



SHINING WATERS
REGIONAL COUNCIL
The United Church of Canada



RECORD OF PROCEEDINGS

November 15, 2021 – May 29, 2022



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INTERCULTURAL DIVERSITY COMMISSION

Minutes of a meeting held November 15, 2021 at 6:00 p.m.
by video conference

Present:

Joel Aguirre, Innocent Karuhanga, Amy Lee (Interim Chair), John Joseph Mastandrea, Néstor Medina, Moon Ja Park

Staff: Kim Uyede-Kai

Welcome / Opening Worship

Interim Chairperson, Amy Lee welcomed all and led an opening worship. Moon Ja Park gave a land acknowledgment. Reflection and prayer was given by Innocent Karuhanga which included a video of the hymn, *Lord, I Lift Your Name on High*, sung by Donnie McClurkin.

The chairperson constituted the meeting in the name of Jesus Christ

Agenda

MOTION by John Joseph Mastandrea / Moon Ja Park that the agenda be adopted as circulated.

MOTION

CARRIED

Minutes

MOTION by Innocent Karuhanga / Joel Aguirre that the Minutes of the meeting of the Intercultural Diversity Commission of October 15, 2021 be adopted as circulated.

MOTION

CARRIED

Staff Updates

Kim Uyede-Kai said she feels that the right people are here and that is exciting – everyone here has been called with enthusiasm and passion and interest and skills.

She reported that at the regional council meeting on November 13th, one of the items approved was a budget line item for all the commissions. Intercultural Diversity Commission for 2022 has a budget of \$25,000 as do all the other three commissions, so we have equal sharing of the budget to do whatever we need depending on our priorities. She asked that this be kept in mind as we look towards the priorities, programs and resources we might want to do as a Commission.

She mentioned that a recording of the Regional Council meeting held on November 13th is available on the Shining Waters website and encouraged those that were not at the meeting to look at it as they are able. She indicated that it will be part of this Commission's work going forward as to how they can contribute to make sure that the meetings, as they present publicly, are as diverse as possible. Perhaps a piece that the Commission can take on, is to develop some kind of a process with the organizers.

Kim reported that Executive Minister, Peter Hartmans, is going on sabbatical for three months starting in December, so we will have fewer staff as we live into our financial means.

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Terminology/Language Conversation

What will we mean by *intercultural* and what will we not mean?

- It expands from just the people that have been on Turtle Island for 25,000 years; as intercultural, it might be helpful for us to ponder moving forward, because the issue is not that we take away from what was done, but we realize whenever one culture dominates the other, that's the issue; when we think of intercultural, it's an ongoing learning that we can benefit from each other.
- To add to the first point above about Indigenous, it might be a starting place for this Commission, to explore the Indigeneity of our own lands, as ourselves, from the lands that our ancestors, or we, have come from.
- There is a sense in which appropriately we can re-claim our own Indigeneity; one of the fears is that, in the process, the language of the Indigenous and the interest and concerns of the Indigenous people of Canada gets watered down. And the same thing goes for questions of colonization; being able to know the context in which we find ourselves. So, when we talk about interculturality, we need to also know that in the back of it there is also a Western European colonial legacy that can not just be bracketed out as if it happened yesterday but in fact at least for many of us, it continues, and so I would hope that we continue wrestling with that reality in the most rigorous way however tempting it may be to go in a different direction.
- As an African-origin person, I've come to admire the Indigenous and the culture and to embrace that, also knowing that I only have one way and it's only going forward. So, I'm standing at the steps and the only way is to go up, knowing that there are some things not merely accepting the reality of it but also to keep reminding about the background and where we are, and why it happened that way. When they talk about the interculturalism itself, to support that cultural dialogue and being able to encourage that and create a base for that dialogue, and the challenges so we can continue to have that conversation because it's not over until it's over. Part of the Commission is not only just to define what people are going to think who we are, but if we are in this bubble, what is it that we are going to create that is going to channel everyone else that we talk to go in that direction, and it is that we are creating a base, a foundation, an opportunity for us to open a dialogue to know that we're going to talk about the challenges, talk about how we're different, acknowledge those differences and see how we can embrace those differences, not only are they good, are they bad, but simply accept who we are by acknowledging those differences. If we can create that pathway as a Commission saying this is what we want to do, we're not defining this as us but we're going to create a way for you to even define it yourself but we're moving forward with this by having a dialogue and being able to create that conversation that moves us forward a step further.
- I would look at intercultural as walking alongside with each other and celebrating our uniqueness. Accepting people as who they are and celebrating as God's people; walking alongside everyone else in the light of the cross.
- When this commission was created, why was it named Intercultural Diversity Commission? What was it based on?
- How do we celebrate and how do we highlight those aspects that are uniquely ours – each of individual cultural groups. How do we celebrate those in a way that create a cacophony of voices but that can be articulated and built on a theological foundation; trying to follow some Biblical principles that are part of our faith.

- There is a lot of information in the original proposal for the commission – purposes, histories.
- The recent regional council meeting, I couldn't see interculturalism there. Sounds like we go back to the cross-cultural or the multi-culturalism which can bring about individual change but not collective transformation. As regional members, we acknowledge ethnic people and respect cultural differences, but it's a cultural group that's not necessarily having engaging interaction with each other so there is no celebration of interaction and the interculturalism. So, it means we have to not go for the multi- or cross-culturalism - that's backwards; our duty and responsibility that God calls us to do is completely we have to practice and bring ourselves and raise our voices to the regional council like that. When we made the name, Intercultural Diversity Commission, for us intercultural described meetings in which there is a very deep understanding and respect for all cultures, intercultural communication and focus on the mutual exchanges of ideas and these are in the proposal. And cultural norms and development of deep, deep relationship. We are one, so we have no fences. How can we bring our precious intercultural values to our mission?
- If people from one congregation, very white, will ask us soon that they would like to become intercultural congregation, show us step-by-step what we can do, that's why we are here, is step one. We didn't create a toolkit for congregations to become more intercultural. Even ministers, in their schooling, I don't think they ever focus on interculturalism in a credit course. We have to create tools for how to become intercultural more deeper, not tokenism. All congregation minister, lay persons, council board members – they have to get the idea. We have to think very logically, have to create scientifically how to let them become more deeper really means. They can post the flyers outside the building just like Affirming – this is Intercultural – with broader meaning than Affirming. That's what I am expecting from this group. We have to create a tangible thing here – even curriculum-wise, educational tool, so by next year regional council meeting we have to show something other than opening worship.

Who do we say we are? How do we name our cultural identities in Canada?

- The notion, interculturality, is something that is lived, not something that can easily be learned. When people from different cultural backgrounds can co-inhabit a place and share that space and make it a space where they can celebrate God's blessing and wonders, that is interculturality. Alongside with that, interculturality is risky work. Risky work that requires being hurt and making mistakes. There isn't a single formula of how this should be done or could be done, there's just so many ways of doing this. The task is kind of two-fold; one to describe what we mean by interculturality as it is already happening, so name that reality in the multiple different communities where that is already happening, and then name interculturality as an aspirational goal of where we are headed.
- There are at least three ways of being intercultural – performatively; the liturgical intercorporality when you can begin to bring elements of different cultural groups and incorporate it into the liturgy of a specific community or a specific fellowship; and epistemological interculturality – interculturality that goes deep into the structures of knowledge. This would be the foundation on which we then can begin to name reality and speak of it in terms of aspirational goals.
- Intercultural as opposed to multi-cultural – inter meaning among, between, in the midst of and reciprocal. The reciprocity was an important part of the vision of an intercultural church - moving between and among and reciprocating changes, learning of values, so we all become

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a changed body. The intercultural vision has been sanitized since the 2000s when it was first developed – sanitized and domesticated over the decade because it's gone back to the default of only what people know. Change underground is uncomfortable and lonely and cold and that's what we're inviting people into, is to be in that uncomfortable place and people don't want to go to an uncomfortable place. So that's going to be our challenge moving forward – how do we keep that vision ahead of us and move people into that place.

- Reciprocity is possible when people are equals – when we are in a space where there is no equality, where, in fact, cultural groups don't stand on equal footing, that there is still a cultural group that dominates and call the shots, then reciprocity becomes difficult to even think about. Wondering if we can think beyond reciprocity as ideal and beautiful as it sounds. Interculturality on one hand means celebrating, lifting up and naming and creating spaces for, but it also means uncovering, destabilizing, it also means to naming moments or spaces of injustice or inequity.
- One of the original intents of the intercultural church was that this commission could be the place where we could practice that reciprocity without the White European domination that's always at play. The nominations committee of Shining Waters was very careful about its nominations because this is a place where everyone can come as an equal without having to worry about who is dominating and the colonial history that each of us is influenced by. Most of us talk differently when we're under a White system and this is the place now of the Intercultural Diversity Commission where we can set that aside and say now we're starting on a new foundation and what's that going to look like, and how do we relate to one another. That's the gift that we can bring to the rest of the Church but we have to do our own work first interculturally between us.

Existing Resources

- United Church of Canada website resources:
https://www.united-church.ca/search/all?search_api_fulltext=intercultural
- 40 Days of Engagement in Anti-Racism: <https://www.united-church.ca/social-action/justice-initiatives/anti-racism/40-days-engagement-anti-racism>
- Forum for Intercultural Leadership and Learning, a reference group of the Canadian Council of Churches: <https://www.interculturalleadership.ca/>

Setting Priorities for the Commission for 2021-2022

Future conversations and explorations:

- Continue discussion on interculturality; an operational theology or an operational concept on how we can move on forward;
- Define ourselves moving forward, build a solid definition for us to base ourselves;
- Need to define ourselves when we are meeting with fewer items, especially the big components, that we must put down and say this one, we have reached that far.
- We can mingle together and we can 'inter' our wisdom, sharing, explore more and more every time when we come and let us get more concrete and collective ideas
- Maybe we can plan huge event. Looking forward for that day when it's going to be more than 10, 15 cultures or races all at the same time, under the same roof, having a service, once a year, twice a year, but as part of a program to bring everybody under the same

roof, as many people as we can, as many cultures as we can, so we have an event that could be creating that intercultural that is actually physical.

- Explore more about interculturalism, maybe every single meeting we can talk about that.
- Come to an understanding of what we mean by intercultural, so we can explain that to other groups. Kim has agreed to collate any thoughts that people have about what they understand intercultural and interculturalism to mean to them and that can be the start of our conversation. This can be homework for the January meeting.

It was decided to have everyone contribute their voice to what they understand intercultural to mean for them;

- Deep relationships, mutual recognition of course, but respect is very hard for different cultures so I want them to respect me as I respect their cultures, so this is inter-, deep relationships, in the spirit of equity.
- See very equal value in every person on earth before we even talk about faith
- Walking alongside each other and celebrating the uniqueness of everyone and gaining your voice as being part of a larger choir, making music, and that is part of this harmony.
- Realize we don't ever arrive, we're always in process.
- It is something that occurs between people of different cultures celebrating each other; festive celebration of different cultures, different nations, different races all under one roof.
- Interculturality is the complex social processes in which communities create spaces or the multiple voices that make up the human experience where no one group has a corner in the revelation of God but that only in relationship can people have and come to a fuller understanding of the mystery of God.
- Next time let's talk about ourselves, really talk about 'who am I?'
- Definition has to be easy to understand.

The Commission will continue to explore about interculturality, ministry, missions and our works.

Resources to gather: speakers, print/web material

- Read the commission's proposal and Kim's article on interculturalism.

Motion to Adjourn made by John Joseph Mastandrea.

Next Meeting

Monday, January 17, 2022. 6:00 - 8:00 p.m. Land acknowledgement by Néstor Medina

Closing

All: Prayer of Jesus/Lord's Prayer in each one's language

COMMUNITIES OF FAITH COMMISSION

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

Present:

Chris Bennett, Carolyn Harding, Calin Lau, Kevin Logie, Sandra Nottegar, Cindy Randall, Patti Rodgers, Gloria Tozek, Harry Ramsaran.

Jody Maltby (Staff Lead), Susie Henderson (Equity and Innovation), Kim Uyede-Kai (Communities of Faith Support, Right Relations, and Anti-Racism), Rachael Howes (Administrative Support).

Regrets: Amy Lee

Welcome, check in and prayer

The chairperson welcomed everyone, Carolyn Harding gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region. Gloria Tozek shared a video of the poem, *Remember*, by Joy Harjo, and read by Suzi Hudson (<https://www.youtube.com/watch?v=ib7BxVIIYxU>). She then offered an opening prayer.

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

There was a time of check-in, introductions, and welcome to the new member of the Commission, Patti Rodgers.

Agenda

Additions to the agenda: recommendation of a regional rep to Fairlawn United Church's Transition Team; and Equity Leads.

MOTION by Harry Ramsaran / Sandra Nottegar that the agenda be approved as amended.
MOTION **CARRIED**

Minutes

MOTION by Carolyn Harding / Chris Bennett that the Minutes of the meetings of the Communities of Faith Commission of Shining Waters Regional Council dated October 20, 2021 be approved as circulated.
MOTION **CARRIED**

How we are working: Email Votes and Task Groups

Susie Henderson presented a review of the task groups that are in place along with some amendments to their responsibilities and timelines, moving some decisions to staff, and when email votes will be used.

MOTION Kevin Logie / Sandra Nottegar that the Communities of Faith Commission of Shining Waters Regional Council accept the new working plan for the task groups as presented; authorize the Staff Lead to approve communities of faith name change requests; and authorize the Staff Lead to approve loan requests of up to \$100,000.

MOTION

CARRIED

Equity Lead – Susie Henderson told the Commission about the role of an Equity Lead in the Commission, and asked if there was someone willing to take on that role. The Chair, Gloria Tozek, agreed to take on the role with it passing on to Chris Bennett when he becomes Chair.

Strategic Planning – Gloria Tozek

Chris Bennett, Susie Henderson and Gloria Tozek have met around strategic planning for the Commission. It is hoped to hold two in-person sessions to work on developing two or three strategic directions. It would also identify tools around those directions. They talked about meeting on January 19th which would include a regular commission meeting in the morning and a facilitated discussion setting the ground work in the afternoon. Gloria outlined some of the areas the commission could focus on.

The Commission agreed to plan for January 19th and then have a second planning session on a Saturday for a half day. A Doodle Poll will be circulated to find the second meeting.

National Strategic Planning – Susie Henderson

Susie reported that the national church has engaged in a strategic planning process with a focus on the national church and the General Council Office that also includes an invitation to the whole church into reflection and engagement. Here is the mission and vision that has been approved so far. More resources to engage and work with materials are in the works and will be available to us in our strategic planning conversations.

Mission:

Deep Spirituality

Bold Discipleship

Daring Justice

Vision:

Called by God, as disciples of Jesus, The United Church of Canada seeks to be a bold evolving, connected church of diverse, courageous, hope-filled communities, unified in deep spirituality, inspiring worship and daring justice.

