



"To each is given the manifestation
of the Spirit for the common good."
1 Corinthians 12:7

**Shining Waters Regional Council
2022 Regional Meeting**
May 27 and 28, 2022 - 12 p.m. to 5 p.m. - Online


RESOURCE BOOK

TIPS FOR USING ZOOM

JOINING THE MEETING

- **MEETING LINK** Your link to the meeting was emailed to you after you registered. There will be a reminder email closer to the meeting that also includes the link. This is the only link that you may use to access the meeting.
- **ARRIVAL TIME** Sign in to the meeting by 11:45 am (EDT) or earlier. You will arrive in the waiting room and be admitted at 11:55 am. The Call to Order is at 12:00 p.m. noon on both days. You will be muted upon entry and we ask you to stay muted.
- **YOUR NAME** Check that your name appears correctly in the participant list (see below). The MORE button beside your name allows you to rename yourself. Corresponding and non-voting participants please add a “Z” in front of your name to help with scrutineering.
- **AUDIO** When you join the meeting, you will be asked about connecting audio. It is easiest to join by computer audio unless your computer does not have speakers. If you have trouble with your audio you may also connect by phone with the number in your invitation. Remember to use the toll-free number for long-distance calls. If you use a cordless phone, please be sure it has enough charge to last the duration of the meeting, and/or charge your phone during the breaks.
- **VIDEO** For this meeting you will not need to start your own video (webcam) unless you are going to speak. At the beginning of the meeting it may be nice to “see” everyone, but once the meeting is underway it is best for all video to be off apart from the presenters. For best viewing please change to “Speaker View” and/or “Side by Side” at the top of the video panel of your screen.

PARTICIPATING

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

VOTING

- **ELIGIBILITY** Only elected Lay Regional Representatives and Ministry Personnel are eligible to vote. If you are not a voting member please put an “Z” before your name – this way the scrutineers can see the votes more easily.
- **RAISE HAND:** We will be voting using the Raise Hand button found under the Reactions icon on the Zoom toolbar. Older versions of Zoom may have the icon at the bottom of your Participants Panel instead. Voting will be done by following the instructions from the President. To abstain type ABSTAIN in the chat.
- **VOTE BY PHONE** Voting representatives participating on the phone will vote by pressing *9 when the President calls for you to vote by phone and this will raise your hand in the Participants Panel.
- **RE-OPEN THE PARTICIPANT AND CHAT PANELS** Note: When the host shares their screen (ie: with the agenda or a proposal) the program will put you into full screen mode and you will lose the chat and participant panels. To get these back click “Chat” and “Participant” on the Zoom toolbar (usually at the top of your screen). They

will reappear in the centre of your screen but you can move them to the side by clicking on the top of the pod and dragging it over.

- **TWO VOTES** If two people are joined from the same household one person can vote with the Raise Hand button. The second person can add their vote by typing Yes or No or Abstain in the chat.

CHAT

- **LIMITED** Chat is limited for this meeting to minimize distractions and you are only able to chat with the hosts and co-hosts

HELP AND SUPPORT

- See the Zoom Help page on our website for general information about using Zoom
<https://shiningwatersregionalcouncil.ca/zoom-video-conferencing/>
- If the meeting suddenly closes, go back to the e-mail with the link and re-join.
- Turn your video off if your connection becomes unstable. You will still be able to see and hear without your video.
- Staff are monitoring the chat for questions and to help troubleshoot, but our capacity to help you may be limited. Please watch some of our zoom tutorials on our website if you need some support in advance of the meeting.
<https://shiningwatersregionalcouncil.ca/communities-of-faith/zoom-video-conferencing/>
- If you cannot locate the meeting link, e-mail Donna Rutz drutz@united-church.ca.

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Encouraging and Connecting Communities of Faith

As I sit down this evening, with my cup of tea, to write to you all, I'm aware of the news headlines that fill our television and communication devices and it saddens me.

Still the Covid-19 protocols prior to this evening have only allowed us to meet virtually again for the two days of business brought before the Regional Council. We'll gather together on both afternoons of May 27 and 28 for worship, education and business.

Our theme this annual meeting is "For the Common Good," from 1 Corinthians 12:7.

"To each is given the manifestation of the Spirit for the common good."

We must align our gifts from Creator God then we can work at the common good for all.

Our gifts, our attitudes, our hearts and our efforts are steadfast when it comes to this work.

I think of these words, "for the good of all." What do they mean to you?

All of creation?

All of Earth? Her animals, people, plants, trees, air, soil, water?

All?

I think it's a good theme as we think about "all my relations" which appears on our United Church of Canada crest in Mohawk.

For the good of all!

Getting back to taking care of the earth, sky, atmosphere, trees, water, winged ones, four-legged ones, two-legged ones preparing for the common good for the next seven generations to come. The land, people, vegetation, animals and even finances have all had an impact from the war zones in our world. For some Covid-19 has tested us beyond the breaking point. But we are a resilient people searching and seeking the common good.

One of our keynote speakers this annual meeting is award-winning writer, scholar and author, Heather Menzies. From her book, *Reclaiming the Commons, for the Common Good*, she says on page 129;

"It doesn't matter how we begin our journey, or whether you think of it as more personal (healing) or political. The important thing is to embrace the process of moving from being outside the changes that are needed to inside, from being an angry or indifferent bystander to an implicated participant."

As we gather in May to sing, pray, work, and praise our Creator God together may we ponder the question that Jeremy Lent proposes to us from his book, *The Web of Meaning*, again on the theme of the common good, "What is the sacred and precious strand that *you* will weave?"

We'll be together for the celebration of ministries service face-to-face with candidates and admittands and their family and friends on May 29, I hope you will continue to join us virtually that Sunday at 3:00 p.m.

I look forward to seeing you next month, stay well, and may God keep you.

Rev. Betty Lou McNabb

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Website: www.shiningwatersregionalcouncil.ca



To each is given the manifestation of the Spirit for the common good, 1 Cor 12:7

Shining Waters Regional Council Meeting

May 27- 28, 2022

12:00 p.m. – 5:00 p.m.

DRAFT AGENDA

Friday, May 27

- 12:00 Opening of Meeting Acknowledgment of the Land
Welcome to the Land – Jake Charles
Opening Motions
Processes and Holy Manners, Equity
Worship – Niki Andre
- 12:45 Theme Conversation – Heather Menzies
- 1:40 Break-out rooms
- 2:20 All-purpose Break
- 2:30 Song to bring us back
- 2:35 Continue Theme Conversation:
For the Common Good
- 2:55 Greetings from the General Council – Éric Hébert-Daly
- 3:05 Accountability Reports
- 3:20 In Memoriam
- 3:35 All-purpose Break
- 3:50 Song to bring us back
- 3:55 Proposals
- 4:55 Adjournment and Blessing for the day

Saturday, May 28

- 12:00 Opening
Acknowledgement of the Land
Welcome to the Land – Jake Charles
Worship – Niki Andre
- 12:45 Proposal to the General Council:
National Indigenous Circle - Restructuring of Indigenous Church
– Teresa Burnett-Cole
- 1:30 All-purpose Break
- 1:45 Song to bring us back
- 1:50 Theme Presentation: Common Good Panel
- Faith and the Common Good, Michelle Singh, Executive Director
 - Georgina Island Environmental Coordinator, Brandon Stiles
 - Vicky Wolski, Georgina Island
 - Stone Soup Network, Alexa Gilmour, National Director
 - St. Paul's Eco-Commoning, Ted Reeve
- 2:50 Financial Report and Budget
- 3:20 All-purpose Break
- 3:35 Song to bring us back
- 3:40 ♦Stewardship Video
♦Then Let us Sing – Sarah Lough
♦United Church Resource Development (UCRD)
– William Simmons and Rebeka Hornburg
♦National Pastoral Relationship Equity Project
– Marcie Gibson and Kimiko Karpoff
- 4:25 Nominations
- 4:50 New Business
- 4:55 Blessing and Adjournment



SHINING WATERS
REGIONAL COUNCIL
The United Church of Canada



CONSENT AND PROCEDURAL MOTIONS 2022 FOR ACTION

The following enabling motions be adopted:

- a) **Roll of the Regional Council:** that the roll of Roll of the Regional Council shall consist of:
 - All ministry personnel within the geographic bounds served by Shining Waters Regional Council (Basis of Union 6.2.1);
 - Ministers of denominations within mutual recognition agreements while under appointment or call (Basis of Union 6.2.2);
 - Lay members elected by the Community of Faith, respecting the balance of lay and ministry personnel where possible (Basis of Union 6.2.3);
 - Additional lay members as determined by the Regional Council if necessary, to respect a balance of ministry personal and lay members who are not ministry personnel in the membership of the Regional Council (2022 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:942 0304 3061 when in session.
- c) **Agenda:** that the Agenda as posted to the regional website be the order of business, subject to those changes that are recommended by the Chairperson.
- d) **Minutes:** that the Minutes of the meetings of Shining Waters Regional Council held November 13, 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 (2022 Manual C.1.5).
- h) **Commitments:** that the regional council participants commit/covenant to honour the Holy Manners printed in the Resource Book and commit to our regional council's commitments around equity, justice and anti-racism through both conversation and actions. If there is failure to honour these commitments, individuals may be removed from the meeting at the discretion of the President.
- i) **New Business & Nominations:** (Nominations are closed. The deadline was March 21, 2022). Items of New Business shall be given to the Chairperson by 4:55 p.m. on Friday, May 27, 2022.

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 may, at their discretion, invite an individual to verbally introduce a proposal for up to five minutes. 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 move the motion. Once the motion has been moved and seconded, Rules of Debate and Order shall be followed.

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

Background for Consent Motions

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

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

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

Process

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

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

HOLY MANNERS

We strive, in this time of community, to be brave by...

B – being accountable for the impact of both our words and our silence

R – reflecting on and naming our own biases

A – actively listening

V – vocalizing questions that arise from our learning

E – encountering new ideas with curiosity and wonder

To be continued....learning as we go....

*Written by Diane Matheson-Jimenez
for Affirming Network webinar, September 22, 2020*

Please also see our Regional Council Commitments related to equity and justice

Anti-Asian Racism statement

<https://shiningwatersregionalcouncil.ca/regionalcouncil-statement-on-anti-asian-racism-hatred-and-violence/>

Anti-Black Racism statement

<https://shiningwatersregionalcouncil.ca/regional-statement-on-anti-black-violence-and-racism/>

Equity Policy

https://shiningwatersregionalcouncil.ca/wp-content/uploads/2019/07/sw_policies_Regional_Council_Equity_Policy.pdf

Shining Waters Regional Council is an Affirming Region

<https://shiningwatersregionalcouncil.ca/equity/affirming/>



REV. BETTY LOU McNABB
PRESIDENT, SHINING WATERS REGIONAL COUNCIL



Betty Lou McNabb is currently in a ministry of accompaniment with the Chippewas of Georgina Island First Nation. She has had the privilege and honour to serve Georgina Island Native United Church for 16 years.

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

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

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

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

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

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

ÉRIC HÉBERT-DALY
RESPONSABLE DES MINISTÈRES EN FRANÇAIS
General Council Representative



Éric Hébert-Daly is the “Responsable” for French Ministries for The United Church of Canada. Éric was born to an Acadian family, grew up in Toronto where he met his husband Scott. They lived in Montréal, Gatineau and Wakefield Québec before moving to Ottawa where they live now. Éric was the Communications Assistant to Member of Parliament Svend Robinson, was the National Director of the Federal NDP under Jack Layton, the National Director of the Canadian Parks and Wilderness Society and took on his current role in 2018. He has recently been asked to be the co-lead for the strategic objective: *Strengthening Invitation and Growth*. Éric was ordained in 2020.

