27, July 15, November 3, December 8, 2020.

Grants Committee – Jody Maltby

Recommendation to Executive

The Committee has been working on understanding the funding sources available and how to make the best recommendations around those.

Amendment the Terms of Reference of the Urban Forest Fund

The Urban Forest Fund is owned and managed by the Presbyteries of Toronto Conference Corporation (PTCC) and currently provides grants to communities of faith within the bounds of the former South West Presbytery. The fund was created by motion of South West Presbytery on June 19, 2018 and funds congregational start-ups with newcomers, innovative and vitality projects and projects focused on reconciliation with Indigenous peoples. Item 11b of the Terms of Reference for the Urban Forest Fund states that amendment of these Terms of Reference or the Memorandum of Understanding will require the approval of Region 10 or its successor.

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MOTION by Dong-Chun Seo / Jessica Stevenson 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.

MOTION

CARRIED

Jody mentioned that there is ongoing conversation around priorities; a group meeting next week with representatives from Communities of Faith Commission, Social and Ecological Justice Commission, Grants Review Committee, and Mission Support Committee. Each of those groups is discussing the matter individually and then coming together for the group discussion. It is a challenging discussion. It is encouraging to see how we are progressing in the right direction; there is a long way still to go, but making very good progress.

Financial Update – Janet MacDonald

Janet reported that a 2022-2026 draft budget projection for the regional meeting is still being worked on and there is nothing to present at this meeting.

She presented a draft statement for the first quarter of this year and reviewed it with the Executive.

New Ministries Service Update – Jody Maltby

Jody reported that there was a meeting this afternoon with the candidates being ordained/commissioned to talk about options for the service regarding safety in the time of pandemic restrictions. It is recommended to continue to have the service on May 30 as planned and the candidates have their liturgical act in their home with members of their own household. Two candidates may choose, for differing reasons, to defer for a year.

MOTION by Isaac Kamta / Jingle Ayupan 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.

MOTION

CARRIED

Covid 19 Update

Peter Hartmans reported that the Communities of Faith Commission continues to support communities of faith when they reach out. Jody Maltby is providing key leadership around Covid-19. The Pastoral Relations ministers called all ministry personnel to check in. Communities of faith along with staff have been reaching out to folks. The creativity of churches around their services is incredible. Challenges are fatigue, burnout, feeling like they are coming to the end of their rope, stress among boards, ministry personnel getting tired, serious challenges of racism within the boundaries of Shining Waters which are upsetting. Medical folks are beyond tired, political leaders are having trouble in terms of fatigue, etc.

By-law update check-in

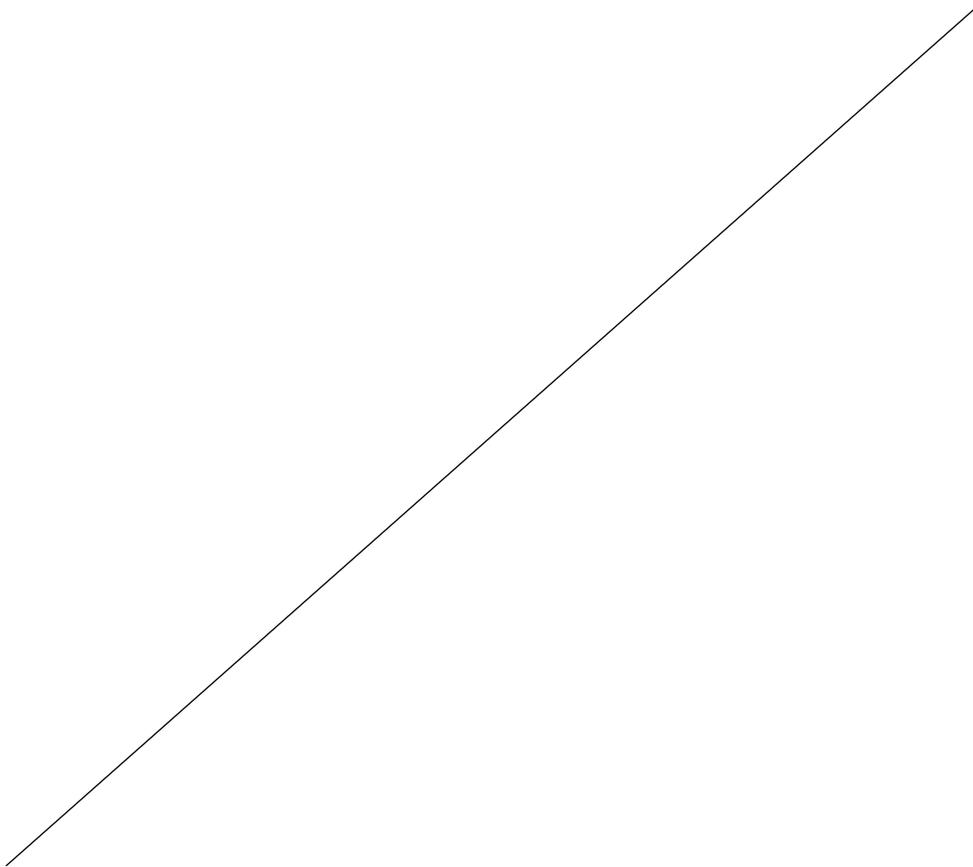
Equity committee – redefinition of it's mandate awaits the priority setting discussions.

Profiles of Executive - Bri-anne Swan

Bri-anne Swan will be contacting members of Executive to create a written profile of each member as well as a video conversation with each for the Region's YouTube channel. We want the region to know who the members of the Executive are and have them get to know everyone.

Closing: the meeting closed at 9:10 p.m. and Peter Hartmans offered a closing prayer.

Next meeting – May 25, 2021, 2 p.m. – 5 p.m.



PASTORAL RELATIONS COMMISSION

MINUTES of a meeting held April 27, 2021, at 9:00 a.m.
by video conference.

The Pastoral Relations Commission of Shining Waters Regional Council met on Tuesday, April 27, 2021 by video conference. The meeting began at 9:00 a.m.

Present:

Andrew Comar (chair); Dale Hildebrand (staff); Todd McDonald (staff); Donna Bowman-Woodall (ordered); William Haughton (ordered); Barbara Hendren (lay); Liz Mackenzie (ordered); Beth Moore (lay); Lawrence Nyarko (ordered); Robin Pilkey (lay); James Ravenscroft (ordered); Paul Stott (lay);

Regrets: none

Welcome, constituting the meeting and prayer

Andrew Comar, chair, welcomed everyone, lit the Christ candle, acknowledged the indigenous territory we find ourselves on, led the opening prayer, and called the meeting to order.

Agenda

MOTION by Paul Stott / Lawrence Nyarko
that the agenda consisting of items that had been circulated to the commission in advance of this meeting be approved.

MOTION

CARRIED

Minutes

MOTION by Beth Moore / Robin Pilkey
that the minutes of the March 30, 2021 meeting of the commission be approved.

MOTION

CARRIED

Omnibus Motion

MOTION by James Ravenscroft / Barbara Hendren
that the Pastoral Relations Commission take the following actions:

a) **Calls**

... concurs with the request of **Glebe Road Pastoral Charge (Toronto)** and approves the provisional call to **Cynthia O'Connell**, candidate for ordained ministry, conditional on

ordination prior to start date, beginning August 9, 2021, full time based on 40 hours per week with the following terms for Category A and Cost of Living Group Assignment 5 : Salary \$63,739 salary in addition to the minimum at 10% which equals \$6374 for a total salary of \$70,113, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

b) **Appointments**

... concurs with the request of **St. Paul's Pastoral Charge (Brampton)** and approves the re-appointment of **Helena Medeiros**, ordained minister, beginning July 1, 2021 to December 31, 2021, part time based on 30 hours per week with the following terms for Category E and Cost of Living Group Assignment 5 : Salary \$70,632 (pro-rated \$52,974) per annum, basic telephone \$900 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$1105.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does require an act of covenant.

c) **Voluntary Associate Minister Position**

... concurs with the request of **Nobleton Schomberg Pastoral Charge (Nobleton)** and **Evelyn McLachlan**, to enter a Voluntary Associate Minister relationship, beginning May 1, 2021.

d) **Request for Change in Relationship**

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Elizabeth Cunningham**, ordained minister at **Stouffville Pastoral Charge (Stouffville)** effective June 30, 2021 and give thanks for her ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Michael Kooiman**, ordained minister at **Central Pastoral Charge (Weston)** effective August 31, 2021 and give thanks for his ministry.

MOTION

CARRIED

The commission was given a heads up that there are about 25 appointments to be renewed for July 1, 2021 so the omnibuses for the next few meetings may be heavy.

It was noted that for these appointments, the Commission would like to know how long people have been in appointments and why they are being reappointed.

Report from staff

There will be a shared M&P 101 training with Canadian Shield region on May 19.

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We have been recruiting new pastoral relations liaisons and have five new people:

Evelyn McLaughlin
Sadekie Lyttle-Forbes
Dan Benson
Cindy Randall
Julie Brushey

We could use at least one more from central Toronto so if you know of someone who would be appropriate please let Todd or Dale know.

We approved a request from La Table to license and support French LLWLs.

As part of our Flourish program, we offered mental health first aid training in conjunction with the Canadian Mental Health Association. About 30 ministers will be trained.

Our June 15 meeting is one we traditionally share with the Communities of Faith Commission (CFC) and plan to do so again this year. The CFC has been interested in our equity work and would like to know about the report that is being done by Marcie Gibson. Concern was expressed about the PRC not having time to process the report before we share it with another Commission. At a minimum, the Advisory Committee would need to review it. The committee is meeting this Thursday to discuss this and will make a recommendation to our May meeting in terms of next steps.

The current plan is to have the morning of June 15 together with the CFC, break for lunch, and then come back for an hour or so to review the omnibus and any other PRC business.

a) Liaisons

The following liaisons have been appointed by staff:

Jim Clubine appointed to Uganda Martyrs Pastoral Charge (Toronto) for search for call.

Barb Hendren appointed to Nobleton Schomberg Pastoral Charge for search for call.

b) Pastoral Charge Supervisors

The following pastoral charge supervisors have been appointed by staff:

Steven Loweth appointed to Lansing Pastoral Charge (Toronto), currently without ministry personnel as they search for a called/appointed minister.

Equity Goal for 2020-21:

The Pastoral Relations Commission set the following goal for the year 2020-21: Collect data on the pastoral relations process from entry point to the end of the first year answering this question: How does unconscious racist/sexist/ableist bias hinder or create barriers for ministers in the congregational setting? Who is chosen? Are there differences in the terms of the pastoral relationship between ministers who are White and all other racialized ministers and why? Also look at that question for the 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?

Equity Training

Commission member Lawrence Nyarko spoke about his experience as a racialized minister in the UCC and Shining Waters Regional Council.

Commission members were given an opportunity to ask questions and make comments. They expressed their distress regarding the painful experiences that they heard from Lawrence, but also deep appreciation to Lawrence for sharing his experiences.

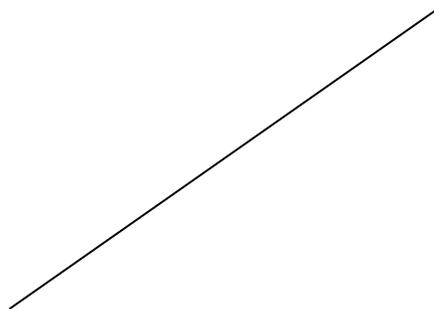
It was noted that hearing first hand experience can have a significant impact in terms of learning about equity issues, and it was suggested that such experience would be very useful in video form for the training of pastoral relations liaisons and search committees. Todd reminded the committee that a special equity training will take place for the liaisons in early 2022.

Next meeting

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, May 11, 2021 beginning at 9:00 a.m.

End of meeting

There being no further business, Donna Bowman-Woodall closed the meeting with a prayer.



PASTORAL RELATIONS COMMISSION

MINUTES of a meeting held May 11, 2021, at 9:00 a.m.
by video conference.

Present:

Andrew Comar (chair); Dale Hildebrand (staff); Todd McDonald (staff); William Haughton (ordered); Barbara Hendren (lay); Liz Mackenzie (ordered); Beth Moore (lay); Lawrence Nyarko (ordered); Robin Pilkey (lay); James Ravenscroft (ordered); Paul Stott (lay)

Regrets: Donna Bowman-Woodall (ordered)

Welcome, constituting the meeting and prayer

Andrew Comar, chair, welcomed everyone, lit the Christ candle, and acknowledged the indigenous territory we find ourselves on. Before he led the opening prayer, condolences were extended to James Ravenscroft on the loss of his father. The meeting was called to order.

Agenda

An item was added after the omnibus regarding the change in pastoral relationship for James Ravenscroft.

MOTION by Robin Pilkey / Liz Mackenzie
that the agenda consisting of items that had been circulated to the commission in advance of this meeting, plus the addition above, be approved.

MOTION

CARRIED

Minutes

MOTION by Paul Stott / Beth Moore
that the minutes of the April 27, 2021 meeting of the commission be approved.

MOTION

CARRIED

Ordinand/Commissionand/Admittands Requirements Motion

MOTION by James Ravenscroft / Lawrence Nyarko
that the Pastoral Relations Commission approve the following ordinands/
commissionands/admittands as having met the appointment/call/employment requirements
for ordination/commissioning/admission at the May 30, 2021 Shining Waters Celebration
of Ministry service:

Bri-anne Swan - to be commissioned into her current employment position as Minister for Social & Ecological Justice and Communications, Shining Waters Regional Council

Alana Martin - to be commissioned into her current employment position as Minister to GO Project, Shining Waters Regional Council

Julia YunJung Kim- to be admitted into her current appointment (January 1 – December 31, 2021) as minister at Downsview Pastoral Charge

Carmen Llanos – to be admitted into her current appointment (June 3, 2020 – May 31, 2021) as minister at Birchcliff Bluffs Pastoral Charge

Kevin Moore – to be ordained into his current employment position as Mission Developer, Shining Waters Regional Council

It was noted that Cynthia O’Connell has asked to defer her ordination to next year. The commission did pass a motion at the last meeting that approved her provisional call, conditional upon ordination, to Glebe Road United Church for August 8, 2021. As the condition will not be fulfilled prior to August 8, 2021, the provisional call will not go ahead. Instead, the community of faith will be asked to fill out an appointment form.

MOTION

CARRIED

Omnibus Motion

MOTION by Beth Moore / Lawrence Nyarko
that the Pastoral Relations Commission take the following actions:

a) **Calls**

... concurs with the request of **Parkwoods Pastoral Charge (Toronto)** and approves the call to **Won Hur**, ordained minister, beginning September 1, 2021, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 5 : Salary \$72,354 per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant

Concern was raised about the lack of salary over minimum for a call within the city of Toronto. Is there anything the commission can do? Questions were raised about the role of staff and the liaisons in terms of helping in the negotiation process. Staff indicated that currently they work within the policy that is given. If we want to pass new policies regarding these issues, then the commission can do that as long as regional policies do not contravene national pastoral relations policy. The commission will return to this concern after the equity project report is submitted.

b) **Appointments**

... concurs with the request of **Humbervale Pastoral Charge (Toronto)** and approves the re-appointment of **Cynthia Randall**, retired ordained minister, beginning July 1, 2021 to June 30, 2022, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 5 : Salary \$72,354 (pro-rated \$36,177) per annum, salary in addition to the minimum at 8.9 % which equals \$6438 (pro-rated \$3219) for a total salary of \$78,792 (pro-rated \$39,396), basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$737) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant

Questions were raised about a minister who is retired returning/continuing with their pastoral charge. Should the community of faith be required to do a full profile when their minister retires? This is a question for discussion with the Communities of Faith Commission. Also, concern was expressed about whether this situation is an obstacle for newer ministers acquiring calls. The commission will return to this issue after the equity project report is submitted.

MOTION

**CARRIED
(1 opposed)**

c) **Change in pastoral relationship**

James Ravenscroft recused himself from the meeting for this agenda item.

MOTION by Robin Pilkey / Lawrence Nyarko
that in accordance with The Manual I.3.1.4(b) the commission accepts the request for a change in pastoral relations of James Ravenscroft, ordained minister at Richmond Hill United Church effective July 31, 2021 and give thanks for his ministry.

MOTION

CARRIED

Beth Moore excused herself from the meeting for the next agenda item.

MOTION by Paul Stott / Liz Mackenzie
that the commission concurs with the request of **Birchcliff Bluffs Pastoral Charge (Toronto)** and approves the re-appointment of **Carmen Llanos**, ordained minister, beginning June 1, 2021 to February 28, 2022, part time based on 16 hours per week with the following terms for Category C and Cost of Living Group Assignment 5 : Salary \$67,185 (pro-rated \$26,874) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$589.60) per annum and

all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does require an act of covenant.

MOTION

CARRIED

Report from staff

The commission's mandate includes the joy, health, and excellence of ministry personnel. As the pandemic carries on with the third wave, it becomes more challenging for ministers to keep up their resilience. Some are wearing thin. Staff continue to support ministry personnel on an individual and collective level, the latter through gatherings like our monthly check-ins.

It was also noted that the special pastoral relations bylaw which allows governing bodies to make some decisions that are normally made through congregational meetings has been extended to December 31, 2021 by the General Council Executive.

Staff are conducting a "M&P 101" training on May 19 with 88 registered.

a) Liaisons

The following liaisons have been appointed by staff:

Greg Daly appointed to Jubilee Pastoral Charge (Toronto) for search for a called minister.

Henry Poutiainen appointed Richmond Hill Pastoral Charge (Richmond Hill) for purpose of a search for new minister.

Paul Stott appointed to North Bramalea Pastoral Charge (Brampton) for purpose of search for a new minister (this will be a second ministry position to be in team with Jamie Holtom)

b) Pastoral Charge Supervisors

None appointed for this period.

Equity Goal for 2020-21:

The Pastoral Relations Commission set the following goal for the year 2020-21: Collect data on the pastoral relations process from entry point to the end of the first year answering this question: How does unconscious racist/sexist/ableist bias hinder or create barriers for ministers in the congregational setting? Who is chosen? Are there differences in the terms of the pastoral relationship between ministers who are White and all other racialized ministers and why? Also look at that question for the LGTBQI community. What is the experience of racialized, BIPOC, differently abled and LGTBQI ministers after one year on their pastoral relationship – How does unconscious racist/sexist/ableist bias affect their health, joy and excellence in ministry?

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Advisory committee report (Robin Pilkey):

Marcie Gibson, the consultant, continues to interview people and run focus groups. Good data is coming in.

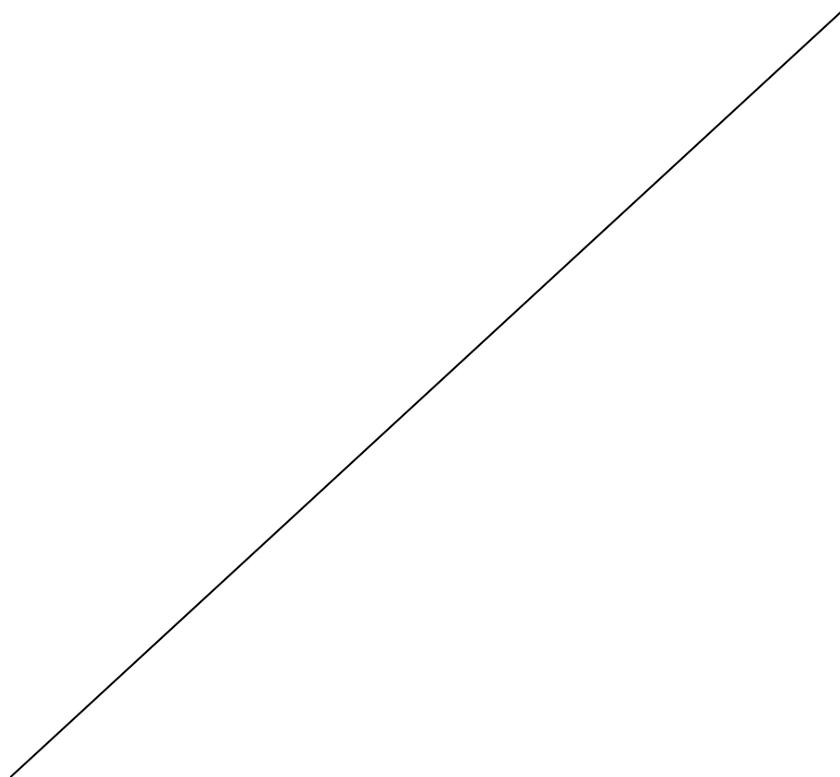
The report will be ready for June 15. The recommendation is that the PRC meet first on June 15 to discuss the report, and then meet with the Community of Faith Commission in the afternoon.

Next meeting

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, June 15, 2021 beginning at 9:00 a.m. The commission will meet in the morning, take a break for lunch, and reconvene with the Communities of Faith Commission from 1 - 3 p.m.

End of meeting

There being no further business, Will Haughton closed the meeting with a prayer.



SOCIAL AND ECOLOGICAL JUSTICE COMMISSION

MINUTES of a meeting held May 18, 2021, at 1:00 p.m.
by video conference.

Present:

Susan Eagle (Chairperson), Lois Brown, Tina Conlon, Moon-Ja Park, Cameron Watts

Staff: Bri-anne Swan, Jeffrey Dale

Regrets: Eleanor Scarlett

Absent: Donna Lang, Elizabeth Cunningham

Welcome, check in and prayer

The chairperson welcomed everyone. Cameron Watts opened with prayer, honoured the people who first inhabited the lands of the Regional Council, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

The chairperson constituted the meeting in the name of Jesus Christ.

Agenda

MOTION by Lois Brown / Cameron Watts that the agenda, be approved as circulated, with the addition of the correspondence from Lawrence Park Community Church.

MOTION

CARRIED

Minutes

MOTION by Cameron Watts / Tina Conlon that the Minutes of the meeting of the Shining Waters Social and Ecological Justice Commission held April 20, 2021 be adopted as circulated.

MOTION

CARRIED

Business Arising

Meeting with the Executive
re: Community Ministries

Susan Eagle and Cameron Watts attended the Executive meeting to speak about the Community Ministries. The participation in the meeting was brief. The President said the Executive appreciated the Commission's input but they would be following and trusting a process that was already in

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place. Susan raised the issue of nominations and that we need more members for the Commission, especially within the area of environmental justice.

The Executive was also provided copies of the Commission's minutes up to the end of December 2020. There were no questions and the minutes were received for information.

The impression was that Executive is operating from a different narrative about the process re: the Community Ministries than the Social & Ecological Justice Commission is. There is a general agreement that the Commission would like to be involved in the process.

Susan also reported that there will be a review and vote at the November regional council meeting about whether the Social & Ecological Justice Commission will continue as a commission. This review was written into the original proposal in 2019.

Bri-anne will check to see if there needs to be any proposal sent to the Executive in anticipation of the meeting.

Priorities Funding meeting

Susan Eagle was part of a priorities funding conversation which was primarily focused on the Grants Review Committee and what grants may be provided to various ministries. The conversation didn't encompass the whole process of how funding is allocated and provided. There were questions about whether this is regularly done by the Executive, or if there is a finance committee because the process seems unclear. At the moment, Janet MacDonald is providing quarterly updates to the Executive. The priorities funding group will be meeting again.

Paid Sick Days Follow-up

Faith in the City decided to wait until September to send their letter in order to attach it to the September date the government has proposed for ending the new policy of three paid sick days. There needs to be a permanent solution.

Shining Waters launched a website where individuals and communities of faith could customize a letter and submit it to relevant MPPs directly through the Shining Waters website. Other Ontario regions shared the campaign to their members as well. Two hundred people signed the original letter. Approximately 140 signed the follow up letter.

Harm Reduction follow-up - Jeffrey Dale

Seven Regional Councils have supported the *Seeking to Reduce Harm* series. There have been 122 people that have registered and there were 68 people on the first call. Others who have registered will be able to watch the video afterwards.

Shining Waters Regional Council has signed a letter in support of a Supervised Consumption Site in Barrie. Grace United Church and Burton Avenue United Church are also signatories. The letter

in support of a Supervised Consumption Site was sent by faith leaders throughout the Barrie area. It is the first instance of a letter being sent with signatures from communities other than the United Church congregations.

Request re: theme setting for Regional meeting

A theme has not yet been set for the regional annual meeting. This theme is normally set by the President in consultation with the Executive.

There was hope among the commission that the regional annual meeting not only be about institutional survival, as there may be a number of proposals in that theme, but rather about mission in the world and community. There was also a desire to have a place to celebrate the work Jeffrey Dale has done around harm reduction and to demonstrate that some very important work has been going on.

There was discussion about this Commission having some time on the agenda with break-out rooms, and to bring in a speaker who may be able to speak about mental health, homelessness, poverty, climate change, etc. Perhaps a young person from Fridays for the Future.

MOTION by Tina Conlon / Lois Brown that the Social & Ecological Justice Commission request from the Executive that there be a planning committee for the Regional Council annual meeting, with the Social & Ecological Justice Commission at the table as a participant.

MOTION

CARRIED

Deferred Items

Bradford Bypass Action

Bri-anne Swan reported that the Federal Government has intervened and will be conducting their own environmental assessment and further action was being deferred until that assessment was complete.

[In a follow up email Bri-anne has explained her mistake. It is the Hwy 413 project that will be assessed by the Federal Government, not the Bradford Bypass.]

Regional Council and General Council Proposals

How should commission connect with groups like Palnet, and other justice-focused groups (such as Trinity St. Paul's re: Right Relations?) re: bringing proposals forward to either the Regional Council and/or General Council.

Would it be helpful for the Commission to host an evening re: How to write a proposal?

It may be good to coordinate proposals through SJNOR with other Regional Councils.

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Further discussion will take place at the June meeting to talk about what proposals could be brought forward at the Annual Meeting.

[at this point, the Commission was without quorum]

Budget for 2021

Deferred to next meeting.

Reports/updates from sub-committees (if applicable)

- Poverty/Income Inequality (Susan, Moon-Ja, Tina, Elizabeth)
Update of Guaranteed Livable Income Planning

There is a proposal to encourage communities of faith to identify October 17th as a Sunday to focus on Guaranteed Livable Income with some prepared liturgical materials, paired with the lectionary.

There was also a video that came out of the April 8th vigil day. Bri-anne Swan will place this video on the Commission's webpage.

- Right Relations (Lois, Cameron, Tina)
Update from Right Relations Circle

LIRR is working on revising the statement of their mission, re-imagining what Right Relations might look like. Lois Brown attended Trinity St. Paul's UC Indigenous Rights Solidary Group. Their letters are able to be used as templates for writing letters in solidarity with Indigenous communities.

- Environment (Moon-Ja, Donna)
North Toronto Churches Cluster Green Team

Susan Eagle attended a meeting of the North Toronto Churches Cluster Green Team as part of linking the work of the commission and the cluster.

Report from Bri-anne Swan

Bri-anne has been busy working on the Paid Sick Days campaign, Nominations on encouraging as diverse a slate of GC 44 commissioners as possible, supporting Jeffrey in the Seeking to Reduce Harm campaign and materials for Asian Heritage month.

Correspondence

Nobleton United Church: forwarding response from Premier's office re: Paid Sick Days- Received. Shining Waters has not yet received a response.

Federal Government re: Basic Income - Received.

From Jim Keenan on behalf of Emergency Food Security Group in Toronto-

re: appropriateness of seeking funding help from both the Federal and City levels. He asks “if what we are doing is against some United Church policy regarding the vulnerable and homeless sector,” and if so to let him know.

Bri-anne Swan will communicate to Jim that there is no policy preventing him from seeking funding and support from outside the denomination and that this Commission commends the group for all the wonderful work they are doing.

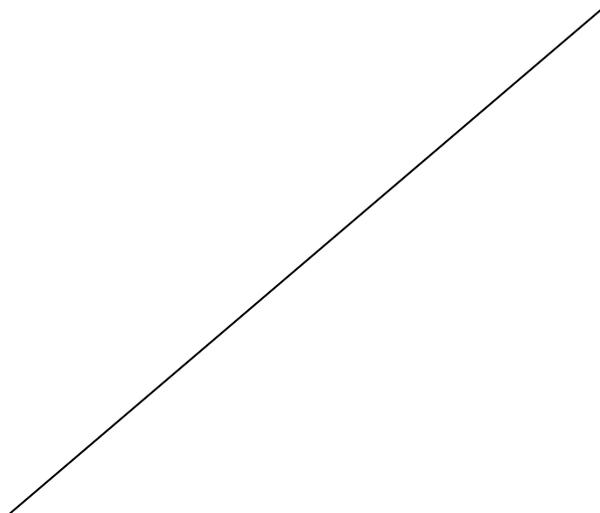
Lawrence Park Community Church

The Commission received for information, correspondence that Lawrence Park, along with Manor Road and Humbervale, will be erecting crosses on their lawn as a sign of lament over the loss of life related to COVID. Other congregations are invited to take part as well. A similar action was taken at Queen’s Park in relation to poverty and homelessness.

Closing

A closing prayer was offered and the meeting adjourned at 2:30 p.m.

Next Meeting: June 15, 2021, 1 p.m.



COMMUNITIES OF FAITH COMMISSION

MINUTES of a meeting held May 19, 2021, at 9:30 a.m.
by video conference.

Present:

Chris Bennett (vice-chair), Carolyn Harding, Amy Lee, Kevin Logie, Sandra Nottegar, Cindy Randall, Gloria Tozek (chair), Harry Ramsaran

Jody Maltby, Diane Matheson-Jimenez, Jeffrey Dale, Susie Henderson

Guest: Sharon Buttrey (EDGE)

Regrets: Calin Lau

Welcome, check in and prayer

The chairperson welcomed everyone. Gloria Tozek opened with a blessing from The Artist's Rule. Cindy Randall gave an acknowledgement of the land, and Gloria acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

Members checked in.

The chairperson constituted the meeting in the name of Jesus Christ.

Agenda

MOTION by Carolyn Harding / Sandra Nottegar that the agenda be approved as amended.

MOTION

CARRIED

Minutes

MOTION by Cindy Randall / Amy Lee that the Minutes of the meeting of the Communities of Faith Commission of Shining Waters Regional Council dated April 21, 2021 be approved as circulated.

MOTION

CARRIED

Email votes

The following decisions were made by email:

- Trinity Huntsville – Licensing Agreement with Town of Huntsville
Approved the Licensing Agreement between Trinity United Church Huntsville and the Town of Huntsville to allow the Town to encroach on the property of Trinity to upgrade the property between the two buildings.

Updates

Collaboration: Knox United Church, Sutton and Virginia United Church

Diane Matheson-Jimenez reported that both communities had congregational meetings on Sunday and have committed to moving forward in a collaborative partnership. Islay Scott has been appointed to work with them. Once they have collaboration agreement ready, it will come to the commission for approval.

St. Paul's United Church, Brampton listening team

Diane Matheson-Jimenez reported that St. Paul's United Church, Brampton has asked for a listening team to help them discern next steps. Carolyn Harding has agreed to represent the commission, for which we are grateful. In conversation with the Intentional Interim Ministry committee, there was a feeling that their participation in listening teams might help in considering when it might be appropriate to recommend an intentional interim minister. Jim Keenan has agreed to represent the committee. Rev. Margaret MacDonald has also agreed to help. She is the minister of a neighbouring congregation.

Dewi Sant Welsh United Church, Toronto

Diane Matheson-Jimenez provided an update on the intentional interim ministry at Dewi Sant Welsh United Church.

MOTION by Amy Lee / Carolyn Harding that Diane Matheson-Jimenez be appointed as second regional representative to support Dewi Sant Welsh United Church, Toronto during amalgamation talks.

MOTION

CARRIED

The commission expressed thanks to Diane for the work she is doing on behalf of the region.

Living Faith Story and Mapping Process – *Kevin Logie, Chris Bennett, Susie Henderson, and Sharon Buttrey (Edge).*

The chair welcomed Sharon Buttrey of EDGE who has been supporting this project.

Susie Henderson provided an update on conversations that she, Kevin Logie and Chris Bennett have been having about folding the mapping conversation into a larger conversation about a Living Faith Story for the commission. She reminded us that the commission agreed to take our time with this project and hopefully gather in person to reflect together more deeply.