The meeting took an all-purpose break.

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Community of Faith Reviews Policy – Jody Maltby

The Commission had been asked to look at The United Church of Canada's Community of Faith Reviews Policy. Jody outlined the policy with the Commission as reviews are a part of this Commission's mandate. The region has a listening team model that is working well, however there are circumstances where we need to formalize how we look into the health of a congregation. Jody outlined the process of a review. She suggested the Commission discuss how they would handle a review request and discuss when it would be a review or a listening team.

A concern was raised about reviews being a part of this Commission's mandate and there was discussion around this. Jody will share the commission's concerns with the Executive Minister.

Bala-Port Carling Pastoral Charge

Jody Maltby offered some background to the request for a dispute resolution process for Bala-Port Carling Pastoral Charge.

MOTION by Chris Bennett / Carolyn Harding that the Communities of Faith Commission of Shining Waters Regional Council offer a dispute resolution process to Bala-Port Carling Pastoral Charge.

MOTION

CARRIED

The Commission asked that staff report back to the Commission on the offer of dispute resolution as well as the result of any dispute resolution that takes place.

Living Faith Story, Covenant, Self-Assessment Resource – Karen Hilfman Millson

Karen updated the Commission on her project on putting together a resource for communities of faith work around their self-assessment and living faith story. Another part is the community of faith covenant with the region. A covenant is a requirement in *The Manual*, with a number of components outlined to be included. The community of faith will give input for the covenant; they will identify their style of governance and identify the type of leadership they have. The recommendation being considered is to celebrate the covenants with communities of faith during the region's annual Celebration of Ministries service, and that liturgy would be provided to the community of faith as well.

Self-assessment is a requirement of *The Manual*, which recommends it be done annually. However, minimally once every three years would be recommended by our region. Self-assessment would be based on the Living Faith Story. Living Faith Story has two components – describing current ministry and aspirations within eight categories, and specifically identifying goals for themselves.

Karen outlined how she will be framing the resource so the communities of faith can best prepare and work on these items.

The commission had opportunity to ask questions and give comments.

Fairlawn – Intentional Interim Ministry

MOTION Kevin Logie / Sandra Nottegar that the Communities of Faith Commission of Shining Waters Regional appoint Chris Bennett as the Regional Representative to the Fairlawn United Church, Toronto, Transition Team.

MOTION

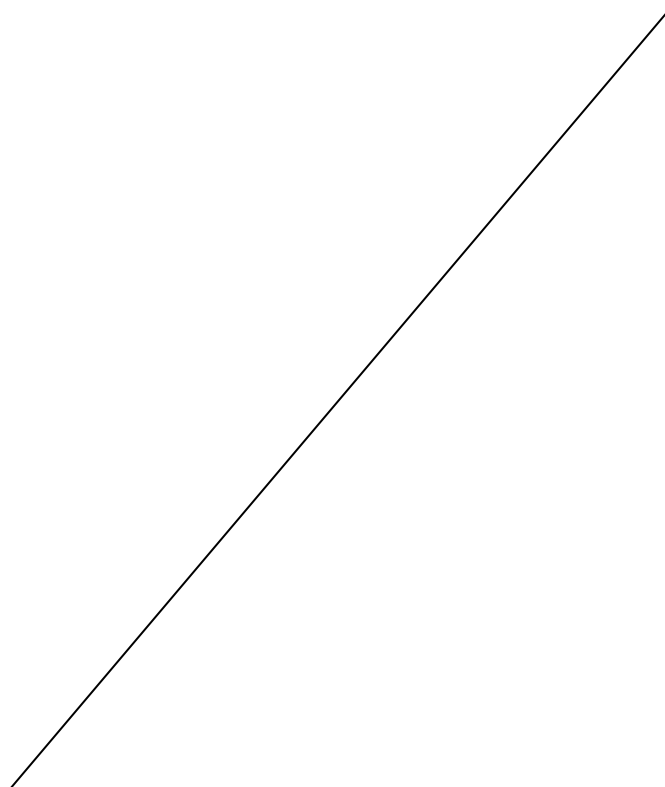
CARRIED

Closing

The Chair thanked everyone for their work and offered them blessings on their day.

Next Meetings:

December 15, 2021, January 19, 2022, 9:30 a.m.



PASTORAL RELATIONS COMMISSION

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

Members Present

Andrew Comar (chair); Dale Hildebrand (staff); Donna Bowman-Woodall (ordered); Barbara Hendren (lay); Sung-Ran Kim (ordered); Liz Mackenzie (ordered); Lawrence Nyarko (ordered); Robin Pilkey (lay), Paul Stott (lay); William Haughton (ordered) Todd McDonald (staff)

Regrets: Beth Moore (lay)

Welcome, constituting the meeting and prayer

Andrew Comar welcomed everyone and noted we have begun a new church year with the arrival of Advent and a new year after the Annual Meeting of Shining Waters. He lit the Christ candle, acknowledged the indigenous territory we find ourselves on, led the opening prayer, and called the meeting to order.

Agenda

MOTION by Paul Stott/Robin Pilkey

that the agenda consisting of items that had been circulated to the commission in advance of this meeting be approved.

MOTION

CARRIED

Minutes

MOTION by Barbara Hendren/Lawrence Nyarko

that the minutes of the October 26, 2021 meeting of the commission be approved.

MOTION

CARRIED

Omnibus Motion

Barbara Hendren declared a conflict of interest for the call to Stouffville Pastoral Charge as it is her home congregation, and excused herself for this approval.

a) Calls

MOTION by Donna Bowman-Woodall/Paul Stott

that the Pastoral Relations Commission take the following actions:

... concurs with the request of **Stouffville Pastoral Charge (Stouffville)** and approves the call to **John Niles**, ordained minister, beginning November 1, 2021, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$72,354 (pro-rated \$36,177) salary in addition to the minimum at 17.48% which equals \$12,646 (pro-rated \$6323) for a total salary of \$85,000 (pro-rated

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\$42,500) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1474 (pro-rated \$737) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

MOTION

CARRIED

b) **Request for Change in Relationship**

MOTION by Robin Pilkey/Liz Mackenzie
that the Pastoral Relations Commission take the following actions:

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Nancy Knox**, ordained minister at **Bracebridge Pastoral Charge** effective January 31, 2022 and gives thanks for her ministry.

MOTION

CARRIED

Introduction of New Commission Member

Andy welcomed Rev. Sung Ran Kim as a new commission member and asked the other members to introduce themselves.

Report from Staff

a) Liaisons

The following liaisons have been appointed by staff:

Barbara Hendren appointed to Fairlawn Avenue Pastoral Charge (Toronto) for short term appointment to work with the Intentional Interim Minister, Douglas DuCharme.

Catherine Hions appointed to Don Mills-Thorncliffe Park Pastoral Charge (Toronto) for short term appointment. Edith-Ann is retiring as of Jan 1, 2022.

Sadekie Lyttle-Forbes appointed to Downsview Pastoral Charge (Toronto) to move incumbent minister (Julia Kim) from appointment to call.

Lynella Reid-James appointed to St. Paul's Pastoral Charge (Brampton) for Intentional Interim Ministry search and appointment.

Evelyn McLachlan appointed to Bracebridge Pastoral Charge (Bracebridge) for a change in position description as they move from two ministers to one.

b) Pastoral Charge Supervisors

Heather Stevenson appointed to Home Pastoral Charge (Brampton). The current Pastoral Charge Supervisor, Debbie Johnson, needs to step back from this work.

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c) Other issues

Staff explained that a national task group had been asked by General Council Executive to look at the issue of lay-led congregations, an increasingly common situation in many pastoral charges. Included in that task was looking at Designated Lay Minister (DLM) changes. It was recognized that the concept of DLMs had evolved over time from the original conception which was for a lay person to engage in ministry in their own congregation. Some changes are being contemplated that would offer opportunities for current DLMs to join the order of ministry as ordained or diaconal ministers with the appropriate requirements. The DLM training program would be adjusted to come in line with the original idea of lay-led ministry.

This has caused some concern among DLMs. We only have a handful in Shining Waters but other regional councils have greater numbers.

Concern was expressed for our DLMs – would they be pulled out of appointments, for example? This is highly unlikely.

Staff were asked to provide our DLMs with an opportunity to gather and express their concerns so that the regional council could listen and support them appropriately.

PRC Budget 2022

The budgeting process has not been highly structured in Shining Waters. The commission was not consulted on what their budget needs might be for the following year. Each commission has been given a budget of \$25,000 for 2022. For our commission, this means a reduction of approximately 50% from previous years.

Staff presented the commission with an estimate of what various budget lines could look like within a budget of \$25,000.

There was concern expressed about process and whether there will be other ways to procure additional funds (for example, if funds are needed to implement some of the equity goals).

Staff were asked to write to the Shining Waters Executive with concerns about the budgeting process and ask that for the next budget year, the commission be consulted on what its budgeting needs are, based on the mandate of the commission and the programs required to carry out that mandate.

Equity Report Follow-up

Report from the Task Group (Liz Mackenzie, Robin Pilkey, Will Haughton)

Liz reported for the Equity Task Group. They met Nov 25th to look at the recommendations and begin to plan for implementation.

The Task Group looked at the recommendations which might be more straight forward in implementation.

a) there are a number of recommendations which are not ours—they belong to General Council Office staff. A letter will be written to Adele Halliday with the recommendations that may more properly belong with the GCO, and to ask for a meeting with Adele at the next Task Group meeting in January 2022 to coordinate equity work in the area of pastoral relations. The letter will be brought to the January meeting for the commission's review.

b) liaison-related recommendations: The Task Group recommends that all pastoral relations liaisons have the racial justice training that is currently required by ministers. It also recommends that Search Committee chairs also have racial justice training, although the United in Learning webinars may not be suitable in terms of timing, so we will look at equivalents that could be provided to search committee chairs. The goal is to have this in place by June 2022. However, it was noted that the chair rotates—perhaps it would be more appropriate to have this apply to the search committee equity monitors.

Who pays for this racial justice training? It was suggested that the regional council would pay for this training.

The task group would also like to have an equity policy for liaisons and to have this in place by June 2022.

MOTION by Liz Mackenzie/Robin Pilkey

That all pastoral relations liaisons who are laypersons complete the racial justice training that is currently required for ministers and that this training be completed by June 30, 2022.

MOTION

CARRIED

MOTION by Will Haughton/Lawrence Nyarko

That the Pastoral Relations Commission fund the racial justice training of pastoral relations lay liaisons.

MOTION

CARRIED

What about M&P chairs? Should they not be required to have racial justice training as well? There was support for this idea but it is not this commission's mandate, but it could go to the Communities of Faith Commission.

Policy Reviews

The following policies were reviewed by the Commission.

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a) Licensed Lay Worship Leaders Committee Policy

APPENDIX A

Suggested to amend the following sentence by adding “more frequently”:

“The Committee will meet in person or by electronic or other means at least biannually or more frequently as needed.”

MOTION by Donna Bowman-Woodall/Paul Stott

That the Licensed Lay Worship Leaders Committee policy be approved as amended.

MOTION

CARRIED

b) Licensed Lay Worship Leaders Policy

APPENDIX B

Todd outlined the changes in this policy.

A question was asked about the attire for Licensed Lay Worship Leaders (LLWL). This was outlined in a General Secretary opinion.

A question was raised about who oversees the implementation of the policy. It is the LLWL committee that does this.

Is there a report in to this commission from the LLWL committee? Yes, once a year. Staff were asked to circulate the LLWL policies to the PRC when this report happens.

What happens when there are criminal charges reported to the chair? The LLWL committee would have a conversation about the charge.

It was suggested that we leave it to staff and LLWL to sort these things out. If the license is revoked there would be a report to the PRC.

However, it was pointed out that the PRC is the oversight body. So any recommendations should go to the PRC, without the name of the LLWL or the specific charges.

It was suggested that the following change be included in the amended policy (underlined text below):

In point 5, “A LLWL is required to report any new criminal charges to the LLWL Committee Chairperson. Where there is no change in status resulting from the criminal charge, it will be reported as information to the Pastoral Relations Commission. If the criminal charge results in a recommended change in status of the LLWL, this will be brought to the Pastoral Relations Commission for approval.”

MOTION by Donna Bowman-Woodall/Barbara Hendren

That the Licensed Lay Worship Leader policy be approved as amended.

MOTION

CARRIED

c) Short term Appointments and Appointments Policy

d) Pulpit Supply Policy

e) Telephone allowance Policy

As time was running out, policies under agenda items “c”, “d”, and “e” above were deferred to the December meeting.

Election of Commission Chairperson

Andy reported that Donna Bowman-Woodall has agreed to let her name stand for nomination as chairperson of the commission. He then asked if there were any other nominations from the floor. Hearing none, the following motion was put forward:

MOTION by Robin Pilkey/Liz Mackenzie that Donna Bowman-Woodall be elected as chair of the Pastoral Relations Commission.

MOTION

CARRIED

Andy was thanked for his many years of service as Commission chairperson, including some specific initiatives which he oversaw such as the Effective Leadership pastoral relations process.

Next Meeting

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, December 14, 2021, at 9:00 a.m.

End of Meeting

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



2021/2022-16

APPENDIX A – Amended Licensed Lay Worship Leader Committee Policy

PASTORAL RELATIONS COMMISSION: LICENSED LAY WORSHIP LEADERS COMMITTEE POLICY

This policy outlines the purpose, accountability, authority, membership and responsibilities of the Licensed Lay Worship Leaders Committee and the relationship with the Pastoral Relations Commission

Date Approved: February 26, 2019 Amended and Approved: November 30, 2021	Review by PR Commission date: 2024
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PURPOSE:

The Licensed Lay Worship Leaders (LLWL) Committee will implement the License Lay Worship Policy of Shining Waters Regional Council. The Pastoral Relations Commission is responsible for licensing Licensed Lay Worship Leaders for Shining waters Regional Council.

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

ACCOUNTABILITY

The Licensed Lay Worship Leaders Committee is accountable to the Pastoral Relations Commission

AUTHORITY

The Licensed Lay Worship Leaders Committee interviews and recommends to the Pastoral Relations Commission a layperson who is a full member of a Community of Faith for licensing and re-licensing.

MEMBERSHIP

A chair and four to six people to allow for a balance of Licensed Lay Worship Leaders members and non- Licensed Lay Worship Leaders members.

QUORUM:

The quorum will be 50% plus one, or at least three persons with at least one ministry personnel and one lay member.

TERMS OF OFFICE

The members will be elected by the Regional Council with staggered terms

The term will be for three years with a renewal for one term. After a one-year hiatus, an individual may be elected again.

MEETINGS

The Committee will meet in person or by electronic or other means at least biannually or as frequently as needed.