HEATHER MENZIES
KEYNOTE SPEAKER

Heather Menzies describes herself as a seeker: trying to know what might help heal the disconnect so many people are experiencing, from themselves and each other, from community and even from Creation. That quest took her to Scotland searching for her ancestral roots in the commonly shared lands of a Highland glen. Heather has published 10 books, won two book awards and been awarded the Order of Canada for "contributions to public discourse." She's also an adjunct professor in the School of Indigenous and Canadian Studies at Carleton University. Heather was a member of First United Church in Ottawa where she was involved in leadership including chairing the worship committee and being on church council.



REV. TERESA BURNETT-COLE
SPEAKER, INDIGENOUS CHURCH



The Reverend Teresa Burnett-Cole is the Coordinating Minister at Glebe-St. James United Church in Ottawa. She is currently waiting to defend her Th.D. in liturgical studies at Emmanuel College, The Toronto School of Theology. She studies intercultural worship with a particular emphasis on Indigenous worship styles. Teresa has served congregations in the Maritimes, Saskatchewan, and Toronto Conferences, and is now active in Eastern Ontario Outaouais Regional Council. Teresa currently serves on the General Council Executive keeping Indigenous issues at the forefront of the GCE's

perspective. She also serves on the Advisory Board for Gathering magazine. She has a passion for both creative liturgy and social justice.

NIKI ANDRE WORSHIP LEADER

Niki Andre is an award-winning singer-songwriter and spoken word artist whose lay ministry uses embodied practice to connect people across diverse cultures and faiths. She's been co-facilitating and helping to design the Forum for Intercultural Leadership and Learning's Engage Difference! Intercultural Ministry program, since 2015. A trained and experienced workshop facilitator, Niki founded Circle Collective to create culture that connects, encourages and mends. She designs and facilitates faith-based, social justice programming - including her signature [A Cappella Jams](#) - for groups across the country and the US.



Infused with embodied practices, inspiring reflection and resonant spoken word, these interactive jams are a gate for re-membering our selves more connected, empowered and whole. The [experience](#) is always different – informed by those present – and bigger than the sum of its parts. www.NikiAndre.com

REV. ANDREW KUNYOUNG LEE CHAPLAIN



Born and raised in Seoul in the Republic of Korea, Rev. Andrew K. Lee has served NGOs and churches in Seoul and Toronto. He started his ministry as a Chaplain Assist in the Army of the Republic of Korea and is now celebrating his 26th year of church ministry at York United Ministries. Having focused on youth/young adults, Ignatian Spiritual Exercises, spiritual direction, and eco-theological ministry, he always attempts to expand his ministry beyond the church doorsteps. He also takes the responsibilities of chaplaincy to serve 350 shipmates of the Royal Canadian Navy in Toronto.

REV. BRI-ANNE SWAN CHAPLAIN

Rev. Bri-anne Swan currently serves in team ministry at Jubilee United Church in Toronto. She is a singer and songwriter with a heart for all those who have been told that they do not belong. She was commissioned in 2021 and served as Community Minister for the Living Presence Ministry in East Gwillimbury — a new, experimental and embedded ministry — beginning in 2017. In 2020, she transitioned to Shining Waters Regional Council as Minister for Social & Ecological Justice and Communications. Since 2019, Bri-anne has been leading Resistance Church, a justice-focused, online ministry of Jubilee that reaches out to those for whom traditional church models are not always relevant or accessible.



You will often find Bri-anne editing video, reading a good book, writing a song, or designing something for online worship. Bri-anne is also a spiritual advisor to incarcerated individuals on Death Row and is moved by the powerful theological education she has received from fortified spaces outside the walls of the academy.

BETH MOORE PARLIAMENTARIAN



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

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

COMMON GOOD PANEL



Rev. Alexa Gilmour is a nature-loving published author, public speaker, United Church minister, and National Director of Stone Soup Network, a program that supports the community's capacity to meet immediate economic and social needs and lays a foundation of trust for faith groups, businesses, social agencies, and residents' groups to work together to find local solutions to inequity and sustainability. Prior to working full-time for Stone Soup Network, Alexa was the minister at Windermere United Church (Toronto), an outward-facing justice seeking church who felt called by God to found Stone Soup Network. www.stonesoupnetwork.ca

Rev. Dr. Ted Reeve is a social ethicist, educator and minister in The United Church of Canada. His vocational life includes: teaching ethics as part of the Faculty of Theology and being Director of Continuing Education, TST, at The University of Toronto. He was the executive director of Faith & the Common Good, an interfaith/intercultural network seeking the common good in Canada. Also, the Program Minister for Education and Leadership at the General Council of The United Church of Canada, and most recently, the coordinating minister at the St. Paul's Centre in Orillia.



Rev. Michelle Singh is an Interfaith Minister and Executive Director of [Faith & the Common Good](#) (FCG). FCG is the delivery partner for The United Church of Canada's [Faithful Footprints](#) program which provides ideas, tools and grants to help United Church properties reduce their carbon pollution. Michelle has also been actively engaged in Canada's interfaith movement, including vice-chairing the award-winning World Interfaith Harmony Week [Toronto Steering Committee](#) and co-founding a multi-faith Spiritual Dialogue Circle that has been meeting monthly for 13 years. Michelle was a Board member and Steering Committee Co-Chair for the 2018 Parliament of the World's Religions — overseeing the world's largest interfaith gathering, featuring over 1,000 diverse spiritual programs and attended by over 8,500 people.

Brandon Stiles is the Environmental Dept. Manager at Chippewas of Georgina Island First Nation. He is an Ojibway from the Chippewas of Georgina Island and Rama First Nations in South Central Ontario. He has a background in tourism, employment services and Indigenous social development and has been working in Indigenous social services since 1998. He has been a successful manager, instructor, proposal writer, program coordinator and event planner and is a certified Career Development Practitioner, Essential Skills Practitioner and Job Club Coach. As a First Nations person, he has always had a vested interest in contributing to the development, enhancement and sustainability of social programs in Indigenous communities across the country.



SHINING WATERS REGIONAL COUNCIL STAFF



Executive Minister

Rev. Peter Hartmans

phartmans@united-church.ca

Serves in: Shining Waters Regional Council and Canadian Shield Regional Council

Location: Teleworks and spends time in each region.

Role: Peter provides leadership, counsel, and support for the governance and administration in the Regional Councils.

Contact Peter about: Budget and Policy; Media and Public Statements; Regional Joys and Concerns; Workplace Discrimination, Harassment, and Violence.



Regional Staff Lead and Communities of Faith Minister

Rev. Jody Maltby

jmaltby@united-church.ca

Serves in: Shining Waters Regional Council

Location: Teleworks and works from the Guthrie Main Office

Role: Jody coordinates the support to communities of faith, including coordinating the work of regional staff.

Contact Jody about: Appeals; Conflict Resolution; Congregational Finance; Covenants and Self-Assessments; Grants; Intentional Interim Ministry; Incorporated Ministries; Property Matters; Transitions – amalgamations, collaboration, closures.



Pastoral Relations Minister

Rev. Todd McDonald

tmcdonald@united-church.ca

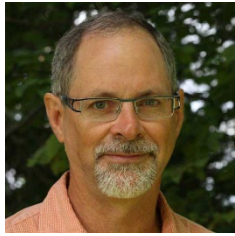
Serves in: Shining Waters Regional Council

Location: Teleworks and works in the Guthrie Office.

Role: Todd encourages and supports ministry personnel toward health, joy, and excellence in ministry practice.

Contact Todd about: Conflict Resolution; Finding A New Minister; Licensed Lay Worship Leaders; Licenses to Administer Sacraments; Pastoral Relationships Policy; Resources for Transition Times; Retirement; Sabbaticals; Sick Leave; Short Term Supply Ministers; Visiting Minister Options. Todd is responsible for all the Communities of Faith and ministry personnel in the region that are located north of Highway 407.

cont'd ...



Pastoral Relations Minister

Dale Hildebrand

dhildebrand@united-church.ca

Serves in: Shining Waters Regional Council

Location: Teleworks and works in the Toronto Office.

Role: Dale encourages and supports ministry personnel toward health, joy, and excellence in ministry practice.

Contact Dale about: Conflict Resolution; Finding A New Minister; Lay Employees; M&P Committees; Licenses to Administer Sacraments; Pastoral Relationships Policy; Resources for Transition Times; Retirement; Sabbaticals; Sick Leave; Short Term Supply Ministers; Visiting Minister Options. Dale is responsible for all the Communities of Faith and ministry personnel in the region that are located south of Highway 407.



Communities of Faith Minister for Equity and Innovation

Susie Henderson

shenderson@united-church.ca

Serves in: Shining Waters Regional Council

Location: Teleworks from home in Toronto

Role: Susie supports the regional council in planning and policy for equity and innovation and encourages and connects communities of faith as they adapt and experiment in changing times.

Contact Susie about: Affirming Ministry; Equity; Governance; Innovative Ministry; Rural Connect Hub Ministry; Wellspring Blog



Minister, Justice and Faith Formation

Jeffrey Dale

jdale@united-church.ca

Serves in: Shining Waters Regional Council

Location: Teleworks and works in the Guthrie office

Role: Jeffrey encourages and connects communities of faith with matters of faith and justice and the regional council in youth and young adult ministry and matters of faith formation and liaises with the General Council in this regard.

Contact Jeffrey about: Affirming Ministry; Camping Ministries; Community Ministries; Faith Formation; Guaranteed Income; Harm Reduction; Homelessness; Poverty; Social and Eco-justice; Worship and Music; Youth and Young Adult Ministry, United Church Women (UCW)



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

Kim Uyede-Kai

Kuyedekai@united-church.ca

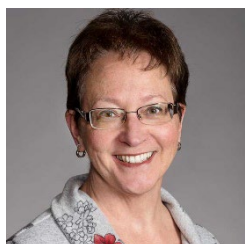
Serves in: Shining Waters Regional Council

Location: Teleworks and works in the Toronto Office

Role: Kim encourages and connects communities of faith in their work and supports indigenous ministries in their relationship with the region and promotes and supports racial justice.

Contact Kim about: Anti-Racism; Conflict Resolution; Congregational Finance; Intercultural Ministry; Right Relations; Vision and Mission.

cont'd ...

**Executive Assistant and Administration**

Shining Waters and Canadian Shield

Rachael Howes

rhowes@united-church.ca

Serves in: Shining Waters Regional Council and Canadian Shield Regional Council

Location: Works from the Main Office in Guthrie, Tuesday through Thursday, teleworks Monday and Friday

Role: Rachael provides administrative support to the Executive Minister, Regional Council Executive, and related Commissions.

Contact Rachael about: General Inquiries; Conference Call Booking; Copyright Information; Currents Newsletter; Family News; Incorporated Ministries; Minutes and Policies; Nominations; Regional Meeting; Support to communities of faith.

**Executive Assistant and Administration**

Canadian Shield and Shining Waters

Susan Whitehead

swhitehead@united-church.ca

Serves in: Canadian Shield Regional Council and Shining Waters Regional Council

Location: Works from the Canadian Shield main office in North Bay.

Role: Susan is the Executive Assistant to Peter Hartmans and gives administrative support for the Canadian Shield and Shining Waters Regional Councils.

**Communications and Administrative Support**

Shining Waters

Donna Rutz

drutz@united-church.ca

Serves in: Shining Waters Regional Council

Location: Teleworks and works in the Toronto Office.

Role: Donna provides administrative support to the region as a whole including communications, record-keeping, event planning, office management, and reception.

Contact Donna about: General Inquiries; Community Events; Covenanting Services; Records Management; Regional Communication; Regional Events; Social Media; Updating Contact/Subscription Information; Website.