Sharon demonstrated how the interactive map works and how data can be layered.

The commission reflected on their learnings from an initial viewing of the maps.

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What surprised you?

- the low number of Affirming congregations and at some of the areas with a low level of people who identify as United Church of Canada
- helpful to have demographics related to new ministry proposals
- as we look at amalgamations and collaborative ministries I can see ways to use the map as a reference point
- great resources for the church's living faith story. But most importantly we can use it for the expansion of church mission. It already puts the information together.
- how can we connect our mission with the community? This is good and useful
- look at the forest rather than trees, this will help us understand where to direct resources, expand mission.
- shows us information related to people who are not represented in our own data -- shifts the echo chamber of talking to ourselves
- how can this information help us direct strategy?
- we have lots of property in metro Toronto, but that is not where population is growing
- what are the needs in the community?
- this will also be a valuable resource for communities of faith
- love the layers of information layered over actual map to help us engage with the data.
- information from the current census won't be available until late in the year
- the last 15 months of Covid have changed the game in so many ways
- Edge can do individual congregation reports as a service
- we will have a set of maps in a directory; we have more data that we will use as an internal side

When you look at a map of the region, what do you see?

- I see potential
- concentration of communities of faith around the GTA
- Toronto has lots of communities of faith. Less populated areas have fewer. There is more potential north of Toronto.
- I see some communities really spread out and some really close
- water
- more northern communities are spread out in comparison to the clumping in the GTA.
- wondering how many communities of faith are viable?
- what is internet availability?
- our presence is not distributed proportionately to population. Most high-density FSAs don't have United Church locations
- wealth concentrates as you move south
- interesting to see pockets of higher income
- household income in the north is less, how does this intersect with age? areas in the north have a higher age and lower income
- northern part of the region is stronger in United Church of Canada affiliation
- some church deserts in suburbs of Toronto

- concentration of communities of faith in Toronto does not reflect affiliation
- the northern section of the region is more rural and appears less diverse
- some congregations attract people from outside their catchment area; how does this fit with our vision?
- How do we map online communities?
- churches are wondering how to better serve everyone post pandemic?
- How does the beyond border/boundary population connect and identify -- this is our Covid experience -- now what?

Susie invited folks to continue to offer questions and comments to her via email. United- in- Learning is offering a webinar series looking at the post-pandemic church: The Church has left the Building!: <https://www.united-in-learning.com/index.php/webinars/397-the-church-has-left-the-building>

The chair offered thanks to Sharon, Susie, Kevin and Chris for their work. This will be an excellent resource.

Updates (cont'd)

Saint Luke's United Church, Toronto: property development

Jody Maltby reported that the congregation is ready to submit documentation for approval and asked what supporting information would be helpful to the commission. We acknowledge that this is our first development approval so it will be a learning opportunity for the commission. Chris Bennett and Harry Ramsaran reported on the presentation from United Property Resource Centre (UPRC) on Monday. It was helpful to have the facts and important that the property will continue to belong to the United Church with the resources from the development supporting ministry. Some clarification is needed about roles between congregation, the region and UPRC. It will be important to know the congregation has the governance structure to support the project and that UPRC and the congregation will be able to move through the decisions that need to be made with support from the commission.

Don Mills, Toronto: property development

Jody Maltby reported that Don Mills United Church is having conversations with United Property Resource Centre (UPRC) and Toronto United Church Council (TUCC) about a possible development of their property.

Le Ministère Protestant francophone de Toronto

Jody Maltby reported on behalf of Kim Uyede-Kai that the congregation has decided to delay a covenanting service with the region and focus instead on a celebration of their 5th year as a United Church mission. The service will be on Sunday, July 4th at 12:30 p.m. All are welcome from the regional council and it would be particularly good if one or two representatives of the

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commission could join. Le Ministère Protestant francophone de Toronto and the congregation of Downsview United Church are deepening their relationship as a partnership in shared space.

St. Bartholomew's United Church, Brampton – Manse Funds

Jody Maltby reported that the Region of Peel is requesting a survey and remediation of all water connections with non-residential buildings. This will require removal of asbestos insulation from around the water pipes inside the entry point to the building. The quote for the work is \$5,000 to complete the work and provide certification of compliance to the Region. The congregation made a request to use capital from the Manse Fund previously for a roof repair which the Staff Lead was able to approve as per the commission's Finance and Property Policy. Because this is a second request, approval of the commission is required.

MOTION by Cindy Randall /Amy Lee that the Communities of Faith Commission of Shining Waters Regional Council approve the request of St. Bartholomew's United Church, Brampton to use approximately \$5,000 from the Manse Fund to complete the work required by the Region of Peel for the remediation of water connections.

MOTION

CARRIED

Jody Maltby reported that,

- The temporary amendment allowing congregations to defer their Annual Meeting has been extended to December 31, 2021.
- There are currently two nominations processes underway for the Intercultural Diversity Commission and the General Council Commissioners. Please consider if you know anyone who might be a good candidate and encourage them to apply.

The Commission took a 15-minute break.

Property Policy

Harry Ramsaran, Gloria Tozek and Jody Maltby presented their initial draft of a recommendation to the Executive regarding use of funds under the Sale of Property policy and where property is declared surplus in an amalgamation. They also presented a first draft of a policy regarding property development. The commission made suggestions. The task group will do further work and bring a second draft to the next meeting.

Funding Priorities Conversation

Gloria Tozek and Chris Bennett provided an update on the ongoing conversation regarding funding priorities. Current participants include the Social and Ecological Justice Commission, the Grants Review Committee and Mission Support Committee and the Executive. It was noted that there are overlapping and intersecting conversations and this can be a bit confusing. The working group is tasked with developing and recommending a framework for the granting processes in the region.

The next meeting of this group is May 26th.

Camp Updates

Jeffrey Dale noted that the recent announcement by Doug Ford that camps would open this summer has created confusion and concern for some and excitement for others.

Some of the camps plan to offer online programs while others hope to have onsite camping.

The GO Project and Camp Awesome are also developing modified programs for the summer. Camp Awesome is excited to have received 15 grants through Canada Summer Jobs program, including some in Canadian Shield Regional Council which will be a great partnership.

Joint meeting with Pastoral Relations Commission, June 15th, 1 – 3 p.m.

Jody Maltby reported on a joint meeting with the Pastoral Relations Commission on June 15th. The first hour will focus on the Pastoral Relations Commission Equity project and we will be joined by members of the Equity Committee, the Executive and some General Council staff. For the second hour, the two commissions (Communities of Faith and Pastoral Relations) will share some information. Susie Henderson will share about the work we are doing on Mapping and Living Faith Stories. An email with details will come out next week.

Harry Ramsaran volunteered to give an acknowledgement of land and safe space for the gathering.

Closing

Gloria Tozek thanked everyone for their participation and offered blessings on the day. The meeting adjourned at 12:02 p.m.

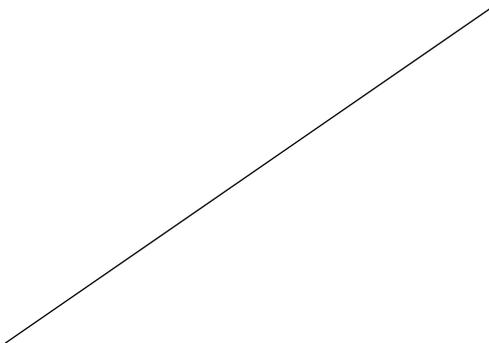
Next Meeting(s)

June 15, 2021 at 1:00 p.m.,

joint meeting with Pastoral Relations Commission via video conference

June 16, 2021 at 9:30 a.m.,

Communities of Faith Commission meeting via video conference. Chris will offer a land acknowledgement and safe space. Diane is on deck for the next meeting.



SHINING WATERS REGIONAL COUNCIL

**MINUTES
OF THE REGIONAL MEETING
May 30, 2021**

The Shining Waters Regional Council met via video conference on May 30, 2021 at 3:00 p.m. for a Celebration of Ministries service. The theme was *For Such a Time!*

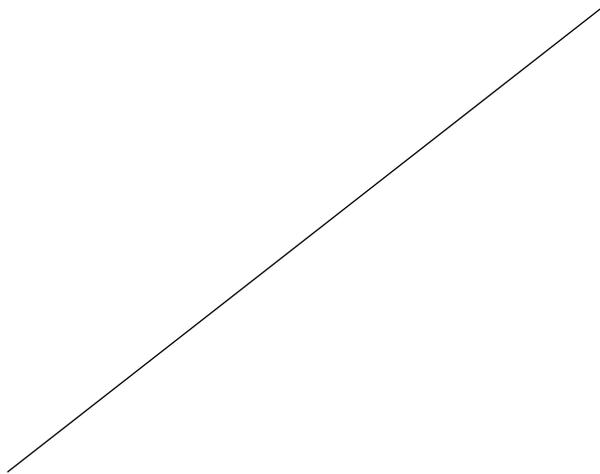
President, David Leyton-Brown presided assisted by Executive Minister Peter Hartmans. Liturgists Maria Christina Conlon, Richard C. Choe, Eleanor Scarlett, and Betty Lou McNabb provided leadership.

Tim Hackborn, Indigenous Office of Vocation Minister gave the Acknowledgement of the Land. The scripture reading was Jeremiah 1: 1-11 presented in Filipino, French and English. Rev. Michael Blair, General Secretary of The United Church of Canada, delivered the message based on the theme.

The service also recognized and celebrated those ministry personnel that have retired since the last regional council meeting and those ministry personnel marking a significant anniversary of their entry into ministry within The United Church of Canada (Appendices A and B).

Kevin Moore was ordained to the order of ministry. Bri-anne Swan and Alana Martin were commissioned to the order of Ministry. Carmen Llanos and Julia YunJung Kim were admitted to the order of ministry of The United Church of Canada.

The Commissioning and Benediction was a video compilation of people offering the Peace of Christ in different languages.



RETIREES

The Reverend Diane Bennett-Jones

My involvement with the United Church began about 25 years ago and I quickly became very connected to church activities. I became a member of Grace United Church in Brampton in 1999 and entered into the discernment process a few years later.

After discernment I attended Emmanuel College completing my field education at North York General Hospital as a Chaplain, and my internship with the congregation of Wexford Heights United Church.

In May 2009, I received my Master of Divinity, was ordained by Toronto Conference, and settled with the Sandford/Zephyr Pastoral Charge.

In 2016, I returned to Wexford Heights United Church as their permanent Minister and remained with them until the congregation disbanded in June 2019.

In Sept 2019 I accepted a supply position with Lansing United Church, became their permanent Minister in April 2020, and walked with them through the first year of the pandemic, until I decided to retire in March 2021.

Over the years I have also served on various Presbytery, Conference, and Regional committees including as a member of the Toronto Southeast Presbytery Pastoral Relations and Ministry Support Committee, the Toronto Conference Interview Committee and Annual Stewardship and M&S Consultation, and, most recently, as a Shining Waters Regional Liaison, and a member of the Health, Joy and Excellence in Ministry consulting group.

Throughout my ministry, I have been blessed to have met and worked with many devoted and dedicated people. I am honoured to have served with faith-filled congregations who welcomed me, embraced my gifts for ministry, and were enthusiastic about my puppet friends who joined us for worship and helped share the Good News each week.

The Reverend Timothy Dayfoot

I am very happy, and deeply grateful, to be celebrating my retirement with you this year after a rich and rewarding career in two different types of ministry – 23 years in long-term pastoral ministry and 12 ½ years in short-term supply and intentional interim ministry. My long-term positions started in 1985 in London Conference's Lambton Presbytery, then Middlesex Presbytery, and ended when I left my third pastoral charge in Toronto Conference's York Presbytery in 2008. Moving to supply ministry in Aurora United Church was the beginning of my transition into intentional interim ministry with six different pastoral charges in Oshawa Presbytery, Living Waters Presbytery, and East Central Ontario Regional Council. And now I have too many amazing and wonderful stories to tell in a brief reflection such as this.

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However, the story I would most like to tell at this time is also much too long. It is the story of my diagnosis in 1993 of bipolar disorder. Living and working in ministry with a mental health disorder has been, to put it mildly, a significant spiritual and practical challenge for me and for my ever-supportive spouse, Leta. The stories of ministers who live and work with mental health illnesses are not often heard. And since the stories are so rare, the ones we do hear can be misconstrued and misunderstood. During my ministry I chose to keep my own mental health story mostly under wraps. But now that I am retired I want to join the conversations about mental wellness that are becoming more common in the church and in society.

The full story of my experience with mental illness would end with me saying that the world and the church are changing. We are more ready to explore what authenticity and healthy boundaries are for all of us. In 2019 I joined the General Council's Working Group on Mental Health and the report that came out of this group goes to the next meeting of General Council. The report seeks to help in the church's effort to provide more support for mental wellness in new and exciting ways. The National United Church's newly formed Mental Health Network is another way our church will keep this conversation going.

I cannot tell you what I always thought retirement would mean to me. But now that it has started I am discovering that it continues to be a time when God infuses us with the courage and the desire to ask the questions that can lead us to new and abundant life. Thanks be to God.

The Reverend Michael Kooiman

It has been my great privilege to serve five pastoral charges in 31 years of ministry. And while I have long considered the role of teacher to be at the heart of ministry, I have spent more years as a student.

From Bathurst Pastoral Charge (Perth), I learned that determination and goodwill are at the heart of the rural church experience. From St. Matthew's (Toronto), I learned that congregations that reflect the diversity of the community will survive and thrive against the odds. From Cliffcrest (Scarborough), I learned that creativity and faithfulness begin and end with dedicated elders. From Birchcliff Bluffs (Scarborough), I learned that a successful amalgamation can bring renewal to a congregation and the neighbourhood that surrounds it. And from Central (Weston), I learned that the ability to see Christ in others will manifest itself in mission and ministry well beyond the walls of the church.

In all ways, I have gained more than I have given. I have been surrounded by love and mercy: from my family, from the people I have served, and from many trusted colleagues. Thank you.

The Reverend Randy Naylor

Ordained by Alberta Conference on Pentecost Sunday 1971, Pentecost Sunday this year marks my 50th year of ministry. I am the luckiest minister in the United Church. Settled in two Alberta pastoral charges in two presbyteries, Loreen and I started our family while

living in the suburban setting and added our second while in the rural community. After five years, and as we each had prior work experience in Africa, we were appointed missionaries. We worked under the leadership of the United Methodist Church of Sierra Leone for three years in new church development, primary school management and school infrastructure development.

Our return to Alberta led to Conference staff for Communication, Evangelism and Stewardship plus support to Peace River Presbytery executive, ministers, and congregations. Eventually I was called to the General Council Offices to become General Secretary: Communication. Upon the death of Howie Mills I served as the Acting General Secretary of the Church for a year.

My time in Toronto saw me appointed as Associate General Secretary (Communication) of the NCCUSA in New York. After five years, I was appointed General Secretary of the World Association for Christian Communication (WACC) in London, UK. WACC's 15 staff support its members in 128 countries in communication development specializing in communication rights plus gender and communication. To reduce expenses the WACC Board sought a new home base. WACC has leased space from Hope United Church, Toronto since 2006. After serving WACC for nine years I resigned and looked for employment. My work has seen me travel to 72 countries!

How fortunate I was to be called to serve the Parkwoods community of faith in Toronto. It is an inner suburban community with the challenges that come with a rapidly changing urban dynamic. The congregation took in this church bureaucrat of 30+ years and welcomed me as their pastor. What a richly rewarding and renewing experience the last 10 years and 9 months at Parkwoods have been. I am right back where I started--in congregational ministry!

None of this wonderful journey would have been possible except for the support of my amazing late wife, Loreen, the people of congregations and organizations who entrusted me with so much, and the grace of God, without which ministry is never complete.

Yes, I am the luckiest minister in the United Church. There is a Cree word *oskâpêwis* which means servant or helper of the people. My prayer is that in some way, especially on my good days, that I have lived up to that high calling as I have followed our Servant Christ.

The Reverend Tony Rennett

Upon my retirement, I thank the people I have served in the following congregations and chaplaincies from 2003-2021. They have been most kind to me. Thanks to the saints at Lefroy United Church, Avening United Church, New Lowell United Church, St. John's United Church in Creemore. And those at First United Methodist Church (in Chiefland, Florida) and Wesmount Congregation in Orillia. Thanks to the people I have formally served as Chaplain. These include the police and civilian members of the Barrie Police Service and the inmates at Beaver Creek Correctional Facility in Gravenhurst.

And finally, to my fellow veterans whom I came to know through my chaplaincy at Branch 34 Legion in Orillia. We always knew our lives were given to service, sacrifice, and duty. To all the people that the Holy Spirit brought into my life to reveal the grace and truth of the Lord Jesus I

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say thanks. You have given me much wisdom on faith and life together. Good bye which originally meant- "God be with you." Amen.

The Reverend John Suk

I was raised in the Christian Reformed Church, and went to its parochial schools, Calvin University, and Calvin Seminary. Along the way I met my partner, Irene Oudyk. We've been happily married for more than 40 years.

As a Christian Reformed Minister, I served churches in Sarnia and Cobourg, Ontario; and Ann Arbor, Michigan. For ten years I served as editor-in-chief of that denomination's weekly magazine, *The Banner*. During that time, I received a PhD in Communication Theory from Wayne State University in Detroit. I subsequently was a professor at Asian Theological Seminary in Manila. Finally, I was president of the Institute for Christian Studies (ICS), a graduate school of philosophy affiliated with the Toronto School of Theology. During this time I wrote *Not Sure: A Pastor's Journey from Faith to Doubt* (Grand Rapids: Eerdmans, 2011).

While at the ICS, I met Peter Wyatt, then principal at Immanuel College. After listening to me discuss my book project, and my doubts about Evangelical orthodoxy, he invited me to consider joining the United Church. I did so! For the past nine years I've been the minister at Lawrence Park Community Church, a gracious community that allowed me, I think, to finish well. I shall always remember the United Church as the place that embraced both me and my doubts, while nevertheless allowing me to continue sharing the good news that Jesus can be our inspiration and model for living today.

We will retire to Bath, Ontario, to be close to children and grandchildren—as well as our sail boat!

The Reverend Martha ter Kuile

I came to ministry in mid-life, after many years working in international development, often living overseas. The change was profound for my family and for me, like moving to a strange country, with different weather and a new language. Field education and internship sites became adventures in rural, inner city and suburban landscapes.

My settlement charge at Zion United Church in Apple Hill Ontario gave me a glimpse of life in a close-knit community of faith and family, in which the Christmas pageant was custom written every year for the particular age and stage of each of the participants. Six kids joined me for supper on Sunday nights and we made it a youth choir. After a yearlong study break, I began at Bells Corners United Church, in the Ottawa Presbytery. This suburban congregation, well organized and unpretentious and with a very great capacity for having fun, inspired and nurtured me through the years of my husband's final illness. After he died, I accepted a call to team ministry at Bloor Street United Church. A little intimidated at first by an array of illustrious predecessors, and amazed by the changes I found in Toronto after 30 years away, Bloor Street has proved to be a spiritual homecoming.

Over almost three decades, I have had the privilege of being invited into various conversations and roles at the regional and national church, and also the time to pursue graduate theological study.

What gratitude I feel for the work and learning of ministry, and for the pleasures of it! All the way along I have found that it is not so much about the destination, or about the journey, but about the company - and for such good company through the years, I give God thanks.

Appendix B

JUBILANDS

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

70 years	Gordon Freer William Sherwin
60 years	Lawrence Beech Jack Carbert David MacDonald Eleanor Carr Moreithi
55 years	Darcy Dingle Lynda Newmarch Arthur Storey Lawrence Lewis Glenn Tenpenny John McTavish Frank Gabourel Clifford Campbell Robert McElhinney
50 years	Lawrence Pushee Randy Naylor
45 years	Johanne Hills Warren McDougall
40 years	Barbara Laing-Hiseler Edith-Ann Shantz Douglas Whidden Zenovia Skibinski
35 years	Phyllis Spencer Donald Telford Greer Anne Ng Cynthia Stretton Neil Young

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30 years	Joan Wyatt Robert Hunt Mary McHarg Douglas Norris Monica Moore Kent Ward Nigel Weaver Edmund Hanssmann Michael Kooiman
25 years	Cheri DiNovo Margaret-Ann Keates Eleanor Scarlett Debra Schneider Philip Dallimore Marlene Amonsén Diane Morrow Lorna Joblin John Lee James Keenan Nina Darrell Warren Schell
20 years	Peter Hartmans Robert Hockley Su Won Hong Susan Howard James Clubine Wing Mak
15 years	Cheryl-Lynn MacPherson Susan Wood
10 years	Alexandra Gilmour Basil Coward Kristin Philipson Margaret MacDonald Karen Williams
5 years	Amy Crawford Anne Dionisio Doreen Mason Lawrence Nyarko Japhet Ndhlovu

COMMUNITIES OF FAITH COMMISSION

MINUTES of a meeting a meeting held June 7, 2021, at 2:00 p.m.
by video conference.

Present:

Gloria Tozek (chair), Carolyn Harding, Cindy Randall, Sandra Nottegar, Calin Lau, Kevin Logie,
Chris Bennett (vice-chair)

Staff: Jody Maltby, Jeffrey Dale, Diane Matheson-Jimenez, Kim Uyede-Kai

Guests: Jim Keenan, Intentional Interim Minister of Saint Luke's United Church and Tim Blair,
CEO of the United Property Resource Corporation (UPRC).

Absent: Harry Ramsaran

The meeting was called to address the request of Saint Luke's, Toronto, for regional council approval for their project to redevelop the church property in partnership with the United Property Resource Corporation.

Gloria Tozek welcomed everyone and asked the members of the commission to introduce themselves to Jim Keenan and Tim Blair. Cindy Randall opened the meeting with prayer.

Jim Keenan provided some background on the history of the congregation and the proposed development and spoke to the viability of the congregation. Tim Blair provided details about the proposed redevelopment and the role that UPRC will play. The members of the commission asked questions.

Gloria thanked Jim and Tim for their participation and they left the meeting. The commission had further discussion about the request.

MOTION by Carolyn Harding/Chris Bennett that the Communities of Faith Commission of Shining Waters Regional Council approves the redevelopment project of Saint Luke's United Church, Toronto, in partnership with the United Property Resource Corporation, with the understanding that the congregation and UPRC will provide regular reports at each milestone of the project.

MOTION

CARRIED

The congregation is asked to return with a plan for the use of income generated by the redeveloped property for approval when appropriate.

Gloria Tozek thanked the members of the commission for their participation. The meeting adjourned at 3:28 p.m.

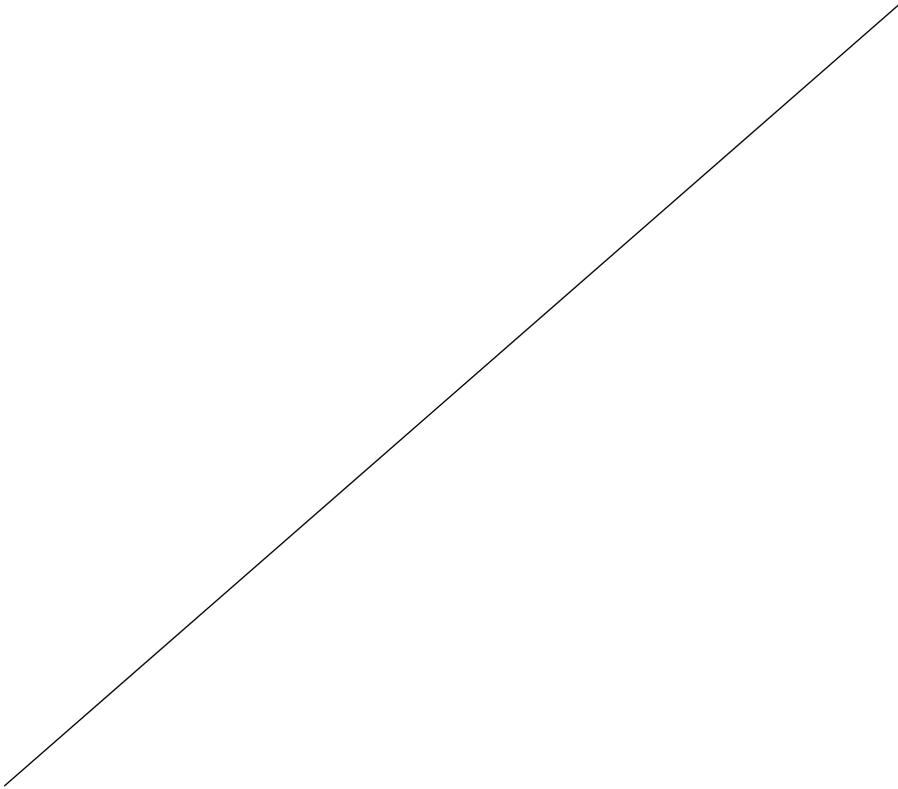
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Next Meeting:

Tuesday, June 15, 2021 1:00 – 3:00 p.m., joint meeting with the Pastoral Relations Commission

Wednesday, June 16, 2021 at 9:30 a.m., regular meeting of the commission.



EXECUTIVE

MINUTES of a meeting held June 10, 2021, at 2:00 p.m.
via video teleconference.

Present: Jingle Ayupan, Pat Edmonds, Allan Holditch, Kirsty Hunter, Isaac Kamta, David Leyton-Brown, Steven Loweth, Allyce Mutungi, Dong-Chun Seo, Jessica Stevenson, Lynn Mooney, Daniel Reed

Staff: Peter Hartmans (Executive Minister), Jody Maltby (Staff Lead), Rachael Howes (Administrative Support), Bri-anne Swan (Social & Ecological Justice and Communications), Janet MacDonald (Finance Administrator)

Regrets: Moon Ja Park

GATHERING, OPENING PRAYER

David Leyton-Brown opened the meeting at 2:02 p.m. He gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

Peter Hartmans led a brief worship focussing on positivity and hope with people getting their first and second vaccinations. He lit a candle in memory of the Muslim family killed in London Ontario and in memory of the 215 Indigenous children whose grave was found in Kamloops and all other residential school children that did not return home.

Pat Edmonds agreed to provide worship for the next Executive meeting in August. The members checked in.

AGENDA

MOTION by Steven Loweth / Betty Lou McNabb that the agenda for this meeting be approved as amended by including a break at 3:40 p.m.

MOTION

CARRIED

MINUTES

MOTION by Jessica Stevenson / Jingle Ayupan that the Minutes of the meeting of the Shining Waters Regional Council Executive held April 27, 2021 be approved as circulated.

MOTION

CARRIED

Commission Minutes

MOTION by Jingle Ayupan / Allan Holditch 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.

MOTION

CARRIED

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Funding Priorities Recommendation

Jody Maltby spoke to the draft document circulated to the Executive on the priorities conversations that have been ongoing about regional funding; who we fund, what areas of work, and the nature of our funding. Next steps have been identified. This document is to keep the Executive updated on this process.

Financial Update / 2022-2026 draft budget projection

Janet MacDonald provided a first draft 5-year budget projection and went through it for the Executive. They were invited to ask questions and have discussion. The Executive asked Janet to offer a budget projection showing three different scenarios.

Janet left the meeting.

The meeting took a five-minute break.

Nominations update: GC44 Commissioners

Betty Lou McNabb reported that the Nominations Committee is moving along. They have selected the slate of General Council 44 Commissioners but are not ready to share those names yet while they contact them. They also have a slate for the Intercultural Diversity Commission as well. All will be ready for the regional meeting on June 17th

Regional Meetings – theme/proposals/agenda

The Fall Regional meeting is scheduled for November 13th. David Leyton-Brown suggested the theme of *A Time for Every Purpose*, which follows on the theme of the Celebration of Ministries service held in May.

MOTION by Jingle Ayupan / Allan Holditch that the theme of the Regional Council meeting in the Fall of 2021 be *A Time for Every Purpose*.

MOTION

CARRIED

Proposals: The region has learned that online town hall discussions on proposals are very helpful for better and fuller consideration of the proposals and the possibility to improve them if appropriate. There are two town hall meetings scheduled for after each of the two deadlines that will be set.

Peter Hartmans gave some general information about proposals and what is new in the process this year. David Leyton-Brown explained the different kinds of proposals – those that go to General Council and those for the Regional Council.

Agenda: Beyond budget and proposals, we need to think about what else we want on the agenda.

The Social & Ecological Justice Commission passed a motion asking the Executive that an agenda planning committee be established for the regional council meeting and that the Social & Ecological Justice Commission have a seat on that committee. This is different than how the planning has happened for past meetings.

For the Spring 2022 regional meeting, the last weekend in May, the 27 – 29, is a suggested date for an in-person meeting. It had previously been decided to have it in Orillia.

MOTION by Pat Edmonds / Jingle Ayupan that the Spring 2022 regional council meeting be held May 27 – 29, 2022.

MOTION

CARRIED

The November meeting has a lot of business so there would be no need for a planning committee, but for the Spring 2022 regional council meeting there could be a planning committee with all the commissions being invited to have a seat on the committee. It was suggested that the Spring meeting have an educational component.

It was decided to create an ad hoc committee of the Executive for the 2022 regional council meeting. Its future will be evaluated after the 2022 meeting; if proven valuable it can continue.

Social & Ecological Justice Commission Review

This will be an item on the agenda for the Fall 2021 regional council meeting. This could be by way of a proposal to extend the Commission's mandate. We need documentation of what the commission has done – whether background to a proposal or background to a recommendation from the Executive – it has to be a basis for what is put before the regional council. It can be part of discussion at a town hall meeting. Peter Hartmans will be in touch with the Chair of the Social & Ecological Justice Commission around this.

By-Law Update

David Leyton-Brown presented some amendments to policies that were to be reviewed this year. He reviewed those changes for the meeting.

MOTION by Betty Lou /Jingle Ayupan that the Regional Council Executive Sub-Executive Policy be amended as presented.

MOTION

CARRIED

MOTION by Steven Loweth / Jingle Ayupan that the Regional Council Executive Distribution of Proceeds from Sale of Property Policy be amended as presented.

MOTION

CARRIED

MOTION by Jingle Ayupan / Isaac Kamta that the Regional Council Executive Nominations Committee Policy be amended as presented.

MOTION

CARRIED

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MOTION by Kirsty Hunter / Jessica Stevenson that the Regional Council Executive Nominations Committee Policy be amended as discussed regarding quorum.

MOTION

CARRIED

MOTION by Steven Loweth / Jingle Ayupan that the Executive Minister Budget Process Policy be amended as presented.

MOTION

CARRIED

Peter Hartmans abstained from this vote.

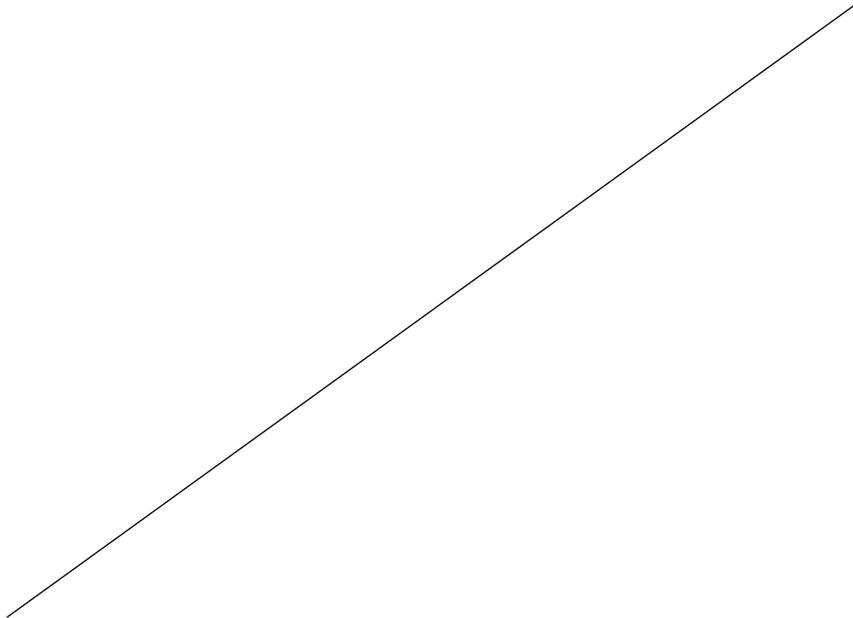
MOTION by Jingle Ayupan / Daniel Reed that the Shining Waters Regional Council Policy be amended as presented.