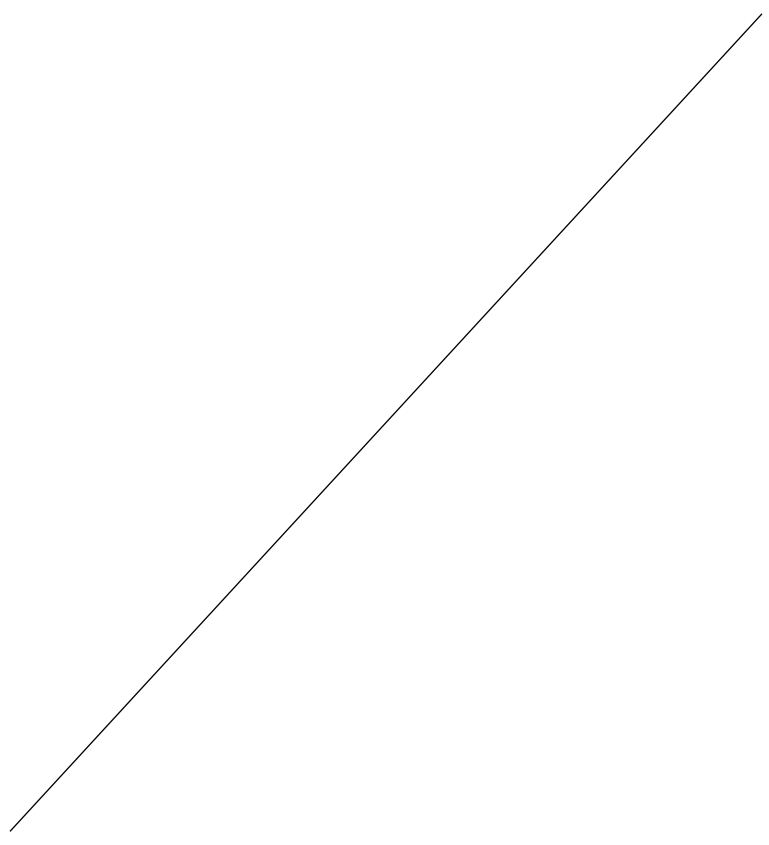
RESPONSIBILITIES DELEGATED TO THE LICENSED LAY WORSHIP LEADERS COMMITTEE

The Licensed Lay Worship Leaders Committee will be responsible for:

1. Interviewing a layperson and recommending licensing to the Pastoral Relations Commission.
2. Interviewing and recommending re-licensing for Licensed Lay Worship Leaders every three years.
3. Recommending exemption from the approved Licensed Lay Worship Leaders preparatory course.
4. Ensuring a Licensed Lay Worship Leader has completed all mandatory workshops and is current with their police records check according to the policies set by The United Church of Canada.
5. Ensuring a Licensed Lay Worship Leader is recognized at a service of worship at the time of their initial licensing.
6. Providing ongoing support and guidance to a Licensed Lay Worship Leader.

STAFF SUPPORT

The Pastoral Relations Ministers will provide support to the Committee.



2021/2022-18

APPENDIX B – Amended Licensed Lay Worship Leaders Policy

PASTORAL RELATIONS COMMISSION: LICENSED LAY WORSHIP LEADERS POLICY

The purpose of this policy is to provide oversight to the Licensed Lay Worship Leaders within Shining Waters Regional Council. This authority is given to the Pastoral Relations Commission.

Date Approved by Pastoral Relations Commission: November 30, 2021	Review date by the Pastoral Relations Commission: 2024
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Why is this policy important?

Many lay people are called by God to courageously step forward to give leadership in worship. Those who participate in a Licensed Lay Worship Leader (LLWL) program are choosing to develop their leadership gifts further.

In the Licensed Lay Worship Leader program, the United Church has recognized a need for people to be supported through a training and licensing program. This gives both the lay leader and the congregation confidence that their leadership is built upon a strong theological and biblical foundation that is consistent with the ethos of the United Church.

A licensed lay worship leader is a full member who has been determined to have gifts and a sense of call to the ministry of worship leadership and preaching, and who has developed these gifts through participation in a course of study and is licensed by a regional council.

This policy guides the formation and participation of the Licensed Lay Worship Leaders within Shining Waters Regional Council.

Membership

The regional council may license a person as a licensed lay worship leader. (The Manual I 1.11.5)

The following requirements apply:

- a) the person must be a member of a congregation in that regional council; and
- b) the licence must be for a specified term, which may be renewed.

A licensed lay worship leader serves under the direction of the Pastoral Relations Commission through the LLWL Committee. If a licensed lay worship leader becomes a member of a community of faith in another regional council, the person must be recognized by that other regional council in order to continue serving as a licensed lay worship leader.

Preparation and Licensing:

1. The governing body of a local community of faith identifies, or a layperson who is a full member self-identifies to the governing body, a call to licensed lay worship leadership.
2. The lay member completes a preparatory course that extends over at least two years and includes the study of theology, church history, Hebrew and Christian scriptures, preaching, worship, and pastoral skills. The course of study must be approved by the LLWL Committee.

3. An individual may be exempt from a preparatory course at the discretion of the Pastoral Relations Commission. An individual's education would be evaluated using the handbook, Licensed Lay Worship Leaders (October 2016) or future editions.
4. The lay member must also complete the Racial Justice Workshop, Introduction to Personal & Professional Boundaries for Church Leaders workshop (4 hours) and a vulnerable sector police records check.
5. A LLWL is required to report any new criminal charges to the LLWL Committee Chairperson. Where there is no change in status resulting from the criminal charge, it will be reported as information to the Pastoral Relations Commission. If the criminal charge results in a recommended change in status of the LLWL, this will be brought to the Pastoral Relations Commission for approval.
6. The Pastoral Relations Commission, through the LLWL Committee tests the lay member's suitability and readiness for licensed lay worship leadership by examining their personal character, doctrinal beliefs, and educational competency.
7. The Pastoral Relations Commission issues a license to the lay member to function as a licensed lay worship leader within the jurisdiction of the region, under the direction of the region. The license is normally valid for 3 years and may be renewed.
8. Shining Waters Pastoral Relations Commission recognizes the licensed lay worship leader at a service of worship.

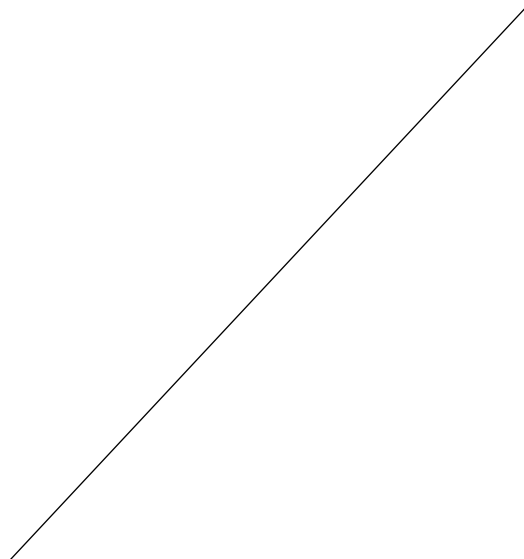
Ongoing Support and Guidance

1. The Pastoral Relations Commission, through the LLWL Committee interviews a licensed lay worship leader triennially, at the time of their license renewal. The region may request reporting (such as reports from congregations served, examples of sermons, either written or recorded, and orders of worship produced) as part of the interview process.
2. The licensed lay worship leader may cover three consecutive Sundays a month, to a maximum of 15 services per year, in one community of faith. Alternatively, the licensed lay worship leader may lead services for one complete month in a six-month period in one Pastoral Charge. If asked to lead worship for more Sundays, the licensed lay worship leader is to seek the approval of a Pastoral Relations Minister before agreeing to do so. The Pastoral Relations Ministers will report these exceptions to the Pastoral Relations Commission.
3. The community of faith is encouraged to remunerate licensed lay worship leaders in accordance with the Minimum Salaries & Reimbursements rate for Visiting Ministry Personnel, including travel, issued by General Council each year. It is to be noted that this rate is a minimum. When leading worship on a multi-point community of faith, it is intended that the licensed lay worship leader would receive above the minimum rate for one Sunday, but not necessarily the full rate for each worship service.

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4. A licensed lay worship leader may not provide pastoral care in a pastoral charge that is not their own. It is expected that the licensed lay worship leader will refer any requests or requirements for pastoral care (counseling, home visitation, hospital visitation) to the called or appointed ministry personnel, or the community of faith's supervisor for follow-up.
5. A licensed lay worship leader may conduct a funeral. However, the conduct of funerals within a community of faith (including a funeral home), is to be arranged in consultation with the called or appointed ministry personnel or the supervisor of the community of faith. If the licensed lay worship leader conducts a funeral, they must ensure that the information is entered in the Burial Register of the community of faith.
6. A licensed lay worship leader may not wear a stole or a clergy shirt. A stole and a clergy collar are reserved for those who are ministry personnel, called or appointed to a community of faith.



EXECUTIVE

Minutes of a meeting held December 2, 2021, at 2:00 p.m.
via video teleconference.

PRESENT: Jingle Ayupan, Allan Holditch, Isaac Kamta, David Leyton-Brown, Steven Loweth, Betty Lou McNabb, Moon Ja Park, Lynn Mooney, Daniel Reed

Staff: Peter Hartmans (Executive Minister), Jody Maltby (Staff Lead), Rachael Howes (Administrative Support), Janet MacDonald (Finance Administrator), Jeffrey Dale (Youth and Justice)

Absent: Kirsty Hunter, Allyce Mutungi,

GATHERING, OPENING PRAYER

President, Betty Lou McNabb opened the meeting at 2:02 p.m. and constituted the meeting in the name of Jesus Christ. She gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

Peter Hartmans told the Executive about the fire at Ebenezer United Church, Midland, on November 29th and asked for that community of faith to be remembered in prayers.

The Moderator's Advent message was shown and Peter Hartmans offered an opening prayer.

As a form of check-in, the President asked everyone to acknowledge the traditional territory where they are.

AGENDA

MOTION by Steven Loweth / Jingle Ayupan that the agenda for this meeting be approved as circulated.

MOTION

CARRIED

MINUTES

MOTION by Allan Holditch / Jingle Ayupan that the Minutes of the meeting of the Shining Waters Regional Council Executive held October 5, 2021 be approved as circulated.

MOTION

CARRIED

MOTION by David Leyton-Brown / Jingle Ayupan that the Minutes of the meeting of the Shining Waters Regional Council Executive held November 4, 2021 be approved as circulated.

MOTION

CARRIED

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Commission Minutes

MOTION by Steven Loweth / Moon Ja Park that Executive receive the Minutes of the Communities of Faith Commission for May to October 2021 for information.

MOTION

CARRIED

2022 Budget Approval

MOTION by Isaac Kamta / Allan Holditch that the Shining Waters Regional Council Executive approve the 2022 Budget as presented.

MOTION

CARRIED

Grant Requests

Jody Maltby presented the recommendations of the Grants and Mission Support Committee on the grant applications received (Appendix A).

MOTION by Moon Ja Park / Steven Loweth 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.

MOTION

CARRIED

MOTION by Steven Loweth / Allan Holditch 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.

MOTION

CARRIED

MOTION by Moon Ja Park / Daniel Reed 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

MOTION

CARRIED

Betty Lou McNabb declared a conflict of interest and abstained from voting.

Shining Waters Regional Council Proposals: Next Steps

Discussion was held around the next steps as a result of the two proposals that were passed at the November 13, 2021 Regional Council meeting, *Raising Our Voice for Human Rights* and *Continuation of the Social and Ecological Justice Commission*.

David Leyton-Brown has agreed to draft an updated policy for the continuation of the Social & Ecological Justice Commission.

Next steps on the *Raising our Voice for Human Rights* proposal will be with the Social and Ecological Justice Commission.

Regional Meeting Check-In

Members of the Executive had a time of de-briefing about the Regional Council meeting in November.

Peter Hartmans' Sabbatical

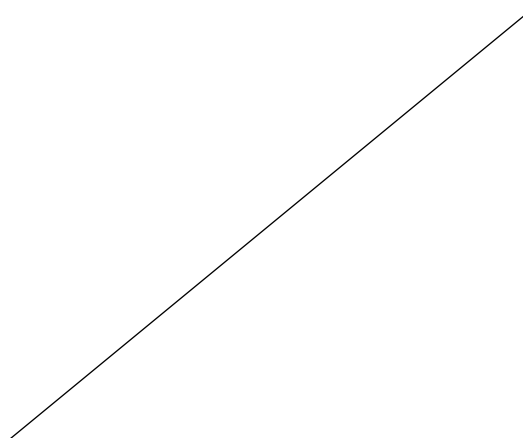
Peter will be on sabbatical December 13, 2021 to March 21, 2022. Jody Maltby will be Acting Executive Minister during that time. His focus for the sabbatical will be the potential of this new regional council structure.

New Business

Betty Lou McNabb has spoken with elders on Georgian Island regarding an Ojibway translation of the name, Shining Waters. It would be Waasagmigma. Betty Lou asked everyone to think about it and it will come back to the next Executive meeting for decision.

Next Meeting: to be determined by Doodle poll for end of January / first of February

Closing: Betty Lou McNabb offered a reading from *Embers: One Ojibway's Meditations* by Richard Wagamese as a closing and the meeting ended at 3:32 p.m.



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Appendix A

Ministry	Mission & Service Grant	PTCC Net Annual Income Grant	PTCC 5% Capital Grant	Other Grant as shown	Grant from Region
Alpha Korean					9,000
Anglican United Refugee Alliance	53,000				
Bloor Street Refugee		20,000			
Camp Big Canoe		30,000			
Camp Simpresca		20,000			
Cummer Ave Drop In		10,000			
Davenport Perth Community Ministry	45,600			54,850 CM Fund at PTCC	30,004
Ecumenical Chaplaincy, UofT	30,000				
Filipino Christian Fellowship			50,000		
Fred Victor Centre	40,000			9,500 St. Enoch's Fund	
GO Project					20,000
Good Tree Korean Mission		25,000			
Grace Place			20,000		
Jane Finch Community Ministry	43,400			60,617 CM Fund	33,174
Lake Scugog Camp		20,000			
Massey Centre	13,000				
Ministere Protestant					100,000
Moorelands Community Centre		8,000			

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Ministry	Mission & Service Grant	PTCC Net Annual Income Grant	PTCC 5% Capital Grant	Other Grant as shown	Grant from Region
Mt. Sinai Hospital Chaplaincy	10,000				
Muskoka Chaplaincy	5,000				
Regent Park Community Ministry					112,887
Roncesvailles Outreach					23,000
Sparrow Lake Camp		25,000			
Stone Soup			25,000		
Stonegate Community Ministry					8,000
Tamil Mission				50,000 TSP-MCF	
The Journey			70,000		
Wesley Mimico Food Program		3,000			
Weston King Centre			57,000		
Total	240,000	161,000	222,000	CM Fund 115,467 TSP-MCF 50,000 St. Enoch's Fund 9,500	336,065
TOTAL GRANTS	1,134,032				

2021/2022-26

SOCIAL AND ECOLOGICAL JUSTICE COMMISSION

Minutes of a meeting held December 7, 2021 at 1:00 p.m.
by video conference

Members Present

Susan Eagle (Chairperson), Lois Brown, Tina Conlon, Eleanor Scarlett, Cameron Watts

Staff: Jeffrey Dale (Staff Support), Rachael Howes (Administrative Support)

Regrets: Moon-Ja Park

Welcome, check in and prayer

The chairperson welcomed all and opened the meeting with a reflection by Jessica Peterson of the United Church of Christ. She gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

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

There was a time of check-in.