**Administrative Support**

Shining Waters and Canadian Shield

Joan Bailey

jbailey@united-church.ca

Serves in: Canadian Shield Regional Council and Shining Waters Regional Council

Location: Teleworks (part-time) from her home in Thunder Bay, Tuesday to Friday, afternoons from 1 p.m. to 4:30 p.m.

Role: Joan provides administrative support in both regions as needed.

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United Church of Canada staff who support Shining Waters Regional Council specifically as part of their assigned denominational work through the General Council Office:



**Community Capacity Development Coordinator (CCDC)
Indigenous Ministries & Justice Unit**

Martha Pedoniquotte

MPedoniquotte@united-church.ca

Serves in: the area of Ontario Quebec East Region

Role: one of three CCDCs working for the National Indigenous Council, Indigenous Ministries & Justice Unit of The United Church of Canada.

CCDCs build capacity within the Indigenous communities of faith through knowledge transfer, skill development, sharing of resources and best practices, facilitation of training and funding opportunities. CCDCs assist with the Mission & Service working group, and the Real Property and Capital Plan working group, and ensure that the needs are met for pastoral care, ministry recruitment and other requirements of the community of faith. Martha currently works with 24 communities of faith in Ontario Quebec.



Office of Vocation, Minister for Shining Waters and Canadian Shield

Rev. Kellie McComb

kmccomb@united-church.ca

Serves in: Canadian Shield Regional Council and Shining Waters Regional Council

Location: Teleworks from home in Paris, Ontario

Role: Supports the processes for the discernment and training of ministry personnel, the determination of their fitness/readiness for accreditation, the fulfillment of continuing education standards, and the formal processes for oversight and discipline of ministry personnel.



Stewardship & Gifts Officer

David Jagger

djagger@united-church.ca

Serves in: Shining Waters, Canadian Shield, Antler River Watershed, Western Ontario Waterways, and Horseshoe Falls Regional Councils

Location: Teleworks and is available for consultations.

Role: Dave is a part of the national Philanthropy Unit of The General Council. He connects with five regions to encourage and support communities of faith to grow faithful and generous disciples. Contact Dave about: Called to be the Church: The Journey program; Congregational Giving; Mission & Service; Planned Legacy Giving; Stewardship Education; The United Church Foundation.

cont'd ...

United Church of Canada staff with employment which lies with Shining Waters Regional Council for Administrative Employment Support and/or Ministry Support:

Isaac Kamta: La Mission Protestante Francophone de Toronto (MPFT), the only francophone Community of Faith of The United Church of Canada in Toronto.

Alana Martin: Minister to the GO Project. The GO Project facilitates youth programs across the country. GO believe its mission is to create open programs and spaces for young people to learn how to put faith and love into action in the world.

Angie Hocking: Regent Park Community Ministry, becoming a Christian community of faith and justice in Regent Park. They seek to innovate, and to be compassionate, intercultural, and open to all.



ORDINATION AND ADMISSION

ORDINATION

Lee-Ann Ahlstrom



My name is Lee-Ann Ahlstrom. I have been a member of Ogden United Church in Calgary Alberta, began my ministry journey as member of The Donway Covenant United Church in Don Mills and was called to the ordination pathway at Jubilee United Church. I've worked with several other churches, including Rosedale United Church, Faith United Church and Fairlawn Avenue United Church as Staff Associate or Designated Lay Minister.

Before entering ministry, I held a diploma in Social Services from Mount Royal College in Calgary, a Bachelor of Arts degree from the University of Calgary with a major in psychology and a Bachelor of Education degree from the University of Toronto OISE. My primary work in the church for many years was in Christian Education so I completed a Master of Religious Education at Emmanuel College. When the call came for ordination I began the Master of Divinity program at Emmanuel and will graduate this Spring.

For many years I felt the call for ordination but resisted for a variety of reasons. When I look back over my life I believe I felt the call as early as 10 years old, around the time of my baptism. It is my hope that I, with the Spirit's guidance, can offer the church comfort and inspiration through my faith in Christ and the creative and transformative power of the gospel. *(photo credit: Brian Charles)*

Maria Christina Conlon



I heard the story of the Exodus from my grandfather and fell in awe of the activist God. As a teenager, I fell in with a "base community" that practiced praxis, provided primary health care in underserved areas and reflected this in the reading and re-reading of scripture. With my family, I left the Philippines in 1972 and have been actively engaged as a community organizer in the communities where I have lived in Canada.

While at the Toronto School of Theology training for United Church ministry, I studied under Juan Luis Segundo from Uruguay at Regis College where I became a follower of the hermeneutic circle he defined that continuing changes in our present-day reality, both individual and societal, dictates the continuing change in our interpretation of the Bible. The circular nature of this interpretation originates in the fact that each new reality obliges us to interpret the word of God afresh, to change reality accordingly, and then to go back and reinterpret the word of God again, and so on. I received my Master of Divinity from Emmanuel College in 1983.

In 2013, I sought to find expression in figurative sculpture. I am currently the Community Minister at the Davenport Perth Community Ministry, which is located in Toronto. In my practice, I recognize the need for discerning the unseen in the ephemeral arts. *(photo credit: Richard Choe)*

Elizabeth Kiff



Over the past twenty years I've travelled the journey toward ordained ministry with the UCC. It all began during my commute home from work as a dietitian in a hospital. Each day as I passed Walton Memorial UC in Oakville, it was if someone whispered in my ear "you should go to that church." Not a church goer and somewhat removed from my Christian faith, I waited, however, the whispering didn't stop, and eventually I went, and immersed myself in faith formation opportunities. After a separate weekend retreat I realized that I wanted to study theology, so I enrolled into the MTS program at Emmanuel College.

The journey continued as I soon realized God's whispering call to ordered ministry; leading to a change to the M.Div. program, a move to Metropolitan UC, and graduation in May 2018. It was one of the happiest days of my life! In the early months of the pandemic, I retired from dietetics, and travelled to northeastern Ontario to complete my SME with Powassan and Chisholm Pastoral Charge. It was a tremendous learning and growth experience with a wonderful community. Now I'm ready for the next part of the journey. I am deeply spiritual, and hope to guide and support others in connecting with, and deepening, their relationship with our Creator. *(photo credit: Tegan Monaco)*

Eric Nyarko



My name is Eric Nyarko, I was born and raised in Ghana, West Africa, where I was a soldier (Technical Assistant and a Military Instructor) in the Artillery Regiment of Armed Forces. I was a member of the Ghana Calvary Methodist United Church and now serving as the Candidate Supply at Ghana Calvary Methodist United Church. I did an upgrading courses at Burnhamthorpe Collegiate Adult Learning Center, and attended Seneca College and Humber College in Canada. I completed Master of Divinity (MDiv) from Emmanuel College of the University of Toronto. I am currently studying Master of Pastoral Studies (Spiritual care and the Psychotherapy; Christian stream) at Emmanuel College of the University of Toronto.

I am excited about my personal faith in God, love for Jesus Christ, and passion in the Holy Spirit. I have a great dedication in the church and love for the Bible and prayer. I am willing to serve humanity; seeking justice and resisting evil as I commit to ministry in Christ.

I recognized my calling to ministry as I was engaged in youth ministry within my congregation years ago. The ministers I worked with during my youth ministry days affirmed my calling to ministry. I acknowledged that God was calling me into ministry. I have engaged in many activities and programs that promote learning and spiritual growth. I have served in various leadership

positions within my congregation. Many people saw the calling on my life and encouraged me to pursue ministry. Though I was hesitant at the beginning, the more I tried, the more I feel God's calling clearly in my life. I find joy and excitement when I do ministry or engage in the activities of the church.

One of my hopes for ministry in the United Church is to present the Gospel and the love of God to children, youth, and young adults in the church. *(photo credit: Kofi Asem)*

Cynthia O'Connell



Born in Toronto, I have lived across Canada but call New Brunswick home. It is in the Maritimes where I pursued my formal education graduating from Mount Allison University with a BA Honours in Religious Studies (2006), and from Atlantic School of Theology (AST) twice, with an MTS (2009) and an MDiv (2021). My faith journey, like my living experience, has taken me to many locations. Name a denomination and I have probably attended one of its worship services. I grew up with a strong personal faith in and relationship with God and Christ, however, it was not until my undergraduate experience that I first began to attend church regularly. It is because of the chapel program at Mount Allison University and the community of Sackville United Church that I began to trust in the church and the power of the church to have a positive impact on my life.

As I continued to pursue my academic studies through AST and then later the Toronto School of Theology, I found myself at a crossroads. It is in Toronto I discovered my eventual home church, Glebe Road United. It is their welcome, along with the former Youth at Toronto Conference program that helped me hear God's call to ordained ministry. For me, youth ministry *is* ministry.

It is because of the youth/young adults and other lay leaders of Glebe Road United, Westminster United in Orangeville, and the wider region that I will be called Rev. Cyn. The United Church of Canada has become my spiritual home, though imperfect, it is where God has called me. My hope for my ministry is that others might experience, as I did in the UCC, the love of Christ; to be seen and loved for who they are, not for what others or even themselves expect them to be. *(photo credit: Cynthia O'Connell)*

ADMISSION

Rev. Dr. Trevor Brisbin



I am the Transformational Minister at Humber Valley United Church, where I joined the team in January 2021. Originally ordained Baptist, I served as the lead minister of a vibrant and growing church for 15 years. As my faith deepened, I realized I could no longer participate in the continued marginalization of LGBTQ2S+ Christians. I am delighted to have been welcomed and embraced by The United Church of Canada.

I have a MDiv. from Tyndale Seminary in Toronto and a DMin. in pastoral theology from Claremont School of Theology in Claremont, California.

Marisol and I live in Bloor West Village with our three school aged children and a bernadoodle named Millie. If I'm not at the church, you will most likely find me at the rink, supporting youth hockey. (*photo credit: Kelly Harris*)

Rev. Dr. Michelle Voss Roberts



I come to Admission to the order of ministry from the United Church of Christ, a denomination in full communion with the United Church of Canada. Ordained in 2015, my home congregation is Congregational United Church of Christ in Greensboro, North Carolina. I have attended Windermere United Church in Toronto since moving to Canada in 2018.

My ministry setting is Emmanuel College in the Toronto School of Theology, where I am professor of theology and past principal. As the first woman to lead the institution as principal in its 90-year history, I led the school through a consolidation of its multireligious programs, a period of significant faculty renewal, and the first 18 months of the COVID-19 pandemic. I was drawn to this ministry through a conviction of the impact theological education can make in the church's public witness.

My teaching integrates the study of Christian theological traditions with theories of gender and sexuality, disability studies, and religious pluralism. My educational preparation includes a BA in Religion and Theology from Calvin College (1998); a Master of Theological Studies from the Candler School of Theology at Emory University (2002); and a PhD from the Graduate Division of Religion at Emory University (2006). I have published five books on comparative theology, systematic theology, and Hindu-Christian relations. I look forward to contributing to the United Church's priorities of becoming an intercultural and anti-racist church. (*photo credit: Arthur Mola*)



RETIREES

The Reverend Jeff Bacon

When I graduated from Queen's Chemical Engineering in 1979, a minister was the last thing I thought I would be! I headed out to Calgary in my 1972 Volkswagen Beetle and started my career as a Reservoir Engineer with Imperial Oil, helping to develop the Norman Wells oilfield in the Northwest Territories. And then oil prices crashed and I took a leave of absence, got married to my high school sweetheart, and enrolled in an MBA program at Western University.

When I graduated with my Western MBA in 1983, a minister was the last thing I thought I would be! I joined Gulf Canada in their head office Financial Planning and Analysis group where my engineering, oilfield development, and MBA experience would all be important. I coordinated the business unit financial plans, valued them, and consolidated them into our Annual Financial Plan for the Board. An acquisition offer was made for Gulf Corporation in the U.S., and because of my work with the Canadian business unit financial plans, I was selected to work with a Board Committee and their Financial Advisors, Burns Fry. After the transaction, Gulf Canada reorganized in Calgary and I was asked to join the Burns Fry Mergers and Acquisitions team.