MOTION

CARRIED

Closing: the meeting closed at 4:52 p.m. and Peter Hartmans offered a closing prayer.

Next meeting – August 31, 2021 at 2 p.m. to 5 p.m.



PASTORAL RELATIONS COMMISSION

MINUTES of a meeting held June 15, 2021, at 9:00 a.m.
by video conference.

Present:

Andrew Comar (chair); Dale Hildebrand (staff); Todd McDonald (staff); Donna Bowman-Woodall (ordered); William Haughton (ordered); Barbara Hendren (lay); Liz Mackenzie (ordered); Beth Moore (lay); Lawrence Nyarko (ordered); Robin Pilkey (lay); James Ravenscroft (ordered); Paul Stott (lay);

Regrets: none

Welcome, constituting the meeting and prayer

Andy Comar welcomed everyone, with a special welcome to Marcie Gibson, our researcher. Andy lit the Christ candle and acknowledged the indigenous territory we find ourselves on. He acknowledged the equity issues in the news over the past several weeks, led the opening prayer, and called the meeting to order.

Agenda

MOTION by Beth Moore / Donna Bowman-Woodall
that the agenda consisting of items that had been circulated to the commission in advance of this meeting be approved.

MOTION

CARRIED

Minutes

MOTION by Paul Stott / Liz Mackenzie
that the minutes of the May 11, 2021 meeting of the commission be approved.

MOTION

CARRIED

Equity Goal for 2020-21:

The Pastoral Relations Commission set the following goal for the year 2020-21: Collect data on the pastoral relations process from entry point to the end of the first year answering this question: How does unconscious racist/sexist/ableist bias hinder or create barriers for ministers in the congregational setting? Who is chosen? Are there differences in the terms of the pastoral relationship between ministers who are White and all other racialized ministers and why? Also look at that question for the LGTBQI community. What is the experience of racialized, BIPOC, differently abled and LGTBQI ministers after one year on their pastoral relationship – How does unconscious racist/sexist/ableist bias affect their health, joy and excellence in ministry?

Equity Research Report

Todd McDonald introduced Marcie Gibson who has completed the equity project research. He expressed his appreciation for the excellent work that Marcie has done and noted that this work will have long term impacts on our pastoral relations work.

Marcie outlined the agenda for the morning and asked commission members to introduce themselves, to name their “Shining Water” and to express their hope/goal for the day.

Marcie then led the commission through the research, including the methodology, the priorities, the participants, and the demographics of the research.

Opening questions:

- Are there regional demographics of ministry personnel in the report?

There is a final version that has some demographic information, but not regional.

Methodology:

It was approached as a participatory action research project. Participants’ voices were prioritized and their recommendations are noted in the report. Their experience and perspectives are given priority and this hopefully builds the ground for action going forward.

Interviews, focus groups and surveys were principal instruments used (all on line). Interviews were done with:

- i) ministers who were searching for a job in Shining Waters
- ii) ministers recently called or appointed to a position
- iii) ministers who had been in their current position for approximately one year

What was people’s experience with the search process, the interview process, and the community of faith in the first year? What has the picture been like since Shining Waters region was created in 2019 – 2020?

Challenges in the research:

There were some questions about the identity of Marcie as researcher, and it led to some important conversations at the beginning of the research.

It was difficult to form focus groups, beyond the pastoral relations liaisons. Originally, it was hoped that there would be identity-based focus groups but time and other reasons did not allow for it. This meant more individual interviews, and perhaps lower number of overall participants in the research. But the quality of participants’ contributions was high.

Survey responses were a little lower than was hoped for, particularly from search teams . It did not allow for statistical analysis from this particular group.

Participant demographics:

See p. 6 of final report for detailed analysis of the 49 participants.

Questions on Methodology?

- Were you satisfied as the researcher with the data, both in terms of quantity and quality?

It was not a quantitative study; that was not the intention of the study. The goal was to capture experience and the methodology served that goal well. The diversity of voices enriched the research. How the region responds to this research and study will determine future participation in this kind of equity research. Participants will be watching.

Findings from the report

There were three kinds of bias that people spoke about:

- i) direct bias – an individual comment or experience
- ii) systemic bias – not what people did, but the way that someone did something that led to intended or unintended consequences, not for a particular person, but for a group of people
- iii) structural bias – systemic biases related to policies, procedures, and regulations

The report was then grouped by different stages/subject matter.

Questions or concerns arising from the report

- Report talks about homophobia but not transphobia – why?

It was not something that people spoke about, but it should be named exclusively.

- Was there a big surprise for Marcie as the researcher?

Not really. This isn't the first time Marcie has heard stories about experiences like this in the church. But it was surprising how articulate people were about their equity issues.

A comment was made about how the national church has created national pastoral relations policy without doing this kind of research. It raises questions about what the national church is paying attention to.

- A comment was made about the sense of *alienation* that ministry personnel had with the church as a whole. This was notable in reading the report.
- There is bias in the system from the get go in the position descriptions. We have liaisons helping to put those position descriptions together and yet this problem is very evident.

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Education, training and awareness in our communities of faith seems to be very lacking at a local level. It is mandatory for ministry personnel, but where is that piece for our communities of faith? This is a national church issue.

Marcie presented statistical data on salary, searches, etc. It is limited and so the question is how to go forward to do more of this type of analysis.

Question: Does The United Church of Canada (UCC) have wide demographic information on ministers?

Yes, but not sure if it is being analyzed.

A comment was made about the usefulness of having *previous* minister's salary and compensation to compare this with the new minister coming in.

- Those who identify as queer have made progress, but it does beg the question of whether queer ministers are self-selecting into affirming ministries.

That could be true for other demographics as well.

Recommendations:

- Some recommendations may be based on early experiences of ChurchHub, which has improved in the past year. We need to discern what is still valid and of concern.
- Congregational awareness and search committee awareness: this is important, but there is also the reality that search teams are difficult to recruit for. Knowing the reality of congregations, how are we going to educate congregations around racial justice?
- The issues raised around liaisons would require a different structure of liaisons. Liaisons don't come into the process very early and we may need to intervene at an earlier stage with search committees.
- Is it possible to return to a more robust relationship with liaisons? It seems that this could be a regional decision. For example, to have the liaison participate in actual interviews. It might be someone other than the liaisons who might do this accompanying.
- The recommendations are the strength of the report. There are many, and it may seem overwhelming. We need to liaise with the national church as there is overlap in many areas. One concern is we have fewer volunteers being asked to do more and more (one of the catalysts of the national restructuring of the church's courts).
- The UCC often makes policies but the challenge is to implement. We are not doing it. For example, we claim to be an "intercultural church" but nothing is happening at a congregational level. We have to match resources with intention. We make good policies at a national and regional level, but the action is at the congregational level.
- It is in the selection of *whom to interview* that bias can often creep in, in addition to the interviews themselves. Could we be more involved at that stage?
- There is low-hanging fruit in the recommendations. Others we can't do on our own as a commission—e.g., ChurchHub issues.

- A way forward: could staff help the commission by mapping the recommendations: who can do what, what goes where, what is priority?
- Releasing the report? There is material for the Communities of Faith Commission (CFC) and other bodies. The commissions and the Executive should have it. It is dangerous to release a report with recommendations without some indication about what is going to be done. That can devalue the report. We should not share it widely until we have some sense of where we are going with the recommendations. Let's make sure that the report Marcie released this morning is the one that is shared, not the earlier one. Also participants would like to see the report. Is that permissible?
- Could we release to the CFC and the Executive for information as a draft report, noting that we will be adding our response? And to our General Council Office (GCO) guests this afternoon? Other commissions? There is concern around confidentiality and our own internal understanding around that, versus what others may perceive. It was noted that in the consent form, participants knew this would be a public document.
Once we release it to our commissions, it is out there. So we need to be clear that we have only seen it briefly, will study it further, and welcome feedback from other groups. The commission will be meeting in the fall of 2021 to take next steps. Instead of "draft," add a cover letter with the comments above. This was agreed to by the commission.
- Is the Advisory Committee's mandate complete? The commission still needs to decide. The September meeting could include some assigning of tasks for the fall meeting. (the Commission originally thought this work could begin in August but many Commission members, including chair Andy Comar will be on vacation in August)
- Commission members expressed appreciation to Marcie for her excellent work. Andy noted that we are on "step one of a thousand steps" and so we need to see this as a long-term project, but one that we make steady progress on. He thanked Marcie and the Advisory Committee (Robin, Liz, Lawrence, and James) for their work and noted that this important work will guide our work starting after today.

Omnibus Motion

MOTION by Paul Stott / Beth Moore

that the Pastoral Relations Commission take the following actions:

a) **Calls**

... concurs with the request of **Bloor Street Pastoral Charge (Toronto)** and approves the call to **Russell Daye**, ordained minister, beginning September 7, 2021, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 per annum, salary in addition to the minimum at 65.85 % which equals \$47,646, for a total salary of \$120,000, basic telephone \$2400 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

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... concurs with the request of **New Hope Pastoral Charge (Concorde)** and approves the call to **Kun Young (Andrew) Lee**, ordained minister, beginning July 1, 2021, part time based on 8 hours per week with the following terms for Category E and Cost of Living Group Assignment 5: Salary \$70,632 (pro-rated \$14126.40) per annum, basic telephone \$800 per annum (pro-rated \$160), Continuing Education and Learning Amount \$1474 (pro-rated \$294.80) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does not require an act of covenant.

... concurs with the request of **Seguin Pioneer Pastoral Charge (Seguin)** and approves the call to **Kevin Logie**, ordained minister, beginning July 1, 2021, part time based on 10 hours per week with the following terms for Category F and Cost of Living Group Assignment 3: Salary \$63,613 (pro-rated \$15,903.25) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$368.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does not require an act of covenant.

... concurs with the request of **Metropolitan Pastoral Charge (Toronto)** and approves the call to **Jason Meyers**, ordained minister, beginning September 1, 2021, full time based on 40 hours per week with the following terms for Category B and Cost of Living Group Assignment 5: Salary \$65,461 per annum, salary in addition to the minimum at 35% which equals \$22,911.35, for a total salary of \$88,372.35, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does not require an act of covenant.

... concurs with the request of **Malton: Trinity Pastoral Charge (Toronto)** and approves the call to **Maryanne Thomson**, ordained minister, beginning July 4, 2021, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$36,177) per annum, basic telephone \$900 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$737) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

... concurs with the request of **Midhurst Pastoral Charge (Midhurst)** and approves the call to **Judith Visser**, ordained minister, beginning September 1, 2021, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 4: Salary \$67,705 per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

b) Appointments

... concurs with the request of **Metropolitan Pastoral Charge (Toronto)** and appoints **Mark Aitchison**, retired ordained minister, beginning June 1, 2021 to September 30, 2021,

part time based on 25 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$45,221.25) per annum, salary in addition to the minimum at 50% which equals \$36,177 (pro-rated \$22,610.63), for a total salary of \$108,531.01 (pro-rated \$67,831.88), basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$921.25) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does not require an act of covenant.

... concurs with the change in terms request of **Metropolitan Pastoral Charge (Toronto)** and re-appoints **Karen Bowles**, ordained minister, beginning April 1, 2021 to May 31, 2021, full time based on 40 hours per week with the following terms for Category E and Cost of Living Group Assignment 5: Salary \$70,632, per annum salary in addition to the minimum at 25.14% which equals \$17,757.08, for a total salary of \$88,389.08 , basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Toronto Chinese Pastoral Charge (Toronto)** and re-appoints **Christopher Cheung**, retired ordained minister, beginning June 1, 2021 to June 30, 2022, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Victoria Square Pastoral Charge (Toronto)** and re-appoints **Basil Coward**, ordained minister, beginning May 23, 2021 to August 21, 2021, part time based on 25 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$18,088.50) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$368.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Humbercrest Pastoral Charge (Toronto)** and re-appoints **Nancy Hardy**, retired ordained minister, beginning September 5, 2021 to June 26, 2022, part time based on 10 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$18088.50) per annum salary in addition to the minimum at 2.76% which equals \$2000 (pro-rated \$500), for a total salary of \$74,354 (pro-rated \$18,588.50), basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$368.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of change in terms of existing appointment of **Saint Luke's Pastoral Charge (Toronto)** and re-appoints **James Keenan**, retired intentional interim

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ordained minister, beginning September 1, 2021 to August 31, 2022, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 per annum, salary in addition to the minimum at 10% which equals \$7235.40, for a total salary of \$79,589.40, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Bracebridge Pastoral Charge (Bracebridge)** and re-appoints **Nancy Knox**, retired ordained minister, beginning July 1, 2021 to June 30, 2022, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 3: Salary \$63,613 per annum, salary in addition to the minimum at 22.35% which equals \$14,220, for a total salary of \$77833 , basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Fairbank Pastoral Charge (Toronto)** and re-appoints **Steven Loweth**, designated lay minister, beginning September 1, 2021 to August 31, 2023, part time based on 30 hours per week with the following terms for Category B and Cost of Living Group Assignment 5: Salary \$64,172 (pro-rated \$48,129) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$1105.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **West Hill Pastoral Charge (Toronto)** and re-appoints **Sarah Miller**, ordained minister, beginning May 1, 2021 to December 31, 2021, part time based on 15 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$27132.75) per annum salary in addition to the minimum at 20% which equals \$14,470.80 (pro-rated \$5426.55), for a total salary of \$86,824.80 (pro-rated \$32,559.30), basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$552.75) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Coldwater Eady Pastoral Charge (Coldwater)** and re-appoints **Kathleen Mowat**, retired ordained minister, beginning July 1, 2021 to December 31, 2021, part time based on 27 hours per week with the following terms for Category F and Cost of Living Group Assignment 3: Salary \$63613 (pro-rated \$42938.78) per annum salary in addition to the minimum at 1.85% which equals \$1176.84 (pro-rated \$795.70), for a total salary of \$64,789.84 (pro-rated \$43734.48), basic telephone \$804 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$1013.16) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the of change in terms of existing appointment of **Metropolitan Pastoral Charge (Toronto)** and re-appoints **Jason Meyers**, ordained minister, beginning June 1, 2021 to August 31, 2021, full time based on 40 hours per week with the following terms for Category B and Cost of Living Group Assignment 5: Salary \$65,461 per annum, salary in addition to the minimum at 35% which equals \$22,911.35, for a total salary of \$88,372.35, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request in change of terms of **Glebe Road Pastoral Charge (Toronto)** and appoints **Cynthia O'Connell**, candidate, beginning August 9, 2021 to August 8, 2022, full time based on 40 hours per week with the following terms for Candidate Category Step 2, 3 plus years and Cost of Living Group Assignment 5: Salary \$62,048 per annum, salary in addition to the minimum at 13% which equals \$8065, for a total salary of \$70,113, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does require an act of covenant.

... concurs with the request of **Eglinton St. George's Pastoral Charge (Toronto)** and re-appoints **Donald Parsons**, retired ordained minister, beginning July 1, 2021 to June 30, 2022, part time based on 15 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$27132.75) per annum salary in addition to the minimum at 20% which equals \$14,470.80 (pro-rated \$5426.55), for a total salary of \$86,824.80 (pro-rated \$32,559.30), basic telephone \$1200 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$552.75) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Bond Head Newton Robinson Pastoral Charge (Bond Head)** and appoints **Patti Rodgers**, designated lay minister, beginning July 1, 2021 to June 30, 2022, full time based on 40 hours per week with the following terms for Category C and Cost of Living Group Assignment 5: Salary \$65,843 per annum, salary in addition to the minimum at 2.56% which equals \$1685.58, for a total salary of \$67528.58, basic telephone \$900 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does require an act of covenant.

... concurs with the request of **Wesley Mimico Pastoral Charge (Toronto)** and re-appoints **Joan Smith**, retired ordained minister, beginning July 1, 2021 to June 30, 2022, part time based on 20 hours per week with the following terms for Category E and Cost of Living Group Assignment 5: Salary \$70,632 (pro-rated \$35,316) per annum salary in addition to the minimum at 7.88% which equals \$5565.80 (pro-rated \$2784), for a total salary of \$76,197.80 (pro-rated \$38,100), basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$740) per annum and all other terms

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according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Lemonville Pastoral Charge (Stouffville)** and re-appoints **Nancy Umphrey**, candidate, beginning July 1, 2021 to June 30, 2023, part time based on 30 hours per week with the following terms for Candidate Category Step 2, 3 years and Cost of Living Group Assignment 5: Salary \$62048 (pro-rated \$46536) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$1105.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Burton Avenue Pastoral Charge (Barrie)** and re-appoints **Andrea Wheaton**, designated lay minister, beginning July 1, 2021 to June 30, 2024, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$66,194 per annum, salary in addition to the minimum at 8.47% which equals \$5606.63, for a total salary of \$71800.63, basic telephone \$1200 per annum, Continuing Education and Learning Amount \$2000 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

Comments:

There is a huge diversity in salaries which also has ramifications in terms of the disparity between salaries. For example, it also affects people's pensions.

Commission members expressed anger and frustration with this disparity. The national compensation system is not working. The Cost of Living categories are not adequate, as is evident from salaries that are being paid in areas where the cost of housing is very high.

It was noted that the issue of maximum salary cap has been raised at General Council some time ago. This commission could raise it again.

If we were able to put together salary comparisons data and made it available to ministers, this might help address the situation in terms of providing data for negotiations.

Paul Stott noted that he has studied the history of salary policies over the life of the denomination and this is not a new issue.

Why is Toronto not in Cost of Living group 6?

Also there used to be some presbytery policies mandating parity within a pastoral charge where there was team ministry.

Andy noted that we don't have the power to change salaries at this point, but we have our equity report and other past policies to address these issues in the future. We have to work

within the policies we have in place for now, and look at what policies we can create at a regional level, and also advocate at a national level.

c) **License to Administer Sacraments**

... concurs with the request of **Glebe Road Pastoral Charge (Toronto)** and grants sacramental privileges in accordance with The Manual I.2.4(a) and I.2.4.2, to **Cynthia O'Connell**, candidate for ordained ministry, during her time of appointment at Glebe Road Pastoral Charge.

... concurs with the request of **Bond Head Newton Robinson Pastoral Charge (Bond Head)** and grants sacramental privileges in accordance with The Manual I.2.4(a) and I.2.4.2, to **Patti Rodgers**, designated lay minister, during her time of appointment at Bond Head Pastoral Charge.

d) **Voluntary Associate Ministry Position**

... concurs with the request of **Metropolitan Pastoral Charge (Toronto)** and **Alana Martin**, to enter into a Voluntary Associate Minister relationship, beginning June 15, 2021.

e) **Request for Change in Relationship**

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Karen Dale**, commissioned diaconal minister at **Beach Pastoral Charge (Toronto)** effective December 31, 2021 and gives thanks for her ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Alexa Gilmour**, ordained minister at **Windermere Pastoral Charge (Toronto)** effective September 30, 2021 and gives thanks for her ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Won Hur**, ordained minister at **Ebenezer Pastoral Charge (Markham)** effective August 31, 2021 and give thanks for his ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Heather Stevenson**, ordained minister at **Cheltenham Pastoral Charge (Caledon)** effective August 31, 2021 and give thanks for her ministry.

MOTION

CARRIED

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MOTION by Donna Bowman-Woodall / Liz Mackenzie
that the Pastoral Relations Commission bring a proposal regarding salary equity to the next General Council meeting that would include addressing percentages over minimum and salary parity within a pastoral charge.

MOTION

CARRIED

Report from staff

a) Liaisons

The following liaisons have been appointed by staff:

Donna Bowman-Woodall appointed to Central Pastoral Charge (Toronto) for search for a called or appointed minister.

Gail Hamblin appointed to Alderwood Pastoral Charge (Toronto) for search for a called or appointed minister.

Amy Lee appointed to Parkdale Pastoral Charge (Toronto) for search for a called or appointed minister.

Henry Poutiainen appointed to Richmond Hill Pastoral Charge for search for a short term appointed and then a called or appointed minister.

Catherine Hions appointed to Ebenezer Pastoral Charge (Toronto) for search for a short term appointed and then called or appointed minister.

Dan Benson appointed to Beach Pastoral Charge (Toronto) for search for a called or appointed minister.

Jim Clubine appointed to Stouffville United Church for search for called or appointed minister

b) Pastoral Charge Supervisors

The following pastoral charge supervisors have been appointed by staff:

Lisa Naumann appointed to Nobleton-Schomberg Pastoral Charge as of July 1, 2021

Amy Lee appointed to Meadowvale Korean Pastoral Charge as of July 1, 2021

Ted Reeve appointed to Westmount Pastoral Charge (Orillia) as of July 1, 2021

Cynthia O'Connell appointed to Glebe Rd Pastoral Charge (Toronto) as of August 8, 2021.

Afternoon Session

The commission broke for lunch and reconvened at 1 p.m. for the public portion of its meeting. Members of the Communities of Faith Commission (CFC), the Executive Committee, General Council Office staff, and others joined the meeting.

Harry Ramsaran led the group in a land acknowledgement and Jody Maltby led in an opening prayer.

Robin Pilkey introduced the researcher, Marcie Gibson.

Marcie provided a summary of the Equity Research Project.

At 2 p.m., the Pastoral Relations Commission reconvened with members of the Community of Faith Commission to discuss joint business.

Mapping project and Community Living Faith Stories

CFC is working with EDGE to create a live web-based map as a kind of environmental scan to capture our own living faith story for the CFC to create our vision for the future. Susie Henderson shared some of the steps and timeline for this project.

Demographic data will be gathered and work with the Inter-Cultural Commission to see how we would shape our living faith story.

Susie also shared a web based-layered map that provides information about our region, such as population, pastoral charges, communities of faith, and so forth (see link below).

<https://edgeucc.maps.arcgis.com/apps/instant/interactivelegend/index.html?appid=83d422301ac34870b33332b8d08211d4>

At each CFC meeting, the commission looks at parts of the data to see what it tells us about our region and the shape of the region as a whole.

Who will have access to this map and data, and how much?

It is still a work in progress, but the hope is that people will add data to it. The intention is to have CFC use this to work on their missions, values, etc.

It was noted that it could link into the equity research project in terms of providing more information to ministers applying for jobs in Shining Waters.

The map will be publicly available by the fall.

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Process for Community of Faith when a minister retires and continues employment after official retirement

Questions were raised regarding situations when a minister retires and then goes back into the same pastoral charge: should the pastoral charge then be required to update or do their living faith story?

CFC has started to talk about living faith stories outside of the context of a change in pastoral relationships. We know that all communities are supposed to do a living faith story, but we also know that most don't do it until their minister changes.

No decision was made regarding the situation when a minister retires and then returns to the same pastoral charge.

Pandemic Update

Grants offered GCO emergency pandemic loans: 20 – 25 communities of faith from Shining Waters applied.

One pastoral charge has closed, one minister has lost their job, although both situations were already not stable prior to the pandemic.

Ministry personnel are definitely tired. Also lay leadership has been diminishing and that may add a burden to ministers. Governance is getting thin in some communities of faith. Staff are planning to talk about addressing the governance and lay leadership challenges that have emerged from the pandemic.

How will we come back to church after the pandemic has ended? We will come back to a different church.

We need to “experiment and learn”, in the words of one of our church elders. It's an opportunity to do things in a different way. On line services have been able to reach further than in person services.

Like many aspects of the pandemic, it has highlighted the inequities between pastoral charges. Some have tech support, money, and other resources to pivot and use the opportunities presented by the pandemic.

Staff will continue to monitor the regional council's communities of faith and ministry personnel and provide pandemic support as we are able.

Next Meetings

Appendix A

The meeting schedule of the commission for 2021/22 was distributed to the commission. As is the usual pattern, the commission meets on the last Tuesday of the month, with a couple of exceptions

for December (Christmas holidays) and May (ordination appointments). (see Appendix A for schedule of meetings)

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, August 31, 2020 at 9:00 a.m. This meeting will mainly deal with the omnibus. In September, the commission will focus on prioritizing recommendations from the equity report. The October meeting will be dealing with an action plan.

End of meeting

There being no further business, Dale Hildebrand closed the meeting with a prayer.

Shining Waters Pastoral Relations Commission
Meeting schedule 2021/2022

Appendix A

All meetings are Tuesdays at 9:00 a.m. on Zoom unless otherwise noted

August 31, 2021

September 28, 2021

October 26, 2021

November 30, 2021

December 14, 2021

January 25, 2022

February 22, 2022

March 29, 2022

April 26, 2022

May 10, 2022 (*moved up from normal last Tuesday of month to accommodate ordination candidates)

June 14, 2022 (in-person all-day meeting)

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SOCIAL AND ECOLOGICAL JUSTICE COMMISSION

MINUTES of a meeting held June 15, 2021, at 1:00 p.m.
by video conference.

Present:

Susan Eagle (Chairperson), Lois Brown, Tina Conlon, Elizabeth Cunningham, Eleanor Scarlett, Cameron Watts

Staff: Bri-anne Swan

Guest: Robin Wardlaw

Regrets: Moon-Ja Park

Absent: Donna Lang

Welcome, check in and prayer

The chairperson welcomed everyone. Elizabeth Cunningham opened with prayer, gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

The chairperson constituted the meeting in the name of Jesus Christ.

There was a time of check-in.

Agenda

MOTION by Cameron Watts/Tina Conlon that the agenda be approved as circulated

MOTION

CARRIED

Minutes

MOTION by Cameron Watts/Tina Conlon that the Minutes of the meeting of the Shining Waters Social and Ecological Justice Commission held May 18, 2021 be adopted as circulated.

MOTION

CARRIED

PalNet (Palestine Network)

Robin Wardlaw shared the ongoing work of Palnet within the Regional Council.

Robin shared his story of how he became involved in issues related to Palestine and Israel as well as UNJPPI's transition to becoming *Palestine Network - Shining Waters (PalNet)*. Currently, they

are exploring how we might arrive at a place of peace and justice in that part of the world. Their mission is to advocate for peace and offer opportunities for education, as well as generating support across the Region for human rights advocacy in Palestine/Israel. The group is very passionate about the work they are doing.

One of the theories is that if enough people around the world say we don't wish to own shares in companies that operate in the disputed territories, those advocating for the rights of Palestinians will eventually get the attention of countries like Canada, and encourage courage in speaking up. Can the United Church become more clearly identified with the divestment campaign? That is tricky, as there is sensitivity around appearing anti-Semitic. However, there are links being made to different kinds of colonial oppression around the world and PalNet is very mindful that there is a distinction between being critical of Israel's policies and practices, and being anti-Judaic.

PalNet has two proposals they are presenting to the Regional Council for consideration at the Regional Meeting this fall. One of the proposals is about education and the other about the divestment campaign. Robin described submitting the proposals to the Shining Waters as a "litmus test" prior to the General Council gathering in 2022. The former Toronto Conference held a leadership role in issues regarding Palestine and Israel prior to the structural change of the United Church.

PalNet is making a request for Shining Waters Regional Council (via this Commission) to recognize PalNet and the work they are doing. In addition, PalNet is requesting an introduction to Communities of Faith within the Regional Council.

Currently, PalNet is very centred in Toronto, but they are eager to expand their network across the Region.

MOTION by Eleanor Scarlett/Lois Brown that the Social & Ecological Justice Commission of Shining Waters Regional Council recognize Palnet — Shining Waters as a partner in education and advocacy to promote justice and peace between Palestine & Israel.

MOTION

CARRIED

Robin Wardlaw left the meeting.

Business Arising

Priorities Funding meeting

At the last funding meeting, there was a commitment to report back to each Commission. Two questions emerge:

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1. Multi-year funding. We have ministries that have ongoing connections to communities and there is recognition that it is not fair to make them (or those they minister with) to apply for funding every year.
2. Whether or not there should be deep or wide funding. No answer yet, except to acknowledge that where there are ministries we really want to affirm, we need to take care of those before we widen the base. There was also a feeling that we need to be open to where the Spirit may be moving us.

All of this is in the context of there being limited resources. We may not have looked at all the places the resources may be for funding. The interest of this commission is the community ministries, but there are other ministries involved that come through that channel: camping, chaplaincy, etc.

Question: are we adequately resourcing the ministries we feel are important? Are we really looking for those resources? Or, are we being negative, “Well, there is only limited funding...?” Do we need to put some energy into being less fatalistic?

Right Relations

There was a question about whether the Regional Council could be included in the ceremony (referenced in a letter from Peter Hartmans to Michael Blair) acknowledging the repair of the apology cairn. We need to be a visible presence. This has come up between the Right Relations meeting.

It was acknowledged that we're at a place where we are talking about action while the aboriginal church and other racialized people are saying, “This is not the time for that kind of action. This is the time for us as a church, as a country, as a people, to sit in the pain, to hold it, to lament, and to journey, to walk side by side until every single one of those children’s bodies are found.” We need to see what colonization has done to the people. Only after that can we engage in action.

Eleanor Scarlett was asked if she would prepare a proposal regarding the need for lament to be presented at the Regional meeting this fall.

Annual Meeting planning request

There is interest in this Commission’s participation in the Regional meeting for next spring.

For the annual meeting in the fall, *A Time for Every Purpose* is the theme. The content of the meeting will be entirely focused on proposals.

Next spring may be an in-person gathering and the hope is that this Commission would be invited into the planning.

Proposals

There is hope that we are intentional about doing our work, and everything we do, through an anti-racist lens, and that moving forward, the staff reflects who we are as a people, and the work we're trying to do. There was a question about whether this "hope" requires a proposal to be presented at the Regional meeting. If so, should we also include being affirming and intercultural?

Bri-anne Swan gave a brief overview of the format and timelines for proposals. There are two deadlines to submit proposals: September 24th and October 22nd. There will also be at least two town hall meetings to discuss the proposals ahead of the Regional meeting in November.

Questions arose about whether justice issues that were voted on in the former Toronto Conference, are automatically transferred into the Regional Council. The answer is, not necessarily (i.e. voting again to be an Affirming Regional Council). The thought was to move forward understanding the intent that any justice stances previously voted on would be carried forward. If, in the future, anything is challenged, the Regional Council can vote to reaffirm the position.

In the next few weeks, subgroups are asked to think about what proposals could be coming forward to the Fall Regional meeting.

Nominations Request

The Commission needs to put forward a proposal about continuing as a Commission of the Regional Council. Susan Eagle has spoken to Peter Hartmans, and Peter has spoken to the Executive. They would like a proposal that outlines the work the Commission has done. Susan will do some work on this.

The Commission also needs Nominations to recommend some additional members for the Commission. Part of the proposal for the continuation of this commission would be that the current members of the commission continue with some members extending their term another year, some three years, and then set those starting with the Commission to a three- year term.

Deferred Items

- Bradford Bypass Action
- Regional Council and General Council Proposals
Proposals to go forward; Timelines, format, Town Hall conversations
- Budget for 2021
Lawn signs for GLI campaign

The national Guaranteed Livable Income group is looking for each Regional Council to commit to purchasing lawn signs that would be available this fall ahead of a potential federal election.

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They asked if our Regional Council would agree to 20 lawn signs that we would purchase out of our budget.

MOTION by Lois Brown/Tina Conlon that the Social and Ecological Justice Commission of Shining Waters Regional Council commit to purchasing 20 lawn signs for the General Council Guaranteed Livable Income campaign in the fall with funds coming from the Social and Ecological Justice Commission budget.

MOTION

CARRIED

Reports

- Report from Bri-anne Swan

Bri-anne gave a very brief overview of what she's been working on. Bri-anne and Kim Uyede-Kai have been very busy engaging with many different groups after the identification of unmarked graves in Kamloops. Much of what Bri-anne has been doing is explaining to those outside of the United Church what steps the UCC has already taken towards reconciliation and that we are not starting right from zero (i.e. the UCC provided copies of all of its archive material years ago, etc.).

Jeffrey Dale and Bri-anne worked on a video re: the 50th Anniversary of the War on Drugs.

Bri-anne has also been involved with nominations, and encouraging a diverse slate of commissioners for General Council 44 next year.