Agenda

MOTION by Cameron Watts / Tina Conlon that the agenda be approved as circulated

MOTION

CARRIED

Minutes

MOTION by Eleanor Scarlett / Tina Conlon that the Minutes of the meeting of the Shining Waters Social and Ecological Justice Commission held October 19, 2021 be adopted as circulated.

MOTION

CARRIED

Regional Council Meeting follow-up

The commission members gave feedback on the meeting.

- Susan expressed thanks for the participation of the commission in preparing and presenting worship for the meeting.
- The Commission was approved for continuation as a Commission of Shining Waters Regional Council and the policy/mandate of the commission will be updated as a result.
- The proposal on harm reduction was passed.

Nominations follow-up

Susan Eagle has talked with the new chair of Nominations Committee, which has not met yet. She re-iterated the need for more members of this commission and gave names of people who are interested in serving.

Mid-Winter Event

Susan Eagle suggested the commission host a social justice clergy gathering, perhaps end of January or beginning of February; invite people to identify issues and places where they would like more support; preaching about social justice; issues congregations are interested in/more likely to respond to; perhaps bring in someone to speak about the topic and then move into break-out rooms.

Members discussed structure of such an event; perhaps give questions for break-out rooms prior to the event.

The Commission agreed to proceed with this and Susan, Tina and Jeffrey agreed to work on the planning and other members can provide input.

Commission Member updates from their areas

Susan Eagle feels it would be beneficial to have commission members give updates from their geographic areas to share at the meetings. This will be a standing item on the Commission agendas starting next meeting.

Staff report

Jeffrey Dale reported on conversations within the wider church and community:

- Harm Reduction, signed a letter supporting Canadian Organization for HIV and Hepatitis C Research, Support, and Information (CATIE) and the Decriminalization of Illicit Substances for Personal Use in the City of Toronto,
- Attended a meeting with Ryerson University for the creation of a Harm Reduction certificate,
- conversations with Trinity-St. Paul's and others around police violence and surveillance (looking at an early 2022 round table conversation),
- conversations with PalNet regarding Regional Council proposal and resources for communities of faith,
- *For the Love of Creation* meeting, conversations around the TRC and Camping Ministries.

Tina Conlon brought the following four items to the attention of the Commission.

- Justice for workers, decent hours and scheduling in long term care workers, equal pay/benefits regardless of status (temp/contract workers, migrants) - this continues to be advocated by partners; a liveable income is approx. \$22 per hour in Toronto which is higher than the recent increase in minimum wage.

This item will come back to the January meeting.

- Food Drives – There is an excellent article on food drives this Christmas season by Elaine Power, Valerie Tarasuk and Paul Taylor,

https://www.thestar.com/cdn.ampproject.org/c/s/www.thestar.com/amp/opinion/contributors/2021/12/05/food-drives-are-not-the-answer-to-poverty-and-hunger.html?fbclid=IwAR3q-VnHayORK7bQu4LwokRE2aVtVUTBK-6IEd0BVWwsQptdMyjGEX_P_mA,

-“... take a minute to drop a note or email to your MPP and your MP and ask how they will commit to eliminating poverty and food insecurity in 2022. And please let CBC know that you don’t want them using public resources to further enshrine charity as Canada’s default response to poverty and food insecurity. We need CBC to promote clear-eyed analyses of why poverty exists, who is most affected, and how to solve the problem with just solutions.”

- Reach Out Response Network. In February 2021, Toronto City Council gave the green light to create four new non-police response pilot programs. They voted to expand on these pilots by creating a multi-year plan to ensure that interventions involving vulnerable people are redirected to appropriate non-police local services. In July 2021, Council passed the SafeTO policy that promises to “embed the Community Crisis Support Service as a well-resourced, first-response service City-wide.” Tina urged contacting councillors to step up and keep their commitment to approve and fund the development of the four new non-police interventions with clear timelines, to help create programs as Council promised, and ensure community involvement in how these plans and programs are developed and implemented in the communities they serve.

Tina will do some more follow-up and bring it back to the Commission.

- Use of Artificial Intelligence Technology by Toronto Police Services – the Toronto Police Services Board believes this technology will benefit police services; but is very invasive and could racially profile people. Input on the policy is due by December 15th. Tina will be giving input and wanted to gather more from Commission members.

The commission had a discussion as to how best to get urgent items out to people in the region. A Slack account was suggested. Jeffrey will follow-up with that.

Guaranteed Livable Income

Susan Eagle reported that she attended the national network on guaranteed liveable income on behalf of the commission.

A template letter has been received from Prince Edward Island regarding Federal support for Guaranteed Liveable Income. It is being shared and intended as a tool for network members to send to their own MPs. The Commission discussed whether we wanted to endorse it.

MOTION by Tina Conlon / Cameron Watts that the Social & Ecological Justice Commission of Shining Waters Regional Council endorse and circulate the Guaranteed Liveable Income letter received from Prince Edward Island.

MOTION

CARRIED

The commission agreed that this now be sent out to Communities of Faith to endorse and to the Shining Waters Executive.

Follow-up on COP26 Climate Summit

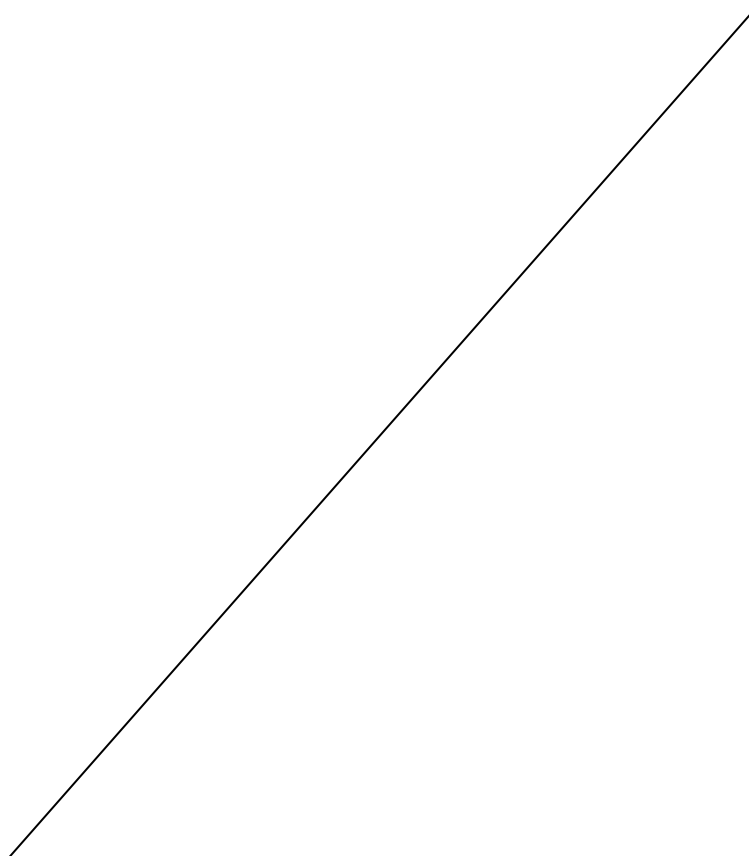
Joy Kennedy was at the summit and the Commission would like to invite her to attend our next meeting to speak about it. Susan Eagle will follow-up to contact Joy.

Closing

This was Eleanor Scarlett's last meeting as she is moving to a different region. The Chairperson expressed sincere thanks and appreciation for her work on this Commission and wished her well in her new Appointment.

The meeting closed at 3:00 p.m.

Next Meeting: January 18, 2022, 1 pm



2021/2022-30

PASTORAL RELATIONS COMMISSION

Minutes of a meeting held December 14, 2021 at 9:00 a.m.
by video conference

Members Present

Donna Bowman-Woodall (chair); Dale Hildebrand (staff); Todd McDonald (staff); 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)

Regrets: None

Welcome, constituting the meeting and prayer

Donna Bowman-Woodall welcomed everyone, acknowledged the indigenous territory we find ourselves on, led the opening prayer, and called the meeting to order.

Agenda

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

MOTION

CARRIED

Minutes

MOTION by Andy Comar/Lawrence Nyarko
that the minutes of the November 30, 2021 meeting of the commission be approved.

MOTION

CARRIED

Omnibus Motion

MOTION by Liz Mackenzie/Beth Moore
that the Pastoral Relations Commission take the following actions:

a) Calls

... concurs with the request of **Bolton Pastoral Charge (Bolton)** and approves the call to **Sydney Elias**, ordained minister, beginning January 1, 2022, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,295 (pro-rated \$36647.50) per annum, basic telephone \$400 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$746.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

... concurs with the request of **Downsview Pastoral Charge (Toronto)** and approves the call to **Julia Yun Jung Kim**, ordained minister, beginning January 1, 2022, part time based on 20 hours per week with the following terms for Category A and Cost of Living Group Assignment 5: Salary \$64,568 (pro-rated \$32,284) with salary in addition to the minimum at 2.7 % which equals \$1,744 (pro-rated \$ 872), for a total salary of \$66,312 (pro-rated \$ 33,156) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$746.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

b) **Appointments**

... concurs with the request of **Metropolitan Pastoral Charge (Toronto)** and approves the reappointment of **W. E. Mark Aitchison**, retired ordained minister, beginning January 8, 2022 to June 30, 2022, part time based on 25 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,295 (pro-rated \$45,809.38), with salary in addition to the minimum at 50% which equals \$22,904.69 (pro-rated \$68,714.07), for a total salary of \$96,199.69 (pro-rated \$68,714.07) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$933.13) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does require an act of covenant.

... concurs with the request of **Timothy Eaton Memorial Pastoral Charge (Toronto)** and approves the appointment of **Orville James**, retired ordained minister, beginning January 1, 2022 to August 31, 2022, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,295 (pro-rated \$36,647.50), with salary in addition to the minimum at 36.43% which equals \$26,705 (pro-rated \$ 13,352.50), for a total salary of \$100,000 (pro-rated \$50,000) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$746.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does require an act of covenant.

... concurs with the request of **Jane-Finch Community Ministry (Toronto)** and approves the reappointment of **Barry Reider**, designated lay minister, beginning January 1, 2022 to December 31, 2023, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$71,763 per annum, with salary in addition to the minimum at 23.72% which equals \$17,022, for a total salary of \$88,785 per annum, basic telephone \$960 per annum, Continuing Education and Learning Amount \$1500 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this reappointment does not require an act of covenant.

MOTION

CARRIED

Reconsideration of Motion

Staff explained why this motion is before the commission. The UCC does not use Roberts rules and so that is why we cannot simply rescind a motion. We must approve the motion to reconsider the original motion and then have a second motion to defeat the original motion. The motion to

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reconsider is on our agenda at the request of the minister. Westmount pastoral charge is disappointed but wishes Nicholas well.

MOTION by Robin Pilkey/Beth Moore

that the Pastoral Relations Commission reconsider the motion “*that the Pastoral Relations Commission concurs with the request of Westmount Pastoral Charge (Orillia) and approves the call to Nicholas Forrester ordained minister, beginning January 3, 2022, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 4: Salary \$68,585 (pro-rated \$34,292.50) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.*” from the meeting of the Pastoral Relations Commission held on October 26, 2021.

MOTION

CARRIED

MOTION by Liz Mackenzie/Lawrence Nyarko

that the Pastoral Relations Commission concurs with the request of Westmount Pastoral Charge (Orillia) and approves the call to Nicholas Forrester ordained minister, beginning January 3, 2022, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 4: Salary \$68,585 (pro-rated \$34,292.50) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

MOTION

DEFEATED

A question was asked about support for the Westmount congregation. There is support from the pastoral relations liaison and they are returning to their search.

Report from staff

a) Liaisons

The following liaisons have been appointed by staff:

Jim Clubine appointed to Timothy Eaton Memorial Pastoral Charge (Toronto) in their search for a second called minister.

Dan Benson appointed to Metropolitan Pastoral Charge (Toronto) in their search for a second called minister.

b) Pastoral Charge Supervisors

William Haughton has been appointed to Bala/Port Carling Pastoral Charge (Port Carling).

Ted Grady has been appointed to Windermere Pastoral Charge (Toronto).

Equity Research Project

Liz Mackenzie and Todd McDonald have discussed steps moving forward as we prepare for the liaison equity training in early February, which is shaping up well.

Policy Reviews

The following policies were reviewed by the Commission.

a) Short-term Appointments and Appointments Policy

APPENDIX A

Todd led the commission through the proposed changes in this policy.

A question was asked about how this impacts retired ministers. Answer: They need to be on ChurchHub to make themselves available. The spirit of this policy change is that we want pastoral charges to conduct proper searches for these appointments so that all ministers who are searching will be eligible and considered for the job.

MOTION by Andy Comar/Barbara Hendren

That the revised Short-term Appointments and Appointments Policy be approved.

MOTION

CARRIED

b) Pulpit Supply Policy

Staff explained that the request for a Regional Council pulpit supply policy came from the chair of the Candidacy Board as a result of some situations where lack of clarity around frequency of pulpit supply resulted in some difficulties. The policy before the commission takes into account existing policies around pulpit supply for Licensed Lay Worship Leaders.

A concern was raised about enforcing the policy. Is it based on the honour system? Do we have the ability to track all pulpit supply requests? We do not, but we can rely on our Pastoral Charge Supervisors to help implement this. Clear communication of the policy to those on the pulpit supply list and all of our Communities of Faith will help with adherence to the policy.

It was suggested that the policy be made clearer in terms of non-retired ministers. They don't seem to be included in the eligibility list (which could be formatted differently to make it clearer who is included in the policy).

A concern was expressed about limiting pulpit supply to only two consecutive Sundays. Many ministers and Communities of Faith use pulpit supply when the minister takes a month vacation. For consistency and ease, limiting to two Sundays is not ideal. Could we make it the same as LLWLs? Or make an exception for coverage of vacation? There is an exception clause already, but so congregations don't have to call the Pastoral Relations Minister to invoke that exception, it might be wise to spell out vacation accommodation in the policy.