When I joined the Burns Fry M&A team, a minister was the last thing I thought I would be! After working on M&A deals for more than 25 years, during a backyard discussion with Rev. Hugh Reid, minister at Kingsway-Lambton United Church, I expressed my curiosity about Christianity. I asked if there was a course he might recommend; maybe at Emmanuel College. Hugh suggested that if I had the flexibility, I could enrol in the first year of an MDiv degree. If the first year didn't satisfy my curiosity, I could continue on.

After enrolling in the MDiv program at Emmanuel College, a minister was still the last thing I thought I would be! But my curiosity was never completely satisfied and I continued on, growing in faith and ministerial ability. I was ordained serving part-time at Aurora United Church and then I was called to lead St. Bartholomew's United Church in Brampton, which I have done my best to do since 2013.

On January 31, 2022, what I thought was just a sore neck from poor computer and cell phone posture, required complicated surgery to repair vertebrae degenerated by cancer that originated in my prostate. The cancer is in several places and the doctors tell me it cannot be cured. It's time for me to retire. I face each day with hope and faith, knowing that each day is a miracle. Looking back on my diverse pursuits, I have two main observations: always do what inspires you; and all things eventually lead to God!

The Reverend Connie denBok

My parents joined the United Church as immigrants, eager to make a new life as Canadians in Toronto, and so I followed a Baby Boom trajectory: Baptism with a dozen other babies, Sunday School in public school classrooms while St. Bartholomew's United Church was still under construction, a spiritual awakening at old downtown Grace United, and youth Group at St. Paul's – all in Brampton. At the time, when both Ontario and the United Church were predominantly British heritage, having parents who spoke English with a different inflection was unusual enough that we were often asked where my family was “from,” even into seminary at Emmanuel College.

I met my husband, Rev. Doug McLeod, just as he was beginning his candidacy and together we did summer internships in Alberta, Saskatchewan, the eastern townships of Quebec, and the interior of British Columbia. We chose to be settled on the prairies – and still cherish friendships with classmates, colleagues, parishioners, and mentors who have been such an important part of our lives. Imagine being ordained at the age of 23 – and entrusted with a two-point charge!

My graduating class of 43 students from Emmanuel College represented the full theological diversity which was the ecosystem of The United Church of Canada and, I think, a source of resilience and vitality. As I leave this stage of ministry, it is with a heart filled with gratitude – to God first, to my always patient spouse and family, to the people in the pews who have been such a source of inspiration and support, to colleagues and committees, to the brave Executive Secretaries, Personnel Officers and others who let me try new things before they were mainstream, and brought me back to earth again – you will always be part of the Call I love.

The Reverend Karen Hilfman Millson

More than thirty-three and a half years ago I was ordained into a ministry that has been rich, expansive, engaging, exciting, exhausting, energizing, filled with learning, and at times heart-breaking. From my internship at Harcourt in Guelph, settlement in rural Comber Pastoral Charge, ministry with St Paul's Orillia, consulting as a Facilitator of Significant Conversations, to conference then regional staff to develop Clusters and Networks and Collaborative Ministry Models, I have experienced and been blessed by the incredible opportunity to walk with people as they discovered their gifts and calling, and deepened in their relationship and connection with the Divine to root us in the source of love, with the power of Spirit to guide us, and with Christ Consciousness to awaken us.

A central focus of my calling has been to identify and develop the principles and practices of creating Circle Culture or Authentic Connection Culture through Small Group Ministry and Circles Processes for visioning and healing – where we create a culture in which we are encouraged and supported to engage life from our true essence which is love, and to listen deeply for the wisdom and creativity within us and amongst us to discern the life-giving and transformative power of God's vision for us. The impact of this work rooted in my passion for awakening to what is possible as we seek to be a reflection of God's love in the world, has been seen when people's personal lives have shifted as they discover the power and wisdom within them, and the ministry of communities of faith has deepened as they experience a renewed vision that emerges amongst them for engaging with their neighbourhood and collaborating with other communities of faith and

organizations in the ministry we all share. There is a transformational call that enlivens us when we seek to create opportunities for people to experience the kingdom of God's love here and now which is supported by an intentional shift toward the theme of this year's regional council meeting of the Common Good whose principles align with Circle Culture and Beloved Community.

After being on medical leave with cancer for a year, I returned to work for four months before my retirement when I had the opportunity to develop what I think of as my legacy project – a resource to support communities of faith to develop their Living Faith Story that includes Self-Assessment processes that are rooted in the Covenant with the regional council. My hope and prayer is that when this resource is introduced it will be supportive and life-giving and create experiences of the blessings of Circle Culture in communities of faith.

Three months after retiring I found out the cancer has returned. It is now stage four. So, I am entering back into my pilgrimage with cancer, a journey I am writing about to be the basis of my second book to offer my perspective and insights that are rooted in my life work of creating beloved community where we face hard realities and are open to life-giving possibilities, a perspective that is timely in the life of the church at this time.

As I again intentionally choose how I will respond to the reality of my life, I surround all of you with light and love with a prayer that Spirit's nudging will lead the church in expressions of healthy life-giving relationship with those whose stories and presence we encounter, with the earth we walk upon, and with ourselves, to deepen our connection to the Divine Holy Mystery that calls us into community to respond to our deepest longing for authentic connection that honours the light and love at the core of all of life.

Wherever the journey takes us, may we be open to the blessings of joy, open to the raging energy that empowers us to stand up to domination that destroys, open to the creativity, wisdom and love longing to emerge amongst us, open to the peace that holds us and draws us deep into awareness of what really matters.

The Reverend Doug McLeod

My journey in ministry began at York University Toronto when I came to faith in Jesus Christ in the early 70s. Graduating in 1975, I sensed a call by the Holy Spirit to ministry. Encouraged by my pastor, I was a candidate from St Paul's Brampton and attended Emmanuel College from 1975-78 which included summer internships in Alberta and Saskatchewan. I delayed ordination and served as lay minister at Lemonville Pastoral Charge near Stouffville ON. After ordination by the Toronto Conference in 1980 I was settled in Creelman, SK later accepting a call to Saskatoon. In 1988, we returned to the London area and served near Ilderton, ON. I left the ministry for a few years to get a degree in education and teach school. Later I served as minister at Painswick United Church in Barrie, a new church development. I arrived at Parkdale United Toronto in 2012 and retired January 1 2022. Forty-four years in ministry!!

I appreciate all those who I worked with in the various courts of the church over the years and my ministerial colleagues who I call friends.

It has been a blessing and a privilege to serve the local church. Many thanks to the people of the congregations I worked with over the years across Canada. I love you and you will always remain in my heart.

The Reverend Edith-Ann Shantz

Edith-Ann was called to Don Mills United Church in Toronto in 1986, and went on to be the minister of Don Mills-Thorncliffe Park Pastoral Charge when they amalgamated in 2000. Edith-Ann retired from her call with her long-time community of faith in December 2021.

The Reverend Dr. Andrew Stirling

It has been a singular honour to have served the ministry of The United Church of Canada over the past 41 years. Having grown up attending United Churches in Bermuda and the Maritimes, I began my ministry after having left Cape Town, South Africa in the fall of 1980. I was graciously received as a Trained Lay Supply in River John, Nova Scotia, and through my sojourn there completed my M.Div. at the Atlantic School of Theology.

After ordination in Maritime Conference, I served the Parrsboro-Port Greville Pastoral Charge in N.S. After enjoying the beauty of the Fundy Coast and its warm people, I accepted a Call to Woodlawn United Church, Dartmouth, N.S. where I was privileged to serve for six years. Woodlawn was a dynamic congregation with a vibrant youth ministry and strong social outreach. During my time there I commenced my writing ministry and was a Visiting Scholar at Harvard Divinity School.

In 1992, Parkdale United Church in Ottawa approached me and over the next six years I enjoyed the life of the church at the heart of the capital city. It was a time of tension in the nation as it struggled with the Quebec Referendum and it was fascinating to be part of the national conversation. Parkdale is an engaging community, and it was during my time there that they encouraged me to be engaged with the wider church and the ecumenical and inter-faith community.

For the past 23 years I have served Timothy Eaton Memorial Church in Toronto. This has afforded me the opportunity to enjoy preaching and pastoral ministry in a full way. Over the years it has enabled me to complete doctoral work, teach homiletics in various seminaries, preach in various countries, write and edit books, and be an academic Visitor at Oxford. I am also delighted to have helped establish Chairs in Preaching in three divinity colleges. However, the most important part of any church is the faith of its people, and it is that that above all I will remember for the rest of my life

I have been blessed, therefore, to serve our glorious Triune God among faithful and caring people who have loved the Gospel and have been actively concerned for the justice of the world. I continue to serve this same God now as the Ambassador for the Canadian Bible Society but owe a debt of gratitude to the United Church for its love and support.

JUBILANDS

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

70 years	Gordon Winch
65 years	Dorothy Wilson Barry Brooks Alan Davies
60 years	John McLachlan John Ambrose
55 years	Donald Nicol
50 years	Donald White Dennis Posno Mary Collins
45 years	Susan Eagle Ella Taylor-Walsh David Vipond Carol Hancock Ross Carson Don Matheson Tom Murray
40 years	June Malabar David Woodall Robert Metcalf Cynthia Scott Deanna Wilson
35 years	Laura Kennedy Paul Rumbolt Dong-Chun Seo Bruce Thomson Anne Simmonds Evelyn McLachlan Frances Combs Hugh Reid Heather Graham Nancy Hardy Linda Pennock

30 years	Lillian Perigoe
	Norm Seli
	Louise Mahood
	Jonathan Vickers
	Beatrice Arnill
	Allan Baker
	James Lepard
	John Vincent
	Donna Bowman-Woodall
25 years	Susan Woods
	Susan Romaniuk
	Linda Wheler
	John Kim
	Jennifer Palin
	Cynthia Cooper
	George Moore
20 years	Judith Visser
	Carol Brown
	Maclean Kumi
	Jane Brushey Martin
	Linda Petrides
15 years	Kirsty Hunter
	Maki Fushii
	Maya Landell
	Terry Thom
	Betty Lou McNabb
	Ruth McDonald
10 years	Douglas duCharme
	Henry Poutiainen
	Karen Bowles
	Jody Maltby
	Matthias Hartwig
	Ted Grady
	Gordon Flint
	Lauren Hodgson
5 years	Brenda Duckworth
	Ricardo Silva
	David Watts
	Janet Zenwirt
	Maya Douglas
	Yong-Shik Kim
	Sadekie Lyttle-Forbes
	Katherine Selby
	Calin Lau
	Patricia James

OBITUARIES

The Reverend Kenneth Bagnell (September 9, 1934 – February 15, 2022)

Ken Bagnell was ordained in 1958 and was settled at a five-point pastoral charge in New Brunswick, and moved to Toronto in the sixties. He was a journalist, author, broadcaster and announcer, and a former Managing Editor of The United Church Observer, for which he wrote columns and essays on the sociology of religion and its role in our changing culture.

He is survived by his wife, Barbara; sons Paul (Diana Cafazzo), David (Carolyn Swift); and daughter Andrea Crawford (Philip), and three grandchildren.

The Reverend Jack Carbert (May 6, 1933 – December 9, 2021)

Jack Carbert had a brief teaching career before completing his Arts and Divinity degrees and being ordained in 1961. He served in many pastoral charges in Ontario and as an interim minister in Whitehorse and Yellowknife. His interests were varied in a long and enjoyable retirement that started in 1997.

He is survived by his wife, Deanna; sons, Paul (Mary) and Michael (Emalinda Tolentino) and daughter Anne Carbert (Don Washburn), and two grandchildren.