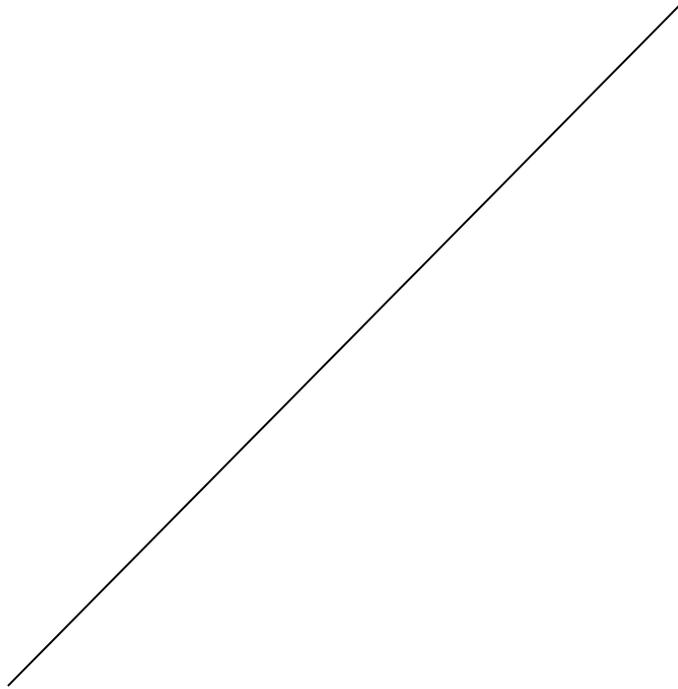
Bri-anne and Susan Eagle drafted a statement re: the killing of the Afzaal family in London that was sent out to the Regional Council.

- Homelessness - no report.
- Poverty/Income Inequality - no report.
- Anti-Racism - no report.
- Right Relations - no report.
- Update from Right Relations Circle - no report.
- Environment - no report.
- Israel/Palestine - no report.

Closing

A closing prayer was offered and the meeting adjourned at 3:15pm

Next Meeting: September 14th, 2021 at 1:00pm via Zoom, with communication re: proposals happening via email before the meeting.



COMMUNITIES OF FAITH COMMISSION

MINUTES of a meeting held June 16, 2021, at 9:30 a.m.
by video conference.

Present:

Chris Bennett, Carolyn Harding, Calin Lau, Amy Lee, Kevin Logie, Sandra Nottegar, Cindy Randall, Gloria Tozek (Chair)

Jody Maltby (Staff Lead), Diane Matheson, Jeffrey Dale, Susie Henderson

Regrets: Harry Ramsaran

Welcome, check in and prayer

The chairperson welcomed everyone, and opened with Romans 8:38. Chris Bennett gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

Members checked in.

The chairperson constituted the meeting in the name of Jesus Christ.

Agenda

MOTION by Carolyn Harding/Chris Bennett that the agenda be approved as amended.

MOTION

CARRIED

Minutes

MOTION by Amy Lee/Cindy Randall that the Minutes of the meetings of the Communities of Faith Commission of Shining Waters Regional Council dated May 19, 2021 and June 7, 2021 be approved as circulated.

MOTION

CARRIED

Email votes

The following decisions were made by email:

- Eglinton St. George's - accessible lift project

approved the project of Eglinton-St. George's United Church, Toronto, for the installation of an accessible lift.

approved the request of Eglinton-St. George's United Church, Toronto, to use their Manse Fund to fund the installation of an accessible lift.

- Humbercrest – leases

approved the lease between Humbercrest United Church, Toronto, and Eric Frisch for April 1st, 2021 to March 31st, 2022

approved the lease between Humbercrest United Church, Toronto, and Evan Redsky for June 15th, 2021 to June 14th, 2022.

- Kingston Road – roof replacement and TUCC loan

approved the request of Kingston Road United Church, Toronto, to replace their slate roofing with asphalt shingles including localized cladding repairs.

approved the request of Kingston Road United Church, Toronto, for a loan with Toronto United Church Council (TUCC) in the amount of \$615,358.35 for the replacement of their slate roofing with asphalt shingles and localized cladding repairs.

- Metropolitan – livestream and sound system

approved the project of Metropolitan United Church to upgrade their livestream and sound system.

Living Faith Story and Mapping Process – Kevin Logie, Chris Bennett, Susie Henderson

Link to Online Map

<https://edgeucc.maps.arcgis.com/apps/instant/interactivelegend/index.html?appid=83d422301ac34870b33332b8d08211d4>

The Commission was introduced to the online tool beginning on May 19th and again on June 16th and we spent some time reviewing the preliminary maps: Number of pastoral charges and communities of faith; Indigenous communities of faith; Affirming Communities; United Church locations in 1965 and the UCC Affiliation in the census.

SUMMARY OF MAY 19TH CONVERSATION

Here are the comments from the reflections that were recorded in the chat. They have not been edited much beyond sorting them into categories. Based on the comments, Susie has proposed some opportunities to explore further to be discussed next time.

WHAT DO WE SEE?

- I see potential
- There is lots of property in Toronto, but not where the population is growing
- Toronto has lots. Less populated have fewer.

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- Concentration of communities of faith around GTA
- More potential north of Toronto
- More northern communities are spread out in comparison to the clumping in the GTA.
- I see some communities of faith are really spread out and some are really close
- Lots of water
- Our presence is not distributed proportionately to population. Most highest density FSAs (Forward Sortation Areas, postal codes) don't have UC locations
- North is stronger in UCC affiliation
- Not surprising, but generally more open communities of faith in higher income neighbourhoods
- Some church deserts in suburbs of TO
- More WASP (white Anglo-Saxon protestant) in the north
- Older in the north
- Rural in the north
- Concentration of communities of faith in Toronto does not reflection affiliation
- Valuable resource for communities of faith

SURPRISES?

- Low number of Affirming Communities
- Low level of people who identify as UCC especially around Barrie

CONNECTIONS?

- Love how the layers work
- Shows us information related to people who are not represented in our own data -- shifts the echo chamber of talking to ourselves
- Household income in the north is less, how does it intersect with age
- Interesting to see where there are pockets of higher income
- Wealth concentrates as you move south
- North higher age and lower income

WHAT ARE WE CURIOUS ABOUT?

- How many communities of faith are viable?
- How do we map online communities! Churches are wondering how to better serve everyone post zoom?
- How do we engage people outside the catchment area? how does it fit? Doesn't follow the rules for congregations?
- How does the beyond border/boundary population connect and identify -- this is our COVID experience -- now what?

WHAT'S MISSING?

- COVID context last 15 months has changed the game in so many ways
- What are the needs in the communities that aren't on these maps?

WHAT DOES THIS MEAN FOR OUR WORK?

- How can this information help us direct strategy?
- Looking at the forest rather than trees, helps us understand where to direct resources, expand mission.
- Helpful to have demographics related to new ministry proposals

- As we look at amalgamations and collaborative ministries I can see ways to use the map as a reference point
- Edge can do individual congregation reports as a service
- Demographics are great resources for the church's living faith story. But most importantly we can use it for the expansion of church mission. It already puts the information together.
- How can we connect our mission with the community? This is good and useful.

MOVING FORWARD

- Are there some categories/sub-groupings that would be useful to see on our map for future conversations?
 - Existing relationships: Clusters; Collaborative Ministries
 - Affinity groups? Population density? (small/medium/large) New/emerging ministries? Ministries with particular populations?
- Shall we take a deeper dive into the research related to affinity with The United Church and religious engagement in general?

SUMMARY OF JUNE 16th CONVERSATION

Reflections included the following:

- Disconnect between locations and population growth;
- Density and wealth more concentrated as you move south
- There are a number of places without UCC presence
- Older population in the north with higher UCC affiliation
- Recognize COVID landscape not reflected here
- Wondered how we can use this work to direct strategy.

REVIEW POPULATION MAPS

The Commission spent some time reviewing the population maps: Average Sunday attendance; Population; Age; Seniors living alone; People per household; Children Per Household; United Church affiliation; No Religious affiliation.

Here are the comments:

- There is a high percent of seniors living alone in Muskoka area and pockets in GTA -- more dispersed than previously thought
- Thinking more about seniors, where the percentages are lower, does this mean there are fewer seniors living there or that fewer of them are living alone?
- What does the percentage under Language at home mean?
- Dynamic between age and children -- surprised that downtown Toronto has so many young people
- Destination churches go beyond geography
- Can we map demographic make-up of congregations?
- COVID has changed the demographic, attendance beyond geographic borders and generally less geographic based – let's explore that in the future
- What is the criteria for the base map in terms of what's included there and what isn't?

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MOVING FORWARD

- Sandra, Kevin and Susie will read the article on Religious Nones and report back, <https://www.cmacan.org/religious-nones/>
- We will continue to think about opportunities to create affinity groupings – that could include opportunities for people to work together, or lenses to see particular dimensions on the regional map
- Next time: maps on property and wealth; joint conversations with Pastoral Relations on Ministry and Intercultural Commission on ethnicity/language/immigration maps.

Funding Priorities Conversation, update – Gloria Tozek, Chris Bennett, Jody Maltby

Gloria Tozek and Chris Bennett reported on the conversation on May 26th. They noted that there is tension in offering funding to new applicants because it will have implications for current recipients. It can also be challenging to focus on policy rather than the needs of individual recipients.

A report went to the Executive at their meeting on June 10th. The Executive was comfortable with the direction in the report. The commission requested time to review the report so it will be revisited at the September meeting.

MOTION by Cindy Randall / Kevin Logie that the Communities of Faith Commission of Shining Waters Regional Council receive the report, *DRAFT Recommendation to the Executive for a Framework for Grants in SWRC* for information.

MOTION

CARRIED

Review of Commission Mandate – Jody Maltby

Jody Maltby reported that the Executive requested that the commission review its Mandate and offer recommendations. The members asked for time to review the mandate so it will be an agenda item at the September meeting.

Property Policy – Gloria Tozek, Harry Ramsaran, Jody Maltby

- Recommendation to Executive regarding use of funds

MOTION by Kevin Logie / Sandra Nottegar that the Communities of Faith Commission of Shining Waters Regional Council approve the Recommendation to the Executive regarding the property policy use of funds, amended to reflect LGBTQ2S+, and forward to the Executive for consideration.

MOTION

CARRIED

- Policy regarding property development

The commission deferred a decision on this policy to consult with UPRC around a definition of development with respect to property.

- Questions regarding sale of manse

Jody Maltby reported on her conversation with the Trustees of Stouffville United Church which raised questions about the section of the Finance and Property policy related to sale of property and use of manse funds. Also, the question was raised whether the Policy regarding sale of property by a community of faith that continues to exist applies to manses or only to church buildings. The commission agreed it applies to church buildings but not to manses, which are covered by the Finance and Property policy. The commission appreciated that decisions around Agreements of Purchase and Sale for houses are closed quickly and do not wish to delay this process.

MOTION by Amy Lee / Cindy Randall that the Communities of Faith Commission of Shining Waters Regional Council gives approval for congregations wishing to sell a manse to work with any real estate agent who is arms-length from the congregation. Regional approval is required for the listing price for the property. Provided the sale price is at or above the listing price, and the congregation works with a real estate agent and lawyer, regional approval is not required for the Agreement of Purchase and Sale.

MOTION

CARRIED

Jody Maltby will update the policies and bring to the September meeting for consideration. The above motion will allow Stouffville to proceed prior to the changes being made in the policy.

- Approval of lease renewals

The question was asked whether the commission needs to review the renewal of a lease agreement where the original lease was approved. The commission agreed that if there are changes in terms, the renewal should be reviewed by the commission. If the only change in the terms is a rent increase, the congregation is not required to seek legal advice, although it is always recommended.

Jody Maltby will update the policy and bring to the September meeting for consideration.

- Consolidation to a single property policy

Jody Maltby reported that she is working on consolidating all policies related to property – both from the Executive and from the commission – into one policy. This work will continue based on today's decisions. The final version will come to both bodies for consideration.

The Commission took a 15-minute break.

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Joint Meeting with Pastoral Relations Commission – debrief

The final version of the Equity report will be shared with the commission. The Pastoral Relations Commission has asked us to consider when a minister retires but continues with the same pastoral charge, is this an opportunity to review the Living Faith Story? Staff will be working on this in the fall and will bring to the commission for consideration.

Staff Updates

Jody Maltby reported that only a few congregations have provided a plan for repayment of Canada Emergency Bank Account (CEBA) loans. The requirement was to provide a plan for repayment by June 2021. Given that the pandemic continues, the commission agreed to wait until after the summer to follow up with congregations. Staff will contact congregations in September.

Jeffrey Dale reported that staff for the Camp Awesome summer program will be starting work during the week of June 21st. They are a diverse group who will be engaging with the region mostly online.

Diane Matheson reported that Knox United Church, Sutton and Virginia United Church have written their collaboration agreement and it will be considered by both congregations in July, after which it will come to the commission via email vote.

Susie Henderson reported that the Wellspring blog this month focuses on Dorothy's Place, a seniors' outreach program at Birchcliff Bluffs United Church, Scarborough that is being honoured for its work by Pride Toronto.

<https://mailchi.mp/united-church/swrc-pride-celebration-wellspring>

Shining Waters Regional Pride Celebration will be June 24th at 7 p.m.

Summer Wellspring will be lifting up experiments of having church outside as opposed to just online. If you have suggestions for the blog, please let Susie know.

Closing

The chair thanked everyone for participation and for the fruitful discussion. The commission will take the summer off from meetings unless needed. Where possible, votes will be addressed by email.

The chair offered blessings and the meeting adjourned at 11:37 a.m.

Next Meeting: Over the summer at the call of the Chair.

September 15, 2021 at 9:30 a.m. via video conference. Diane Matheson will offer a Land Acknowledgement.

SHINING WATERS REGIONAL COUNCIL

**MINUTES
OF THE REGIONAL MEETING
June 17, 2021**

The meeting of Shining Waters Regional Council took place on June 17, 2021 at 7:00 p.m. via video conference.

Words of Welcome, Opening of Meeting and constituting the Council

David Leyton-Brown, President, welcomed all those participating, introduced himself and Executive Minister, Peter Hartmans. Jody Maltby gave an orientation to this meeting and the process and procedures being used.

President, David Leyton-Brown constituted the meeting in the name of Jesus Christ, and as the United Church gathered together, to deal with such business as should properly come before the Council.

The President gave the Acknowledgement of the Land.

Worship

President-Elect, Betty Lou McNabb, and Steven Loweth, of the Nominations Committee led a brief worship based on 1st Corinthians 12:4-11

Report of the Nominations Committee

General Council 44 Commissioners:

Betty Lou McNabb, Chair, and Sarah Jane Wetelainen of the Nominations Committee, presented the Nominations Committee Report on General Council 44 Commissioners.

MOTION by Betty Lou McNabb / Sarah Jane Wetelainen, that the Shining Waters commissioners to the 44th General Council be:

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

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Cameron Watts (ministry personnel)

And that the alternates be:

Lawrence Nyarko (ministry personnel)

David Leyton-Brown (lay)

Jeanette Schieck (lay)

Jan BreulsDorang (lay)

MOTION

CARRIED

Intercultural Diversity Commission:

Lawrence Nyarko and Kirsty Hunter, of the Nominations Committee, gave the Nominations Report on the Intercultural Diversity Commission members.

MOTION by Lawrence Nyarko / Kirsty Hunter that the members of the Intercultural Diversity Commission be:

Joel Aguirre (ministry personnel)

Innocent Karuhanga (lay)

Amy Yea-Kyong Lee (ministry personnel)

John Joseph Mastandrea (ministry personnel)

Néstor Medina (lay)

Moon Ja Park (lay)

MOTION

CARRIED

The Nominations Committee was thanked for their faithful and diligent work and the President thanked those who put their names forward for their willingness to serve the church in these important ways.

Welcome Newly Ordained, Commissioned and Admitted Ministers

The regional council's Celebration of Ministries service was held on May 30th which included the honouring of retirees and jubilands, and welcoming five people into ministry. As part of this celebration, a pre-recorded video from the celebrants was shown. The service is available on the regional council's YouTube channel.

Blessing and Adjournment

Having completed the business before the regional council, President David Leyton-Brown declared the meeting adjourned at 7:53 p.m. Peter Hartmans offered a closing blessing.

REGIONAL MEETING ATTENDANCE

First Name	Last Name	Status	Community of Faith
Diane	Aikman	UCW Rep	Emmanuel United Church Brampton
Phyllis	Airhart	Elected Regional Lay Rep	St. Andrew's United Church, Toronto
David	Allen	Ministry Personnel	Windermere UC Toronto
Jingle	Ayupan	Elected Regional Lay Rep	Filipino Christian Fellowship Toronto
Edna(Hedy)	Baker-Graf	Elected Regional Lay Rep	Knob Hill United Church
Mary	Belyea	Elected Regional Lay Rep	Sharon-Hope United Church, Sharon
Robert (Bob)	Bingham	Elected Regional Lay Rep	Royal York Road, Toronto
Ralph	Birtch	Elected Regional Lay Rep	Temperanceville UC, Richmond Hill
Michael	Blair	Ministry Personnel	General Council office
Jan	Breuls-Dorang	Elected Regional Lay Rep	Leaside United Church
Marlene	Britton	Ministry Personnel	General Council Office
Audrey	Brown	Ministry Personnel	Canadian Armed Forces Chaplain
Lois	Brown	Ministry Personnel	Unity United Church, Midland
Linda	Butler	Ministry Personnel	Not Applicable
Joan	Carr	Elected Regional Lay Rep	Martin Grove UC, Etobicoke
Ross	Carson	Ministry Personnel	Trinity United Church, Newmarket
June	Cavers	Elected Regional Lay Rep	Northlea United Church, Toronto
Joan	Chinnery	Elected Regional Lay Rep	Ebenezer United Church, Markham
Kay	Cho	Ministry Personnel	not applicable
Richard	Choe	Ministry Personnel	College Street United Church
Andrew	Comar	Ministry Personnel	Aurora United Church
Tina	Conlon	Lay Community Minister	Davenport Perth Community Ministry
Laurie	Cook	Elected Regional Lay Rep	Sharon- Hope United, Sharon
Cindy	Cooper	Ministry Personnel	Bayview United Church. Toronto
Basil	Coward	Ministry Personnel	Victoria Square, Markham
Joy	Crawford	Elected Regional Lay Rep	Queensville Holland Landing U.C.
Elizabeth	Cunningham	Ministry Personnel	Stouffville United Church, Stouffville
Tim	Dayfoot	Ministry Personnel	Aurora United Church
Brigid Maya	Douglas	Ministry Personnel	St. James UC - Etobicoke
Susan	Eagle	Ministry Personnel	Grace UC, Barrie
Stanley	East	Elected Regional Lay Rep	Bolton United Church
Patricia	Edmonds	UCW rep	St. James, Innisfil
Barbara	Edwards	Elected Regional Lay Rep	Knox United Church, Agincourt
Wendy	Fabrizi	Elected Regional Lay Rep	Downsview United Church, North York
Don	Ford	Elected Regional Lay Rep	Emmanuel United Church, Brampton
Nina	Fulford	Ministry Personnel	not applicable

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Donna	Gileno	Elected Regional Lay Rep	North Bramalea, Brampton
Emily	Gordon	Ministry Personnel	Leaside United Church, Toronto
Edward	Grady	Ministry Personnel	Runnymede United Church, Toronto
Glen	Greenwood	Elected Regional Lay Rep	St. Mark's UC, Scarborough
Adam	Hanley	Ministry Personnel	Islington UC - Etobicoke
Deborah	Hardwick	Elected Regional Lay Rep	Grace United Church, Barrie
Deborah	Hart	Ministry Personnel	Deer Park United Church, Toronto
Karen	Harvey	Elected Regional Lay Rep	Bond Head United Church
Barbara	Hendren	Elected Regional Lay Rep	Stouffville United Church, Stouffville
Robert	Hilliard	Elected Regional Lay Rep	Bloor Street United Church
Allan	Holditch	Elected Regional Lay Rep	St Andrews, Markham
Kirsty	Hunter	Ministry Personnel	Minesing United Church
William	Hurdman	Elected Regional Lay Rep	St. Matthews, Richmond Hill
George	Isaac	Elected Regional Lay Rep	Dalston-Crown Hill United Church
Gail	Johnson	Elected Regional Lay Rep	Central Weston, Toronto
Isaac	Kamta	Ministry Personnel	MPFT United Church, Toronto
Julia YunJung	Kim	Ministry Personnel	Downsview UC
Sandra	Kirby	Elected Regional Lay Rep	King City UC
Calin	Lau	Ministry Personnel	Keswick-Ravenshoe, Georgina
Amy Yea Kyong	Lee	Ministry Personnel	Davenport-Perth UC, Toronto
David	Leyton-Brown	Elected Regional Lay Rep	Richmond Hill United Church
Pamelia	Lock	Elected Regional Lay Rep	Jubilee United Church, Toronto
Sarah	Lough	Elected Regional Lay Rep	Bond Head United Church
Steven	Loweth	Ministry Personnel	Fairbank UC Toronto
Margaret	MacDonald	Ministry Personnel	Heart Lake United Church
Linda	Maw	Ministry Personnel	St James United - Etobicoke.
Dorothy	Mazeau	Elected Regional Lay Rep	Caledon East United Church
Brian	McIntosh	Ministry Personnel	Bloordale UC, Etobicoke
Evelyn	McLachlan	Ministry Personnel	Nobleton United Church
Betty Lou	McNabb	Ministry Personnel	Georgina Island Native United Church
Maria	Mindszenty	Ministry Personnel	Temperanceville, Richmond Hill
Randy	Naylor	Ministry Personnel	Parkwoods, Don Mills
Lorraine	Newton-Comar	Ministry Personnel	Aurora United Church
Eric	Nyarko	Ministry Personnel	Ghana Calvary, Toronto
Lawrence	Nyarko	Ministry Personnel	Grace United Church, Brampton ON
T. Leigh	Olson	Ministry Personnel	Thornhill United Church, Thornhill
Moon Ja	Park	Elected Regional Lay Rep	Thornhill United Church
David	Phillips	Elected Regional Lay Rep	Leaside United Church, Toronto
Debra	Porter	Elected Regional Lay Rep	Grace UC, Brampton
Henry	Poutiainen	Ministry Personnel	Thornhil UC, Markham
Cindy	Randall	Ministry Personnel	Humbervale UC, Etobicoke
James	Ravenscroft	Ministry Personnel	Richmond Hill United Church

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Eleanor	Scarlett	Ministry Personnel	Bolton United Church
Jeannette	Schieck	Elected Regional Lay Rep	Midhurst United Church
Islay	Scott	Elected Regional Lay Rep	Burton Avenue UC, Barrie
Ronald	Scott	Elected Regional Lay Rep	Northlea United, Toronto
Norm	Seli	Ministry Personnel	Jubilee United Church, North York
Dong-Chun	Seo	Ministry Personnel	not applicable
Brian	Stevens	Ministry Personnel	Hope United Church -Toronto
Heather	Stevenson	Ministry Personnel	Cheltenham United Church - Caledon
Paul	Stott	Elected Regional Lay Rep	Trinity-St. Paul's UC, Toronto
Evan	Swance-Smith	Ministry Personnel	Toronto Urban Native Ministry
Richard	Tamas	Ministry Personnel	Martin Grove United Church
Nancy	Umphey	Ministry Personnel	Lemonville United Church
Debbey	Van Beek	Elected Regional Lay Rep	Downsview United, Toronto
Cameron	Watts	Ministry Personnel	Forest Grove United, Willowdale
Martha	Wood	Elected Regional Lay Rep	Bracebridge United Church
Ronny	Yaron	Elected Regional Lay Rep	Bathurst United, Toronto
Woong	Youm	Ministry Personnel	Good Tree Korean United, Toronto
Neil	Young	Ministry Personnel	St. Andrew's UC, Toronto
Staff			
Jeffrey	Dale		
Peter	Hartmans		
Dale	Hildebrand		
Rachael	Howes		
Susie	Henderson		
Jody	Maltby		
Todd	McDonald		
Donna	Rutz		
Bri-anne	Swan		

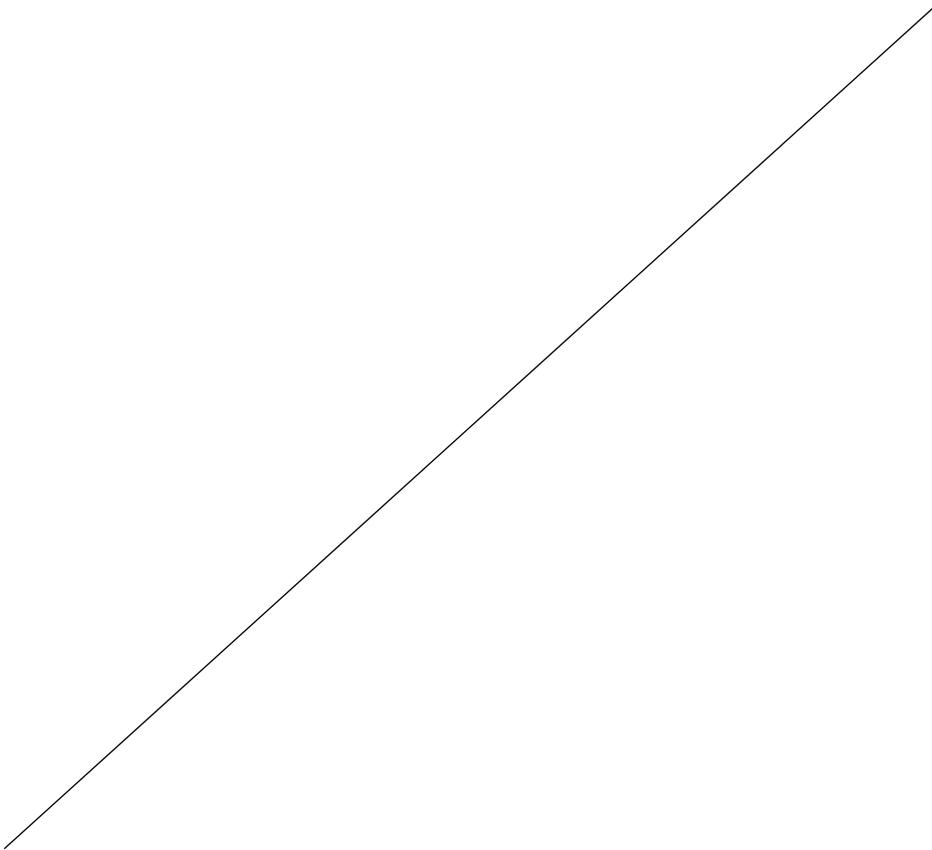
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Appendix B

REGIONAL MEETING REGRETS

First Name	Last Name	Status	Community of Faith
Angus	MacLennan	Elected Regional Lay Rep	Knox U. C., Sutton
Janet	Smith Zenwirth	Ministry Personnel	St. Mark's Scarborough
Alexa	Gilmour	Ministry Personnel	Windermere, Toronto
Nenke	Jongkind	Elected Regional Lay Rep	Bloor Street, Toronto
Martha	ter Kuile	Ministry Personnel	Bloor Street, Toronto
Cheri	DiNovo	Ministry Personnel	Trinity-St. Paul's., Toronto
Nancy	Sullivan	Elected Regional Lay Rep	Wesley, Mimico
Tom	MacNeil	Ministry Personnel	Emmanuel, Brampton
Gloria	Tozek	Elected Regional Lay Rep	St Paul's UC, Orillia
Linda	Severson-Winson	Elected Regional Lay Rep	St. James U C Stroud



PASTORAL RELATIONS COMMISSION

MINUTES of a meeting held August 31, 2021, at 9:00 a.m.
by video conference.

Present:

Paul Stott (chair); Todd McDonald (staff); Donna Bowman-Woodall (ordered); Barbara Hendren (lay); Liz Mackenzie (ordered); Beth Moore (lay); Robin Pilkey (lay)

Regrets: Andrew Comar, Dale Hildebrand, Lawrence Nyarko, William Haughton

Welcome, constituting the meeting and prayer

Paul Stott welcomed everyone, lit the Christ candle, acknowledged the indigenous territory we find ourselves on, led the opening prayer, and called the meeting to order.

Agenda

MOTION by Beth Moore / Barbara Hendren
that the agenda consisting of items that had been circulated to the commission in advance of this meeting be approved.

MOTION

CARRIED

Minutes

MOTION by Donna Bowman-Woodall / Beth Moore
that the minutes of the June 15, 2021 meeting of the commission be approved.

MOTION

CARRIED

Omnibus Motion

MOTION by Robin Pilkey / Barbara Hendren
that the Pastoral Relations Commission take the following actions:

a) **Calls**

... concurs with the request of **Victoria Square Pastoral Charge (Markham)** and approves the call to **Basil Coward**, ordained minister, beginning August 22, 2021, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$36,177) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$737) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does not require an act of covenant.

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... concurs with the request of **Caledon East Pastoral Charge (Caledon)** and approves the call to **Heather Stevenson**, ordained minister, beginning September 1, 2021, part time based on 10 hours per week with the following terms for Category A and Cost of Living Group Assignment 5: Salary \$63,739 (pro-rated \$15,934.75) salary in addition to the minimum at 5% which equals \$3186.95 (pro-rated \$796.74) for a total salary of \$66,925.95 (pro-rated \$16,731.49) per annum, basic telephone \$600 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$368.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

... concurs with the request of **Caledon Village Pastoral Charge (Caledon)** and approves the call to **Heather Stevenson**, ordained minister, beginning September 1, 2021, part time based on 10 hours per week with the following terms for Category A and Cost of Living Group Assignment 5: Salary \$63,739 (pro-rated \$15,934.75) salary in addition to the minimum at 5% which equals \$3186.95 (pro-rated \$796.74) for a total salary of \$66,925.95 (pro-rated \$16,731.49) per annum, basic telephone \$600 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$368.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

b) **Appointments**

... concurs with the request in change of terms of **Queensville Holland Landing Pastoral Charge (Queensville)** and reappoints **Deborah Celsie**, candidate, beginning July 18, 2021 to July 17, 2023, part time based on 20 hours per week with the following terms for Candidate Category Step 2, 3 plus years and Cost of Living Group Assignment 5: Salary \$62,048 (pro-rated \$31,024) per annum, basic telephone \$900 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$737) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this reappointment does not require an act of covenant.

... concurs with the request of **Markham: St. Andrew's Pastoral Charge (Markham)** and appoints **Timothy Dayfoot**, retired ordained minister, beginning September 15, 2021 to March 15, 2022, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$36177), salary in addition to the minimum at 10% which equals \$7235.40 (pro-rated \$3617.70) for a total salary of \$79,589.40 (pro-rated \$39794.70) per annum per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$737) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does not require an act of covenant.

... concurs with the request of **Lake of Bays Pastoral Charge (Dwight)** and appoints **Nina Fulford**, retired ordained minister, beginning September 1, 2021 to August 31, 2022, part time based on 25 hours per week with the following terms for Category F and Cost of

Living Group Assignment 3: Salary \$63,613 (pro-rated \$39,758.13) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1,474 (pro-rated \$921.25) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does require an act of covenant.

... concurs with the request of **Trillium Pastoral Charge (Caledon)** and appoints **Richard (William) Gardner**, candidate, beginning September 1, 2021 to December 1, 2021, part time based on 20 hours per week with the following terms for Candidate Category Step 1 and Cost of Living Group Assignment 5: Salary \$61,687 (pro-rated \$30,843.50) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1,474 (pro-rated \$737) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does not require an act of covenant.