Staff will note the concerns expressed and bring a revised policy back to the January 2022 meeting.

c) Telephone Allowance Policy

APPENDIX B

Staff explained that this policy was approved early in 2021. The policy states that it will be reviewed each year to determine whether an adjustment of the telephone allowance is needed. Staff reported that there is an effort by the federal government to reduce cell phone prices in Canada by 25%. Limited progress has been made on that front, but there have been some reductions, and the price of cell phone plans did not rise during 2021.

MOTION by Liz Mackenzie/Lawrence Nyarko

That the minimum telephone allowance for 2022 be maintained at \$800/year.

MOTION

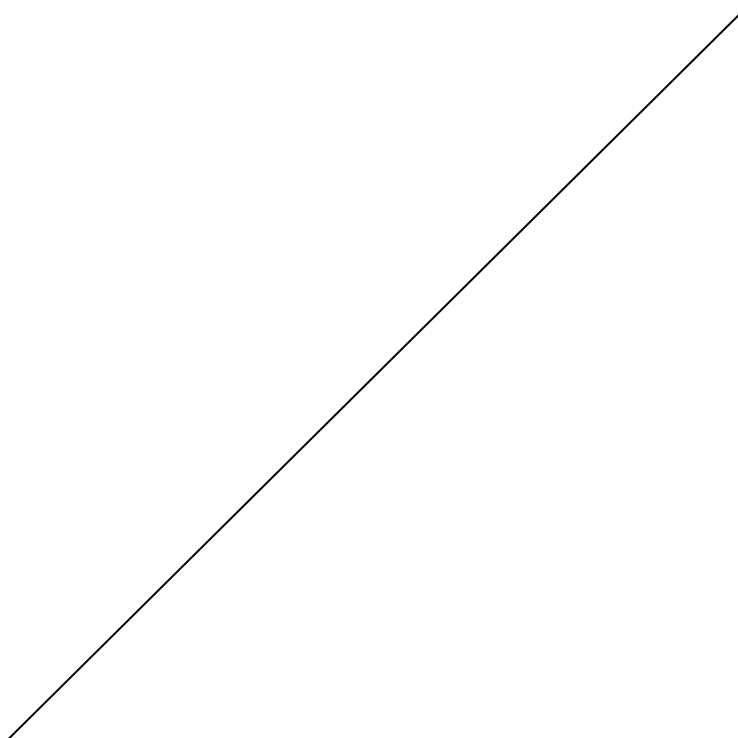
CARRIED

Next Meeting

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, January 25, 2022, at 9:00 a.m.

End of meeting

There being no further business, Will Haughton closed the meeting with a prayer.



APPENDIX A – Short Term Appointments and Appointments Policy

PASTORAL RELATIONS COMMISSION: SHORT TERM APPOINTMENTS AND APPOINTMENTS POLICY

The purpose of this policy is to guide decision-making by the Pastoral Relations Commission when considering a request for an appointment.

Date approved: January 29, 2019 Reviewed: December 14, 2021	Review date by Pastoral Relations Commission: 2024
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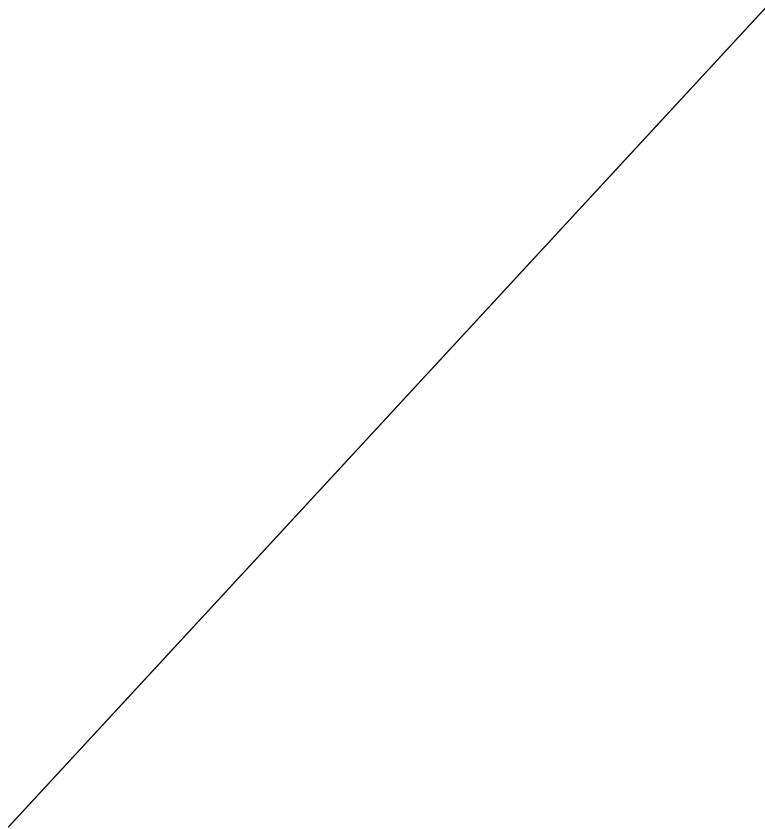
In the guide for pastoral relations, *Pastoral Relations: Policy for a Community of Faith (April 2020)*, a short-term appointment is described as a “supply minister appointed to offer leadership until your community of faith’s profile is written and the associated position is filled. (Page 13). Appointments (as opposed to a short-term appointment), on the other hand, are longer-term pastoral relationships as a result of a search. This policy will help the Pastoral Relations Commission differentiate between the two types of appointments and respond appropriately.

- I. The Pastoral Relations Commission will consider a request for the following appointments as a result of a search through Church Hub by an appointed Search Team or Transition Team:
 - i. Designated Lay Minister: up to three year appointment.
 - ii. Interim Minister: up to three year appointment
 - iii. Admittand: up to three year appointment (needed for immigration)
 - iv. Retired Supply: up to three years if a result of a search
 - v. Designated Lay Ministers-Applicant: DLM-A are students who are required to be in an appointment (at least half time) in order to complete their educational program. The educational program is for at least three years. A multi-year appointment could be requested for a DLM-A, who has been in an appointment for at least a year (up to two years).
 - vi. Summer Distance Learning Student Supply: The Atlantic School of Theology currently offers a distance learning MDiv that requires a student to be in a student/intern supply appointment for five years. A multi-year appointment (up to two years) can be requested for a Candidate Supply minister who is part of the Summer Distance Learning and has been in an appointment for at least a year.
 - vii. The Candidacy Pathway program requires a candidate to fulfill a supervised ministry education (SME) for two years. An appointment may be requested for up to two years.
- II. The Pastoral Relations Commission will consider a request for a short term appointment as a result of a search through Church Hub for a minister to offer leadership until a community of faith’s profile and associated position is filled, for up to 12 months.

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- III. All other appointments covering a time limited leave such as parental leave, sabbatical, or medical leave, or a true “appointment” where the regional council is taking sole responsibility for appointing a minister under particular circumstances will be considered short-term appointments, be approved for up to 12 months and does not require a search through Church Hub.



APPENDIX B – Telephone Allowance Policy

PASTORAL RELATIONS COMMISSION: MINIMUM TELEPHONE ALLOWANCE FOR MINISTRY PERSONNEL POLICY

This policy outlines the minimum telephone allowance for Shining Waters Ministry Personnel

Policy name: Minimum telephone allowance for Shining Waters ministry personnel	Review date: December 2022	Policy type: Pastoral Relations
Date approved: January 26, 2021 Date revised: December 14, 2021		

Background:

The United Church of Canada denominational policy simply states that the pastoral charge must provide ministry personnel with a phone when they are hired on appointment or in a call. The ChurchHub appointment/call form can also not be approved unless an amount is inserted in the “Phone Allowance” box.

Because no minimum is stated in national policy, there has been significant inconsistency in the amounts that come to the commission for approval as part of the appointment or call form, including amounts that appear below what would be required to purchase a basic cell phone plan.

Purpose:

The purpose of this policy is to ensure that all appointments and calls coming to the commission for approval include a minimum amount for telephone allowance, in accordance with market rates for cell phone plans in our region.

Policy:

- That the telephone allowance for ministry personnel appointed or called in Shining Waters Region be set at a minimum of \$800 for 2022, regardless of full or part time appointments, and;
- That this amount be the total when a minister is in more than one appointment or call, and;
- That this amount be reviewed annually by the Commission.

COMMUNITIES OF FAITH COMMISSION

Minutes of a meeting held December 15, 2021 at 9:30 a.m.
by video conference

Present:

Chris Bennett, Carolyn Harding, Amy Lee, Kevin Logie, Cindy Randall, Patti Rodgers, Gloria Tozek, Harry Ramsaran

Staff: Susie Henderson, Jody Maltby, Diane Matheson-Jimenez, Rachael Howes

Regrets: Calin Lau, Sandra Nottegar,

Welcome, check in and prayer

The chairperson welcomed everyone, Susie Henderson gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region. Susie also offered an opening song by video, *Mary Did You Know*, with lyrics by Jennifer Henry, Eric Lige and Edward Chen.

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

There was a time of check-in.

Agenda

An update about Rural Connect was added and the Agenda was accepted by consensus as amended.

Minutes

The question was raised as to whether we should name a community of faith in the Minutes when it pertains to a sensitive matter in that congregation; there is a need to be transparent, but also a need to be respectful of a congregation in struggle. It was suggested we could have in-camera discussions in those instances. Staff will do some reflection on this matter and possibly speak to the Executive, and the matter will come back to a future meeting.

MOTION by Harry Ramsaran / Kevin Logie that the Minutes of the meetings of the Communities of Faith Commission of Shining Waters Regional Council dated November 17, 2021 be approved as circulated.

MOTION

CARRIED

Correspondence

A letter was prepared by Gloria Tozek and Susie Henderson on behalf of the Commission and sent to the congregation of Ebenezer United Church, Tiny, after their church building burned, to acknowledge their loss, and offering our caring and support.

Email Votes

The following decisions were made by email:

- approved the lease between Lansing United Church, Toronto, and Toronto United Church Council dated December 1, 2021.
- approved the *Terms of Reference – External Church Board Members* document of Collier Street United Church, Barrie.
- approved the loan renewal of Northwest Barrie United Church with Toronto United Church Council with the following terms:
 - Date: January 1, 2022
 - Amount: up to \$112,602
 - Amortization: 5 years, 8 months
 - Term: 3 years
 - Interest: Bank of Nova Scotia 3-year mortgage rate or 4% whichever is the higher for the term as of the renewal date.
 - Payment: monthly payments, principal and interest.
 - Provisions: Renewal fee to be paid (\$ 281.50)
 - Security: First mortgage
 - Approval: Shining Waters Regional Council
 - Source of Funds: Investing in Ministry Fund

Ministry Plan – Karen Hilfman Millson

Karen Hilfman Millson reviewed and explained her work on the Ministry Plan that she is developing. The Commission members had an opportunity to ask questions and provide feedback.

Patti Rodgers left the meeting.

The meeting took an all-purpose break.

Ministry Plan – cont'd

MOTION by Amy Lee / Chris Bennett that the Communities of Faith Commission of Shining Waters Regional Council accept, in principle, the policy and procedure document of the Ministry Plan presented.

MOTION

CARRIED

Reviews/Appeals – Jody Maltby

In the last meeting, there was discussion about reviews and how the Commission would be managing those. Jody drew a comparison to the policy around appeals which is very specific. An appeal committee is appointed, the committee makes a decision, and that is the decision of the region. She suggested that, as a Commission, we could use a similar model for doing reviews; that we have a policy in place that allows the commission to appoint a review committee of three people who then manage the review through to its completion. The Commission won't do the actual work of the review but has the responsibility for it. The Commission agreed with this suggestion and Jody will work on such a policy for reviews.

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Former Alpha Korean UC – Jody Maltby

In October the Commission considered and approved a request from Alpha Korean United Church to change their name to Toronto Korean United Church. Subsequently, a letter of concern was received from Willowdale Emmanuel United Church. Research showed that an arbitration agreement dated November 8, 2003 states that neither Alpha or Omega churches would be able to use the name Toronto Korean United Church. Omega United Church is part of the amalgamated Willowdale Emmanuel United Church.

The Commission was asked to re-consider their motion around the name change.

MOTION by Carolyn Harding / Harry Ramsaran that the Communities of Faith Commission of Shining Waters Regional Council reconsider the motion of October 20th, 2021 to approve the request of Alpha Korean United Church, Toronto, to change their name to Toronto Korean United Church, based on the arbitration agreement dated November 8, 2003.

MOTION

CARRIED

MOTION by Kevin Logie / Chris Bennett that the Communities of Faith Commission of Shining Waters Regional Council approve the request of Alpha Korean United Church, Toronto, to change their name to Toronto Korean United Church.

MOTION

DEFEATED

MOTION by Amy Lee / Kevin Logie that the Communities of Faith Commission of Shining Waters Regional Council directs staff to seek legal advice on this matter and that the commission will revisit the request at a later date.

MOTION

CARRIED

The Commission asked that Alpha and Willowdale Emmanuel be given the reasons for this decision and invite them to also seek legal advice if desired.

St. Paul's, Brampton Intentional Interim Ministry request – *Diane Matheson-Jimenez*

Diane reported that St. Paul's, Brampton has selected a transition team. The Intentional Interim Ministry Committee voted by email to recommend that Betsy Anderson be appointed the regional representative to the St. Paul's, Brampton, transition team.

MOTION by Carolyn Harding / Amy Lee that the Communities of Faith Commission of Shining Waters Regional Council, on the recommendation of the Intentional Interim Ministry Committee, appoints Betsy Anderson as the regional council rep to the transition team of St. Paul's United Church, Brampton.

MOTION

CARRIED

Dewi Sant and Timothy Eaton, Update – *Diane Matheson-Jimenez*
No formal update at this time.

Strategic Planning

Meeting date – originally talked about having two meetings in January but suggesting now just having one day, January 19th, 2022, with the morning looking at the big picture and, in the afternoon, coming up with a set of intentions or strategic directions. This whole day of strategic planning would be in lieu of a Commission meeting for January, and the Commission would meet in February.

Background material – Susie explained the material that she has created as background for the strategic planning process.

Rural Connect: In response to a resolution passed at the 43rd General Council, Rural Connect has been established to support rural congregations through the use of technology. Using the model of a hub church partnering with satellite churches, a cluster of congregations are joined together for a fully interactive, live worship service with participation from all of the partner churches. All the technology is controlled by the hub/host church, and the satellite/partner churches receive a box with all the equipment fully configured and ready to go – they don't even need internet. St. Paul's Midland is equipped with hub technology and is interested in building a relationship with satellite churches with the support of the region.

Is this strategy of multi-site ministry something that we would identify as a strategic direction around supporting rural ministry?

Meetings schedule and shared leadership

A chart will be sent out with the meeting schedule and a spot for members to sign up for openings, closings, and land acknowledgements.

Schedule governance group meetings – a Doodle poll will be sent out to set up the four meetings of the governance group.