The Reverend Allen Hallett (January 14, 1936 – February 3, 2022)

Allen Hallett was ordained in 1969 and served pastoral charges in Nova Scotia, New Brunswick, Quebec and Ontario, in the former York Presbytery. He retired in 2000.

He is survived by his wife, Margaret; daughter Jane (Rick Beers); son Jonathan (Diana); and three grandchildren.

The Reverend John Houston (October 19, 1931 - April 6, 2022)

John Houston was ordained in 1958. He served Aurora United Church from 1977 until his retirement in 1996. He also served as President of the former Toronto Conference.

He is predeceased by his wife Barbara, and survived by his children, Wendy (Rudy), John (Nancy), Beth (Yola), Mark, Ted (Jojo), Jill, eleven grandchildren and two great-grandchildren.

The Reverend Dr. Donald Laing (June 23, 1933 – March 29, 2022)

Don Laing was ordained in 1958 and served in pastoral charges in Saskatchewan and Alberta. He held many church positions before and after his retirement in 1996.

He is survived by his second wife, Judith Jones; nine children; eighteen grandchildren and three great-grandchildren in the blended family.

The Reverend Paul Morris (December 2, 1923 – January 27, 2022)

Paul Morris was ordained in 1954 and served many congregations, including North Runnymede and Humbervale in Toronto. He retired in 1987. He was also Chair of the former Toronto West Presbytery, and Executive Secretary of the former Toronto Conference.

Paul was predeceased by his wife Mary, son Robert and daughter Elizabeth. He is survived by his children Stephen, Anna, and Margaret; seven grandchildren, and three great-grandchildren.

The Reverend Phyllis Spencer (August 19, 1935 – December 24, 2021)

Phyllis Spencer was commissioned in 1986 and served at St. Andrew's Markham and Pickering Village-Audley pastoral charges. She retired in 2000.

She was predeceased by her husband, Gerald, and is survived by her children, Allen (Karen), Craig (June), Ann (John) and Ross (Mary), seven grandchildren, and three great-grandchildren.

The Reverend K. John Symons (August 22, 1926 – January 25, 2022)

John Symons was ordained in 1969 and retired in 1976.

The Reverend Huibertus J. (Bart) van Nie (October 6, 1922 – November 14, 2021)

Bart van Nie was ordained in the Netherlands in 1948 and admitted to The United Church of Canada in 1965. He served several Reformed Church congregations and spent the last 23 years of his ministry serving United Church pastoral charges in Romney, Windsor, Case-Mount Hope and Lively. He retired in 1987 and continued his ministry as a Voluntary Associate Minister at St. Luke's United Church in Cambridge and St. Andrew's in Toronto.

He was predeceased by his wife Ina, and is survived by sons Hans, Gerry, Rob, Frank and daughter Ellie; grandchildren and great-grandchildren.



**DIGEST OF ACTIONS
THE EXECUTIVE
OF SHINING WATERS REGIONAL COUNCIL
FOR THE PERIOD December 2, 2021 to April 25, 2022**

Decisions made by the Executive December 2, 2021

1. that Executive receive the Minutes of the Communities of Faith Commission for May to October 2021 for information.
2. that the Shining Waters Regional Council Executive approve the 2022 Budget as presented.
3. that the Shining Waters Regional Council Executive approve the recommendations of the Grants and Mission Support Committee as presented, recommend the Net Annual Revenue grant applications to the Presbyteries of Toronto Conference Corporation for consideration, recommend the 5% Capital grant applications to the Presbyteries of Toronto Conference Corporation and recommend the St. Enoch's Fund grant applications to Toronto United Church Council.
4. that the Shining Waters Regional Council Executive commit to funding at the same level for three years for the community ministries of Davenport-Perth, Jane-Finch and Regent Park.
5. that the Shining Waters Regional Council approve up to \$70,000 from the Indigenous Ministries Fund as a top-up to Mission and Service support for 2021 to Georgina Island United Church, Christian Island United Church and Toronto Urban Native Ministries

Decisions made by the Executive February 3, 2022

6. that the Executive of Shining Waters Regional Council receive the Minutes of the Pastoral Relations Commission for August to December 2021 for information.
7. that the Executive of Shining Waters Regional Council receive the new Pulpit Supply Policy for information.
8. approved and authorized the sale of the property of the former Huttonville United Church, being 2051, 2051A Embleton Road, Brampton, Ontario, to Peace and Harmony Centre, in the amount of One Million Six Hundred One Thousand (\$1,601,000.) with a closing date of October 29, 2021.
9. removed Ken Woolley, Alex Watson, and Christine Smaller as Trustees of Huttonville United Church with thanks for their service, and appointed Gloria Tozek as a Trustee.
10. that the Executive of Shining Waters Regional Council approve the updated Social and Ecological Justice Commission Policy as presented.

Decisions made by the Executive March 22, 2022

11. approved the draft 2019 Financial Statements as presented, with the proviso that the property list be checked, and it be noted that the acquisition and sale of Huttonville church property is a subsequent event.
12. received the draft, unaudited financial statements for 2021.
13. approve the Grants and Mission Support Committee Policy as presented.
14. on the recommendation of the Communities of Faith Commission, in consultation with the United Property Resource Corporation and Toronto United Church Council, that the Executive of Shining Waters Regional Council approve the request to sell the property located at 1662 George Johnson Road, Minesing, ON after the congregation disbands on April 30, 2022.
15. elected Esther Collier, Don Ford, Irene Green and Won Hur as members of the Social and Ecological Justice Commission.
16. approved the Memorandum of Understanding between the regional council and the Presbyteries of Toronto Conference Corporation (PTCC) for the Shining Waters Region Fund and request the Grants and Mission Support Committee to develop Terms of Reference related to the Fund for consideration by the Executive and PTCC.
17. set an all-inclusive capacity of 160 people in person, with a maximum cap of 12 guests per celebrant, at the Celebration of Ministries Service on May 29, 2022, COVID regulations permitting.

Decisions made by the Executive April 25, 2022

18. received the Minutes of the Intercultural Diversity Commission for October and November 2021 and February 2022 for information.
19. received the Financial Statements as presented.
20. recommended the preliminary draft budget for 2023 to the regional council meeting for approval.



ACCOUNTABILITY REPORT OF SHINING WATERS REGIONAL COUNCIL EXECUTIVE

"To each is given the manifestation of the Spirit for the common good", 1 Cor 12:7

Regional Meeting Report

Our regional meeting theme for this year is *for the common good*. This has been a challenging second year for the regional council, communities of faith and The United Church of Canada. We continue to walk through the pandemic together and hopefully we will soon move to a post-pandemic chapter. 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, hope, success and also deep fatigue. 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. Our pandemic experience raises many questions about how we approach ministry, how we serve each other, and finally our role as a Church in society.

Connecting within our Regional Council

Although this past year many of our communities of faith, outreach ministries, and camps have struggled with meeting in person, our ministry has continued! Folks have used their phones, mail, video (Zoom/YouTube) for church. Many communities of faith have returned to offering in-person worship. 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 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 (C.3.1.1). 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 2023 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. We have also created a 5-year budget projection for 2023, a requirement of our bylaws, to be updated yearly. The 5-year projection will be reviewed at our regional council meeting.

Monthly Work of the Regional Council Executive

If you are interested in a detailed account and overview of the work of the regional council Executive, please see the Digest of Actions, which will be received for information at our regional

council meeting. The digest offers an itemized account of the regional council Executive since our last regional council meeting. It also gives you an idea of the monthly variety and work of our Executive. We have also added a new link to our webpage which offers a close look at our finances, including audited statements as they are completed by the auditors, in one location. Covid-19 has slowed our audits as the auditors prefer in-person meetings. Our regional council should be fully up-to-date with audits in the near future.

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 regional council continues to lift up our commitment to equity across our work. We are beginning to live into our new pattern of equity leads being named by each commission. There has been one introductory meeting of equity leads and, in the fall, we will come together again to learn together and to share plans for building our equity practices in the region.

It has been a little over one year since Shining Waters Regional Council celebrated becoming an Affirming Region!!!!

Staffing

In 2021/2022, 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, finished her contract with the regional council December 2021. I have deeply appreciated their work with the regional council.

We will not re-hire a replacement for both full-time 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 Betty Lou McNabb who have provided attentive leadership throughout this year. Thank you!!!

On a personal note, I completed a sabbatical which took place between December 2021 and March 2022. It had been 10 years since my last sabbatical and the United Church has shifted significantly during this period. Part of my role at transition was to Co-Chair the United Church of Canada

transition team. From transition I was invited to become Executive minister for the Canadian Shield Regional Council and Shining Waters Regional Council. This period of transition has been both exciting, stressful, energizing and exhausting. My sabbatical offered the opportunity to consider transition, the impact of the pandemic on the Church and, most of all, the potential for ministry with our new regional councils. The primary focus of my sabbatical considered what opportunities for ministry lie with the new regions. How can regional councils support communities of faith, lay leadership and ministry personnel? I also considered staffing, regional partnership and regional and denominational vision for ministry now and in the future. I look forward to sharing my insights as we walk together in the future in ministry. I am grateful in particular to Jody Maltby who provided support as acting Executive minister for both the Canadian Shield Regional Council and Shining Waters Regional Council, in my absence.

As we look forward, 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 mainstay of the Communities of Faith Commission's work continues to be approvals related to loans, lease agreements, sale of property, governance changes, property development, and collaboration agreements. In the past year, we have established task groups to consider these approvals and that has been working well, both in terms of better conversations in the task groups and more room in our plenary agenda for wider concerns.

In January 2022, we began a strategic planning process to guide our work over the next three to five years. We began our planning day by reiterating that the aim of the Communities of Faith Commission is to offer support and guidance to communities of faith and to serve as a point of connection between local ministries and the wider church. We worked together to identify key strengths and weaknesses, opportunities and threats in the areas of ministry; property and finance; and governance and leadership. We considered our work in light of the emerging national vision of Daring Justice, Bold Discipleship, Deep Spirituality. In our own context, we affirmed three strategic directions: deepening connection; encouraging transformation; and renewing and supporting leadership. Within those areas, we identified a series of goals, with the top priorities as: strengthening connection between communities of faith and the Shining Waters Regional Council; connecting rural and small ministries for resource sharing, and helping small/rural communities of faith imagine new possibilities for ministry.

We are still in the midst of rolling out a workplan in response to these directions. We have agreed that we will focus on the direction of "deepening connection" with the goal of "strengthening connections between communities of faith and Shining Waters Regional Council." As we head into the spring, we will build a multiple-year workplan to keep our vision focussed on these wider

directions in addition to our ongoing responsive work. We found that the time to stop and reflect on the bigger picture and where we have been since 2019 was well spent and a rich undertaking.

Policies that were updated in this period:

- Intentional Interim Ministry Committee (February 2022)
- Review policy (February 2022)

The Intentional Interim Ministry Committee (IIM Committee) was formed in 2019 after the creation of the Shining Waters Regional Council through restructuring. The IIM Committee is charged with making recommendations to the Communities of Faith Commission with respect to interim ministries across the region. The work of the Committee is guided by General Council policies regarding interim ministry. The IIM Committee receives staff support from the Regional Staff Lead and Communities of Faith Minister.

From our learnings over the past several years, our policies and procedures have been clarified, particularly with respect to responding to a request for interim ministry by a community of faith, as well as when interim ministry for a congregation is mandated by the Communities of Faith Commission.

While we are the committee charged with making recommendations regarding the where, when, and how of interim ministries in Shining Waters, our secondary purpose is to provide support to our interim ministers, the regional reps appointed to serve on transition teams, and to partner with the Communities of Faith Commission to support congregations in the Intentional Interim Ministry process. We also see our committee playing an important role in communicating the importance of interim ministry and the promotion of interim ministry as a viable option for ministers to consider.