... concurs with the request of **Palgrave Pastoral Charge (Palgrave)** and re-appoints **Dyanne Marlock**, candidate, beginning July 1, 2021 to December 31, 2021, part time based on 20 hours per week with the following terms for Candidate Category Step 1 and Cost of Living Group Assignment 5: Salary \$61,687 (pro-rated \$30,843.50) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1,474 (pro-rated \$737) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Richmond Hill Pastoral Charge (Richmond Hill)** and appoints **Ruth Noble**, ordained minister, beginning September 1, 2021 to February 28, 2022, part time based on 24 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$43,412.40) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1,474 (pro-rated \$884.40) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Knox, Agincourt Pastoral Charge (Toronto)** and appoints **Linda Petrides**, retired ordained minister, beginning July 1, 2021 to June 30, 2022, part time based on 10 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$18,088.50) salary in addition to the minimum at 11.72% which equals \$8,479.89 (pro-rated \$2,119.50) for a total salary of \$80,833.89 (pro-rated \$20,208) per annum, basic telephone \$840 per annum, Continuing Education and Learning Amount \$1,474 (pro-rated \$369) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Tamil United Church Mission (Toronto)** and re-appoints **Kumar Thangarajah**, ordained minister, beginning July 1, 2021 to June 30, 2022, part time based on 30 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$54,265.50), per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1,474 (pro-rated

\$1105.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Kingsway-Lambton Pastoral Charge (Toronto)** and appoints **David Winsor**, retired ordained minister, beginning July 1, 2021 to December 31, 2021, part time based on 5 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$9044.25) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$184.25) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

c) **License to Administer Sacraments**

...concurs with the request of **Trillium Pastoral Charge (Caledon)** and grants sacramental privileges in accordance with The Manual 1.2.4(a) and 1.2.4.2, to **Richard (William) Gardner**, candidate, during his time of appointment at Trillium Pastoral Charge.

d) **Voluntary Associate Minister Position**

... concurs with the request of **Jubilee Pastoral Charge (Toronto)** and **Bri-anne Swan**, to enter a Voluntary Associate Minister relationship, beginning August 31, 2021.

e) **Request for Change in Relationship**

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Glen Eagle**, ordained minister at **Churchill Gilford Pastoral Charge (Churchill)** effective October 31, 2021 and gives thanks for his ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Cindy Cooper**, ordained minister at **Bayview Pastoral Charge (Toronto)** effective June 30, 2022 and gives thanks for her ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Ricardo Silva**, ordained minister at **Westway Pastoral Charge (Toronto)** effective October 29, 2021 and gives thanks for his ministry.

f) **Recommendations from the Licensed Lay Worship Leaders Committee meeting held June 14, 2021**

...concurs with the recommendation of the Licensed Lay Worship Leader Committee, and approves **Bonnie Neely** to be reconfirmed as a Licensed Lay Worship Leader within the bounds of Shining Waters Regional Council for a three-year period.

...concurs with the recommendation of the Licensed Lay Worship Leader Committee, and approves **Glen Greenwood** to be reconfirmed as a Licensed Lay Worship Leader within the bounds of Shining Waters Regional Council for a three-year period.

...concurs with the recommendation of the Licensed Lay Worship Leader Committee, and approves **Joanne Stenerson** to be reconfirmed as a Licensed Lay Worship Leader within the bounds of Shining Waters Regional Council for a three-year period.

MOTION

CARRIED

MOTION by Beth Moore / Donna Bowman-Woodall

that the Pastoral Relations Commission concurs with the request of **Dewi Sant Welsh Pastoral Charge (Toronto)** and re-appoints **M. Elizabeth Mackenzie**, ordained minister, beginning July 1, 2021 to June 30, 2022, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 salary in addition to the minimum at 15% which equals \$10,853.10 for a total salary of \$83,207.10 per annum, basic telephone \$1020 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

MOTION

CARRIED

(Elizabeth Mackenzie recused herself from this item)

Report from staff

a) Liaisons

The following liaisons have been appointed by staff:

Lynella Reid-James appointed as liaison to Ghana Calvary Methodist Pastoral Charge (Toronto) for profile and position description as pastoral charge moves from appointment to provisional call.

Julie Brushey appointed as liaison to Churchill Gilford Pastoral Charge (Innisfil) for profile and search.

Sadekie Lyttle-Forbes appointed as liaison to Bayview Pastoral Charge (Toronto) for profile and search.

Paul Stott appointed as liaison to Rosedale Pastoral Charge (Toronto) for search for their second minister.

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b) Pastoral Charge Supervisors

The following pastoral charge supervisors have been appointed by staff:

Rev. Warren Ball appointed to Stouffville Pastoral Charge as of July 1, 2021

Rev. Amy Crawford appointed to Islington Pastoral Charge (Toronto) as of January 1, 2022.

Rev. Len Medeiros appointed to Cheltenham Pastoral Charge as of September 1, 2021

Rev. Jean Ward appointed to Westway Pastoral Charge (Toronto) as of August 20, 2021.

Equity Goal for 2020-21:

The Pastoral Relations Commission set the following goal for the year 2020-21: Collect data on the pastoral relations process from entry point to the end of the first year answering this question: How does unconscious racist/sexist/ableist bias hinder or create barriers for ministers in the congregational setting? Who is chosen? Are there differences in the terms of the pastoral relationship between ministers who are White and all other racialized ministers and why? Also look at that question for the LGTBQⁱ community. What is the experience of racialized, BIPOC, differently abled and LGTBQⁱ ministers after one year on their pastoral relationship – How does unconscious racist/sexist/ableist bias affect their health, joy and excellence in ministry?

General Council 44 (GC44) Salary Equity Proposal (Appendix A)

A task group consisting of Donna Bowman-Woodall, Liz Mackenzie, Paul Stott, and Robin Pilkey have prepared a draft of the GC44 proposal which was called for at the June 2021 PRC meeting.

There are no changes made to the proposal.

MOTION by Donna Bowman-Woodall / Robin Pilkey
that the Salary Equity Proposal be forwarded to Shining Waters Regional Council.

MOTION

CARRIED

Next Meeting

Commission members asked that the following be discussed at the September meeting when discussing the future direction for implementing the Equity Goal Research Report: a policy for Shining Waters Regional Council that mandates the same percentage above minimum salary for those in team ministry in one community of faith.

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, September 28, 2020 at 9:00 a.m.

End of meeting

There being no further business, Todd McDonald closed the meeting with a prayer at 9:35 a.m.

Appendix A

GC44 Salary Equity Proposal (Draft)

[PROPOSAL NAME]

Origin: [Shining Waters Regional Council (Pastoral Relations Commission)]

1. What is the issue? (describe in broad terms)

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?

The (regional council) proposes that the General Council could:

Name a possible response that the General Council might consider:

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.

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APPENDIX

QUOTES FROM EQUITY RESEARCH PROJECT

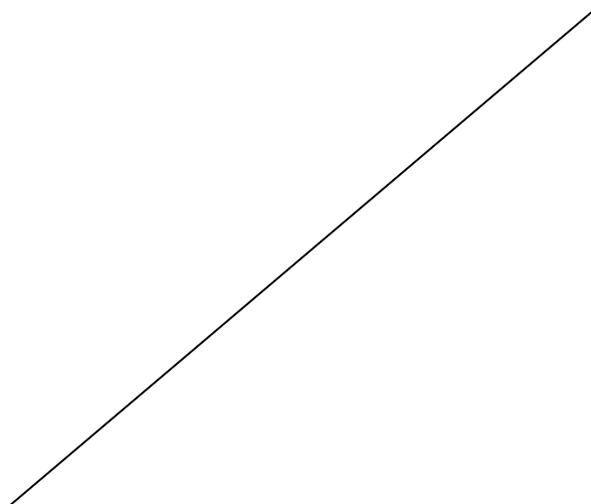
Many of these direct biases also correlate with systemic biases. For example, there are unwritten norms differentiating the negotiation process for an appointment versus a call. Sometimes this means not haggling over a few months' worth of terms, or Communities of Faith taking the opportunity to save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



COMMUNITIES OF FAITH COMMISSION

MINUTES of a meeting held September 15, 2021, at 9:30 a.m.
by video conference.

Present:

Chris Bennett, Carolyn Harding, Calin Lau, Amy Lee, Cindy Randall, Gloria Tozek

Staff: Jody Maltby, Diane Matheson-Jimenez, Jeffrey Dale, Rachael Howes

Guest: Tim Blair

Regrets: Kevin Logie, Sandra Nottegar

Absent: Harry Ramsaran

Welcome, check in and prayer

The chairperson welcomed everyone and members checked in. The chairperson opened the meeting with a prayer from the Equity Report.

Diane Matheson gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

The chairperson constituted the meeting in the name of Jesus Christ.

Agenda

Remove Mapping Project and add letter from Fairlawn in its place

Add Locust Hill Pastoral Charge closing to agenda

MOTION by Calin Lau / Amy Lee that the agenda be approved as amended.

MOTION

CARRIED

Minutes

MOTION by Carolyn Harding / Chris Bennett that the Minutes of the meetings of the Communities of Faith Commission of Shining Waters Regional Council dated June 16, 2021 be approved as circulated.

MOTION

CARRIED

Email votes

The following decisions were made by email:

- Knox United Church, Sutton & Virginia United Church – Collaboration Agreement

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approved the Collaboration Agreement between Knox Sutton United Church and Virginia United Church

- Trinity United Church, Newmarket – Constitution
approved the Constitution of Trinity United Church, Newmarket, dated May 16, 2021
- Parkwoods United Church, Toronto – Constitution
approved the Constitution and Organization Framework of Parkwoods United Church dated June 11, 2021.
- Ghana Calvary Methodist United Church, Toronto – loan application
approved the loan application of Ghana Calvary Methodist United Church, Toronto with Toronto United Church Council through the Toronto Southeast Presbytery Major Capital Fund in the amount of \$160,000 for capital repairs to the building due to flood damage.
- Parry Sound Rural Pastoral Charge – name change
approved the change of name of the Parry Sound Rural Pastoral Charge to Seguin Pioneer Pastoral Charge.
- Stouffville United Church – sale of manse
approved the request of Stouffville United Church to sell the manse located at 22 Duchess Street in Stouffville, ON, provided the congregation works with an arms-length real estate agent. Regional approval is required for the list price of the property. If the sale price is equal to or greater than the list price, and the congregation works with a real estate agent and a lawyer, regional approval of the Agreement of Purchase and Sale is not required.
- St. Mark's United Church, Scarborough – TUCC loan
approved the loan application by St. Mark's, Scarborough, to Toronto United Church Council (TUCC) in the amount of \$30,000 for the installation of an elevator.
- St. Matthew's United Church, Toronto – redevelopment project
approved the redevelopment project of St. Matthew's United Church, Toronto, in partnership with the United Property Resource Corporation (UPRC), with the understanding that the congregation and UPRC will provide for approval when ready a definitive agreement between the parties, and a plan for the use of the income generated by the redeveloped property, and regular reports at each milestone of the project.
- Royal York Road United Church, Toronto – lease
approved the lease between Royal York Road United Church, Toronto, and The Learning Common Inc., dated August 12, 2021, for the term September 1, 2021 to August 31, 2023.

- Painswick United Church, Barrie – disbanding
approved the request of Painswick United Church to disband the pastoral charge as a recognized community of faith effective September 30, 2021 with thanks to God for the ministry of this congregation.

approved the request of Painswick United Church to share the 10% of their assets equally among the charities: The Food Bank, Mission and Service Fund, and IOOF.

- Glebe Road United Church, Toronto – lease
approved the lease agreement between Glebe Road United Church, Toronto, and The Study Academy with a term of one year commencing September 1, 2021.
- Fairlawn Avenue United Church, Toronto – Intentional Interim Ministry
concurred with the recommendation of the Intentional Interim Ministries Committee and does not approve the request of Fairlawn Avenue United Church, Toronto, for an extension of their intentional interim ministry to June 30, 2023.
- Saint Luke’s United Church, Toronto – IMM
concurs with the recommendation of the Intentional Interim Ministries Committee and approves the request of Saint Luke’s United Church, Toronto, for an extension of their intentional interim ministry for a maximum of two additional years to September 2024.

Locust Hill Pastoral Charge, Markham – *Jody Maltby*

MOTION by Cindy Randall / Chris Bennett that in accordance with The Manual (2021) section G.1.5.2, the Communities of Faith Commission of Shining Waters Regional Council disbands Locust Hill Pastoral Charge as a recognized community of faith effective September 30, 2021 with thanks to God for the ministry of this congregation.

MOTION

CARRIED

According to the minutes of the former Living Waters Presbytery, the congregation made the decision to close in 2018. The presbytery appointed trustees but did not pass a motion to disband the congregation. Jody Maltby is working with United Property Resource Corporation and Toronto United Church Council to determine the best use of the building going forward.

MOTION by Carolyn Harding / Amy Lee that the Communities of Faith Commission of Shining Waters Regional Council remove Rose Cambourne and Shirley Baster as Trustees of Locust Hill United Church and add Janet MacDonald as a Trustee of Locust Hill United Church.

MOTION

CARRIED

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Review of Commission Mandate – Jody Maltby

The Commission had discussion on the commission mandate.

There was a suggestion of strategic planning, how do we move forward now that we have some knowledge and experience as a Commission in the new structure. Jody suggested this could include revamping the Service, Support and Oversight to Communities of Faith Policy. Gloria and Jody will have some discussion around this.

The Commission acknowledged that they have reviewed the Policy and will advise the Executive that they have no recommendations for changes but do recommend the creation of an organizational chart that demonstrates both overlap and gaps in the work of the commissions and committees.

Property Development – guest Tim Blair

Update on work of United Property Resource Corporation (UPRC):

Tim Blair reported that UPRC has a Memorandum of Understanding with City of Toronto on their support for our projects; they are working with a planning team from the City on all of our projects which will help with the process. They are working on three Shining Waters owned properties through the same planning team.

Saint Luke's –zoning application has been submitted.

St. Matthew's –pre-consultation has been submitted.

Richmond Hill - UPRC has sent a letter of intent to Richmond Hill UC on how UPRC can work with them on their project of a community/cultural space

Property Development Policy:

The Commission received input from Tim Blair on the draft policy.

Next step – the working group of Gloria, Harry and Jody will meet to finish the drafting of the policy and bring it back to the Commission for approval and motion.

Tim Blair left the meeting.

Fairlawn Avenue United Church, Toronto – Jody Maltby

A letter was received from Fairlawn Avenue United Church regarding the recent motion on not approving the extension of their intentional interim ministry.

Diane Matheson-Jimenez gave background information on Fairlawn's request for an extension. It was felt best to have conversation about this at the Commission before responding to the letter.

In light of the conversation, the Commission did not feel it necessary to revisit their decision. Jody and Diane will respond to the letter outlining some of the points arising from the conversation and the reasons for the decision. There are also helpful learnings that will be incorporated into the policy and practices around IIMs.

The meeting took an all-purpose break.

St Paul's United Church, Brampton Listening Team Report – *Diane Matheson-Jimenez*

The Listening Team Report was shared with the Commission. Diane spoke to some key highlights.

MOTION: Cindy Randall / Calin Lau that the Communities of Faith Commission of Shining Waters Regional Council accept the recommendations of the Listening Team Report on St. Paul's United Church Brampton, as presented.

MOTION

CARRIED

Nominations – *Jody Maltby*

Jody confirmed the terms of the members of the Commission.

End of First Term in 2021: Harry Ramsaran, Gloria Tozek

End of Second Term in 2021: Cindy Randall

There are two additional vacancies

Members with a term ending in 2022: Carolyn Harding, Calin Lau, Amy Lee

Members with a term ending in 2023: Kevin Logie (second term), Sandra Nottegar (second term), Chris Bennett

There is a Town Hall gathering for nominations on October 13th at 7 p.m. which will include representatives from all commissions and committees available to give information. Chris Bennett and Carolyn Harding agreed to attend for the Communities of Faith Commission.

Update on Youth, Young Adults and Faith Formation – *Jeffrey Dale*

Jeffrey reported that this summer, we had 15 students between Shining Waters and Canadian Shield regions working for us. He shared how the students working with Shining Waters engaged with the region. Their work will be shared online on the SW website.

He is starting conversations with people working in youth ministry in the regions; October 7th is the first conversation.

The GO Project in partnership with the region will do a confirmation program.

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He is working with two other regional council ministers regarding a day of workshops for people involved in children's times in worship services.

Covenants, Living Faith Stories, Self-Assessments Project – *Karen Hilfman Millson*

Karen reported on the project that she will be doing from now to the end of the year:

Every community of faith needs to have a Living Faith story. She will put together a resource that will include the tools for communities of faith to create their Living Faith story which will allow them to be as independent as possible to do their work. The Living Faith story will help them towards doing their self-assessments. It will be a process that is supporting and encouraging of communities of faith. A roll-out will be also be developed. The Living Faith stories have to be reviewed and she will recommend how that will happen.

She also hopes to create short videos that can be used within the communities of faith that will explain the process and help them through it.

Every Community of Faith needs to have a covenant with the regional council. There are some components that we will create and components that the community of faith creates and then there will be a covenanting service.

Information sharing – *Kim Uyede-Kai*

Kim shared the following information;

Carters Law offers church and charity seminars every year. There is one online on November 4th. It is very worthwhile. Some topics include key issues on drafting employment contracts, developing brand identity, mergers and acquisitions.

September 30th is National Day for Truth and Reconciliation. It is the first statutory holiday for this issue. General Council decided to make it a paid holiday for their staff and are recommending that communities of faith offer it as a paid holiday for their staff. There lots of resources for education on this topic that could be accessed on this day.

Recommendations regarding email votes and check-list – *Jody Maltby*

There were many email votes over this last summer which brings to focus that we need to ensure the Commission has a break.

The Commission agreed that the Commission will take a break over Christmas and Easter and for two weeks in the summer. This year, the commission will not consider any email votes from December 15th 2021 to January 4th 2022 and for Holy Week (April 8th – 19th 2022). The commission will also not consider any email votes during the last week of July and the first week of August each year.

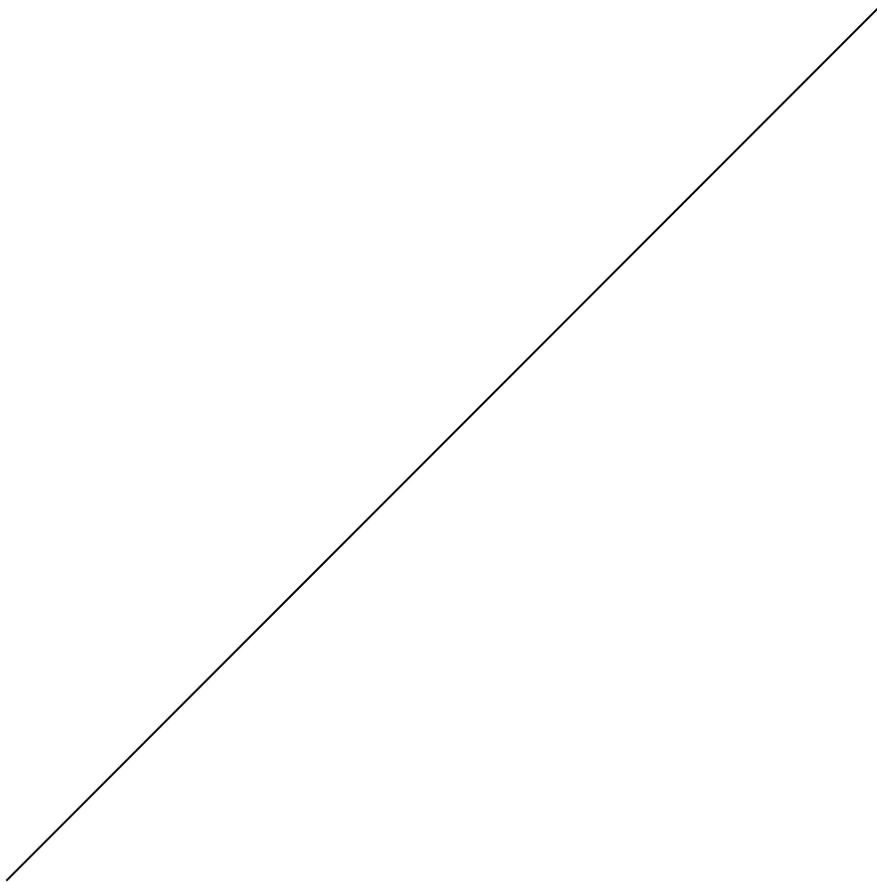
These breaks will be communicated to the region through the Currents Newsletter and on the website, so communities of faith can work it into their timelines.

Loans and Leases Checklist – this was created to make sure all criteria is met when considering these items.

Jody will be working on the leases section of Finance and Property policy to update it around the use of the money generated by the lease. UPRC is developing a lease template that we hope to make available to congregations.

Closing: the meeting closed at 12:29 p.m. and Gloria extended blessings to everyone.

Next Meeting: October 20th, 2021 at 9:30 a.m. – Land Acknowledgement will be given by Jody Maltby



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EXECUTIVE

MINUTES of a meeting held September 15, 2021, at 1:00 p.m.
via video teleconference.

Present: Jingle Ayupan, Pat Edmonds, Allan Holditch, Kirsty Hunter, Isaac Kamta, David Leyton-Brown, Steven Loweth, Betty Lou McNabb, Allyce Mutungi, Moon Ja Park, Dong-Chun Seo, Jessica Stevenson, Daniel Reed

Staff: Peter Hartmans (Executive Minister), Jody Maltby (Staff Lead), Rachael Howes (Administrative Support), Janet MacDonald (Finance Administrator) Susie Henderson (Equity and Innovation), Jeffrey Dale, (Justice and Youth)

Regrets: Lynn Mooney

GATHERING, OPENING PRAYER

David Leyton-Brown opened the meeting at 1:02 p.m. He gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

Pat Edmonds led a brief worship focussing on 2 Samuel: 6

The members checked in.

AGENDA

Amend the agenda to add a break half way through.

MOTION by Jingle Ayupan / Jessica Stevenson that the agenda for this meeting be approved as amended.

MOTION

CARRIED

MINUTES

MOTION by Jingle Ayupan / Pat Edmonds that the Minutes of the meeting of the Shining Waters Regional Council Executive held June 10, 2021 be approved as circulated.

MOTION

CARRIED

Commission Minutes

The Executive received the Minutes of the Pastoral Relations Commission from January to June 2021 for information.

Email votes:

The Executive made the following decisions by email:

- West Ellesmere – Trustees
removed Christine Smaller as Trustee of West Ellesmere United Church, 37 Marchington Circle, Scarborough, Ontario, with thanks for her service.

Grants Committee Recommendations to the Executive

MOTION by Steven Loweth / Allan Holditch 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.

MOTION

CARRIED

MOTION by Kirsty Hunter / Betty Lou McNabb 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.

MOTION

CARRIED

MOTION by Daniel Reed / Moon Ja Park 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.

MOTION

CARRIED

MOTION by Allan Holditch / Pat Edmonds 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.

MOTION

CARRIED

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MOTION by Betty Lou McNabb / Isaac Kamta 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.

MOTION

CARRIED

Update on the current granting process.

The Grants Review and Mission Support Committees have had good conversations out of the priorities conversation that was held in the Spring. They have updated the application form and granting process and invitations for applications have gone out.

Nominations Committee recommendation to Executive:

MOTION by Betty Lou McNabb / Pat Edmonds that the Executive of Shining Waters Regional Council elect Jeannette Schieck and Lawrence Nyarko as General Council Commissioners on recommendation of the Nominations Committee.

MOTION

CARRIED

Update on the current Nominations process

The Committee is contacting members whose terms are ending in 2021 to see if any would like to serve a second term. There are several vacancies in committees and commissions. There will be a town hall meeting on October 13th to give information for anyone interested in serving.

Communities of Faith Commission recommendation to Executive

Jody Maltby outlined the recommendation of the Commission regarding the use of funds given to the region under the policy regarding Sale of Property by an Existing Community of Faith and funds declared surplus property in an amalgamation. As the material had not been circulated to the Executive prior to this meeting, the matter was deferred to the October meeting.

2022-2026 draft budget projection – Update

Janet MacDonald reviewed the latest budget projection with the Executive. There was an opportunity for questions and discussion. Another draft will come to the October Executive meeting.

Janet MacDonald left the meeting.

Proposal Received for Action by Shining Waters Regional Council Executive, *Elimination of the General Council & Regional Council Salary Differential*, submitted by Bri-anne Swan

The General Secretary is aware of this proposal and has requested that the Shining Waters Executive consider this proposal and have it then go directly to the General Council Executive in order that they can deal with it as soon as possible.

MOTION by Peter Hartmans / Betty Lou McNabb that the meeting move in camera.

MOTION

CARRIED

MOTION by Peter Hartmans / Moon Ja Park that Jody Maltby remain in the in-camera meeting.

MOTION

CARRIED

Allyce Mutungi left the meeting.

The meeting moved out of camera.

MOTION by Allan Holditch / Kirsty Hunter that the Executive of Shining Waters Regional Council refer the proposal *Elimination of the General Council & Regional Council Salary Differential*, to the Shining Waters Regional Council meeting in November.

MOTION

DEFEATED

Peter Hartmans abstained from the vote due to a conflict of interest.

MOTION by Betty Lou McNabb / Moon Ja Park 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.

MOTION

CARRIED

Peter Hartmans abstained from the vote due to a conflict of interest.

Proposals Received for Information to date (for action at Fall Regional Council Meeting)

Proposals received to date were circulated for information to the Executive prior to the meeting. The region is holding Town Hall meetings on October 6 and November 3 for discussions of the proposals coming to the November Regional Council meeting.

MOTION by Kirsty Hunter / Allan Holditch 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.

MOTION

CARRIED

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There was one vote against the motion and one abstention.

Fall Regional meeting Update: *Time for Every Purpose*

Jody Maltby provided a brief update. The meeting will mostly focus on proposals, budget and nominations; the Social and Ecological Justice Commission will lead the worship; there will be a time of In Memoriam, and the installation of the new President. Material is being uploaded to website as it is prepared.

Equity Proposal – *Susie Henderson*

Susie reported that she has been thinking about where equity fits in the regional structure and her suggestion is to re-imagine how we do that equity work. Does the work rightfully sit within the commissions? We don't need another committee to add another layer, but need accountability and connection with the equity pieces. She is suggesting that we disband the Equity Committee in favour of creating a role in each commission of an equity lead with a staff person to oversee and bring the equity leads together on a regular basis.

This matter will come back to the Executive for a decision.

Susie Henderson left the meeting.

Student Works Update – *Jeffrey Dale*

Shining Waters and Canadian Shield regions had 15 summer students this year between the ages of 16 and 28. Jeffrey shared how the students working with Shining Waters engaged with the region. Their work will be shared on the Shining Waters website.

Covid-19 update – *Peter Hartmans*

Peter reported that the website information on Covid has not changed lately on the advice of our lawyer. It has been busy since the last week of August with questions around Covid and vaccinations. It is a complicated matter.

MOTION Kirsty Hunter / Moon Ja Park 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.

MOTION

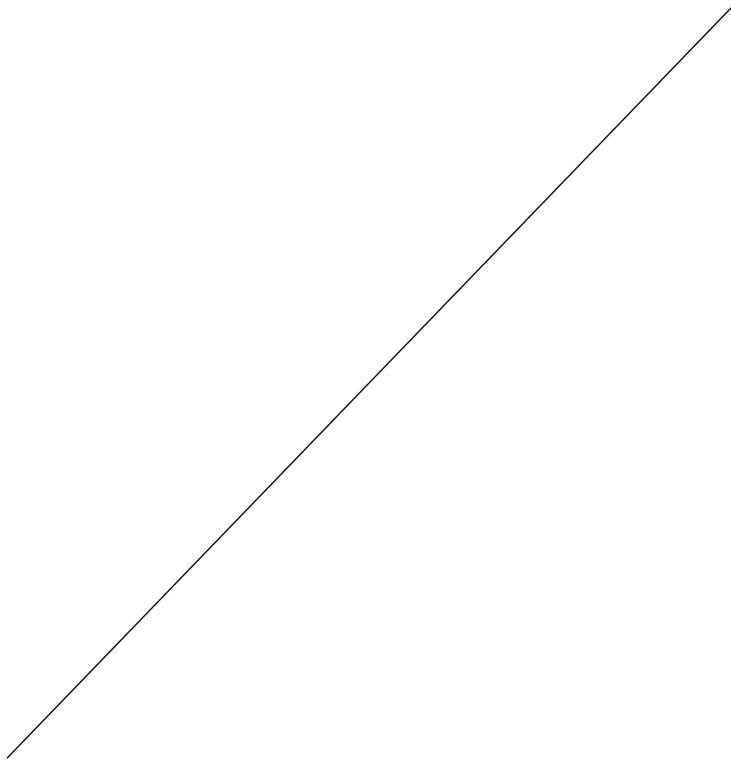
CARRIED

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Closing: the meeting closed at 4:20 p.m. and Peter Hartmans offered a closing prayer.

Next Meeting: to be determined by Doodle poll.



SOCIAL AND ECOLOGICAL JUSTICE COMMISSION

MINUTES of a meeting held September 21, 2021, at 1:00 p.m.
by video conference.

Present:

Susan Eagle (Chairperson), Lois Brown, Tina Conlon, Moon-Ja Park, Eleanor Scarlett,
Cameron Watts

Staff: Jeffrey Dale, Rachael Howes, Kim Uyede-Kai

Absent: Donna Lang

Welcome, check in and prayer

The chairperson welcomed everyone. Jeffrey Dale, as an opening prayer, played a video of the song *Prayer*, from the musical *Come From Away*. Susan Eagle gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

The chairperson constituted the meeting in the name of Jesus Christ.

There was a time of check-in.

Agenda

MOTION by Tina Conlon / Lois Brown that the agenda, be approved as circulated

MOTION

CARRIED

Minutes

MOTION by Cameron Watts / Moon Ja Park that the Minutes of the meeting of the Shining Waters Social and Ecological Justice Commission held June 15, 2021 be adopted as circulated.

MOTION

CARRIED

Email votes

The Commission made the following decisions by email:

- Canada Summer Jobs Grant for Fall 2021:

approved the job description for a Justice and Faith Formation Animator, to be hired through the Canada Summer Jobs Program for 35 Weeks from September 6th – May 9th at 10 hrs per week and \$17.00 per hour.

approved the use of \$2,000.00 from their annual budget, to cover the extra expenses not covered by the Canada Summer Jobs Program in the hiring of a Justice and Faith Formation Animator.

Regional Council Meeting

Commission Proposals:

a. Commission Review and Approval

The Commission agreed to submit a proposal to the Regional Council that would enable this group to move from being a 2-year pilot project to being a permanent commission of the region. The deadline for the submission of the proposal is October 22nd and will be discussed at the Town Hall on November 3rd.

Susan Eagle will continue to work on putting the proposal together to come to the next meeting

b. Harm Reduction

Jeffrey Dale had drafted a proposal on Harm Reduction which was circulated to the Commission prior to the meeting. He reviewed the proposal with the group, there was discussion and some amendments suggested. This proposal would go to the October 6th Town Hall

Eleanor Scarlett joined the meeting.

MOTION by Lois Brown / Moon Ja Park that the Social and Ecological Justice Commission of Shining Waters Regional Council approve the draft proposal on Harm Reduction with the addition of the amendments discussed and that it be forwarded to the Regional Council.

MOTION

CARRIED

c. Other

Susan Eagle has a proposal around affordable housing. It will be ready for the next meeting.
Partner Proposals:

d. Israel/Palestine

This proposal is coming from PalNet. They will attend our next meeting to discuss it with the Commission.

e. Right Relations

Kim Uyede-Kai confirmed that there are no proposals coming on this topic.

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Worship for Regional Meeting:

This Commission has been asked to provide worship for the Regional Council meeting on November 13th in the morning. It's best if it can be pre-recorded as it is easier for the online meeting.

The group discussed some ideas and follow-up will be to set some times to work on it and explore the theme.

Other Commission work

Nominations:

The Commission allows for up to 12 people and there are currently seven. The Nominations Committee have decided to recruit for this commission after the Regional Council meeting in November when the proposal to extend the work of the commission is dealt with.

The current commission members had a two-year term and the usual term is three years which means that all the current members will be done as of the November regional meeting. A motion can be brought at the regional meeting to extend the current members' terms an additional year, if the proposal regarding the continuation of the Commission is approved. That would allow the Commission to continue to do its work while the Nominations Committee recruits new members.

At the October meeting, Susan will invite the couple of people that she knows are interested in or thinking of joining the commission

Susan encouraged the commission members to actively seek out people that might join the commission.

Church Polling (Student Position proposal):

This grew out of the initiative to try to work with Communities of Faith; to try to connect with congregations to see what issues resonate with them and we had started into a process but then the pandemic hit.