Closing

Gloria Tozek acknowledged that this is the last meeting that Karen Hilfman Millson will be in attendance as she approaches her retirement at the end of the year. Others offered their good wishes to her.

The Chair wished everyone a very Merry Christmas and Karen Hilfman Millson offered a blessing. The meeting closed at 12:30 p.m.

Next Meetings

Strategic Planning on January 19, 2022, 9:30 a.m. – 4:00 p.m. and regular Commission meeting, February 16, 2022, 9:30 a.m.

SOCIAL AND ECOLOGICAL JUSTICE COMMISSION

Minutes of a meeting held January 18, 2022 at 1:00 p.m.
by video conference

Members Present

Susan Eagle (Chairperson), Lois Brown, Tina Conlon, Cameron Watts

Staff: Jeffrey Dale, Kim Uyede-Kai, Rachael Howes

Regrets: Moon-Ja Park

Welcome, check in and prayer

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

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

There was a time of check-in.

Agenda

One item to add under New Business regarding annual congregational meetings.

MOTION by Cameron Watts / Tina Conlon that the agenda be approved as amended

MOTION

CARRIED

Minutes

MOTION by Lois Brown / Tina Conlon that the Minutes of the meeting of the Shining Waters Social and Ecological Justice Commission held December 7, 2021 be adopted as circulated.

MOTION

CARRIED

Business Arising

A public letter to Mayor John Tory re: action to help the homeless – request for signature/endorsement

- this letter came to the Commission's attention between meetings;
- it is a Toronto-based letter; there was not full support of the Commission for it, so it was not signed by the Commission.
- Tina Conlon spoke about her concerns with the letter which she had shared by email with the Commission

- Cameron Watts brought the Commission up to date on Faith in the City's response; they are holding a rally on January 20th.
- it was decided to send out information to the region about the rally being held on January 20th as well as the Shelter Housing Justice Network's Shelter Crisis TO Digital Toolkit
- Susan reported that the Barrie churches sent a letter to the City of Barrie regarding changing the temperature criteria for opening their warming centres. The City subsequently changed their criteria.
- it was decided to send out an email to the region asking churches to find out what the temperature criteria and policies are for warming centers in their own municipality and to advocate for change.

Mid-Winter Event – *Susan Eagle and Jeffrey Dale*

The social justice clergy gathering will be held March 8, 9:30 a.m. to noon via Zoom. Speakers will be Rob Oliphant and Eleanor Scarlett. There was discussion about the format, content, etc.

Nominating Process

The Nominations Committee meets January 27th.

Justice for workers (item deferred from December meeting) - *Tina*

This item is regarding decent hours and scheduling for long-term care workers, equal pay/benefits regardless of status (temp/contract workers, migrants). Tina indicated there is nothing to report at this time. She will forward information to the Commission as she receives it.

Reach Out Response Network, follow-up – *Tina Conlon*

This is regarding non-police response to mental health crisis. Tina reported that no action has been taken yet; they are having another meeting on February 20th. There was discussion around how the Commission can respond, and this item will be monitored going forward.

COP26 Climate Summit, follow-up

Susan Eagle has not been able to get in touch with Joy Kennedy to invite her to speak to an agenda item at a future Commission meeting; Kim Uyede-Kai offered to get contact information.

Staff reports – *Jeffrey Dale and Kim Uyede-Kai*

Jeffrey reported:

- he is having a meeting with PalNet for what will go on the Shining Waters website around Israel/Palestine
- the region is working on PIE day – Jeffrey and Susie Henderson are working with affirming congregations to create a video about how they are living out their affirming ministry and then will host a PIE day event on March 14th in the evening;
- conversion therapy – there is now a national conversation therapy recovery organization with non-profit status; Jeffrey is working with them.
- a worship resource is going out the first week of February focussing on environmental grief.

Kim reported

- an intercultural diversity and right relations resource list will be going up on Shining Waters website;

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- she is working on a Black history month resource that will be ready for February
- anti-Asian racism is still alive and threatening but not well known;
- January 25th there will be a national Zoom meeting, an info session on newcomers from Hong Kong, to learn more about what kind of communities the newcomers will be entering.
- Living into Right Relations (LIRR) Circle – Jonathan Hamilton-Diabo will be speaking to the Circle on January 26th at 10 a.m. speaking about relationships between Indigenous and non-Indigenous people.

SJNOR Report – *Tina Conlon*

Their next meeting is on January 27th. Tina will identify items that come out of the meetings to bring to this Commission.

GLI Report - Circulation of letter (follow-up from December) – *Susan Eagle*

At the December meeting the Commission endorsed this but it was not circulated.

The matter will come back to the next Commission meeting

New Business:

Annual congregational meetings – Susan Eagle asked the commission about identifying something the Commission thinks is important and sending it out to the region's communities of faith asking them to talk about it at their annual meetings.

Cameron Watts left the meeting.

MOTION by Tina Conlon / Lois Brown that the Social and Ecological Justice Commission of Shining Waters Regional Council make a request to communities of faith that at their annual general meetings they commit to an action in the coming year around homelessness, anti-racism, or environmental action, under the *Daring Discipleship* section of The United Church of Canada's Mission, with details to be worked out for suggested actions to be included, and in collaboration with the Intercultural Diversity Commission.

MOTION

CARRIED

Closing: Lois Brown offered a closing prayer, and the meeting closed at 3:05 p.m.

Next Meeting: February 15, 2022, 1 pm – Opening reflection will be given by Tina Conlon.

Items being monitored:

- Reach Out Response Network re: non-police response to mental health crisis

PASTORAL RELATIONS COMMISSION

Minutes of a meeting held January 25, 2022 at 9:00 a.m.

by video conference

Members Present

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

Welcome, constituting the meeting and prayer

Donna Bowman-Woodall welcomed everyone, acknowledged the indigenous territory we find ourselves on, led the opening prayer from the writings of Joyce Rupp, and called the meeting to order.

Agenda

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

MOTION

CARRIED

Minutes

MOTION by Beth Moore/Liz Mackenzie that the minutes of the December 14, 2021 meeting of the commission be approved.

MOTION

CARRIED

Omnibus Motion

MOTION by Lawrence Nyarko/Paul Stott
that the Pastoral Relations Commission take the following actions:

a) **Calls**

... concurs with the request of **Richmond Hill Pastoral Charge (Richmond Hill)** and approves the call to **Karen Dale**, ordained diaconal minister, beginning January 14, 2022, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,295 per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

... concurs with the request of **Palgrave Pastoral Charge (Palgrave)** and approves the call to **Sydney Elias**, ordained minister, beginning January 1, 2022, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,295 (pro-rated \$36647.50) per annum, basic telephone \$400 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$746.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

b) **Appointments**

... concurs with the request of **St. Paul's Pastoral Charge (Brampton)** and approves the appointment of **Wayne Beamer**, retired ordained interim minister, beginning January 3, 2022 to December 31, 2023, part time based on 10 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,295 (pro-rated \$18,323.75), with salary in addition to the minimum at 10% which equals \$7,329.50 (pro-rated \$1,832.38), for a total salary of \$80,624.50 (pro-rated \$20,156.13) per annum, basic telephone \$900 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$373.25) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does require an act of covenant.

... concurs with the request of **East End Pastoral Charge (Toronto)** and approves the reappointment of **Daniel Benson**, ordained interim minister, beginning January 1, 2022 to March 7, 2023, full time based on 40 hours per week with the following terms for Category D and Cost of Living Group Assignment 5: Salary \$69,804, with salary in addition to the minimum at 31.65% which equals \$22,092, for a total salary of \$91,896 per annum, basic telephone \$900 per annum, Continuing Education and Learning Amount \$1493 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **West Hill Pastoral Charge (Toronto)** and approves the appointment of **Cindy Bourgeois**, ordained minister, beginning January 1, 2022 to July 1, 2022, full time based on 40 hours per week with the following terms for Category E and Cost of Living Group Assignment 5: Salary \$71,550, with salary in addition to the minimum at 20% which equals \$14,310, for a total salary of \$85,860 per annum, basic telephone \$867.96 per annum, Continuing Education and Learning Amount \$1493 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does not require an act of covenant.

... concurs with the request of **Humber Valley Pastoral Charge (Toronto)** and approves the re-appointment of **Trevor Brisbin**, ordained minister, beginning January 5, 2022 to January 5, 2023, full time based on 40 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,295, with salary in addition to the minimum at 34.11% which equals \$24,999.16, for a total salary of \$98,294.16 per annum, basic telephone \$900 per annum, Continuing Education and Learning Amount \$1493 per annum and all other terms according to The Manual I.2., and

that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Davenport-Perth Community Ministry (Toronto)** and appoints **Maria Christina (Tina) Conlon**, candidate, beginning September 1, 2021 to February 28, 2022, full time based on 40 hours per week with the following terms for Candidate Category Step 1 and Cost of Living Group Assignment 5: Salary \$62,489 per annum, salary in addition to the minimum at 34.93 % which equals \$ 21,830, for a total salary of \$84,319, basic telephone \$960 per annum, Continuing Education and Learning Amount \$1500 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does not require an act of covenant.

... concurs with the request of **Churchill-Gilford Pastoral Charge (Churchill)** and approves the appointment of **Linda Butler**, retired ordained minister, beginning February 1, 2022 to July 31, 2022, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 4: Salary \$68,585 (pro-rated \$34,292.50), with salary in addition to the minimum at 7.9% which equals \$5,415 (pro-rated \$2707.50), for a total salary of \$74,000 (pro-rated \$37,000) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$746.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does not require an act of covenant.

... concurs with the request of **Lawrence Park Community Pastoral Charge (Toronto)** and approves the appointment of **Roberta Howey**, ordained minister, beginning February 1, 2022 to June 30, 2022, part time based on 15 hours per week with the following terms for Category C and Cost of Living Group Assignment 5: Salary \$68,058 (pro-rated \$25,521.75) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$559.88) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does not require an act of covenant.

... concurs with the request of **St. Paul's Pastoral Charge (Brampton)** and approves the re-appointment of **Helena Medeiros**, ordained minister, beginning January 3, 2022 to December 31, 2023, part time based on 30 hours per week with the following terms for Category E and Cost of Living Group Assignment 5: Salary \$71,550 (pro-rated \$53,662.50) per annum, basic telephone \$900 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$1119.75) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does require an act of covenant.

... concurs with the request of **Coldwater-Eady Pastoral Charge (Coldwater)** and approves the appointment of **Kathleen Mowat**, retired ordained minister, beginning January 1, 2022 to December 31, 2022, part time based on 27 hours per week with the following terms for Category F and Cost of Living Group Assignment 3: Salary \$64,440 (pro-rated \$43,497), with salary in addition to the minimum at 2.08% which equals \$ 1340.35 (pro-rated \$902.60), for a total salary of \$65,780.35(pro-rated \$44399.60) per

annum, basic telephone \$816.06 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$1007.78) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does require an act of covenant.

c) **Request in Change of Relationship**

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Sarah Miller**, ordained minister at **Westhill Pastoral Charge** effective August 31, 2021 and gives thanks for her ministry.

MOTION

CARRIED

Beth Moore noted a conflict of interest for the next items regarding her home congregation, Birchcliff Bluffs United Church, and left the meeting for this motion and discussion.

MOTION by Robin Pilkey/Andy Comar that the Pastoral Relations Commission take the following actions:

... concurs with the request of **Birchcliff Bluffs Pastoral Charge (Toronto)** and approves the re-appointment of **Carmen Llanos**, ordained minister, beginning March 1, 2022 to June 30, 2022, part time based on 16 hours per week with the following terms for Category C and Cost of Living Group Assignment 5: Salary \$68,058 (pro-rated \$27223.20) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$597.20) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Gregory Daly**, ordained minister at **Birchcliff Bluffs Pastoral Charge (Toronto)** effective February 1, 2022 and gives thanks for his ministry.

MOTION

CARRIED

Beth Moore returned to the meeting.

Length of Appointment Discussion

MOTION by Andy Comar/Beth Moore that the Pastoral Relations Commission take the following actions:

... concurs with the request of **Fairlawn Pastoral Charge (Toronto)** and approves the appointment of **Jean Ward**, ordained retired minister, beginning January 1, 2022 to June 30, 2023, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,295 (pro-rated \$36,647.50) per

annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$746.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does require an act of covenant.

MOTION

CARRIED

1 opposed

A question was raised about why this doesn't fit into our Appointments Policy. Staff explained that it does not fit into any other section of our appointments policy, except for the 12 months provision.

Can we save the pastoral charge some time by not forcing another reappointment under the same terms? Some members spoke in favour of this.

However, the commission has also said that we want to promote fair and equitable searches by having appointments of more than 12 months go through a ChurchHub search process.

The consensus was that this is a special appointment related to the Intentional Interim ministry at Fairlawn and that the commission ought to make an exception and approve the 18-month request.

Report from staff

Staff reported in on work they are doing with M&P committees and ministry personnel. We continue to gather our M&P committees quarterly to bring information to them and provide a forum for questions.

We also continue to have monthly Zoom calls with ministry personnel to provide support. These are very well attended, and the ministers' gatherings are part of our *Flourish* program.

a) Liaisons

Islay Scott appointed to Lawrence Park Community Church Pastoral Charge (Toronto) for search for an appointed minister.

b) Pastoral Charge Supervisors

Rev. Dong-Chun Seo appointed to Ebenezer Pastoral Charge (Toronto).

Rev. Deborah Johnson, appointed to Home Pastoral Charge (Brampton), starting February 1, 2022.

Rev. Heather Stevenson, end date for appointment to Home Pastoral Charge, January 31, 2022.

PRC Equity Project

Equity Report – Liz Mackenzie

(See attached document, *Proposal for a Way Forward*)

APPENDIX A

Will Haughton, Robin Pilkey, Liz Mackenzie comprise this group, with the support of Todd as staff person. Using a process of appreciative inquiry, the group worked with the recommendations that were given a “#1” by the small groups of the commission in late 2021. The group is looking at 2 – 3 provocative propositions to move the work forward.

Policy Reviews

The following policies were reviewed by the Commission.

a) Pulpit Supply Policy

APPENDIX B

This new policy was reviewed by the commission at a previous meeting. Staff have incorporated the concerns from that meeting into this revised draft.

MOTION by Liz Mackenzie/Barbara Hendren that the Pastoral Relations Commission approve the Pulpit Supply Policy as presented.

MOTION

CARRIED

The commission urged that the new policy be sent out to all Communities of Faith, to all those on the pulpit supply list and any persons that are subsequently added to the list, to Pastoral Charge Supervisors, and to the Communities of Faith Commission.

b) Voluntary Associate Minister (VAM) Policy

Can a VAM stay in the gap between appointed/called ministers? The policy is not clear about when a VAM can stay and when they can start.

Why is it so important that the incumbent minister approves this? What about team ministry situations? Do they all have to approve the VAM? What are the accountability relationships?