The Commission received the work of Karen Hilfman Millson related to a resource for Living Faith Stories and a process for Covenanting and Self-Assessment with communities of faith. These materials are still a work in progress and will take shape in the upcoming year as we take up the work of deepening our relationships with communities of faith.

Currently there are 36 Affirming communities of faith in our region and a growing number of communities who are on the journey of the affirming process with Affirm United. As part of our commitment to be an Affirming region, we aim to support and grow these ministries across the region. We appreciate the offerings that have been made thus far by communities who are sharing their Affirming journeys in a video library.

Our focus has been in supporting Affirming Communities of Faith through resources, networking, and staff support. We are planning for a presence in Pride celebrations and fall resources for Affirming communities of faith. In the future, we will collaborate with the Pastoral Relations Commission to ensure an equity lens is a part of Living Faith Stories.

The Commission wants to express our gratitude to the leadership of communities of faith in these challenging times. We know it continues to be difficult and the road ahead is uncertain. At the same time, we see many examples of ongoing and adaptive ministry that gives rise to hope. We

give thanks for your faithfulness and resilience, and we will strive to accompany you along the way.

Respectfully, 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)

The purpose of the Pastoral Relations Commission (PRC), as stated in the terms of reference, is as follows:

*The Pastoral Relations Commission will set policy and give direction within their mandate.
The Pastoral Relations Commission will provide support for ministry personnel throughout their ministry, including equipping, covenanting, pastoral relationships and retirement.*

In reality, this involves things such as: setting policy and giving direction; 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; appointing a regional council liaison officer to assist a community of faith in pastoral relations matters at designated times. 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.

Currently, the PRC meets monthly on Zoom. Once again, we anticipate sharing our June meeting 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 confirm Licensed Lay Worship Leaders (LLWL) and respond to requests for Voluntary Associate Minister (VAM) status. We also set and review policies which guide pastoral relations work in the region and receive the staff report on liaisons and pastoral charge supervisors. Some of the other highlights from our meetings have been:

- a) liaisons completed racial justice training
- b) the LLWL policy was reviewed and amended
- c) the Short-Term Appointment Policy was revised and approved
- d) the Pulpit Supply policy was approved
- e) the VAM policy was amended
- f) Todd McDonald's sabbatical report was received and as a result of his work the Team Ministry Orientation and Development program was affirmed and some elements were added

The Commission 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, General Council Office staff, and others.

Currently the PRC is working on sorting through the 50 recommendations that came out of the Equity Goal Research Project, received at our meeting in June, 2021. A task group has been appointed to work with the results, and they will be bringing forward a complete work plan in June this year.

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 Shining Waters has been most appreciated.

I want to thank the members of the PRC for all of their work throughout this year, and for their support as I took the chair in December from our faithful and dedicated past-chair, Andrew Comar. The members of the commission are: Andrew Comar (ordered); William Haughton (ordered); Barbara Hendren (lay); Sung-Ran Kim (ordered); Liz Mackenzie (ordered); Beth Moore (lay); Lawrence Nyarko (ordered); Robin Pilkey (lay); Paul Stott (lay); Donna Bowman-Woodall (ordered). Your willingness to give so freely of your time, expertise and diverse perspectives is greatly appreciated.

The ministry of the Pastoral Relations Commission and the work of the chair is supported by a faithful and dedicated staff team. I offer heartfelt thanks to Donna Rutz, our staff administrative support who keeps us on track, ensuring paperwork is organized and details are attended to. Sincere thanks also to Rev. Todd McDonald, and Dale Hildebrand, our Pastoral Relations Ministers, whose wisdom, advice, and care has supported the commission beyond measure.

Respectfully submitted,
Donna Bowman-Woodall (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 six months, the commission, currently composed of five members, met by Zoom monthly except during November 2021, and worked in the following areas of concern:

- Preparation and presentation of worship for Regional Council meeting, November 2021.
- Staff and chair meeting with Tim Blair to explore regional council support of redevelopment of church properties for affordable housing.
- Commitment by commission to pursue housing advocacy strategies.

- Communications to communities of faith in south Shining Waters Regional Council re: homeless rallies in Toronto (January 20, 2022 and February 15, 2022).
- Communication to all communities of faith to explore temperature criteria for warming centres in local municipalities with a view to advocating for more humane criteria for access.
- Request to all communities of faith to include in their annual general meeting, commitment to an action in the coming year around homelessness, anti-racism, or environmental action.
- Hosting of mid-winter clergy social justice day, *How will you Preach on This? From Ottawa Occupation to Environmental Destruction* with guest speakers: The Honourable Rob Oliphant and the Rev. Eleanor Scarlett. Presentations, music and personal stories.
- Approval of budget request for Harm Reduction conversations, interviews and podcasts to be organized by Jeffrey Dale, in preparation for General Council 44.
- Continuing dialogue with partner networks: PalNet and Living into Right Relations Circle.
- Endorsement of United Network for Justice and Peace in Palestine and Israel (UNJPPI) gathering in London, Ontario in May, 2022, and appointment of two representatives to attend on behalf of Shining Waters Regional Council, with basic expenses paid.
- Continuing work with national church network and other regions to develop Guaranteed Livable Income strategy and resources. Procurement of lawn signs to be available (on request) to communities of faith in lead-up to provincial election.
- Endorsement of Guaranteed Livable Income petition from Prince Edward Island and direction to circulate to communities of faith.
- Continuing dialogue with communities of faith and community networks and coalitions such as Interfaith Social Assistance Reform Coalition (ISARC) and KAIROS to share information and awareness of emerging issues.
- Being responsive to requests for information about, or follow-up action on, issues referred to the commission by communities of faith.
- Preparation of proposal for regional council May meeting calling on provincial government to raise social assistance rates, collapse basic and shelter allowance into a standard flat rate benefit and index Ontario Works and Ontario Disability Support Program rates to inflation.

Pandemic restrictions and lack of a full complement of commission members, especially in the area of environmental justice, provided a challenge for the commission to be able to address all aspects of its mandate.

We are grateful to staff, Jeffrey Dale, Kim Uyede-Kai and Rachael Howes for resource leadership and administrative support. We could not do our work without the strong support of the staff team.

We are also grateful to the Nominations Committee for fast-tracking some additional new members for the commission.

We continue to use the named regional council priorities of racial justice and ecological justice as the lenses through which all justice work is approached, as we address issues of homelessness/need for affordable housing, income security and environmental challenges.

Respectfully Submitted, Susan Eagle, Chair

on behalf of Commission members: Lois Brown, Tina Conlon, Moon-Ja Park, Cameron Watts

INTERCULTURAL DIVERSITY COMMISSION

*“So he came and proclaimed peace to you who were far off and peace to those who were near;
for through him both of us have access in one Spirit to our God.
So then you are no longer strangers and aliens, but you are citizens with the saints and
also members of the household of God, built upon the foundation of the apostles and prophets,
with Christ Jesus himself as the cornerstone.
In him the whole structure is joined together and grows into a holy temple in our God;
in whom you also are built together spiritually into a dwelling place for God.”
Ephesians 2:17-22*

The purpose of the Intercultural Diversity Commission is to encourage and engage the Shining Waters Regional Council, its Executive and commissions, and its communities of faith in honouring and living into intercultural mission and ministry.

The elected members, made up of six people who can speak from various experiences, ethno/cultural backgrounds and languages, have been meeting regularly from September 2021. We took the time to reflect on our gifts and strengths in intercultural ministry by acknowledging our differences, histories, celebrating together, and sharing our rich cultural backgrounds and dynamic spiritual life journeys as people of God in the United Church. Identifying lenses of Euro Canadian ethnic traditions is an important part of the dismantling of the “exoticism” of ethnic cultures.

Relationship is foundational to intercultural ministry. Before the commission worked on concrete programs and plans, it was important to take the time needed to share thoughts and gather collective wisdom that reflected ourselves on how we understand "intercultural," deepen understanding of our ethno/cultural communities, and the possibilities and ways in which the region's intercultural ministry can be realized concretely and authentically. The commission also recognized the importance for the commission itself to find culturally authentic ways of working and to recognize when it is falling back on learned Eurocentric ways of working and holding meetings.

In this next phase of the commission's life, short-term and long-term needs and priorities are being identified for the coming year. Three key areas for the short-term will be: select language translations of key regional policies, event support, and resources. The intercultural diversity network could be supported by the commission in building community amongst communities of faith.

As The United Church of Canada moves forward with the vision of an Intercultural Church and an Anti-Racist Denomination, the commission will work to achieve that goal in Shining Waters, praying that God will guide us so that the commission's work can bear beautiful fruit in the region and communities of faith.

Respectfully submitted by
Amy Yea Kyong Lee (interim Chair)

On behalf of Commission members
Joel Aguirre, Innocent Karuhanga, John Joseph Mastandrea, Néstor Medina, Moon Ja Park.
Staff Support: Kim Uyede-Kai

EMMANUEL COLLEGE

On behalf of Emmanuel College, I want to bring greetings to your region as you meet this spring. It is my hope and prayer that your meeting goes well and that you experience God's presence and blessing in this important work of the church. As Interim Principal, I write to share news of various aspects of life at Emmanuel College.

The search process for Emmanuel's new Principal is in its final stages. My term will close at the end of June and the College's new Principal will begin July 1, 2022.

2021-22 has been our second full academic year offered through pandemic-related remote delivery. After a brief taste of in-person gatherings and community life at the beautiful Victoria University campus in fall 2021, we had high hopes of returning to in-person learning this past January. Regrettably, due to the rise of the Omicron variant we were forced to remain online for the winter term and will have our summer course offerings online as well. Emmanuel staff and faculty have adapted well and continued to offer excellent pedagogical, community & spiritual life & student service experiences throughout the pandemic in this online format. We are exploring ways to incorporate the best of the online experience as we move forward into predominately in-person experiences in fall 2022.

Emmanuel College's accreditation with the Association of Theological Schools has been renewed for another 10 years. Emmanuel received a very positive report from the ATS, commending us on the hard work of interreligious theological education in a triply-embedded school. Emmanuel College is blessed and challenged by the three significant relationships we share with Victoria University, Toronto School of Theology, and University of Toronto. These relationships made the re-accreditation process particularly arduous, but under the fine leadership of Nevin Reda, it was successful and we were well prepared for the ATS Team visit in September. They were very impressed with our self-study and complimented those responsible for it. 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 continues to provide 100% of tuition coverage to all domestic students who are registered full-time in the M.Div. programme and who are engaged in The United Church of Canada's candidacy pathway process. All incoming domestic full-time students are eligible for our **Entering Theological Education grant, which offers 50% tuition coverage to their first-year courses.** The application deadline is April 30, 2022. For more information about studying at Emmanuel College and about the financial support available for all Emmanuel programmes, whether one is studying full-time or part-time, please contact Andrew Aitchison (emmanuel.admissions@utoronto.ca)

Emmanuel is offering an increasing number of Continuing Education events online. These events are offered through the Centre for Religion and its Contexts. This past academic year featured the "Things They Didn't Teach Me in Seminary" Seminar Series, which was developed to bridge the gap between academy and church. M.Div. students could take this series for credit,

while engaging with continuing education participants who were ministers in the field. The Centre will host its second Annual symposium entitled “Re-thinking Preaching,” in April. It will also host the third annual “Christian Left Conference” with a focus on Creation, Land and Indigeneity in August. A list of upcoming offerings 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; Youtube: @EmmanuelCollege1

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

Rev. Dr. John H. Young,
Interim Principal

CANADA SUMMER JOBS STUDENT WORKING EXPERIENCE

Again this summer, like last summer, Shining Waters Regional Council and Canadian Shield Regional Council will hire summer students to work on a variety of projects and topics related to the interests, concerns, and experiences of young adults in the church and the surrounding world.