Jeffrey Dale reported that the Canada Student Jobs program for the hire of an animator did not work out. He did, however, receive an email from a person at the Toronto District School Board Adult Education and they have students who are engaged in adult education that are needing co-op placements. Jeffrey is hoping to receive resumes as soon as possible, and he will send them out to the Commission members to look at. It will then come to the next meeting for decision.

Budget:

Jeffrey Dale was able to give an update on the status of the Commission's budget.

Sub Committee work:

- Homelessness - Susan is working on a proposal.

- Poverty/Income Inequality:
Guaranteed Livable Income (Oct 17 & Sign distribution) - working with national church to develop worship materials for October 17th; there are still signs available that the Commission bought; an email will go out to the Region about the resources available for October 17th.
- Anti-Racism – no report
- Right Relations – no report
- Environment - Susan met with North Toronto Churches Cluster Green Team - with this team but has not heard from them since.
- Israel/Palestine – will be on agenda for October meeting.

Staff Report

Jeffrey Dale shared:

- a summer student worked on an idea of an anti-racism bible study for youth and young adults; he hopes to loop in Adele Halliday at General Council; Shining Waters would be supporting the experimentation of making it work with youth and young adults in our region. He is hopeful that this Commission will help promote it.
- The regions west of us (Western Ontario Waterways, Antler River Watershed, Horseshoe Falls), are hosting something around Earth Day April 2022 and asked if Shining Waters wants to partner with them and donate money towards making the event happen. Jeffrey can get some more information for the Commission as it is available.

Kim Uyede-Kai shared:

- the Intercultural Diversity Commission has had some difficulty finding a meeting date, and are looking into October for their first meeting.
- the Living into Right Relations Circle has been busy with Orange Shirt Day, the graves uncovered, and National Truth and Reconciliation Day on September 30.
- the National Truth and Reconciliation has offered a week-long event series particularly for school children.
- National Indigenous Ministries and Justice is offering a vigil on the evening of September 30th.
- Toronto Urban Native Ministries is offering a service on September 29th.
- Western Ontario Waterways, Antler River Watershed, Horseshoe Falls and Shining Waters are looking at an All Saints Day event on November 1st around candlelight and song with various indigenous musicians and groups to participate.
- Becoming Nakuset was well attended across the country and made some connections with the Living into Right Relations Circle with four people coming in new to the Circle.

Deferred Items:

Bradford Bypass Action (deferred from last meeting)

This is an environmental issue and the Commission has not had the personnel to follow-up on it. It will stay as one of the deferred items. The issue seems to be a done deal at this time.

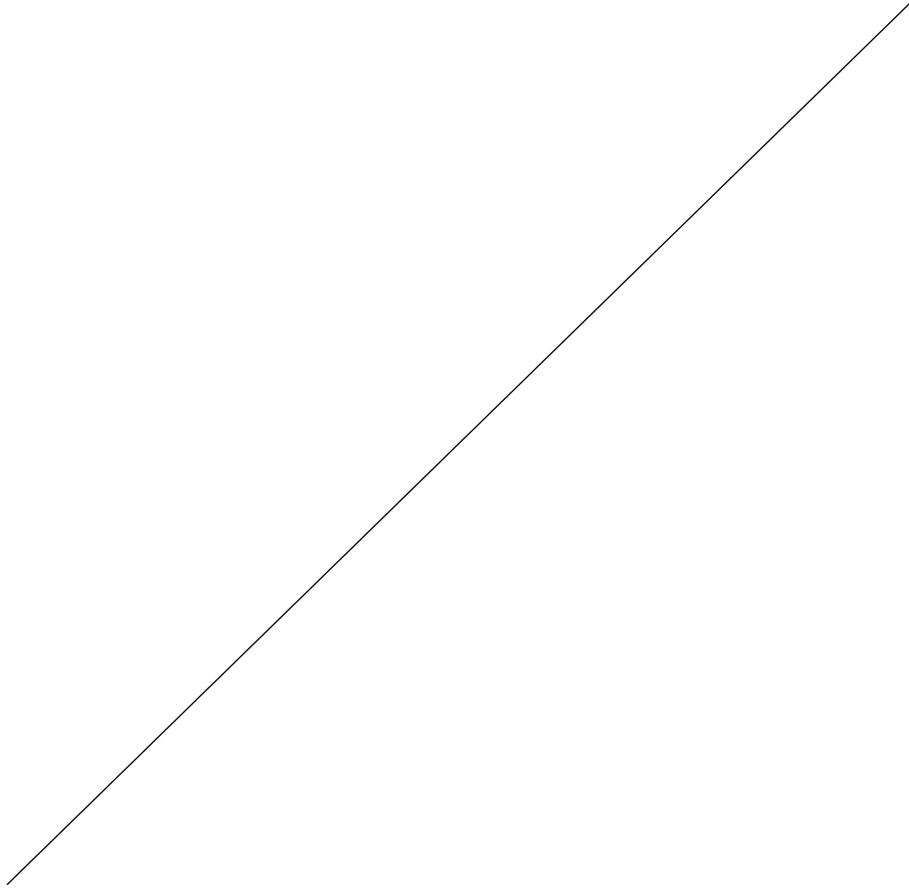
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Closing Prayer and Adjournment

Susan Eagle offered a closing prayer and the meeting adjourned at 3:07 p.m.

Next Meeting: October 19, 2020, 1 p.m.



PASTORAL RELATIONS COMMISSION

MINUTES of a meeting held September 28, 2021, at 9:00 a.m.
by video conference.

Present:

Andrew Comar (chair); Dale Hildebrand (staff); Donna Bowman-Woodall (ordered); William Haughton (ordered); Barbara Hendren (lay); Liz Mackenzie (ordered); Beth Moore (lay); Lawrence Nyarko (ordered); Robin Pilkey (lay), Paul Stott (lay)

Regrets: Todd McDonald

Welcome, constituting the meeting and prayer

Andrew Comar welcomed everyone, lit the Christ candle, acknowledged the indigenous territory we find ourselves on, led the opening prayer, and called the meeting to order.

Agenda

MOTION by Barbara Hendren/Beth Moore
that the agenda consisting of items that had been circulated to the commission in advance of this meeting be approved.

MOTION

CARRIED

Minutes

MOTION by Liz Mackenzie/Beth Moore
that the minutes of the August 31, 2021 meeting of the commission be approved.

MOTION

CARRIED

Omnibus Motion

MOTION by Paul Stott/Lawrence Nyarko
that the Pastoral Relations Commission take the following actions:

a) **Appointments**

... concurs with the request of **Windermere Pastoral Charge (Toronto)** and appoints **Joseph Hopkins**, admissions minister, beginning October 1, 2021 to June 30, 2022, full time based on 40 hours per week with the following terms for Category B and Cost of Living Group Assignment 5: Salary \$65,461, salary in addition to the minimum at 6% which equals \$3927.66, for a total salary of \$69,388.66 per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 per annum and all other

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terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does require an act of covenant.

... concurs with the request of **Central, Weston Pastoral Charge (Toronto)** and appoints **Bradley Inglis**, ordained minister, beginning October 18, 2021 to October 17, 2022, full time based on 40 hours per week with the following terms for Category D and Cost of Living Group Assignment 5: Salary \$68,908, salary in addition to the minimum at 8.84% which equals \$6092, for a total salary of \$75,000 per annum, basic telephone \$900 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does require an act of covenant.

... concurs with the request of **Markham: St. Andrew's Pastoral Charge (Markham)** and appoints **Shannon Mang**, ordained minister, beginning September 18, 2021 to March 17, 2022, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$36,177) salary in addition to the minimum at 10% which equals \$7235.40 (pro-rated \$3617.70) for a total salary of \$79,589.40 (pro-rated \$39,794.70) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$737) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does not require an act of covenant.

b) **Voluntary Associate Minister Positions**

... concurs with the request of **East End Pastoral Charge (Toronto)** and **Debra Schneider**, to enter a Voluntary Associate Minister relationship, beginning July 1, 2021.

... concurs with the request of **East End Pastoral Charge (Toronto)** and **Jane Brushey-Martin**, to enter a Voluntary Associate Minister relationship, beginning July 1, 2021.

... concurs with the request of **East End Pastoral Charge (Toronto)** and **Robert (Robin) Wardlaw**, to enter a Voluntary Associate Minister relationship, beginning July 1, 2021.

c) **Request for Change in Relationship**

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Andrew Stirling**, ordained minister at **Timothy Eaton Memorial Pastoral Charge (Toronto)** effective December 31, 2021 and gives thanks for his ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Sae Yun Lee**, ordained minister at **North York Korean Pastoral Charge (Toronto)** effective December 31, 2021 and gives thanks for his ministry.

MOTION

CARRIED

Report from staff

a) Liaisons

The following liaisons have been appointed by staff:

Julie Brushey appointed as liaison to Lake of Bays Pastoral Charge (Dwight) for purposes of a search.

Kathryn Moase appointed as liaison to Timothy Eaton United Church (Toronto) for short-term supply and call.

b) Pastoral Charge Supervisors

There were no pastoral charge supervisors appointed by staff for this period.

c) Other issues

Staff are receiving an increasing number of concerns/requests from pastoral charges who are searching for short term appointments, and who cannot find applicants on ChurchHub. We have in the past relied heavily on our retired ministers to fill these appointments. Even with a significant number of ministers retiring, there are not enough willing to take appointments to meet this demand. This is going to be an increasing challenge. How might we respond?

As we enter another busy fall period, and eighteen months into the pandemic now with the fourth wave, the resilience of our Communities of Faith (CoFs) and ministers is running very thin in some cases. There will likely be an increase in congregations closing permanently over the next 6 – 12 months as a result of pandemic stresses.

Questions and comments:

What about the regional council encouraging amalgamations? Dale noted that the region has been promoting Collaborative Ministry Agreements where pastoral charges are encouraged to think about sharing ministry personnel and other resources. This is short of an amalgamation but a creative way to deal with financial and other scarce resources.

We want healthy ministries coming out of this, not just ministries that are hanging on. How do we support our ministers and CoFs to be healthy?

We need to collect better information from our CoFs. We've been collecting the same data for a hundred years, and it is not helping us look into the future and be strategic.

We also don't do well supporting other models besides closing. Not necessarily amalgamation but possibly other models.

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Dale will bring these comments to his CoF staff colleagues and to the Communities of Faith Commission.

Equity Goal for 2020-21:

The Pastoral Relations Commission set the following goal for the year 2020-21: Collect data on the pastoral relations process from entry point to the end of the first year answering this question: How does unconscious racist/sexist/ableist bias hinder or create barriers for ministers in the congregational setting? Who is chosen? Are there differences in the terms of the pastoral relationship between ministers who are White and all other racialized ministers and why? Also look at that question for the 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?

Sorting and Prioritizing Recommendations –

The commission was sent a number of documents by staff ahead of this meeting. What are our next steps in preparing an action plan and following up to the Equity Report?

One suggestion is to hive off Office of Vocation areas of responsibility, and indicate that we are handing this work over to them, and encourage them to put together a plan for how they will address these. We need to be careful about how we couch the communications to OV staff. We want to give them the context of the recommendations and offer to work with them. There was some discussion about who at General Council Office we should be in conversation with. Let's not limit it to one group of staff.

Has there been follow up conversation with OV staff on these recommendations? No, not yet.

Which recommendations might not be feasible or are lower priority? Should we focus on a lower number and develop a five-year plan: recommendations for year 1, year 2, etc.?

There are some internal contradictions: e.g., #3 and #6. These need to be resolved.

Could we work in small groups of the Commission? Each group could take a cluster of recommendations. Possible tasks of the small groups:

- a) prioritize the recommendations: immediate, medium term (1 - 2 years), long term (3 -4 years).
- b) go through the columns of the chart that was sent out: who has authority, who will advocate – provide some answers to these
- c) determine if there are any recommendations that are not feasible at this time
- d) in order to act on the recommendations, what are the next steps that are required and by who?

Dale was asked to create three groups to do this. In creating the groups, consider a mix of lay and ministry personnel. Also have one person from the Equity Advisory Group in each group (Liz Mackenzie, Robin Pilkey, and Lawrence Nyarko).

Correspondence from the Candidacy Board

The chair of the Candidacy Board for Shining Waters and Canadian Shield regions has sent a letter to our commission, asking that we “share with us if you have policies in place where it states the frequencies of pulpit supply at one location? If you do not have such policies in place, would you be willing to set up some perimeters for candidates’ pulpit supply at one location?”

Dale explained the context: the issue of pulpit supply comes up frequently among the regions and the policy is somewhat vague. At one point, the General Secretary was asked to provide an Opinion Letter to clarify pulpit supply, but the only real clarity that came forward was that pulpit supply is meant for “one – two Sundays”.

A question was asked: if someone is made a candidate, should they not be ready then to be in an appointment? Answer: No. The Candidacy Board determines when in a candidate’s pathway they are far enough along to take on the responsibility of an appointment.

How do you get on the pulpit supply list?

What is the policy around pulpit supply?

Staff will come back with more information at the next meeting so that the commission can respond to the request of the letter.

Correspondence from the Nominations Committee

The Nominations Committee of Shining Waters Regional Council is hosting a Town Hall information gathering on Wednesday, October 13th from 7 – 8 p.m. They would like to invite one or two members of the Pastoral Relations Commission to participate in the gathering. Each commission and committee will have a brief opportunity to share what their work is and then folks will be able to ask questions. They hope that this will facilitate discernment for anyone considering a role in the region. Who would like to represent our commission at this meeting?

Beth Moore and Liz Mackenzie volunteered.

Next Meeting

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, October 26, 2021 at 9:00 a.m.

End of meeting

There being no further business, Liz Mackenzie closed the meeting with a prayer from Joyce Rupp.

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EXECUTIVE

MINUTES of a meeting held October 5, 2021, at 2:45 p.m.
via video teleconference.

Present: Jingle Ayupan, Pat Edmonds, Allan Holditch, Kirsty Hunter, Isaac Kamta, David Leyton-Brown, Steven Loweth, Betty Lou McNabb, Allyce Mutungi, Moon Ja Park, Dong-Chun Seo, Daniel Reed

Staff: Peter Hartmans (Executive Minister), Jody Maltby (Staff Lead), Rachael Howes (Administrative Support), Susie Henderson (Equity and Innovation), Janet MacDonald (Finance Administrator)

Regrets: Jessica Stevenson
Absent: Lynn Mooney

GATHERING, OPENING PRAYER

David Leyton-Brown opened the meeting at 2:49 p.m. He gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

Peter Hartmans led a brief worship with reflection on the National Day for Truth and Reconciliation and Matthew 22:34-40

The members checked in.

BUDGET - Update

Janet MacDonald joined the meeting to present an updated 2022-2026 draft budget projection.

MOTION by Dong-Chun Seo / Steven Loweth that the Executive of Shining Waters Regional Council recommend the 2022 draft budget, as presented, to the Regional Council meeting on November 13, 2021.

MOTION

CARRIED

Janet MacDonald left the meeting.

AGENDA

The budget item was moved up to beginning of the agenda.

MOTION by Moon Ja Park / Pat Edmonds that the agenda for this meeting be approved as amended.

MOTION

CARRIED

MINUTES

MOTION by Betty Lou McNabb / Kirsty Hunter that the Minutes of the meeting of the Shining Waters Regional Council Executive held September 15, 2021 be approved as circulated.

MOTION

CARRIED

Commission Minutes

The Executive received the Minutes of the Social and Ecological Justice Commission from January to June 2021 for information.

Communities of Faith Commission recommendation to Executive:

MOTION by Allan Holditch / Moon Ja Park 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.

MOTION

CARRIED

Proposals

The Executive has received, from the Social and Ecological Justice Commission, a proposal titled, *Decriminalization of Illicit Substances for Personal Use and Harm Reduction*. This will be a part of the November 3rd Town Hall meeting on proposals.

The Executive received correspondence from PalNet in reaction to the motion passed by the Executive at its meeting on September 15th with regard to the proposal titled, *Justice and Peace for Palestine and Israel*.

It was decided that there be a special Executive meeting with representatives from PalNet before the Town Hall meeting in November, to discuss PalNet's letter and the Executive's decision. A Doodle poll will be circulated to find a mutual date for the Executive and PalNet.

Fall Regional meeting - Update and Town Hall Meetings

There are currently 49 people registered for the first Town Hall meeting on October 6th to discuss proposals.

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David Leyton-Brown reviewed the main agenda items for the Fall Regional Council meeting – budget, proposals, nominations.

Review of Equity Policy – *Susie Henderson*

MOTION by Allan Holditch / Isaac Kamta 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.

MOTION

CARRIED

Thank you to outgoing President

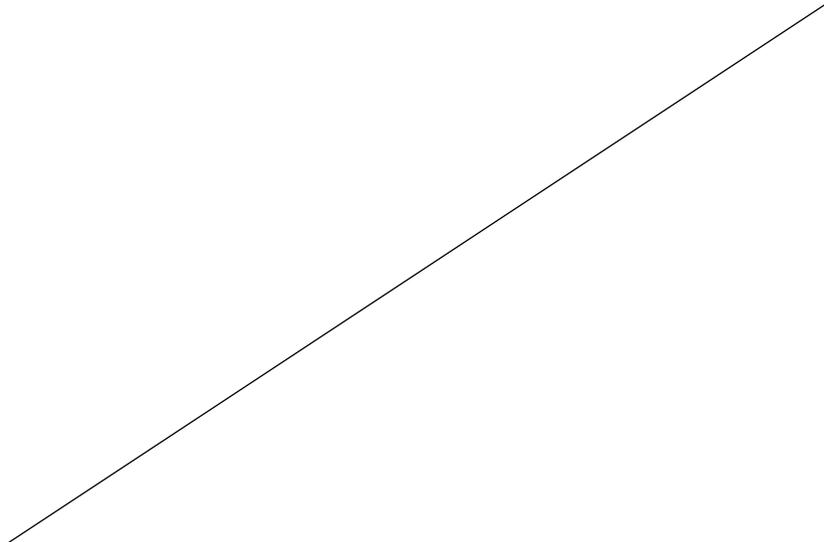
Peter Hartmans offered, on behalf of the Executive, deep appreciation and heartfelt thanks to David Leyton-Brown as the region's outgoing President. He talked about David's start and work on the transition team for Region 10 during the structural change of The United Church of Canada and his continued work, time, commitment, and energy as President of the region.

Other

Appreciation and thanks were expressed to those members of the Executive whose terms are ending. Pat Edmonds expressed her appreciation for her experience during her term on the Executive.

Closing: the meeting closed at 4:50 p.m. and Peter Hartmans offered a closing prayer.

Next Meeting: special meeting with members of PalNet to be arranged by Doodle poll.



INTERCULTURAL DIVERSITY COMMISSION

MINUTES of a meeting held October 15, 2021, at 4:00 p.m.
by video conference.

Present:

Joel Aguirre, Innocent Karuhanga, Amy Lee (Interim Chair), John Joseph Mastandrea (left at the beginning of the meeting for a pastoral emergency), Néstor Medina, Moon Ja Park

Staff: Kim Uyede-Kai

Opening / Worship

Amy, Interim Chairperson, led in worship with prayer; scripture. She welcomed everyone to this first Intercultural Diversity Commission meeting and gave thanks to all those that worked over the years and who brought this commission into being.

Her hope for the Intercultural Diversity Commission is that it be a channel of blessing to share the light and love of God for the region and the whole Church. She shared her recording of a blessing song.

Land acknowledgement and safe space

Amy acknowledged the traditional lands that we are on and gave thanks to the First Peoples. She lit a candle for healing of brokenness in relationships

Sharing circle

Kim Uyde-Kai expressed gratitude for all in the commission circle. To begin to build community, she invited each to share: Who you are, what you are bringing to this circle/this work, and your hopes for the regional council

We are bringing:

- The meaning of our names in our languages and cultures;
- A voice for Filipino people, an advocate for being all in one for Christ, where all people are welcome, pass on the love of God with no discrimination;
- Awareness of who we are, to educate ourselves, learn who we are and who each is first before we can reach out;
- Connection with Emmanuel College, deeper understanding of interculturality since it's at the core of the United Church;
- Long-time involvement with ethnic ministries at all levels, God will hear our voices and brought us here, we need to be patient;
- Buddhist/Christian family, mentored by "pioneer" Asian women leaders, walking two cultures;
- Memberships on Regional Council Executive and Communities of Faith Commission.

At the next meeting, John Joseph can add to this list what he brings.

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Intercultural Diversity Commission (IDC)

Kim Uyede-Kai explained what a regional council commission is responsible for, how it is different from a network or committees of the past. Decisions made by IDC are the decisions made on behalf of the regional council or its Executive. IDC also have global relations through first- and second-generation immigrants.

Moon Ja Park shared from her experiences of “ethnic ministries:” local, presbytery, conference/region, women’s conferences, and national involvement, and the structural need for a commission.

Approval of agenda

MOTION by Moon Ja Park/Innocent Karuhanga that the agenda be approved as circulated.

MOTION

CARRIED

Relationships with Executive, Commissions, committees, networks

a. Shining Waters Regional Council Executive

The Intercultural Diversity Commission (IDC) reports its decisions to the Executive. IDC could invite conversation or questions at an Executive meeting but decisions are considered decisions of the regional council, i.e. decisions are non-debatable. There is a process to appeal a decision.

b. Regional Council Commissions

The four commissions of Shining Waters Regional Council have equal responsibility to the Executive and Regional Council but different responsibilities: Communities of Faith Commission, Pastoral Relations Commission, Social and Ecological Justice Commission. Committees with specific responsibilities but without decision-making authority of the Executive and Regional Council: Equity Committee, Living into Right Relations Circle. The Equity Committee was set up before the Social and Ecological Justice or the Intercultural Diversity Commissions were formed and will now take different forms with staff coordination.

c. Shining Waters Regional Council Committees, Networks

The Pastoral Relations Commission produced a substantial Equity Goal Research Project Report with several recommendations, some of which address inequities experienced by Asian, Black, Indigenous, and other ministry personnel who are not White.

The Western Intercultural Ministries Network of the Western regional councils have occasional programs and gatherings which Shining Waters is invited to.

d. Interim Chair 2021-2022:

Amy Lee, as former chair of the Intercultural Diversity Circle, was asked to serve as Interim Chair of the Intercultural Diversity Commission for one year to get the work going. After one year the commission can elect its own Chair from among commission members.

e. **Minute Taking and Lead Staff Support**

After this meeting, Rachael Howes will be taking minutes. Meetings will be recorded for minute taking purposes only. Kim Uyede-Kai will serve as lead staff support.

f. **Meetings**

Consensus model of decision-making will be considered as much as possible.

g. **Future Membership Nominations**

Membership can be 6-12 members. At least one or more of those vacancies will be for Indigenous persons whose voice needs to be here. Priority will be given to those whose voices are missing and needed for this work and who are in relationship with their communities. Terms are 3 years plus one potential renewable term, for a possible total of 6 years.

All new commissions have a 2-year review and evaluation. Intercultural Diversity Commission will be reviewed in 2 years and can request to become a permanent commission.

h. **Budget**

Once approved at the regional meeting, this commission will have a budget, as other commissions do. Moon Ja Park shared that this is the first time ever we have our own budget to fund our own work.

i. **Quorum**

Quorum is 50% plus 1. With IDC currently having six members, IDC quorum will be 4.

The meeting took an all-purpose break.

Review of Intercultural Diversity Commission Proposal

- a. What excites you? What challenges you?
 - b. Who is IDC's primary "audience" in this first year?
- "we who have been racialized..." Even when it is difficult: Talk to our own people, treat each other better, we can talk to each other in our own language, e.g. getting our community to get vaccinated, getting information and education out to our community, helping to bring sense of belonging,
 - Beginning of a naming of a reality is exciting, of the human aspect of that reality (often spoken in abstract terms but now given community human content) but spoken in challenging, provocative, threatening but also challenged by use of certain language: ethnic, minorities, = gaze of dominant. Defensive on our part. This language needs to be interrogated and challenged. Where is the dominant culture in this? Conversation has to shift gears in orientation. *We* establish where we want to be.
 - Accept who we are, our status as marginalized. We won't be living in the margins any more, in White domination, not just wanting to be heard, to be a wallflower or decoration, but

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partners, equal. Claim who we are out of the margin, we have something to offer. Our work will be in that space, as God's people, like anyone else.

- We are resources to SWRC Executive. Distribution has never equitable. Asians are majority in 6 continents but not recognized in "BIPOC" label. Should be BIPAPOC. We need to educate among us. Early education for intercultural context still missing. Good resources needed to be created for congregations, not just adults but especially early age education.
- Resisting labels, titles. How to change the conversation; how we refer to ourselves. Turn that page and define for ourselves how we refer to ourselves. The better we understand where we are and accept what is, what our rights are, where the problem is.

Priorities for IDC's First Year

- Language, how we name ourselves, how we "turn the page," know who we are
- What is intercultural?
- Resources to educate, like Affirming who came before us. Intercultural is not an "event" for congregations that can be done with so they can move on.
- Double prong approach: 1) rethinking what we want to call ourselves; define orientation, path we want to talk, theology needed for our communities without referring back to dominant group, grounded in the lives of real people
- And 2) help our brothers and sisters understand why it is necessary to become an intercultural church; theological and
- Amy referred back to the proposal so that the previous work doesn't get lost.

What Resources Do We Need to Gather for the First Year?

Depends on what priorities are. The regional council website needs to be a fuller resource. A resource list is already being drafted. Kim asked each person to share what they have found helpful so it can go on the website, "recommended by the commission."

How to be in touch with former Intercultural Diversity Circle members?

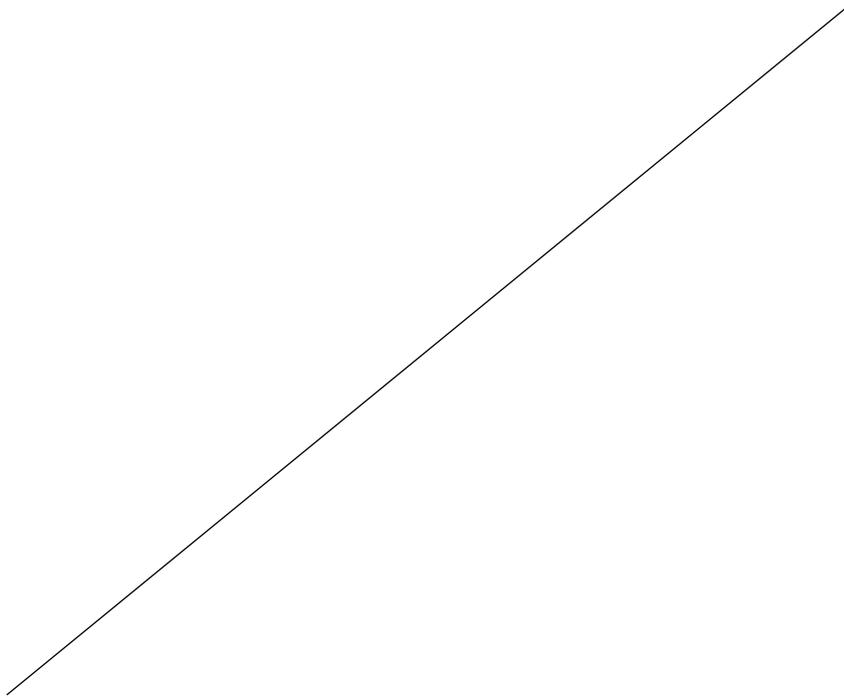
The group agreed to change their name to Intercultural Diversity Network (IDN) to avoid confusion with the Commission. The network needs to be encouraged and IDC needs to continue to connect to make sure our work stays grounded in grassroots contexts. The network will meet for fellowship, relationship, gatherings (with food when physical gatherings are possible. They are meeting about once a month on Zoom. Amy is helping them form and will report back to the commission. They are planning a big in person event with food in May 2022. Moon Ja cautioned that the White Church confuses its understanding of intercultural diversity and limits it to food.

Next meeting –

- IDC will meet the third Monday on the month
- Next meeting: Monday, November 15, 6:00-8:00 pm
- Agenda –
 - i. How we will set priorities
 - ii. Naming what we mean by intercultural and delimit what we don't mean
 - iii. Learning each other's cultural, spiritual heritages/legacies/histories in Shining Waters? (how do we name ourselves, been named by others = language, terminology)

- iv. Look at GC41? Becoming an Intercultural Church proposal 2006
- Volunteer to lead opening worship prayer – Innocent Karuhanga
 - Land acknowledgement – Moon Ja Park

Closing: Lord's prayer said in each person's language, and Amy Lee declared the meeting adjourned.



SOCIAL AND ECOLOGICAL JUSTICE COMMISSION

MINUTES of a meeting held October 19, 2021, at 1:00 p.m.
by video conference.

Present:

Susan Eagle (Chairperson), Lois Brown, Tina Conlon, Eleanor Scarlett, Cameron Watts

Staff: Jeffrey Dale, Kim Uyede-Kai

Guests: Brian McIntosh, Barbara Lloyd and Adele Boy

Regrets: Moon-Ja Park

Welcome, check in and prayer

The chairperson welcomed everyone and opened with a reading of a prayer/poem by Walter Brueggemann from his book, *Inscribing the Text*. She gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

The chairperson constituted the meeting in the name of Jesus Christ.

There was a time of check-in.

Agenda

MOTION by Tina Conlon / Eleanor Scarlett that the agenda be approved as circulated

MOTION

CARRIED

Minutes

MOTION by Tina Conlon / Lois Brown that the Minutes of the meeting of the Shining Waters Social and Ecological Justice Commission held September 21, 2021 be adopted as circulated.

MOTION

CARRIED

Business Arising

Regional Council Meeting

a. Commission Proposals:

There are two proposals from this Commission going to the Regional Council meeting in November; harm reduction and continuation of the commission.

Jeffrey Dale outlined the process of presenting them, that a member of commission is needed to present the proposals and Jeffrey will be available to answer questions. Tina Conlon agreed to present the Harm Reduction proposal.

Susan Eagle reviewed the proposal for the continuation of the Social & Ecological Justice Commission.

MOTION by Tina Conlon / Cameron Watts that the proposal for the continuation of the Social & Ecological Justice Commission be forwarded to Shining Waters Regional Council.

MOTION

CARRIED

b. Worship for Regional Meeting:

The Commission is responsible for the worship service for the regional meeting in November. There was discussion on the theme; about addressing the questions, what are you reluctant to do, whose lives are you willing to save; discussed needing music, prayers, and a short reflection or dialogue. Eleanor Scarlett and Tina Conlon agreed to work on scripture and prayers; Susan will work alongside. Cameron suggested each Commission member record a 15-30 second video of them addressing the second question – whose lives are you willing to save – which would be put together to form the reflection/dialogue. Cameron offered to help with choosing the music. The service will be all pre-recorded.

c. Housing Proposal:

Since the last Commission meeting, Susan Eagle and Jeffrey Dale have had a conversation with Tim Blair of United Property Resource Corporation (UPRC) because the Commission had talked about doing proposals around housing. Tim shared with them what UPRC are doing; they have some active proposals and sites identified for development going forward. However, that does not lend itself to housing proposals from our Commission unless we want to encourage United Churches toward what possibilities they have for re-developing their land. Even so, that would be a very limited number of churches that would have land for re-development given the size of lot needed to make something viable.

After that discussion, Susan looked towards whether there was some kind of activism or advocacy issues the commission might want to raise with the region's communities of faith. She concluded that possibly does not warrant a proposal to the regional council, but instead the Commission could develop an advocacy strategy around housing and send that out the communities of faith. This could be done over the next few months. The Commission agreed to go in this direction.

d. Partner Proposals:

Barbara Lloyd and Adele Boy of PalNet joined the meeting regarding the PalNet proposal to Shining Waters Regional Council, *Raising our Voice for Human Rights*. Barbara and Adele introduced themselves and their work and background on the issues of justice and peace for

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Palestinians. They gave information to the Commission on PalNet and on the proposal. The commission members then had an opportunity to ask questions. Barbara and Adele left the meeting.