When there is a change in pastoral relationship, do they have to reapply, or just have a conversation with the new minister?

It is problematic to have the new minister have a veto over the continuation of the VAM. It puts a lot of burden on the newly appointed or called minister. They may not know who this VAM is.

Staff were asked to address these comments and concerns and bring a revised draft to the next meeting.

Equity Leads

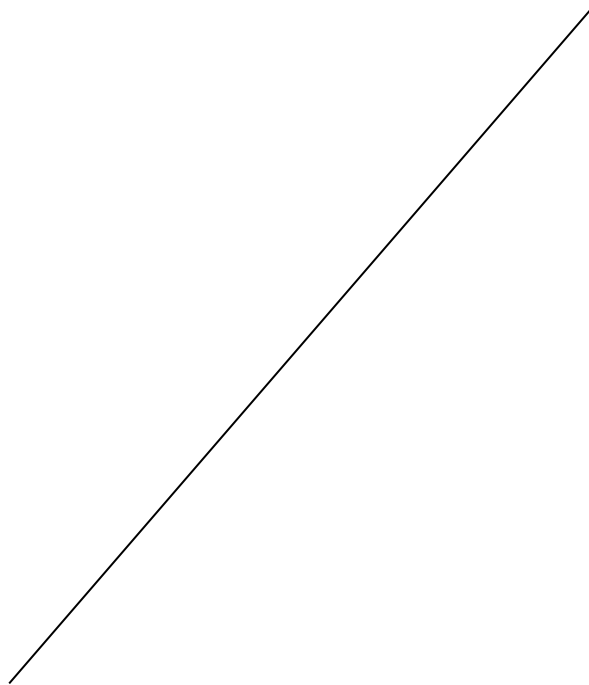
We have been invited to name an Equity Lead from the commission. If anyone would like to take on this role, please contact Liz Mackenzie whose Task Group will decide on who will be appointed.

Next Meeting

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, February 22, 2022, at 9:00 a.m.

End of meeting

There being no further business, Beth Moore closed the meeting with a prayer.



APPENDIX A - A Proposal for a Way Forward

Next Steps with the PRC Equity Goal Research Project Final Report (January 12, 2022)
To create a three-year plan:

A. All recommendations that are not under the oversight of the regional council are forwarded to the appropriate court (General Council Office). (Action: Equity Task Group and Chairperson of Commission)

B. Equity Task Group to develop 2-3 Provocative Propositions from the #1 list of recommendations. The provocative propositions will focus our actions.

A provocative proposition is something that...

- Stretches, challenges or interrupts “habits”
- Grows out of examples (stories in the systems) that illustrate the ideal as real possibility
- You all want it as a preferred future
- Is stated in bold and affirmative terms and all verbs are in the present tense
- Provokes action

For example only: Pastoral relations liaison training that shapes equity-conscious search teams.

(Action: Todd and Liz work on provocative propositions for next meeting of the Equity Task Group to consider on Wednesday February 2, 2022. Provocative propositions are presented to the Pastoral Relations Commission for feedback, changes and affirmation on February 22, 2022)

C. The Equity Task Group to identify actions (based on Final Report recommendations) under each provocative proposition. (March – June 2022)

The Equity Task Group reports on one provocative proposition and proposed actions at each Commission meeting between March and June for feedback, changes and affirmation.

Complete provocative propositions and action plan delivered by June 14, 2022 for Commission consideration and approval.

D. After June 2022, regular check-ins on provocative propositions and action plan at PR Commission meetings over three-year period (until June 2025)

- Equity Task Group continues to support the plan action
- Regular reporting on actions at Pastoral Relations Commission meetings

APPENDIX B

Pulpit Supply Policy and Best Practices

The purpose of the policy and best practice statement is to guide communities of faith in considering options for pulpit supply.

Date Approved: January 25, 2022	Review date by Pastoral Relations Commission: January, 2023
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Accountability and support: who is on the pulpit supply list?

The Regional Council is responsible for keeping and sharing with our Communities of Faith, a list of individuals who are approved as accountable to the Regional Council to provide pulpit supply services for communities of faith. This includes: active ministry personnel; retired Ordained, Commissioned, and Designated Lay Ministers who are in good standing and in compliance with United Church requirements for mandatory trainings and police record checks and are endorsed as available for pulpit supply; and those who have been licensed as Licensed Lay Worship Leaders (LLWL). It also includes candidates for ministry in Shining Waters Regional Council who have been approved by our Candidacy Board to enter the candidacy pathway to ministry. These candidates for ministry are also in compliance with United Church requirements for mandatory trainings and police record checks.

Exploring Issues of Liability

When the Regional Council provides names of those appropriate for pulpit supply, it is ensuring the community of faith that appropriate “Duty of Care” has been exercised in the oversight of these persons. In the United Church, the community of faith reserves authority over its worship life and can invite whoever they choose to lead in worship or preach, but when people are invited outside of those for whom the Regional Council has exercised its “Duty of Care”, the accountability for that “Duty of Care” rests with the community of faith.

Principles and policies around Pulpit Supply

- Pulpit supply is not intended to be an ongoing approach to sustaining ministry. Lay-led congregations should not rely upon a single LLWL, retired order of ministry or DLM or clergy from other denominations for continuous long-term leadership;
- A person providing pulpit supply may cover three consecutive Sundays a month, to a maximum of 15 services per year, in one community of faith. Alternatively, a person may lead services for one complete month in a six-month period in one community of faith. If asked to lead worship for more Sundays, the pulpit supply provider is to seek the approval of a Pastoral Relations Minister before agreeing to do so.
- It is acknowledged that there may be circumstances where availability of LLWLs and other pulpit supply options are limited and it may be not possible to have a wider variety of persons providing leadership. In these circumstances the community of faith is directed to be in communication with a Pastoral Relations Minister and to request direction and support;

- Worship resources (printed, video, technology links) and other support to communities of faith are available through General Council Office website: <https://united-church.ca/worship-resources>

CRA Requirements for a T4A

Communities of Faith paying more than \$500 in a year to anyone whose services they engage for worship leadership are required by law to file a T4A with CRA and to provide it no later than February 28 of each year. Please note that it should not be necessary for your pulpit supply providers to ask you for their T4A. It must be supplied as an expression of CRA compliance.

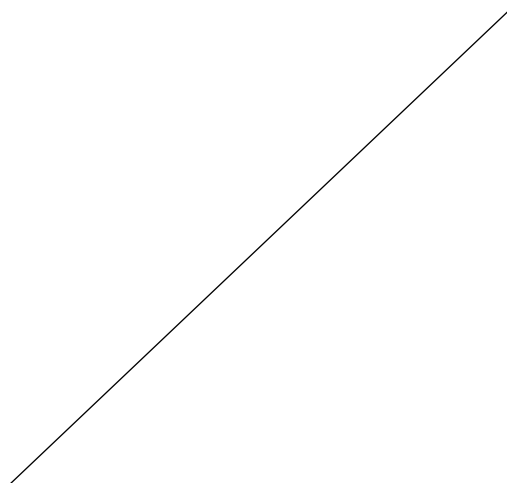
Remuneration for Pulpit Supply

Pulpit supply minimum rates for ministry personnel are provided annually by the General Council Office. The minimum daily rate for 2022 is \$224. This covers a full working day, or any portion thereof, and is not linked to any specific number of hours served. The parties may negotiate a higher daily amount but cannot negotiate a lower amount. In addition, the community of faith must reimburse the visiting ministry personnel for travel and incidental expenses (i.e., meal allowance and accommodations, as necessary). The minimum daily rate is applicable to ministry personnel only.

However, the community of faith is encouraged to remunerate LLWLs in accordance with the Minimum Salaries & Reimbursements rate for Visiting Ministry Personnel, including travel, issued by General Council each year. It is to be noted that this rate is a minimum. When leading worship on a multi-point community of faith, it is intended that the anyone leading worship would receive above the minimum rate for one Sunday, but not necessarily the full rate for each worship service.

Oversight of the Regional Council

Oversight is exercised through the pastoral charge supervisors who are named by the Regional Council to ensure that communities of faith live their mission within the ethos of The United Church of Canada. Communities of faith which disregard the direction of the pastoral charge supervisor in regards to compliance with this policy, may be subject to review and discipline by the Regional Council.



EXECUTIVE

Minutes of meeting held February 3, 2022, at 6:30 p.m.
via video teleconference.

PRESENT: Allan Holditch, Isaac Kamta, David Leyton-Brown, Steven Loweth, Betty Lou McNabb, Allyce Mutungi, Moon Ja Park, Lynn Mooney, Daniel Reed

Staff: Jody Maltby (Acting Executive Minister), Rachael Howes (Administrative Support), Kim Uyede-Kai (Communities of Faith Support), Dale Hildebrand (Pastoral Relations Minister)

REGRETS: Jingle Ayupan, Kirsty Hunter

GATHERING and OPENING

Betty Lou McNabb opened the meeting at 6:34 p.m. and constituted the meeting in the name of Jesus Christ. She gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

Betty Lou McNabb led a brief worship focussing on the season of Epiphany and how we carry our own light. She read from *Embers* by Richard Wagamese.

There was a time of check-in.

AGENDA

MOTION by Isaac Kamta / David Leyton-Brown that the agenda for this meeting be approved as circulated.

MOTION

CARRIED

MINUTES

MOTION by Moon Ja Park / Allan Holditch that the Minutes of the meeting of the Shining Waters Regional Council Executive held December 2, 2021 be approved as circulated.

MOTION

CARRIED

Commission Minutes

The Executive received the Minutes of the Pastoral Relations Commission for August to December 2021 for information. Dale Hildebrand was available to answer questions.

MOTION by David Leyton-Brown / Daniel Reed that the Executive of Shining Waters Regional Council receive the Minutes of the Pastoral Relations Commission for August to December 2021 for information.

MOTION

CARRIED

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Pastoral Relations Commission – Pulpit Supply Policy

The Pulpit Supply Policy created and approved by the Pastoral Relations Commission was received for information. Dale Hildebrand gave some information about the policy and was available to answer questions.

MOTION by Allan Holditch / Allyce Mutungi that the Executive of Shining Waters Regional Council receive the new Pulpit Supply Policy for information.

MOTION

CARRIED

Dale Hildebrand left the meeting.

Email Votes

The following decisions were made by email:

- Huttonville United Church – sale of property

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.

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.

Indigenous translation of Shining Waters

An Ojibway translation was presented at the December Executive meeting – *Waasagmigma* means Shining Waters in Ojibway. There was discussion about whether there should be input from other Indigenous languages. Betty Lou McNabb will check with Evan Smith of Toronto Urban Native Ministry. Kim Uyede-Kai suggested having a conversation with Martha Pedoniquotte and Betty Lou will contact her.

Social and Ecological Justice Commission Policy – updated

David Leyton-Brown presented an updated Social and Ecological Justice Commission Policy. It was updated because the Commission is now a permanent commission of the regional council.

MOTION by David Leyton-Brown / Moon Ja Park that the Executive of Shining Waters Regional Council approve the updated Social and Ecological Justice Commission Policy as presented.

MOTION

CARRIED

Nominations Committee

The Committee is working on nominations, especially to increase the membership of the Social and Ecological Justice Commission, and is preparing a call for nominations to go out to the Region this month.

- **Equity Lead**
Each Commission is required, and has been asked, to name an Equity Lead. The Nominations Committee asked the Executive if they wanted to name an Equity Lead, as it is not a requirement. The Executive will be represented at meetings of the Equity Leads, but would the Executive benefit by having someone in that role? It was decided that the Executive will appoint an Equity Lead. David Leyton-Brown has agreed to be the Equity Lead until the regional council meeting in May. The Executive will revisit this item after May.
- **Position on the Executive held for a representative named by the Indigenous Spiritual Gathering**
This will come back to a future meeting.
- **Current Recruitment Plan**
A call for nominations is being prepared to go out this month and a town hall will be held for people to learn more about the various positions. The Nominations Committee is aware that they can not just rely on the application process, so individuals are encouraged to notify the Committee of people that they feel could be approached to serve.

Regional Meeting Update – May 27-29, 2022

Jody Maltby gave an update;

- An Agenda planning group is being created. An invitation has been sent to the four commissions to name someone for that group but there are no names yet. The group will focus on the educational aspects of the meeting.
- Friday, May 27th and Saturday, May 28 have been set aside for the meeting and it will be online. The question is should it be a full two days of meeting or divided into two half-days?
- Betty Lou McNabb has thought of a theme based on 1 Corinthians 12:7, "The Spirit's presence is shown in some way in each person for the good of all."

Update on General Council 44

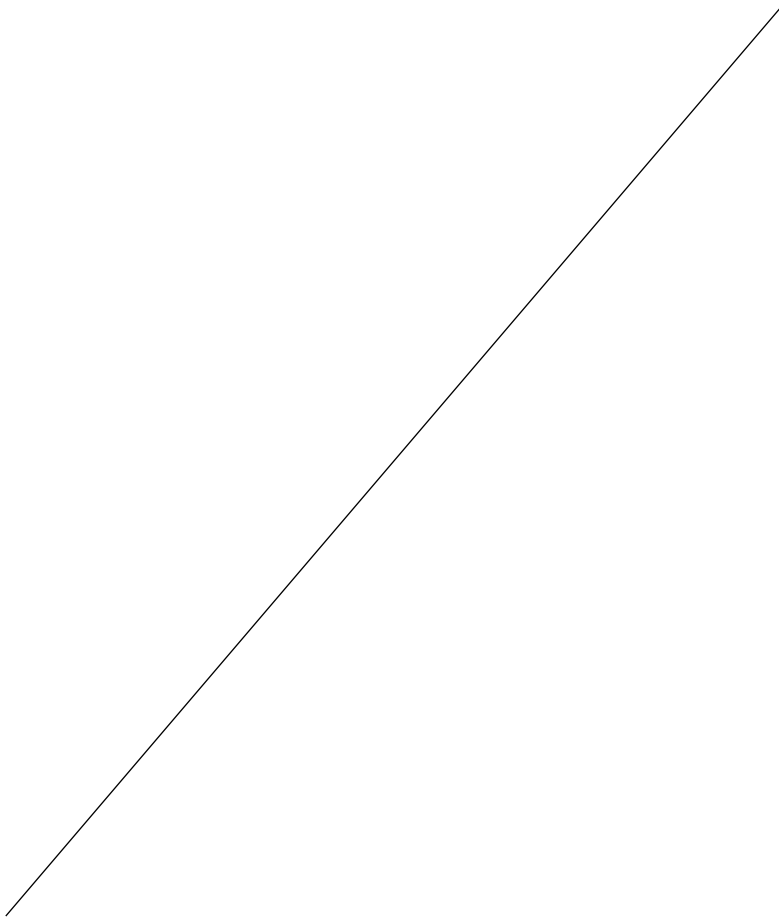
- The first training session for feed loops was today and the platform seems to be very user-friendly; Sunday, February 13th is the start of GC44;
- This will be a very different type of General Council meeting, as it is all online, and a different pace;
- To date, there is one candidate for Moderator.