Last year we had youth explore a variety of aspects to life, including: mental health concerns, environmental commitments, queer issues, anti-racism, and the opioid epidemic. Last summer much of the work, like the rest of the world, was done in isolation. Fifteen young adults, with the support of Canada Summer Jobs from the Government of Canada, explored and discussed these topics through Zoom screens across the two regions. In 2022, we are acknowledging that a hybrid is possible, and are excited for the potentiality of growth of such a program. As we look forward to the upcoming year, many of last year’s students are returning for employment opportunities and are hoping to explore a variety of topics including, and yet not limited to: relating within creation, music’s power to create community, engaging our understanding of church within society, and the historic relationship we hold to our presence and purpose in this world.

The Canada Summer Jobs students will work across the two regions, and there will be opportunities for you to interact with their work. If you are interested in connecting more or engaging with this vital part of our ministry, please contact Jeffrey Dale Minister for Justice and Faith Formation, jdale@united-church.ca.

Shining Waters - Draft Budget Projection 2021-2026

PRELIMINARY DRAFT

	Actual	Approved				
INCOME	2021	2022	2023	2024	2025	2026
Grant Income						
PTCC		616,000	600,000	600,000	600,000	600,000
TUCC		59,500	59,500	59,500	59,500	59,500
		675,500	659,500	659,500	659,500	659,500
Investment Income	94,061	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
M&S Grant	240,000	240,000	216,000	194,400	174,960	157,464
Other	9,375					
Salary	99,000	99,000	99,000	99,000	99,000	99,000
	673,375	664,000	640,000	618,400	598,960	581,464
Property Income						
Development				38,000	309,500	543,000
Other	350,000					
Rentals	149,210					
Sale (Net)	1,348,745	1,265,300	1,319,100	792,500	448,240	93,036
	1,847,955	1,265,300	1,319,100	830,500	757,740	636,036
Grants/Bequests	144,369					
Total Income	2,759,760	2,704,800	2,718,600	2,208,400	2,116,200	1,977,000

Expenses

Clusters and Networks	1,296	5,000	5,000	5,000	5,000	5,000
Committees	100	1,000	1,000	1,000	1,000	1,000
Contingency/Misc.	6,721	55,000	55,000	55,000	55,000	55,000
Commissions						
Communities of Faith	9,488	25,000	35,000	25,000	25,000	25,000
Intercultural Diversity		25,000	35,000	25,000	25,000	25,000
Pastoral Relations	20,891	25,000	35,000	25,000	25,000	25,000
Social & Ecological Justice	6,161	25,000	35,000	25,000	25,000	25,000
Executive	40	5,000	5,000	5,000	5,000	5,000
Finance	42,747	40,000	40,000	40,000	40,000	40,000
Grants/Outreach Ministries	609,190	1,140,800	1,078,600	972,900	923,200	873,500
Legal Fees	3,478	20,000	20,000	20,000	20,000	20,000
Managed Properties	378,000	150,000	150,000	100,000	75,000	50,000
Office Expenses	49,378	70,000	70,000	70,000	70,000	70,000
Regional Meeting	8,201	80,000	80,000		80,000	
Staff Team	1,039,863	978,500	1,015,000	781,000	684,000	700,000
SWRC/CSRC Shared Expenses	2,545	9,500	9,000	8,500	8,000	7,500
Youth	1,056	50,000	50,000	50,000	50,000	50,000
	<u>2,179,155</u>	<u>2,704,800</u>	<u>2,718,600</u>	<u>2,208,400</u>	<u>2,116,200</u>	<u>1,977,000</u>
Income less Expenses	<u>580,605</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

NOTES FOR 2023 PRELIMINARY DRAFT BUDGET

INCOME

Grant Income

Money available to be granted from Presbyteries of Toronto Conference Corporation (PTCC) and Toronto United Church Council (TUCC) within the region. All grants are approved by the Executive of Shining Waters based on recommendations from the Grants and Mission Support Committee and then distributed by PTCC, TUCC, General Council Office, and Shining Waters.

Investment Income

Expected return on investments held by Shining Waters Region. This amount may be too high due to current market conditions.

National Grants

At this point in the year grants for 2023 have not yet been determined.

Property Income

In 2023, Shining Waters will continue to draw on its reserves to fund the work of the region. Property development will be starting this year and income should start to come into the region in 2024.

EXPENSES

General Comments

Expense budgets are very similar to previous years. There has been no provision made at this point for high inflation or the dramatic increase in travel costs. By fall we should be in a better position to determine the effect this will have on our budget.

Commissions

Commissions are working on putting together their budgets for 2023. The numbers in the budget at this point may or may not reflect the final commission budgets.

Managed Properties

The costs of the properties held by Shining Waters are substantial. (You can find the list of properties in the audited statements [HERE](#)). Covid-19 has taken away the rental income from many of these properties. As the year continues to unfold, we hope that many tenants will be returning or new ones found. By fall we should be in a better position to determine these costs.

Regional Meeting

At this time, the plan is to have an in-person regional meeting in 2023.

Staff Team

The budget for staff team includes salaries and benefits, continuing education costs, travel, cell phone and internet for the Shining Waters Regional staff. The staff list can be found [HERE](#). The salary schedule for General Council staff (including regional staff) can be found [HERE](#).

This budget line does not include the cost of staff housed within the region for outreach ministries nor does it include the cost of Camp Awesome summer staff which are also housed within the region.

Shining Waters and Canadian Shield Shared Expenses

These are the expenses (such as travel, phone and office) for staff shared between the regions.

Youth

The youth budget now includes the costs for Camp Awesome. Summer staff are subsidized by a Canada Student Jobs Grant.



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.

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.

The President is 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.

President

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

President – Elect

- Maria Christina Conlon (term as president to begin 2023)

Members

- 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)
- Jingle Ayupan (lay member) (second term ending 2025)
- Allan Holditch (lay member) (second term ending 2025)
- Steven Loweth (ministry personnel) (second term ending 2025)
- Moon Ja Park (lay member) (second term ending 2025)
- Daniel Reed (ministry personnel) (second term ending 2025)
- Bri-anne Swan (ministry personnel) (term ending 2025)
- One position available for an Indigenous member named by the Spiritual Gathering on Indigenous Communities
- Two vacancies

b) Communities of Faith Commission

The Commission:

- sets policy and give direction within their mandate,
- cares for communities of faith and provide resources for collegiality and support amongst communities of faith,
- nurtures new ministries, and
- empowers and resources ministry in the Region. This includes supporting communities of faith in areas such as clusters, networks, visioning, amalgamation, disbanding, and property matters.

Membership is a chair and six to ten members.

- Kevin Logie (ministry personnel) (term ending 2023)
- Sandra Nottegar (lay member) (term ending 2023)
- Chris Bennet (chair) (lay member) (term ending 2023)

- Harry Ramsaran (lay member) (second term ending 2024)
- Gloria Tozek (lay member) (second term ending 2024)
- Patti Rogers (ministry personnel) (term ending 2024)
- Carolyn Harding (lay member) (second term ending 2025)
- Calin Lau (ministry personnel) (second term ending 2025)
- Amy Lee (ministry personnel) (second term ending 2025)
- Tom MacNeil (ministry personnel) (term ending 2025)
- Eric Nyarko (ministry personnel) (term ending 2025)

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.

- Anne Hepburn (ministry personnel) (second term ending 2024)
- Sadekie Lyttle-Forbes (ministry personnel) (term ending 2024)
- Cynthia O'Connell (ministry personnel) (term ending 2024)
- Jim Keenan (ministry personnel) (second term ending 2025)
- 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.

Membership is a chair and six to ten members.

- 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 (chair) (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)
- William Haughton (ministry personnel) (second term ending 2025)
- Barbara Hendren (lay member) (second term ending 2025)
- Robin Pilkey (lay member) (second term ending 2025)
- Deirdre Lawrence (lay member) (term ending 2025)

e) Licensed Lay Worship Leaders Committee

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

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

Membership is a chair and four to six members.

- Emily Gordon (ministry personnel) (second term ending 2024)
- Glen Greenwood (LLWL) (second term ending 2024)
- Pat Edmonds (LLWL) (second term ending 2025)
- Lisa Pfau (lay member) (second term ending 2025)
- Jeannette Schieck (lay member) (second term ending 2025)
- Two vacancies

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, viewing and acting on issues through the lenses of racial justice, ecological justice and economic inequality.

Membership is a chair and six to ten members.

- Susan Eagle (chair) (ministry personnel) (second term ending 2025)
- Maria Christina Conlon (lay member) (second term ending 2025)
- Lois Brown (ministry personnel) (second term ending 2025)
- Don Ford (lay member) (term ending 2025)
- Esther Collier (lay member) (term ending 2025)
- Irene Green (lay member) (term ending 2025)
- Won Hur (ministry personnel) (term ending 2025)
- Bruce Sweet (ministry personnel) (term ending 2025)
- Jennifer Gordon (lay member) (term ending 2025)
- Brian McIntosh (ministry personnel) (term ending 2025)
- One vacancy

g) Intercultural Diversity Commission

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.

Membership is a Chair and six to twelve members.

- 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)
- Hedy Baker-Graf (lay member) (term ending 2025)
- Paul Rose (lay member) (term ending 2025)
- Four vacancies

h) Grants and Mission Support Committee

The Grants and Mission Support Committee will receive all grant applications. The committee will determine where the application should be directed. This will provide one point of entry for all grant requests.

Membership is seven to ten members.

- 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)
- Deborah Hart (chair) (ministry personnel) (second term ending 2025)
- Sarah Lough (lay member) (second term ending 2025)
- Ron Wigle (lay member) (second term ending 2025)
- Three vacancies

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.

- Maria Christina Conlon (chair) (ministry personnel) (term ending 2023)
- Sarah Jane Wetelainen (lay member) (term ending 2023)
- Steven Loweth (Executive member) (ministry personnel) (second term ending 2025)
- Greg Daly (ministry personnel) (term ending 2025)
- Martha ter Kuile (ministry personnel) (term ending 2025)
- Three vacancies

MOTION: 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.

PROPOSAL TO SHINING WATERS REGIONAL COUNCIL #2022-01

RAISING AND INDEXING SOCIAL ASSISTANCE RATES IN ONTARIO

Origin: Social and Ecological Justice Commission

1. What is the issue?

Background:

The Ontario Social Assistance program which is composed of Ontario Works (OW) and Ontario Disability Support Programs (ODSP) is designed to provide basic supports for Ontario residents who are unemployed and without other means of financial support.

Ontario Works is intended for those who are unemployed but with the hope of returning to work. ODSP is designed for those who have barriers to employment and may also need additional supports. Hence a higher income level for those who receive ODSP

This “social safety net,” as it is referred to, is supposed to provide the means by which someone can provide basic food and shelter for themselves and their family and live as a member of the community.

However, the reality is that social assistance rates lag far behind any realistic cost of living, even the most modest of housing and the simplest of basic needs.

For example: a report by the Maytree Foundation, Welfare in Canada, 2020, found that Ontario Works (OW) and Ontario Disability Support Programs (ODSP) left recipients far below the Market Basket Measure of Poverty (MBM).

Four household types were surveyed (single adult on OW, single adult on ODSP, single parent with a young child on OW and a couple with two children on OW) and all had incomes that left them in deep poverty -- meaning incomes less than 75% of the Market Basket Measure (Welfare in Canada, 2020: <http://www.maytree.com>)

A single adult on OW had a monthly income of \$714, which amounted to only 56% of the deep poverty threshold.

The couple with two children had an income that amounted to 91% of the deep poverty threshold. The better financial position of poor families reflects the investments in child benefits at the federal level as well as provincially.