Staff Report (Anti-Racism Bible Study)

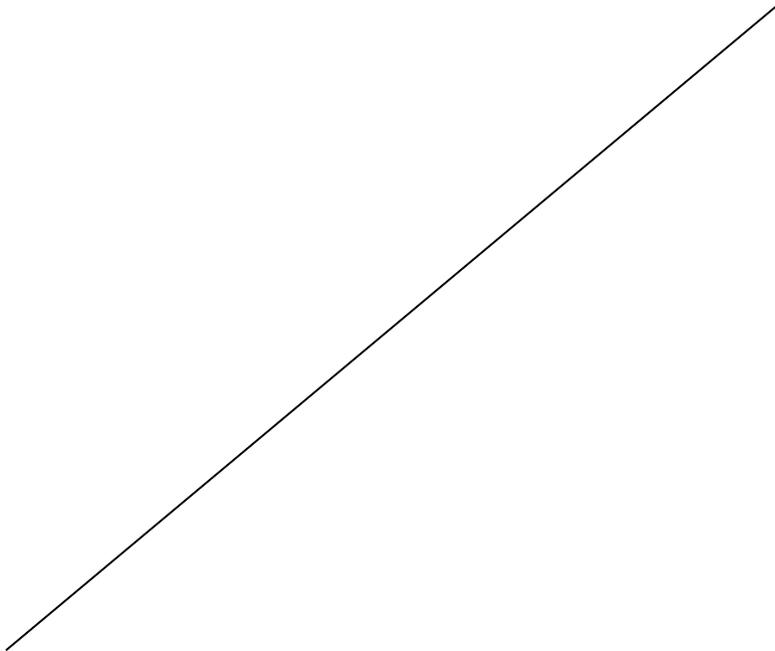
Jeffrey Dale reported Cheri DeNovo hosted a United-in-Learning event, *How to be a Christian Activist*. The videos of it are available. He also took part in an online World Parliament of Religions event and he shared how it made him realize how little we recognize the various ages and their engagement; the younger people are talking about the climate crisis and how the global south will definitely be affected by the climate crisis well before the global north; and how much these younger people are doing this work and not being heard and not being seen. This is a topic Jeffrey has been trying to figure how to bring more into this group's consciousness.

Kim Uyede-Kai reported that the United Church, through Adele Halliday, is hosting *40 Days of Engagement on Anti-Racism*, a series of videos from different people across the church. Because the profile of Orange Shirt Day and the National Day for Truth and Reconciliation has increased, people are more aware of the existence of Living Into Right Relations in the regional council and a number of people have expressed an interest in joining the network.

Tina Conlon mentioned the Week of Prayer for Christian Unity is coming up in January. This will be an agenda item for the November meeting to look at ways the commission can promote it with the communities of faith.

Closing: The meeting closed at 3:20 p.m.

Next Meeting: November 16, 2021, 1 p.m.



COMMUNITIES OF FAITH COMMISSION

MINUTES of a meeting held October 20, 2021, at 9:30 a.m.
by video conference.

Present:

Chris Bennett, Carolyn Harding, Calin Lau, Amy Lee, Kevin Logie, Sandra Nottegar,
Cindy Randall, Gloria Tozek (Chair), Harry Ramsaran

Jody Maltby (Staff Lead), Diane Matheson, Rachael Howes

Guests: Mary Ellen Richardson, Morrey Ewing, Amanda Hancox, Steve Dunk, all of Fairlawn
United Church

Absent: Harry Ramsaran

Welcome, check in and prayer

The chairperson welcomed everyone and introductions were made. Jody Maltby gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region. Gloria Tozek offered a reading from a Richard Wagamese book and an opening prayer.

The chairperson constituted the meeting in the name of Jesus Christ.

Fairlawn United Church – Intentional Interim Ministry

The guests from Fairlawn United Church offered their presentation to the commission regarding the extension of their intentional interim ministry.

Agenda

MOTION by Cindy Randall / Amy Lee that the agenda be approved as presented.
MOTION **CARRIED**

Minutes

MOTION by Chris Bennett / Carolyn Harding that the Minutes of the meetings of the Communities of Faith Commission of Shining Waters Regional Council dated September 15, 2021 be approved as circulated.
MOTION **CARRIED**

Email Votes Conversation

There had been some concerns raised about the volume of email votes. Some email votes had also gone out without full background information from staff. The group reviewed the intent

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behind setting up the task groups, and discussed what should come to a meeting and what can be dealt with by email vote.

Jody Maltby will bring a proposal to the next meeting based on this discussion.

Fairlawn United Church

The commission had a discussion around the Intentional Interim Ministry at Fairlawn United Church and the presentation made by Fairlawn at this meeting.

MOTION by Cindy Randall / Calin Lau that the Communities of Faith Commission of Shining Waters Regional Council agree to the request of Fairlawn United Church, Toronto, for a final extension of the intentional interim ministry to June 2023, that the intentional interim ministry end in June of 2023, and that this approval is conditional on Fairlawn developing a plan of action with specific timelines with regional council staff support, and that the plan be submitted to and monitored by the Shining Waters Intentional Interim Ministry Committee.

MOTION

CARRIED

The meeting took an all-purpose break.

Cummer Avenue United Church

MOTION by Chris Bennett / Sandra Nottegar that the Communities of Faith Commission of Shining Waters Regional Council approve the request of Cummer Avenue United Church, Toronto, to borrow an amount equal to or less than the amount of the outstanding pledges arising from its capital appeal, with a maximum amount of \$400,000, using the housing allowance fund as security.

MOTION

CARRIED

Severn Shores United Church, Severn Bridge

MOTION by Kevin Logie / Chris Bennett that the Communities of Faith Commission of Shining Waters Regional Council approves the request of Severn Shores United Church to disband the pastoral charge as a recognized community of faith effective December 31, 2021 with thanks to God for the ministry of this congregation

MOTION

CARRIED

Meadowvale Korean United Church, Toronto

MOTION by Amy Lee / Carolyn Harding that the Communities of Faith Commission of Shining Waters Regional Council approves the request of Meadowvale Korean United

Church to disband the pastoral charge as a recognized community of faith effective November 30, 2021 with thanks to God for the ministry of this congregation

MOTION

CARRIED

Alpha Korean United Church, Toronto

MOTION by Amy Lee / Chris Bennett that the Communities of Faith Commission of Shining Waters Regional Council approves the request of Alpha Korean United Church, Toronto, to change their name to Toronto Korean United Church.

MOTION

CARRIED

Rosedale United Church, Toronto

MOTION by Chris Bennett / Cindy Randall that the Communities of Faith Commission of Shining Waters Regional Council approves the request of Rosedale United Church, Toronto, to replace the sanctuary's east roof.

MOTION

CARRIED

Mapping Process – Susie Henderson

Susie Henderson gave an update and review on the mapping process.

There is a concentration of communities of faith in the south but there is not a United Church in every high-density population area. In the north there is a higher United Church affiliation, which is probably related to the age demographic as there is an older population in the north. There is a concentration in wealth in the south and there is less cultural diversity in the north.

There will be a fuller discussion at an upcoming meeting.

Property Policy – Jody Maltby

Jody walked the commission through the *Regional Council Executive and Communities of Faith Commission: Property Policy* document. It brings together all of the property policies that have been approved by the Executive and the Communities of Faith Commission. Much of it has already been approved and this is simply a consolidation.

MOTION by Kevin Logie / Amy Lee that the Communities of Faith Commission of Shining Waters Regional Council approve the *Regional Council Executive and Communities of Faith Commission: Property Policy* as presented.

MOTION

CARRIED

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Funding Priorities – update and motion by Executive – *Jody Maltby*

Jody reported executive approved the Commission's recommendation around funds received under the policy regarding sale of property by an existing community of faith, and funds declared surplus property in an amalgamation.

The Grants & Mission Support Committee are in the midst of a process of setting priorities for funding support. They are looking at a 3-year funding model for the community ministries. A task group is being formed with staff support from Jeffrey Dale and representation from the region as well as this commission and others, and representation from the three community ministries to have discussions around sustainability. The Committee is looking at having a more open granting process in approximately five years.

Strategic Planning – *Gloria Tozek*

Gloria feels that it is time to do some more strategic planning as many things have changed over the last few years. She suggested a half-day session where we can take a look back, and bring in some of the mapping information, etc. She would like ideas from people around process.

The commission agreed to a tentative plan to have an in-person meeting on January 19th with the option of changing to a Zoom meeting in the event of inclement weather.

Equity Report – *Jody Maltby*

Jody has checked in with Dale Hildebrand of the Pastoral Relations Commission; they might be referring some of the recommendations within the region so will wait to see if any are referred to this Commission. They are breaking into small groups to work on the recommendations.

It was decided to defer the Equity Report until the Pastoral Relations Commission has had a chance to work through it.

Closing

The Chair thanked everyone for their work and offered a blessing. The meeting closed at 12:28 p.m.

Next Meeting: November 17th, 2021 at 9:30 a.m. Carolyn Harding will provide the land and safe space acknowledgement.

PASTORAL RELATIONS COMMISSION

MINUTES of a meeting held October 26, 2021, at 9:00 a.m.
by video conference.

Present:

Andrew Comar (chair); Dale Hildebrand (staff); Donna Bowman-Woodall (ordered); Barbara Hendren (lay); Liz Mackenzie (ordered); Beth Moore (lay); Lawrence Nyarko (ordered); Robin Pilkey (lay), Paul Stott (lay)

Regrets: Todd McDonald (on sabbatical) William Haughton (ordered)

Welcome, constituting the meeting and prayer

Andrew Comar welcomed everyone, lit the Christ candle, acknowledged the indigenous territory we find ourselves on, led the opening prayer, and called the meeting to order.

Agenda

MOTION by Barbara Hendren/Paul Stott
that the agenda consisting of items that had been circulated to the commission in advance of this meeting be approved.

MOTION

CARRIED

Minutes

MOTION by Donna Bowman-Woodall/Liz Mackenzie
that the minutes of the September 28, 2021 meeting of the commission be approved.

MOTION

CARRIED

Lawrence Nyarko excused himself from the meeting for the next motion due to a conflict of interest.

MOTION by Paul Stott/Robin Pilkey
that the Pastoral Relations Commission concurs with the request of **Ghana Calvary Methodist Pastoral Charge (Toronto)** and reappoints **Eric Nyarko**, candidate, beginning September 1, 2021 to May 31, 2022, full time based on 40 hours per week with the following terms for Candidate Category Step 2, with manse, and Cost of Living Group Assignment 5: Salary \$36,600 per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this reappointment does not require an act of covenant.

Lawrence Nyarko rejoined the meeting.

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MOTION by Paul Stott/Liz Mackenzie

that the Pastoral Relations Commission concurs with the request of **Westmount Pastoral Charge (Orillia)** and approves the call to **Nicholas Forrester** ordained minister, beginning January 3, 2022, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 4: Salary \$68,585 (pro-rated \$34,292.50) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

It was noted by staff that the pastoral charge has included a clause in the call form to provide an early sabbatical to the minister, but also require the minister to pay back the sabbatical income he received should he leave the pastoral charge before one year has passed after the end of the sabbatical.

MOTION TO AMEND by Liz Mackenzie/Lawrence Nyarko,

that the Pastoral Relations Commission approve the call of Nicholas Forrester to Westmount Pastoral Charge with the proviso that the clause which requires the minister to pay back his sabbatical income be removed from the terms and conditions of the call.

AMENDMENT

CARRIED

The amendment having carried, the chair then called for the vote on the amended motion.

MOTION

CARRIED

Omnibus Motion

MOTION by Lawrence Nyarko/Barbara Hendren

that the Pastoral Relations Commission take the following actions:

a) **Calls**

... concurs with the request of **Beach Pastoral Charge (Toronto)** and approves the call to **Gregory Daly** ordained minister, beginning February 1, 2022, part time based on 30 hours per week with the following terms for Category B and Cost of Living Group Assignment 5: Salary \$66,312 (pro-rated \$49,734) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$1119.75) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

... concurs with the request of **Jubilee Pastoral Charge (Toronto)** and approves the call to **Bri-anne Swan**, diaconal minister, beginning October 25, 2021, full time based on 40 hours per week with the following terms for Category A and Cost of Living Group Assignment 5: Salary \$63,739 salary in addition to the minimum at 20% which equals \$12,747.80, for a total salary of \$76,486.80 per annum, basic telephone \$800

per annum, Continuing Education and Learning Amount \$1474 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

b) **Appointments**

... concurs with the request of **Metropolitan Pastoral Charge (Toronto)** and appoints **Mark Aitchison**, retired ordained minister, beginning October 10, 2021 to January 7, 2022, part time based on 25 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$45,221.25) salary in addition to the minimum at 50% which equals \$ 36,177(pro-rated \$22,610.63) for a total salary of \$108,531 (pro-rated \$67,831.88) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$921.25) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does not require an act of covenant.

... concurs with the request of **Trillium Pastoral Charge (Caledon)** and reappoints **William (Richard) Gardner**, candidate, beginning November 1, 2021 to June 30, 2022, part time based on 30 hours per week with the following terms for Candidate Category Step 1 and Cost of Living Group Assignment 5: Salary \$61,687 (pro-rated \$46,265.25) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$1105.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this reappointment does not require an act of covenant.

... concurs with the request of **Uganda Martyrs Pastoral Charge (Toronto)** and reappoints **Arach (Charles) Olango**, designated lay minister candidate, beginning July 1, 2021 to May 31, 2022, part time based on 30 hours per week with the following terms for Candidate Category Step 2 and Cost of Living Group Assignment 5: Salary \$62,048 (pro-rated \$46,536) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$1105.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this reappointment does not require an act of covenant.

... concurs with the request of **Ebenezer Pastoral Charge (Toronto)** and appoints **Thomas Shin**, ordained minister, beginning October 16, 2021 to July 15, 2022, part time based on 20 hours per week with the following terms for Category D and Cost of Living Group Assignment 5: Salary \$68,908 (pro-rated \$34,454) salary in addition to the minimum at 14.51% which equals \$10,000 (pro-rated \$5000) for a total salary of \$78,908 (pro-rated \$39,454) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$737) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does require an act of covenant.

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c) **License to Administer Sacraments**

... concurs with the request of **Jubilee Pastoral Charge (Toronto)** and grants sacramental privileges in accordance with The Manual I.2.4(a) and I.2.4.2, to **Bri-anne Swan**, diaconal minister, during her time of call at Jubilee Pastoral Charge.

d) **Recommendations from the Licensed Lay Worship Leaders Committee meeting held October 18, 2021**

...concurs with the recommendation of the Licensed Lay Worship Leader Committee, and approves **Ann Piper** to be reconfirmed as a Licensed Lay Worship Leader within the bounds of Shining Waters Regional Council for a three-year period.

...concurs with the recommendation of the Licensed Lay Worship Leader Committee, and approves **Cheryl Stenson** as a Licensed Lay Worship Leader within the bounds of Shining Waters Regional Council for a three-year period.

MOTION

CARRIED

Report from staff

a) Liaisons

The following liaisons have been appointed by staff:

Amy Lee appointed to North York Korean Pastoral Charge (Toronto) for vacancy and search. Joe Lee has ended the pastoral relationship

Donna Bowman-Woodall appointed to West Hill Pastoral Charge (Toronto) for short term appointment search. Called minister Gretta Vosper continues on LTD.

Mhairi Godley appointed to Royal York Rd. Pastoral Charge (Toronto) for vacancy and search. Hans van Nie is retiring.

Lynella Reid-James appointed to Birchcliff Bluffs Pastoral Charge (Toronto) for vacancy and search. Greg Daly has changed pastoral relations.

b) Pastoral Charge Supervisors

Rick McKinley appointed as Pastoral Charge Supervisor to Churchill-Gilford Pastoral Charge (Innisfil).

Equity Goal for 2020-21:

The Pastoral Relations Commission set the following goal for the year 2020-21: Collect data on the pastoral relations process from entry point to the end of the first year answering this question: How does unconscious racist/sexist/ableist bias hinder or create barriers for ministers in the congregational setting? Who is chosen? Are there differences in the terms of the pastoral relationship between ministers who are White and all other racialized ministers and why? Also look at that question for the LGTBQI community. What is the experience of racialized, BIPOC, differently abled and LGTBQI ministers after one year on their pastoral relationship – How does unconscious racist/sexist/ableist bias affect their health, joy and excellence in ministry?

Reports from Sub Groups (Appendix A)

At the previous meeting of the commission, three sub-groups were formed to examine a portion of the recommendations and report back to the commission.

Group 1: Recommendations 4 – 22 (Robin Pilkey, Will Haughton, Donna Bowman-Woodall)

The group met twice. It was difficult to use the table as a tool so notes were added to the report they submitted. Comments reflect which recommendations are more feasible, and which ones are lower priority. It was noted that lots of the recommendations relate to pastoral relations policy that are mostly within the domain of General Council Office (GCO). GCO is going to explore doing a similar study at a national level but we shouldn't wait for them to do their work before making recommendations to them.

It was noted that there is a whole philosophy behind the current pastoral relations process, which is a few touchpoints between the liaison and the search committee, and then leaving the search committee to do their work. The Equity Report recommendations imply a much closer role for the liaisons, which may make recruitment more difficult.

In the UCC there is a long-standing tension between congregational autonomy and the central polity of the national denomination.

Group 2: Recommendations 23 – 35 (Liz Mackenzie, Paul Stott, Barbara Hendren)

Priorities were listed based on the amount of time it took. A lot of this is training requirements and handbook requirements. E.g., Inter-cultural equity recommendations: this could involve changes to the handbook, but it is also something that we as a Regional Council could do at a local level as well.

Some of the recommendations this group looked at also require more touchpoints with the liaisons and search committees, and more training for the search committees.

How do we get the accountability data back? We will need to work on mechanisms for that.

Group 3: Recommendations 36 – 50 (Lawrence Nyarko, Beth Moore, Andy Comar)

How much can we put on our pastoral relations staff? How much can we put on ourselves as commission members? Some of the items (44, 45, 48) could be put on our commission agenda. We noticed that most of the work will be done by us.

It was noted that almost everything has been labelled as a priority 1 and 2. How are we going to tackle this volume of work?

Andy suggested that we form a small task force to do further prioritizing and give further direction to the commission.

Are there volunteers? One should be a Pastoral Relations Liaison. Liz Mackenzie and Robin Pilkey volunteered and we will also approach Will Haughton, who is a liaison. We will also need a staff person. Dale and Todd will determine that role. It was recognized that while we want to keep this work moving, it will take some time to do it well. The task force need not report back to the next meeting if they are not ready to do so.

Jurisdiction of Clergy GC 44 Proposal

Dale explained the origins and process of proposals. There are some equity issues addressed in this proposal (cancelling of optional benefits, for example).

The reduction of ministers' hours is something that we are also seeing these days. We already have the burden of financial stresses being born by ministers and the cancellation of some benefits exacerbates this burden.

Another point of view was that the proposal does not reflect a good understanding of group insurance. The comment that stakeholders should be part of the decision is unrealistic. No one wants their benefits to be cut.

It would be much easier to deal with this if it was three proposals rather than one. Dale noted that the proposal will be discussed at an upcoming Town Hall on November 3 and that any commission members are welcome to attend and comment on the proposal.

In terms of our own equity proposal, there was good discussion at the Town Hall that Donna and Robin presented at.

Next Meeting

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, November 30, 2021 at 9:00 a.m.

End of meeting There being no further business, Paul Stott closed the meeting with a prayer.

Equity Report Recommendations Review
Appendix A

Recommendation	Priority	Who has authority/decision?	Who will advocate for this?	Who will ff. up for the PRC?	Actions Taken	Date	Results
1. CoF information expansion on CH		GCO staff/OV board					
2. Searching minister expansion of info provided on CH		GCO staff/OV board					
3. Reduce demographic info of searching ministers on CH		GCO staff/OV board					
4. More accompaniment for overseas/ESL ministers	2	GCO staff/Admissions board/SWRC staff					
5. PRC direct staff to take a greater role in promoting equity in PR process		Executive Secretary of SWRC	Motion from PCR?				
6. SWRC sponsor networking events for candidates and search teams	3	SWRC staff- PRMs					
7. PRC develop best practices for when applicants are known to a CoF	2	PRC					
8. Diversify search teams to be representative of CoF	3	CoF boards/congregations					
9. Educate search teams re overseas/admissions/mutual recognition candidates	3	GCO addition to handbook					
10. Expand training for search teams re usage of CH	3	Better training videos from GCO					
11. Strengthen search teams' awareness of surrounding community	3	PRLs					
12. Require search teams or chair of search teams to do racial justice training	1	PRC – but could also be GCO/OV in terms of pastoral relations policy					
13. Train search teams: "what it means to be the church" theology of equity, etc.	3	GCO Equity training for search teams (preamble to search handbook)					
14. Liaisons begin search team training with equity and then re-visit to gauge learning	1	Training from GCO to start for liaisons/search committees					
15 and 16. Authorize liaisons to have more access to, and better training on, ChurchHub.	3	GCO and PRMs					
17. Clarify liaison's role at the profile-writing stage	1	GCO update to handbook?					
18. More liaison intervention and oversight of position description development.	1	PRMs and PRLs – more training					

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Recommendation	Priority	Who has authority/decision?	Who will advocate for this?	Who will ff. up for the PRC?	Actions Taken	Date	Results
19. Liaisons to emphasize CoF identity and less on ministerial qualifications in position description and provide	1	PRs – more training					
20. PRC create a liaison policy which expands the role of liaisons in the area of equity promotion	1	PRC – more training,					
21. Strengthen and expand equity resources for liaisons	1	PRMs in collaboration with GCO Equity Officer					
22. Provide opportunities for liaisons to hearing stories of equity and inequity	1	PRMs, more feedback (surveys?)					
23. Make provision for an external equity advocate in search committee interviews	1 (necessary, but need the right people) (For those needing specific accommodations high priority – but really need trained folk to accompany)	PRC – policy; OV because they typically know who is in active search mode and who might need accommodating; GCO OV resources should reference accommodation	PRC with Liaisons? (requires that PRMs and/or liaisons know who's applied); (does this come under "bias" training liaisons do and encouraging Search cttee to ask questions)				
24. Add intercultural/equity questions to interview questions currently provided	1 (not that hard) - Timeline of OV doing this vs. PRC doing this?	***GCO OV staff/ – part of Search handbook; PRC – can develop ourselves but need examples for Search cttees to ask	PRC through Liaisons				
25. Search teams identify an equity monitor	1 (easy)	PRC - Policy	Liaisons – need better bias / equity training for Search Cttees	Equity Monitors need to report on equity concerns/accommodations needed/ feedback?			
26. Develop and require a process for equity self-eval for search teams	1-2 (not too hard but will need some "best practices" knowledge)	PRC – policy; OV/PRC – tool needs to be developed and perhaps included in handbook?	PRC with CoFC; (connects to congregational covenant, I think)	Equity Monitor has responsibility, report back to PRC – file report with CoFCommission and			
27. Develop an equity audit tool to provide data to PRC for ongoing research	1	PRC – policy; (relates to rec. #26)	PRC (we need this for good data monitoring of equity policies) with experienced				
28. Develop accountability systems for liaisons to report on equity in search process back to PRC	1 (should be easy?)	PRC – policy/tools/resources; "job description" for equity monitor? Need not to make equity monitor role look onerous – give helpful and easy tools – "not a monitoring job but recording job? (ask us about this)	How do liaisons get the information on this? Liaise with Equity monitor? But they're already reporting so does Liaison need to be involved?	Needs to be part of training of Search committees to do through equity monitors; Liaisons to review / be aware of equity monitoring for assessment in their reports (ask us about this)			
29. PRC engage in further research on equity beyond first year of pastoral	1-2	PRC; CoF Commission responsibility? ; (Fresh Start)	Do we get consultant to come up with a process/tool? Report to				

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Recommendation	Priority	Who has authority/decision?	Who will advocate for this?	Who will ff. up for the PRC?	Actions Taken	Date	Results
30. PRC or Admissions Board monitor appointment dates for Admission ministers to prevent problems in residency permits	1 (really should be quite easy to do)	GCO Admission Board and OV staff	OV staff and PRC staff				
31. Develop a regional spreadsheet with appointment/call info and demographic info	1 (shouldn't be too hard going forward – harder for historical data)	PRC - policy	Donna Rutz could do this? Dale/Todd?	How is demographic info collected? Kept confidential? What details are reported?			
32. Develop and provide regional support to negotiations, including historical info about pastoral charge terms and conditions	1 (part of external equity advocate role?) Need to train folk unless this is staff resp.	PRC – policy; PRMs	PRC/Dale/Todd?	Covenanting service promises to include equity considerations – eg. CoF promises to minister who is member of an equity seeking group			
33. Develop and provide negotiation tools/resources beyond what currently exists	1 (medium difficulty – need GCO OV cooperation) – take current tools/resources and revamp and add	GCO OV staff or PRC and PRMs	PRC/OV/Regional and GCO staff	Training of liaisons to know about resources and mention to CoF Search teams about possibilities; OV staff to communicate to MPs what tools and resources available; Church Hub “throws” for resources?			
34. Provide option of mentor or accompanier for first year <i>or beyond as necessary/desired</i> of pastoral relationship for new minister	1-2 (not too difficult but need a roster of appropriate folk to do this – that will be hard part – what is oversight for mentors?)	PRMs	PRC/PRMs; M&P Committee? (liaison for minister within congregation and connections to possible MPs/ knowledgeable lay folk outside congregation?)	Training/resource information for M&P Committees			
35. Develop better platform for communications between Regional Council, CoF, and applicants/candidates on the terms and motions surrounding new pastoral relationships	? Need more information on where/how communication not happening	PRC - policy		Training on Church Hub requirements for terms/forms? (we really don't know what this section means...)			
36. Widen scope of United Fresh Start (UFS) program to include equity issues at start of pastoral relationship	1	UFS GCO staff and PRMs	Region	PR			
37. Develop a welcome guide for lay leaders at beginning of pastoral relationship	1	PRMs	COF	PRC			
38. Develop and facilitate a system of mentorship / pairing / support / advocacy in the first year of pastoral relationship, especially where minister is from equity group	2	PRC - policy	OV/PR/PRMs	PR			

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Recommendation	Priority	Who has authority/decision?	Who will advocate for this?	Who will ff. up for the PRC?	Actions Taken	Date	Results
39. PRC develop and mandate a UFS equity module where there is an equity-seeking minister	2	GCO UFS staff and PRMs	PRC	PRC			
40. Develop and provide pro-active regional support to ministers in new pastoral relationship	1-2	PRMs	PRC	PRC			
41. PRC develop a welcome package for new ministers for connection purposes, orientation to Shining Waters	1-2	PRC and PRMs	COF/PRC	PRC			
42. PRC encourage new ministers to connect with past ministers to understand CoF dynamics and landscape	1	PRC and PRMs	PRMs	PRC			
43. PRC develop a pairing system for all stages of pastoral relations	3	PRC - policy	COF/PRC/PRMs	COF/PRC/PRMs			
44. Improve communication between PRC and liaisons that doesn't rely on staff	1	PRC – best practices	PRC	PRC	Meeting together at least once a year???		
45. PRC develop a system to ensure action follows raising of equity concerns and record in PRC minutes	1	PRC	PRC/PRMs	PRC	Could be an agenda item for one of our meetings???		
46. Review UCC and SWRC policies for outdated info and centralize all info on website	1	SWRC staff	OV – UCC/SWRC	PRC			
47. PRC develop a policy to clarify role of previous or current minister in search process	1-2	PRC - policy	PRC/PRMs	PRC			
48. PRC clarify short term appt policy, especially when a search process is required	1	PRC – update existing policy	PRC/PRMs	PRC	PRC Agenda item		
49. SWRC seriously consider how it will diversify its staff	2	SWRC Executive and ES	SWRC EXEC./ Equity Com.	PRC			
50. SWRC facilitate and promote lay equity education	1-2	SWRC CoF staff with GCO Equity Officer	COF	COF/PRC			

Summary of discussions

4. in agreement with this recommendation, but feel this is the responsibility of GCO, Office of vocation.

- Action: motion from PRC to send a letter to GCO with these suggestions.

5. Group felt like this tied into #7.

- Motion from PCR, this is region specific

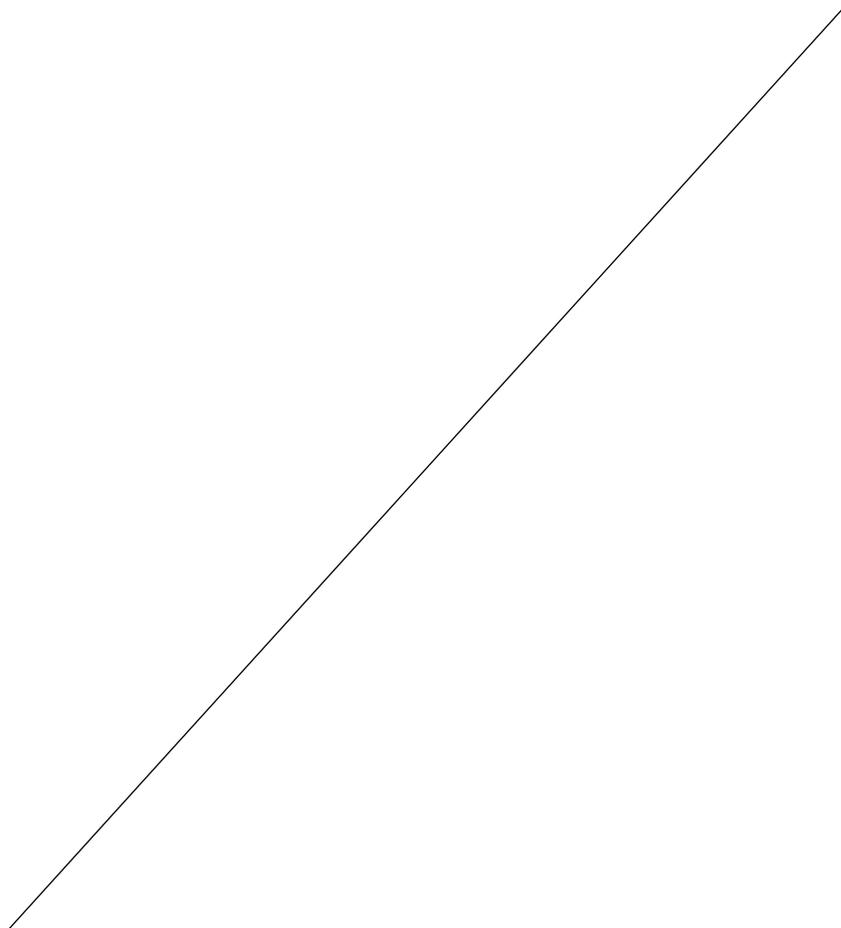
- Important that PRC staff let search committees know who is looking, encourage use of Church Hub.
6. low priority, seemed like speed dating, would blow lid on confidentiality, maybe a job fair
 7. tied into 5, however recommendation not clear, hard to implement. How do you override that a personal relationship is already developed? Possibility of creating some rules & regulations, fair access to interviews.
 8. Felt this would be difficult to implement, anyone willing to serve gets on the committee, expansion of the GCO guidelines (page 8&9) of search and selection.
 9. Education of liaisons is a gap, GCO to do a FAQ as part of the guidelines, paragraph on ChurchHub filter (pg 18)
 10. Church Hub has good videos available, liaisons don't have access (source of frustration), not enough money invested in Church Hub (feedback opportunity?)
 11. Not sure how this could be done, how this will make a difference.
 12. We agree with this, GCO responsibility
 13. Tricky to implement, would be a good preamble to search and selection guideline
 14. Equity training, starting with liaisons, videos from GCO
 15. rated this low, not considered necessary as liaisons have to approve before documents can be uploaded
 16. training on Church Hub not seen as important, don't think liaisons should be responsible to train search team on Church Hub (videos from GCO, tech support should be available)
 17. feel that the liaison's role is clear, need to approve whether profile is acceptable, more training to help do this
 18. ties into 17 & 19. Basically, liaisons need to be more aggressive on feedback? Better trained on equity. Perhaps an FAQ to help with the profile writing
 19. Congregations lack self-awareness, liaisons better equipped to ask searching question, what success looks like?
 20. for the first part better training would help. Suggest that there should be a survey of search committees/liaisons at the end of the search to see if it is working, continuous improvement, feedback mechanism, Zoom check ins with liaisons but more training. High priority
 21. high priority, tied into 22, more training a priority, GCO/Regional Council
 22. see 21

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Advocacy

- Some of this should be done at a national level
 - o Possibly
 - Meeting with GCO/Office of Vocation and PRC to discuss improvements/concerns/review report
 - Letter from PRC to GCO outlining suggestions
 - o If no support
 - Regional response
 - Improved liaison training focussed on these issues (particularly those ranked 1)



EXECUTIVE

MINUTES of a meeting held November 4, 2021, at 7:00 p.m.
via video teleconference.