Nonetheless, it is important to recognize that even with child benefits, families that rely on Ontario's basic income security programs -- OW and ODSP -- still live in deep poverty.

Action Needed: The government of Ontario needs to immediately:

- raise social assistance rates starting with an increase that would bring them to the Deep Poverty Threshold (that is 75% of the Market Basket Measure (MBM)),
- collapse the basic amount and shelter allowance into a standard Flat Rate benefit,
- index OW and ODSP rates to inflation, and
- initiate a multi-year plan to raise social assistance incomes above the Market Basket Measure of Poverty

2. Why is this issue important?

Call of the gospel to love neighbour

Call of the gospel to build community

Call of the gospel to do unto others as we would have them do unto us.

Jesus' reminder to his disciples that whatever you do to the least of these brothers and sisters of mine, you do to me.

Justice, equity, compassion and care for neighbour are at the heart of the Christian gospels and Christian theology.

For too long we have offered the charity model of “helping the poor,” without equal passion and energy for addressing the root causes of poverty: unfair distribution of wealth, discriminatory labour laws, insufficient wages and stigmatizing and isolating of those who are vulnerable and impoverished.

We add further harm when we provide a “social safety net” that is woefully inadequate to meet basic need, and so complicated with barriers, it penalizes those who seek to become participants in the economy.

Currently, it is estimated that 900,000 Ontarians seek to survive on social assistance incomes that leave them in deep poverty.

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

One only needs to look at the demographic of those who are on social assistance to see that disproportionately it is composed of those who are victims of inequity: people with disabilities, immigrants, women, people of colour, the sick, the elderly and those seeking to escape the trauma of abuse and violence.

In its fifth cross province consultation (2020), listening to stories and asking for recommendations from people living with poverty, ISARC (Interfaith Social Assistance Reform Coalition, which includes the United Church in its membership) heard yet again that social assistance rates are too low, and that, with no increase in social assistance rates since 2018, they are worse off than ever.

The isolation of Covid-19 has been difficult for everyone, but especially difficult for people who continued to receive less than half of a CERB payment and were forced to live in very poor housing conditions with couch surfing or the streets, the only alternative if they were evicted.

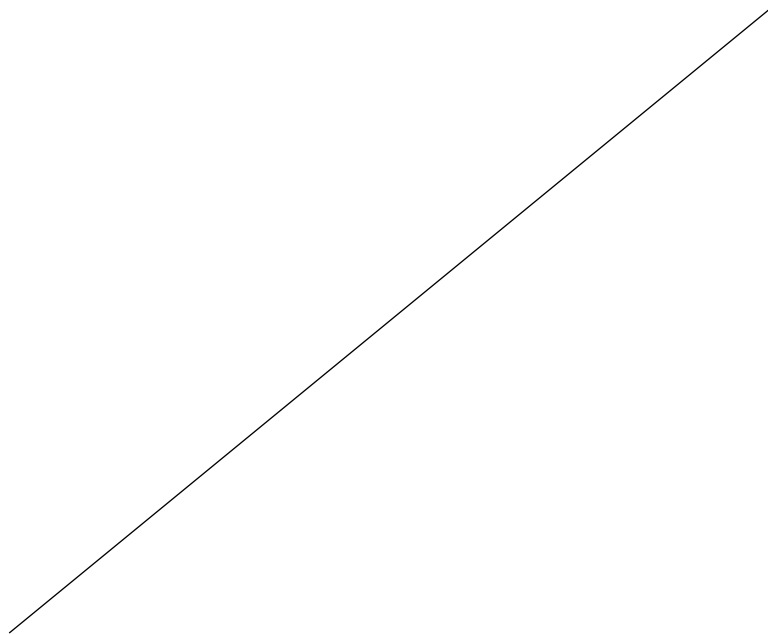
Efforts to increase social assistance rates in Ontario have been made by many coalitions, community advocacy and faith groups for many years. The United Church has also long supported increases in social assistance to allow people to live with dignity and adequacy and for children to have proper housing and nutritional supports.

The call to index social assistance would eliminate the stop-gap nature of social assistance increases and allow those on social assistance to stay in line with inflationary increases. This would prevent social assistance rates from falling even further behind.

4. How might Shining Waters Regional Council respond to this issue?

The Regional Council might:

1. call on the Government of Ontario to immediately:
 - raise social assistance rates starting with an increase that would bring them to the Deep Poverty Threshold (that is 75% of the Market Basket Measure (MBM),
 - collapse the basic amount and shelter allowance into a standard Flat Rate benefit,
 - index OW and ODSP rates to inflation, and
 - initiate a three-year plan to raise social assistance incomes above the Market Basket Measure of Poverty
2. direct the Regional Council President to immediately release a media statement outlining the call to the Ontario Government as outlined in item #1 above;
3. call on Communities of Faith in Shining Waters Regional Council to engage in education and advocacy around the need for increased social assistance support in the form of higher rates and indexing to the cost of inflation;
4. request that each Community of Faith in Shining Waters Regional Council name a lead poverty advocate to connect with the Social and Ecological Justice Commission, this name to be provided by June 30, 2022;
5. take steps, working with the Social and Ecological Justice Commission, to create, in consultation with other Ontario Regional Councils (through SJNOR (Social Justice Network of Ontario Regions) a social justice liaison position with the provincial government. This consultation might be expanded to include ecumenical and interfaith partners, with a report back to the next Regional Council meeting.



PROPOSAL TO SHINING WATERS REGIONAL COUNCIL #2022-02

STATISTICS AND FINANCIAL REPORTING FOR SHINING WATERS REGION

Origin: Dalston-Crown Hill United Church

The Issue

At the last Annual Meeting on November 13th, 2021, of the Region, the Financial Report consisted of one page of numbers (see Appendix A) which combined the financial report with the budget for future years. There was no written summary and very few details making it impossible for the members to make an adequate evaluation of the status of our finances. Questions at the meeting and, after the meeting, were met with evasive answers regarding the amount of money and assets currently being held by the Region. The report did not meet the standards that Communities of Faith are required to submit yearly on their statistical reports, or even the requirements of CRA regarding “Registered Charity Returns.” See Appendix B for a description of the UCC and CRA forms required.

The financial statements have not been audited for several years and the submitted reports to the auditor were not made available. There was no commitment at the November 13th meeting to make the reports of the auditor and their recommendations available.

Each Community of Faith is required to submit statistics each year regarding the number of members and adherents, the places of worship, the value of property held, investment amounts, bank account balances, insurance coverage, salary amounts, travel expenses, numbers of employees, etc. Similar number for the Region should be provided and including the number of active, closing, amalgamated, and new Communities of Faith.

The lack of this information means that there is no real oversight being provided by the Annual Meeting,

Why is this important?

Without such information, the Executive is basically operating without any accountability to the Region members. Much of the Region money is being spent on donations, and although a list of recipients was temporarily provided on the Region Web site, after a question at one of the Town Halls, the amount of money granted to each organization was not provided. Members have no idea of the priorities of the Region in terms of how their Annual Assessments and M&S donations are being spent. The M&S donations need to be specifically identified in order that donors can know that their contributions are going to good causes.

Most Communities of Faith rely on volunteers, not paid employees, but the Region seems to employ many individuals. This difference needs more explanation. The 2020 Registered Charity Return for Shining Waters (available online) indicates 9 full time staff and 15 part time staff for a total salary budget of \$1,241,390. Eight of the full-time staff were paid in the \$80,000 to \$119,000 salary range. Since \$354,703 was spent on part-time staff, the calculated average salary for full-

time staff in 2020 was \$98,500. This important information is not on the financial statement in the Annual Report.

The Region is spending money from the sale of property without providing details and this leads to some concern from Communities who are struggling with their own finances, and who are aware of the struggles of those who have reluctantly closed. A perception exists that this money is not being spent wisely. Perhaps funds could be set aside to help Communities of Faith in need of assistance.

The lack of transparency means that people might question why the Region needs money. It seems to be capable of surviving without additional money through assessments and M&S. The 2020 Registered Charities Return indicated \$3,349,752 in total assets with nothing listed under land and buildings. The corresponding number in 2019 was \$4,609,723.

Recommendations to the Region

The Region needs to operate with transparency, a need to keep the membership informed, and a desire to be accountable. The statistical reports and the Registered Charity Returns that Communities of Faith provide annually should be used as guidance. The Executive should consider forming a Statistics and Finance Committee with oversight on statistics, expenditures, and budgeting reporting. More specific ideas include:

- 1) A detail financial statement needs to be provided which includes the investments (long and short term), the bank balances, and the value of the physical assets, including land and buildings under the Region's control. The documents provided to the auditors would be a good start. The statement should include a descriptive written narrative.
- 2) A written commitment to provide the results of any audit to the Regional Council should be provided.
- 3) A detailed summary of money donated to specific users, with a breakout of M&S and Region funds should be made available. There appears to be a reluctance to provide dollar amounts given to specific organizations, but there is a need for this detail.
- 4) The number of full time and part time employees is essential, with some idea of salary ranges like what is required for the Registered Charity Return. Are M&S funds being spent on salaries?
- 5) Commissions are provided an annual budget, \$25,000 each, and the need for the funds should be specified.
- 6) Statistics describing the Region should be provided including the number of active, new, amalgamated, and closing Communities of Faith. It is important to list the closing Communities in the Annual Report, along with possible reasons for closure.
- 7) Statistics describing the Region Communities of Faith would be useful giving numbers on such things as: Clusters, Affirming, accessibility, congregation size, rural or urban identification, multiple point charges, policies permitting same sex marriage, and policies on such things as racial discrimination, harassment, green plans, etc.

Appendix A

Shining Waters Regional Council Financial Information Submitted for November 13, 2021, Annual Meeting

SWRC - Draft Budget Projection 2021-2026

INCOME	Actual 2020	Approved 2021	2022	2023	2024	2025	2026
Grant Income							
PTCC			616,000	600,000	600,000	600,000	600,000
TUCC			59,500	59,500	59,500	59,500	59,500
			<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	-	-	-	-	-	-

Appendix B

Statistical and Information Forms

United Church of Canada

<https://united-church.ca/sites/default/files/2022-01/2021-statistics-instruction-booklet.pdf>

These forms gather information that is essential to the administration of the United Church at all levels—the local congregation, Regional Council, and General Council. It helps maintain current information on pastoral charges, congregations, and ministers; supports our mailing and e-mail lists; and provides the statistics on which Denominational and Regional assessments are based. Be assured that your information is important to the church whether you are a pastoral charge of 10 members or 1,000!

T3010 Registered Charity Information Return Requirements

<https://www.canada.ca/content/dam/cra-arc/formspubs/pub/t4033/t4033-21e.pdf>

Charities are organizations that carry on activities which are primarily for the benefit of the public. Under the Income Tax Act (Canada), a registered charity is exempt from income taxes. Although exempt from income taxes, a charity needs to file a T3010 Registered Charity Information Return within 6 months of its fiscal year end. For example, if the charity's fiscal year-end is March 31, 2021; its return is due by September 30, 2021.

The T3010 Registered Charity Information Return serves the following purposes:

- It is published by Canada Revenue Agency (CRA) and available to the public
- It provides information to the CRA regarding activities and/or assets held for assessment of sanctions and/or revocation of charity status
- It is used to calculate the disbursement quota

Together with the T3010 Registered Charity Information Return, registered charities must submit the following documents, at a minimum:

1. Financial statements for the reporting fiscal period. If a charity has annual gross income over \$250,000, the CRA recommends that the charity file audited financial statements; otherwise, the financial statements need to be signed by the Treasurer.
2. Form T1235 – Directors/Trustees and Like Officials Worksheet, which is a list of the charity's directors for the year, along with a copy of the Board Meeting minutes and the directors' personal information.

Other forms may be applicable depending on the activities of the charity.