Present: Jingle Ayupan, Pat Edmonds, Allan Holditch, Isaac Kamta, David Leyton-Brown, Steven Loweth, Betty Lou McNabb, Allyce Mutungi, Moon Ja Park, Dong-Chun Seo, Jessica Stevenson

Staff: Peter Hartmans (Executive Minister), Jody Maltby (Staff Lead), Rachael Howes (Administrative Support), Jeffrey Dale, (Justice and Youth)

Guests: Tim Blair and Kris Tavella – United Property Resource Corp.

Regrets: Kirsty Hunter, Daniel Reed

Absent: Lynn Mooney

GATHERING, OPENING PRAYER

David Leyton-Brown opened the meeting at 7:00 p.m. He gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

Peter Hartmans gave an opening prayer.

AGENDA

MOTION by Betty Lou McNabb / Jessica Stevenson that the agenda for this meeting be approved as circulated.

MOTION

CARRIED

United Property Resource Corp.

Tim Blair and Kris Tavella of UPRC updated the Executive on development of three properties: Church of the Master, Wilmar Heights, and Wexford Heights. With each property they reviewed the development, showing site plans, floor plans, aerials and renderings; they gave a breakdown of cost and funding, and a long-term financial forecast. They also provided a timeline for the three sites. The first expected to be complete is Wilmar Heights.

MOTION by Alan Holditch / Pat Edmonds 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.

MOTION

CARRIED

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Regent Park, Orillia - This would be a townhouse development of approximately 40 units, with a community space and space for the community garden that is on the site. They outlined the cost and funding breakdown, and long-term financial forecast, and showed site plans and renderings.

MOTION by Jessica Stevenson / Betty Lou McNabb 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.

MOTION

CARRIED

Regional Council Executive and Communities of Faith Commission: Property Policy

This policy was drafted and approved by the Communities of Faith Commission. It contains all the property policies of both the Executive and the Communities of Faith Commission in one document. It was pointed out that the policy is clear on those that are the responsibility of the Executive. The document is to ensure that the policies are accessible and that they are consistent and work well together.

MOTION by Moon Ja Park / Isaac Kamta that the Executive of Shining Waters Regional Council supports the new *Regional Council Executive and Communities of Faith Commission: Property Policy*.

MOTION

CARRIED

Regional Meeting May 2022

The regional meeting was set to be an in-person meeting for May 27-29, 2022. It is still questionable whether we will be able to meet in person at that time due to the pandemic. It was proposed to have the business meeting via Zoom and have an in-person Celebration of Ministries service.

MOTION by Betty Lou McNabb / Allyce Mutungi 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.

MOTION

CARRIED

Proposal: *Justice and Peace for Palestine and Israel*

The Executive had agreed to discuss further the motion made on this proposal at the September 15, 2021 Executive meeting. It was decided to leave the motion stand.

Closing: the meeting closed at 8:40 p.m.

SHINING WATERS REGIONAL COUNCIL

**MINUTES
OF THE REGIONAL MEETING
November 13, 2021**

The annual meeting of Shining Waters Regional Council took place on November 13, 2021 via video conference. The theme was *A Time for Every Purpose*.

MORNING SESSION

Words of Welcome, Opening of Meeting and constituting the Council

Shining Waters Regional Council gathered via Zoom video conference at 9:00 a.m. to begin the annual meeting of Shining Waters Regional Council. David Leyton-Brown, President, welcomed all those participating, introduced himself and Executive Minister, Peter Hartmans. He explained the model of how the participants would be together in this meeting.

Jody Maltby gave an orientation to the tools being used for this meeting.

President, David Leyton-Brown constituted the meeting in the name of Jesus Christ, and as the United Church gathered together, to deal with such business as should properly come before the Council.

David Leyton-Brown gave an Acknowledgement of the Land and safe space statement. Rev. Evan Noodin Swance-Smith brought pre-recorded greetings and a welcome to the territory.

Opening motions

MOTION by Peter Hartmans / Betty Lou McNabb that 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.

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- 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.

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.

MOTION

CARRIED.

Introductions

President, David Leyton-Brown made a number of introductions, including the chaplains, parliamentarian, and General Council representative.

Worship

Members of the Social and Ecological Justice Commission provided worship.

Proposals to Shining Waters Regional Council

Susan Eagle presented proposal #SW2021-01 *Continuation of Social & Ecological Justice Commission*.

MOTION by Susan Eagle / Eleanor Scarlett that Shining Waters Regional Council adopt the proposal #SW2021-01 *Continuation of Social & Ecological Justice Commission*, as presented.

MOTION

CARRIED

Robin Wardlaw presented proposal #SW2021-02 *Raising Our Voice for Human Rights*

MOTION by Robin Wardlaw / Brian McIntosh that Shining Waters Regional Council adopt the proposal, #SW2021-02 *Raising Our Voice for Human Rights*, as presented.

MOTION

CARRIED

The meeting took an all-purpose break.

Budget and Financial Report

A draft budget for 2022 was presented and Finance Administrator, Janet MacDonald, was available for questions.

MOTION by Dong-Chun Seo / Steven Loweth that Shining Waters Regional Council approve the 2022 draft budget as presented.

MOTION

CARRIED

Erik Mathiesen, Executive Officer of Finance at General Council, gave a presentation, *National Perspective – CRA News, Assessments, M & S*.

The meeting broke for lunch, and Peter Hartmans offered grace.

AFTERNOON SESSION

In Memoriam

A time of worship was held to remember those ministry personnel that have passed away since the October 2020 Regional Council meeting, as well as the churches that have closed in that period.

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Proposals to General Council

MOTION by Donna Bowman-Woodall / Barbara Hendren that Shining Waters Regional Council forward the proposal #GC2021-01 *Ministry Personnel Salary Equity* to General Council with concurrence

MOTION

CARRIED

MOTION by Robin Wardlaw / Brian McIntosh that Shining Waters Regional Council forward the proposal #GC2021-02 *Raising Our Voice for Human Rights* to General Council with concurrence.

MOTION

CARRIED

Audrey Brown registered her abstention.

MOTION by Tina Conlon / Lois Brown that Shining Waters Regional Council forward the proposal #GC2021-03 *Decriminalization of Illicit Substances for Personal Use and Harm Reduction*, to General Council with concurrence

MOTION

CARRIED

MOTION by Barry Rieder / Robin Wardlaw that Shining Waters Regional Council forward the proposal #GC2021-04 *Jurisdiction of Clergy* to General Council with concurrence.

MOTION

CARRIED

The meeting took an all-purpose break.

MOTION by Barry Rieder / Robin Wardlaw that Shining Waters Regional Council forward the proposal #GC2021-05 *Care of the Church's Marginalized* to General Council with concurrence.

MOTION

CARRIED

MOTION by Brian McIntosh / Robin Wardlaw that Shining Waters Regional Council forward the proposal #GC2021-06 *Vocational Process Accountability* to General Council with concurrence.

MOTION

DEFEATED

MOTION by Peter Hartmans / Cynthia O'Connell that Shining Waters Regional Council forward the proposal #GC2021-06 *Vocational Process Accountability* to General Council with non-concurrence.

MOTION

CARRIED

MOTION by Brian McIntosh / Robin Wardlaw that Shining Waters Regional Council forward the proposal #GC2021-07 *Senior GCO and Regional Staff Performance Reviews* to General Council with concurrence.

MOTION

CARRIED

MOTION by Brian McIntosh / Robin Wardlaw that Shining Waters Regional Council forward the proposal #GC2021-08 *Review of New Structure* to General Council with concurrence.

MOTION

CARRIED

MOTION by Brian McIntosh / Robin Wardlaw that Shining Waters Regional Council forward the proposal #GC2021-9 *Vocational Review and Discipline Accountability* to General Council with concurrence.

MOTION

DEFEATED

MOTION by Audrey Brown / Eleanor Scarlett that Shining Waters Regional Council forward the proposal #GC2021-9 *Vocational Review and Discipline Accountability* to General Council with non-concurrence.

MOTION

DEFEATED

MOTION by Angus MacLennan / Audrey Brown that Shining Waters Regional Council attach a comment to the proposal #GC2021-04 *Jurisdiction of Clergy*, that the word “encourage” be added in front of the section suggesting chaplains.

MOTION

CARRIED

Report of the Nominations Committee and Election

Betty Lou McNabb, Chair of the Nominations Committee, presented the Nominations Committee Report.

MOTION by Betty Lou McNabb / Steven Loweth that Shining Waters Regional Council elect those listed in the Nominations Report to serve on the Shining Waters Regional Council Executive, Commissions and committees of Shining Waters Regional Council for the stated terms.

MOTION

CARRIED

MOTION by Betty Lou McNabb / Steven Loweth that the terms of the current members of the Shining Waters Regional Council Social and Ecological Justice Commission be extended by one year to end in 2022.

MOTION

CARRIED

The Nominations Committee was thanked for their work and the President thanked everyone who volunteered and will be offering leadership in the region.

Installation of President

Executive Minister, Peter Hartmans, gave recognition and gratitude to the outgoing President, David Leyton-Brown.

President, David Leyton-Brown, and Executive Minister, Peter Hartmans installed Rev. Betty Lou McNabb as the new President of Shining Waters Regional Council.

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Blessing and Adjournment

The new President, Betty Lou McNabb, declared the meeting adjourned and offered a closing blessing.

Appendix A

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

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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)

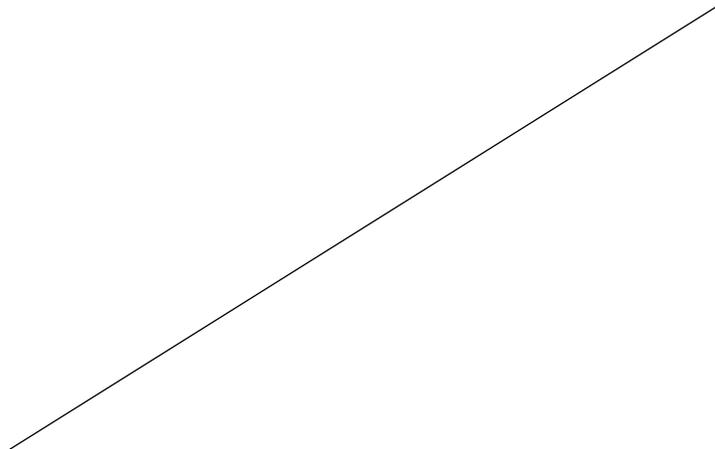
Bill was ordained in 1951, and served in Espanola, Massey, Matheson, Bronte, Guelph, St. Thomas, St. Catharines, and Long Branch. He also served as Secretary for multiple presbyteries over those years. He retired to Orillia in 1991 where he and his wife, Lois, were active members of St. Paul's United 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 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

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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

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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.

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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.

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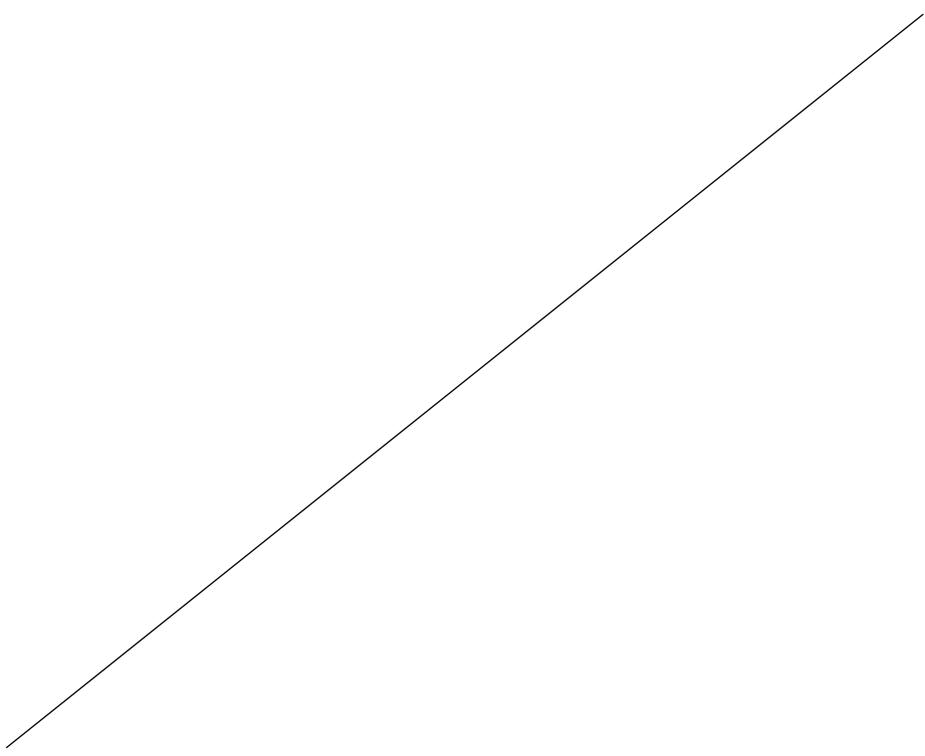
40. that on recommendation of the Grants Review and Mission Support Committees the Executive of Shining Waters Regional Council move forward in conversation with Toronto United Church Council (TUCC) to expand the terms of the St. Enoch's fund to include the greater Toronto area within Shining Waters 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.
- 

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Appendix C

REGIONAL MEETING ATTENDANCE

First Name	Last Name	Status	Community of Faith
Elected Lay Reps			
Sharon	Adamson	Elected Regional Lay Rep	Deer Park United Church, Toronto
Phyllis	Airhart	Elected Regional Lay Rep	St. Andrew's United Church
Jingle	Ayupan	Elected Regional Lay Rep	Filipino Christian Fellowship UCC
Edna(Hedy)	Baker-Graf	Elected Regional Lay Rep	Knob Hill UC
Mary	Belyea	Elected Regional Lay Rep	Sharon-Hope United Church
Bob	Bingham	Elected Regional Lay Rep	Royal York Road United Church
Gail	Birkett	Elected Regional Lay Rep	Trinity UC
Tracy	Bowie	Elected Regional Lay Rep	Royal York Road United Church
Ruth	Bramham	Elected Regional Lay Rep	Cummer Avenue United Church
Jan	Breuls-Dorang	Elected Regional Lay Rep	Leaside United Church
Julie	Brushey	Elected Regional Lay Rep	Trinity UC
Joan	Carr	Elected Regional Lay Rep	Martin Grove United Church
Joan	Chinnery	Elected Regional Lay Rep	Ebenezer United Church Markham
Maria Christina	Conlon	Elected Regional Lay Rep	Davenport Perth Community Ministry
Laurie	Cook	Elected Regional Lay Rep	Sharon-Hope
Joy	Crawford	Elected Regional Lay Rep	Queensville Holland Landing
Barbara	Edwards	Elected Regional Lay Rep	Knox United Church
Lea	Elcombe	Elected Regional Lay Rep	St Paul's UC Scarborough
Wendy	Fabrizi	Elected Regional Lay Rep	Downsview United Church
Sander	Fleming	Elected Regional Lay Rep	Sander Fleming
Will	Gibson	Elected Regional Lay Rep	Trinity UC Huntsville
Mhairi	Godley	Elected Regional Lay Rep	St. James U.C.
Glen	Greenwood	Elected Regional Lay Rep	St. Mark's UC
Gail	Hamblin	Elected Regional Lay Rep	Humber Valley United Church
Deborah	Hardwick	Elected Regional Lay Rep	Grace United Church
Karen	Harvey	Elected Regional Lay Rep	Bond Head
Ann	Hawkins	Elected Regional Lay Rep	Ann Hawkins
Barbara	Hendren	Elected Regional Lay Rep	Stouffville Community of Faith
Allan	Holditch	Elected Regional Lay Rep	St Andrews Markham
Nancy	Hopkinson	Elected Regional Lay Rep	Nobleton Schomberg Pastoral Charge
George	Isaac	Elected Regional Lay Rep	Dalston-Crown Hill United Church
Nenke	Jongkind	Elected Regional Lay Rep	Bloor Street United
Sandra	Kirby	Elected Regional Lay Rep	King City United Church
Kim	Kirsten	Elected Regional Lay Rep	Kim Kirsten

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Victor	Kitagawa	Elected Regional Lay Rep	St. James United Church
Esther	Lewis	Elected Regional Lay Rep	Lemonville UC
David	Leyton-Brown	Elected Regional Lay Rep	Richmond Hill United Church
Pamelia	Lock	Elected Regional Lay Rep	Jubilee United Church, Toronto
Sarah	Lough	Elected Regional Lay Rep	Bond Head United Church
Sandy	Mackenzie	Elected Regional Lay Rep	Trinity on Main United Church
Dorothy	Mazeau	Elected Regional Lay Rep	Caledon East United Church
Angus	McLennan	Elected Regional Lay Rep	Knox, Sutton
T. Lang	Moffat	Elected Regional Lay Rep	Central United Church - Weston
Beth	Moore	Elected Regional Lay Rep	Birchcliff Bluffs United Church
Robert	Murdock	Elected Regional Lay Rep	Collier Street, Barrie
Bill	Newman	Elected Regional Lay Rep	Aurora United Church
Moon Ja	Park	Elected Regional Lay Rep	Thornhill United Church
David	Phillips	Elected Regional Lay Rep	Leaside United Church
ROBIN	PILKEY	Elected Regional Lay Rep	Runnymede United Church
Linda	Robinson	Elected Regional Lay Rep	Parkdale United Church
John	Ryerson	Elected Regional Lay Rep	Fairlawn Avenue United
Jeannette	Schieck	Elected Regional Lay Rep	Midhurst United Church
Islay	Scott	Elected Regional Lay Rep	Burton Avenue United Church
Ronald	Scott	Elected Regional Lay Rep	Northlea United
Paul	Stott	Elected Regional Lay Rep	Trinity-St. Paul's UC, Toronto
Nancy	Sullivan	Elected Regional Lay Rep	Wesley Mimico United Church
Anne	Sutherland	Elected Regional Lay Rep	Windermere
Gloria	Tozek	Elected Regional Lay Rep	St Paul's
Melanie	van Dyk	Elected Regional Lay Rep	Woodbridge United Church
Brian	Walter	Elected Regional Lay Rep	Brian Walter
Wendy	Wight	Elected Regional Lay Rep	Bracebridge United
Penny	Wilkins	Elected Regional Lay Rep	Eglinton St. George's UC
Peter	Wilkins	Elected Regional Lay Rep	Eglinton St. George's UC (ESG)
Sarah	Williams	Elected Regional Lay Rep	Trinity St Paul's
Martha	Wood	Elected Regional Lay Rep	Bracebridge United Church
Ronny	Yaron	Elected Regional Lay Rep	Bathurst United
Ministry Personnel			
David	Allen	Ministry Personnel	Windermere
Charles Olango	Arach	Ministry Personnel	Uganda Martyrs United Church
Ratna	Arasaratnam	Ministry Personnel	McKellar-Dunchurch Pastoral Charge
Jeff	Bacon	Ministry Personnel	St. Bartholomew's United Church
Donna	Bowman-Woodall	Ministry Personnel	Retired
Marlene	Britton	Ministry Personnel	GCO

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Audrey	Brown	Ministry Personnel	Chaplain - Canadian Armed Forces
Lois	Brown	Ministry Personnel	Unity, Midland
Linda	Butler	Ministry Personnel	Retired
Philip	Cable	Ministry Personnel	Retired
Carol-Ann	Chapman	Ministry Personnel	Trinity United
Richard	Choe	Ministry Personnel	College Street United Church
Andrew	Comar	Ministry Personnel	Aurora United Church
Cindy	Cooper	Ministry Personnel	Bayview United church
Basil	Coward	Ministry Personnel	Victoria Square UC
Amy	Crawford	Ministry Personnel	Islington United
Greg	Daly	Ministry Personnel	Birchcliff Bluffs United Church
Tim	Dayfoot	Ministry Personnel	St. Andrew's United Church, Markham
Lorraine	Diaz	Ministry Personnel	Timothy Eaton Memorial Church
Maya	Douglas	Ministry Personnel	St. James, Etobicoke
Douglas	duCharme	Ministry Personnel	Fairlawn Avenue
Susan	Eagle	Ministry Personnel	Grace United Church
Ronald	Ewart	Ministry Personnel	Toronto United Church Council
Nina	Fulford	Ministry Personnel	Retired
Emily	Gordon	Ministry Personnel	Leaside United Church
Ted	Grady	Ministry Personnel	Runnymede United Church
Adam	Hanley	Ministry Personnel	Islington UC
Deborah	Hart	Ministry Personnel	Deer Park
Hewitt	Holmes	Ministry Personnel	Collier St., Barrie
Kirsty	Hunter	Ministry Personnel	Minesing
Won	Hur	Ministry Personnel	Parkwoods United Church
Isaac	Kamta	Ministry Personnel	Ministere Protestant Francophone de Toronto
David	Kim-Cragg	Ministry Personnel	St. Matthew's, Richmond Hill
Calin	Lau	Ministry Personnel	Keswick Ravenshoe United Church
Amy Yea Kyong	Lee	Ministry Personnel	Davenport-Perth United Church
Andrew	Lee	Ministry Personnel	York United Ministries
Carmen	Llanos Acero	Ministry Personnel	Birchcliff Bluffs United Church
Kevin	Logie	Ministry Personnel	Seguin Pioneer, Parry Sound
Steven	Loweth	Ministry Personnel	Fairbank, Toronto
Sadekie	Lyttle-Forbes	Ministry Personnel	Sharon-Hope United Church
Margaret	MacDonald	Ministry Personnel	Heart Lake United Church
Elizabeth	Mackenzie	Ministry Personnel	Dewi Sant Welsh United Church
Cheryl- Lynn	MacPherson	Ministry Personnel	Cummer Avenue United Church
Louise	Mahood	Ministry Personnel	Roncesvalles United Church
Shannon	Mang	Ministry Personnel	St. Andrew's United Church

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Alana	Martin	Ministry Personnel	The GO Project
Martha	Martin	Ministry Personnel	Kingston Road United Church
John Joseph	Mastandrea	Ministry Personnel	Manor Road United Church
Linda	Maw	Ministry Personnel	St. James, Etobicoke
Todd	McDonald	Ministry Personnel	Burton Ave. United, Barrie
Brian	McIntosh	Ministry Personnel	Bloordale UC, Toronto
Evelyn	McLachlan	Ministry Personnel	Nobleton & Schomberg
Betty Lou	McNabb	Ministry Personnel	Georgina Island Native United Church
Stephen	Milton	Ministry Personnel	Lawrence Park Community Church
Maria	Mindszenty	Ministry Personnel	Temperanceville United Church
Richard	Moffat	Ministry Personnel	Collier St. UC, Barrie
Monica	Moore	Ministry Personnel	St. James United, Parry Sound
Ruth	Noble	Ministry Personnel	Richmond Hill United Church
Eric	Nyarko	Ministry Personnel	Ghana Calvary Methodist UC
Lawrence	Nyarko	Ministry Personnel	Grace United Church
Cynthia	O'Connell	Ministry Personnel	Glebe Road United Church
T. Leigh	Olson	Ministry Personnel	Thornhill United Church
Fran	Ota	Ministry Personnel	Retired
Emma	Pipes	Ministry Personnel	Knox United Church, Caledon
Henry	Poutiainen	Ministry Personnel	Thornhill UC, Markham
Daniel	Reed	Ministry Personnel	Kimbourne Park United Church
BARRY	Rieder	Ministry Personnel	Jane Finch Community Ministry
Patti	Rodgers	Ministry Personnel	Bond Head United Church
Eleanor	Scarlett	Ministry Personnel	Bolton Community of Faith
Norman	Seli	Ministry Personnel	Jubilee United Church
Dong-Chun	Seo	Ministry Personnel	Retired
YoonOk	Shin Kang	Ministry Personnel	Willowdale Emmanuel United
Joan	Smith	Ministry Personnel	Wesley Mimico United Church
Janet	Smith Zenwirt	Ministry Personnel	St. Mark's United Church
Brian	Stevens	Ministry Personnel	Hope United
Heather	Stevenson	Ministry Personnel	Cheltenham Pastoral Charge
Bri-anne	Swan	Ministry Personnel	Jubilee United Church
Richard	Tamas	Ministry Personnel	Martin Grove United Church
Maryanne	Thomson	Ministry Personnel	Trinity United, Malton
Judith	Visser	Ministry Personnel	Midhurst United Church
Robin	Wardlaw	Ministry Personnel	East End United
Andrea	Wheaton	Ministry Personnel	Burton Avenue United Church
Linda	Wheler	Ministry Personnel	Trinity, Newmarket
Neil	Young	Ministry Personnel	St. Andrew's, Toronto
Other Voting Members			

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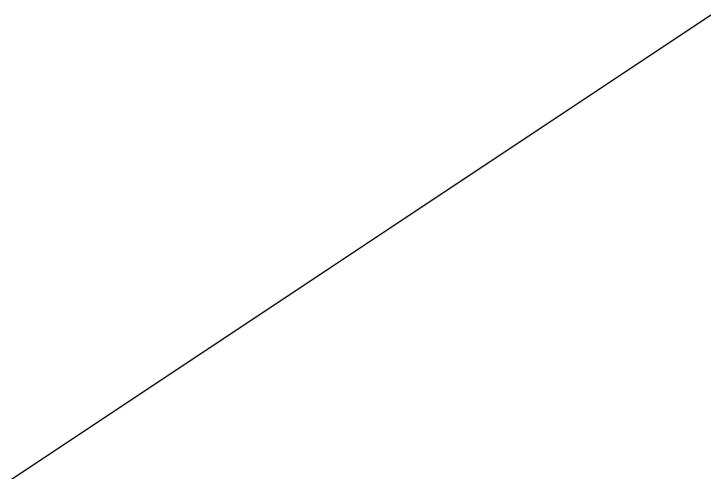
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Marg	Walker	Past Co-Chair	Knox, Agincourt
Sharon	Aylsworth	GC Commissioner	Kingston Rd UC
Diane	Aikman	UCW President	Emmanuel United Church Brampton
Jim	McKibbin	GC Commissioner	Beach United Church

Appendix D

REGIONAL MEETING REGRETS

Name (First)	Name (Last)	Connection to Region	Name of Community of Faith
Warren	Ball	Ministry Personnel	Mt. Albert United Church
Ross	Carson	Ministry Personnel	Trinity United Church, Newmarket
Lorrie	Daly-Price	Ministry Personnel	Heritage United Church
Debbie	Johnson	Ministry Personnel	North Bramalea United Church
Tom	MacNeil	Ministry Personnel	Emmanuel United Church, Brampton
Lena	Medeiros	Ministry Personnel	St. Paul's UC, Brampton
Joanne	Purchase	Member at Large	Trinity UC, Huntsville
Martha	ter Kuile	Ministry Personnel	Bloor Street United Church
Cameron	Watts	Ministry Personnel	Forest Grove United Church, North York
Ron	Wigle	Elected Regional Lay Rep	Parkwoods UC, Toronto
Susan	Williams	Elected Regional Lay Rep	Virginia United



REPORTS

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.

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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.

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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

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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;

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- 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 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:

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

- 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.

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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

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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).

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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

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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

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DRAFT BUDGET

SWRC - **Draft Budget** Projection 2021-2026

	Actual 2020	Approved 2021	2022	2023	2024	2025	2026
INCOME							
Grant Income							
PTCC			616,000	600,000	600,000	600,000	600,000
TUCC			59,500	59,500	59,500	59,500	59,500
			<u>675,500</u>	<u>659,500</u>	<u>659,500</u>	<u>659,500</u>	<u>659,500</u>
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
	<u>713,000</u>	<u>664,000</u>	<u>664,000</u>	<u>618,400</u>	<u>598,960</u>	<u>581,464</u>	<u>565,718</u>
Transfer from Toronto Conference	<u>219,752</u>						
Property Income							
Development					38,000	309,500	543,000
Sale		<u>1,655,400</u>	<u>1,265,300</u>	<u>1,266,200</u>	<u>811,940</u>	<u>465,736</u>	<u>108,782</u>
		<u>1,655,400</u>	<u>1,265,300</u>	<u>1,266,200</u>	<u>849,940</u>	<u>775,236</u>	<u>651,782</u>
Total Income	<u>1,112,964</u>	<u>2,344,400</u>	<u>2,704,800</u>	<u>2,644,100</u>	<u>2,208,400</u>	<u>2,116,200</u>	<u>1,977,000</u>
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
	<u>1,838,010</u>	<u>2,344,400</u>	<u>2,704,800</u>	<u>2,644,100</u>	<u>2,208,400</u>	<u>2,116,200</u>	<u>1,977,000</u>
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.

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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)

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- 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

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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)

PROPOSALS

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

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- 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.

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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.

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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

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. Our 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.

PROPOSAL TO SHINING WATERS REGIONAL COUNCIL #2021-02

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 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:

C. Study/discussion of the issue

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

D. 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

PROPOSAL TO GENERAL COUNCIL #2021-02

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.

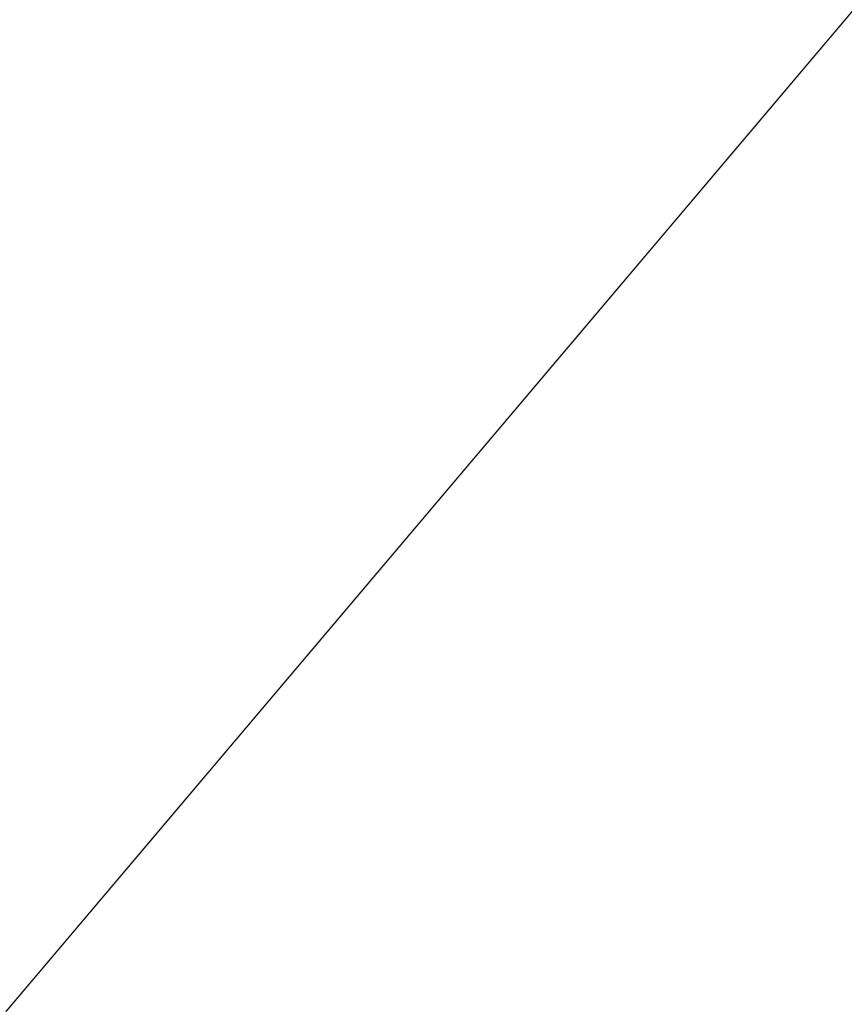
4. How might the General Council respond to the issue?

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.



The United Church of Canada
Shining Waters Regional Council

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