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Closing: Betty Lou McNabb offered a closing prayer and the meeting ended at 8:20 p.m.

Next Meeting: to be determined by Doodle Poll.



COMMUNITIES OF FAITH COMMISSION

Minutes of a meeting held February 16, 2022 at 9:30 a.m.

by video conference

Present:

Chris Bennett (Vice Chair), Carolyn Harding, Calin Lau, Amy Lee, Kevin Logie, Sandra Nottegar, Patti Rodgers, Gloria Tozek (Chair), Harry Ramsaran

Staff: Susie Henderson, Jody Maltby, Diane Matheson-Jimenez, Jeffrey Dale, Rachael Howes

Welcome, check in and prayer

The chairperson welcomed everyone. Diane Matheson-Jimenez gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region. As an opening, Diane shared a video, *Stand Up* by Tracy Cain, in honour of Black History Month, and offered a prayer from *Ancestors and Ancestry: A worship service honouring the histories of our families and our faith*, by Rev. Debbie McMillan.

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

Agenda

An item on Bala-Port Carling and on Community Ministries was added to the Agenda and the Agenda was then accepted as amended by consensus.

Minutes

MOTION by Amy Lee / Harry Ramsaran that the Minutes of the meetings of the Communities of Faith Commission of Shining Waters Regional Council dated December 15, 2021 be approved as circulated.

MOTION

CARRIED

Report from Strategic Planning

The report from the Strategic Planning session held on January 19, 2022 had been circulated. By consensus, there were no errors or omissions noted, and the report was accepted as circulated.

Correspondence

A letter has been received from St. Andrew's, Toronto regarding the regional council property policy. The letter asked a number of questions including whether there would be a consultative process in the review of the policy.

Jody Maltby reported that this is not the only congregation that has raised either concerns or support regarding the policy.

There was discussion around the idea of a consultative process and the bigger, underlying issue of property ownership.

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It was decided to get more information from St. Andrew's, and let them know that the idea of a consultative process will be examined. Chris Bennett agreed to work with Jody Maltby on a regional conversation on property ownership in response to the request for consultation. Jody and Gloria will draft a response to the letter.

Email Votes

The following decisions were made by email:

- approved the proposed governance structure of Kingsway-Lambton United Church, Toronto, dated November 16, 2021.
- approved the lease between Lansing United Church, Toronto, and United Property Resource Corporation dated December 1, 2021.
- approved the lease between Knob Hill United Church and Scarborough on Ephesus Seventh-Day Adventist Church.
- approve the loan application of Birchcliff Bluffs United Church with Toronto United Church Council (TUCC) through the Toronto Southeast Presbytery Major Capital Fund, dated January 21, 2022, in the amount of \$290,000.

Participation in Regional Meeting – Jody Maltby

The Regional Council annual meeting is taking place in May and a team is being put together to be involved in planning the agenda, in particular, educational components. Each Commission is being invited to have someone participate on that team. There was no one from this commission that felt called to participate on the planning team.

Community Ministries – Jody Maltby

The Grants and Mission Support Committee is creating a short-term task group to talk about community ministries – Jane-Finch, Davenport-Perth, Regent Park, and Toronto Urban Native Ministries. Members of this commission are invited to be a part of that conversation along with some people from the Social and Ecological Justice Commission and the Intercultural Diversity Commission. It is about building relationship with the community ministries so we can better support them. They need to know what the regional council commitment is around funding for community ministries and what other options there are around funding. Patti Rodgers and Chris Bennett offered to assist in this conversation.

Meeting of Equity Leads – Gloria Tozek

Gloria participated in a meeting of Equity Leads on February 8th. There are Equity Leads from each Commission now instead of the former Equity Committee. The leads meet and share ideas; endeavour to break down silos that may happen; look at collaborations and partnerships; and assist in communications.

Follow-up from Strategic Planning – Gloria/Calin/Susie

- Gloria Tozek, Calin Lau and Susie Henderson took the work from the planning session in January and pulled material together to identify key areas and directions.
- deepening connection; encouraging transformation; renew and support leadership were three directions identified.

- they also got some priorities and goals; should the property matter discussed today be included in the goals? It could be under ‘renew and support leadership.’
- there was some feedback discussion on the process used at the planning session.
- a poll was used to identify some priorities on the directions; deepening connections was the top one;
- a poll was used for the goals; strengthen connections between communities of faith and the region was the strongest;
- there was discussion around the goals; are there activities that can be done around them? What are the measures to determine if the activity had impact?
- Gloria, Calin and Susie will continue to work on the document around the priorities and goals; there will be some more polls and emails go out to the Commission; a new document will be brought back to the March meeting of the Commission.

Appeal Committee – Jody Maltby

Jody explained that when someone wants to appeal a decision made in a community of faith, this commission needs to manage the appeal. Appeals are very well structured within our polity, Section 10 of *The Manual*. The role of the commission is simply to appoint the appeal committee. The committee has authorization to completely deal with the appeal. There is a community of faith that is at this stage of an appeal. Jody has an appeal committee to recommend to the Commission and there is legal counsel advising the committee.

MOTION by Carolyn Harding / Kevin Logie that Shining Waters Regional Council appoint the following to be the Appeal Committee in the matter of the appeal of Dorothy Ramsay of the decision of the board of Collier Street United Church of October 15, 2021:

Rev. Stephen Willey
Patti Rodger (DLM)
Rev. Sadekie Lyttle-Forbes

The committee to report by March 16, 2022 whether to hear the appeal; and if so, to complete its report by April 20, 2022.

MOTION

CARRIED

St. Paul's, Scarborough – Intentional Interim Ministry

Diane Matheson-Jimenez gave some background on this item.

MOTION by Patti Rodgers / Carolyn Harding that on the recommendation of the Intentional Interim Ministry Committee, the Communities of Faith Commission of Shining Waters Regional Council approves the request of St. Paul's United Church, Scarborough, to enter into a time of intentional interim ministry for a period of two years.

MOTION

CARRIED

Intentional Interim Ministry Committee - updated policy

Jody Maltby gave background on this matter.

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MOTION by Amy Lee / Calin Lau that on the recommendation of the Intentional Interim Ministry Committee, the Communities of Faith Commission of Shining Waters Regional Council adopt the Intentional Interim Ministry Policy as amended, and adopt the Procedures for intentional interim ministry.

MOTION

CARRIED

Proposed Review policy – Jody Maltby

Jody Maltby gave background on this matter.

MOTION by Kevin Logie / Patti Rodgers that the Communities of Faith Commission of Shining Waters Regional Council approve the policy regarding the conducting of reviews of communities of faith.

MOTION

CARRIED

The meeting took an all-purpose break.

Community of Faith Updates

Dewi Sant/Timothy Eaton – Diane Matheson-Jimenez

Dewi Sant is working hard towards their goal of amalgamation with Timothy Eaton; they meet every two weeks and are meeting next week with Jody Maltby and Tim Blair from UPRC; a proposal will come to this Commission next month for feedback on the use of Dewi Sant's funds, and then in April they will have the amalgamation covenant and financial plan come to the commission for approval.

Alpha Korean – Jody Maltby

Re: name change and binding arbitration agreement. A legal opinion was received. Alpha Korean using the name of Toronto Korean would be in contravention of the arbitration agreement so the commission should not agree to it. If the two congregations came to a new agreement, that would be permissible. Alpha Korean has reached out to the Omega congregation to have a conversation.

Bala-Port Carling – Jody Maltby

Mediation was set up with Credence & Co. and the Board of Bala-Port Carling decided to not engage in mediation. However, there is still ongoing complaints and conflict in the congregation that needs to be resolved.

MOTION by Chris Bennett / Sandra Nottegar that Shining Waters Regional Council,

1. Conduct a review of Bala-Port Carling United Church pursuant to section J.4 of The Manual (2022) of The United Church of Canada; and
2. Appoint Beth Symes to conduct the review; and

3. Request that the Regional Staff Lead contact potential members for a review committee to consider the reviewer's report and make a decision in response to be communicated to the commission for action; and
4. Request the Pastoral Relations Minister to arrange pastoral care as needed.

MOTION

CARRIED

The commission will appoint the review committee by email vote once the members are confirmed. The Regional Staff Lead will communicate with the community of faith by letter to inform them of the review and will ask the Pastoral Relations Minister to communicate with the community of faith as well and offer a pastoral response.

Preaching Conference at Emmanuel – Jeffrey Dale

Emmanuel College is hosting a preaching conference again this year. Previously, Shining Waters supported the conference with a donation. The focus of the conference this year is on intercultural experiences and conversations in preaching. A guest speaker list is in the process of being developed and Jeffrey is a part those conversations. The Commission is being asked for support of the event in the amount of \$200 to go towards one of the guest speakers/workshop leaders and the use of the Shining Waters logo on their promotional material.

MOTION by Amy Lee / Harry Ramsaran that the Communities of Faith Commission of Shining Waters Regional Council support the Preaching Conference at Emmanuel College in the amount of \$200 to go towards guest speakers/workshop leaders for the conference.

MOTION

CARRIED

For Information

Affirming Communities video and P.I.E. Day – *Jeffrey/Susie*
Disability Network Events Guide – *Susie*
Pastoral Relations Pulpit Supply Policy – *Susie*
Youth Ministry in these Changing Times, March Event – *Jeffrey*
The Journey – Stewardship Best Practices spring cohorts
Community Ministry Cohort
Right Relations Circle
General Council meeting and website

Information on these items was circulated prior to the meeting. Commission members had the opportunity to ask questions.

Meetings:

Commission members were encouraged to sign up to participate in the opening of the meetings through a Google document.

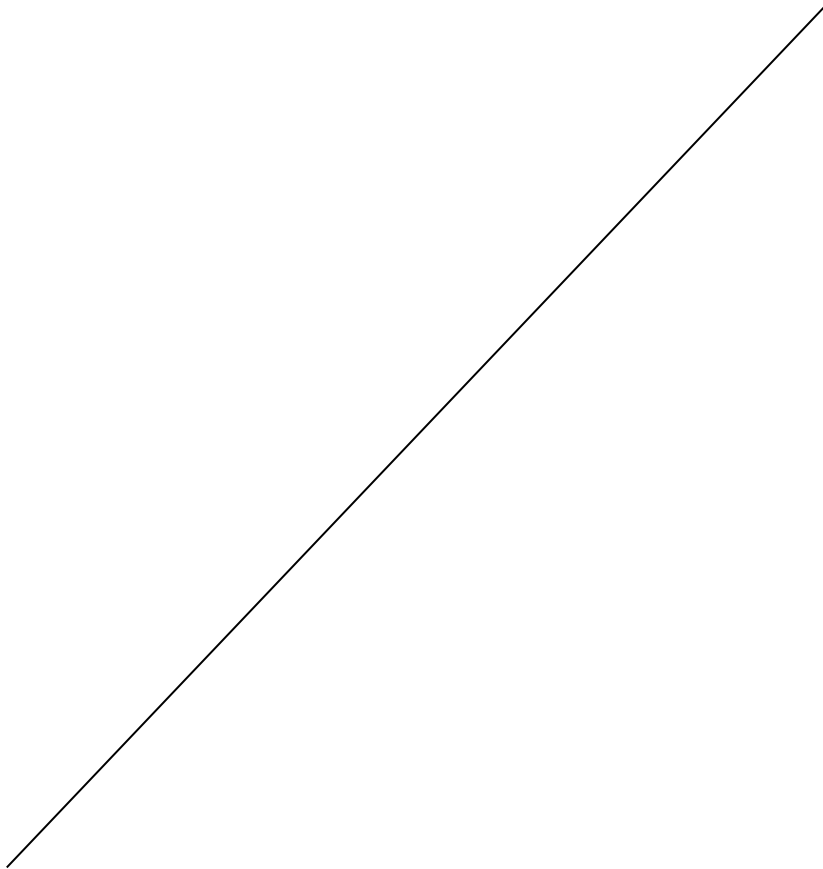
Governance task group meeting dates were set for February 22, April 6, June 7, October 4, 2022.

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Closing: The Chair offered blessings to all and the meeting ended at 11:48 a.m.

Next Commission meeting: March 16, 2022, 9:30 a.m. Opening – Gloria Tozek.



PASTORAL RELATIONS COMMISSION

Minutes of a meeting held February 22, 2022 at 9:00 a.m.

By video conference

Members Present

Donna Bowman-Woodall (chair); Dale Hildebrand (staff); Todd McDonald (staff); Barbara Hendren (lay); Sung-Ran Kim (ordered); Liz Mackenzie (ordered); Beth Moore (lay); Lawrence Nyarko (ordered); Robin Pilkey (lay), Paul Stott (lay); William Haughton (ordered)

Regrets: Andy Comar (ordered)

Welcome, constituting the meeting and prayer

Donna Bowman-Woodall welcomed everyone, acknowledged the indigenous territory we find ourselves on, led the opening prayer with a reflection from the Iona community, and called the meeting to order.

Agenda

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

MOTION

CARRIED

Minutes

MOTION by Barbara Hendren/Lawrence Nyarko that the minutes of the January 25, 2022 meeting of the commission be approved.

MOTION

CARRIED

Omnibus Motion

MOTION by Robin Pilkey/Beth Moore that the Pastoral Relations Commission take the following actions:

a) **Calls**

... concurs with the request of **Virginia Pastoral Charge (Sutton)** and approves the call to **Kirsty Hunter**, ordained minister, beginning May 2, 2022, part time based on 10 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,295 (pro-rated \$18,323.75) per annum, basic telephone \$200 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$373.25) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

... concurs with the request of **Sutton West: Knox Pastoral Charge (Sutton)** and approves the call to **Kirsty Hunter**, ordained minister, beginning May 2, 2022, part time based on 30 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,295 (pro-rated \$54,971.25) per annum, basic telephone \$600 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$1119.75) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

... concurs with the request of **Bloor Street Pastoral Charge (Toronto)** and approves the changes to the terms of the call of **Martha ter Kuile**, ordained minister, beginning January 1, 2022, part time based on 12 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,295 (pro-rated \$21,988.50) salary in addition to the minimum at 81.91 % which equals \$60,035.94 (pro-rated \$18,011.50) for a total salary of \$133,330.94 (pro-rated \$40,000) per annum, plus \$80,000 one-time retroactive pay for 2022, basic telephone \$2400 per annum, Continuing Education and Learning Amount \$1491 per annum, and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this change in the terms of the call does not require an act of covenant.

... concurs with the request of **Hope Pastoral Charge (Toronto)** and approves the changes to the terms of the call of **Brian Stevens**, ordained minister, beginning February 1, 2022, part time based on 30 hours per week with the following terms for Category A and Cost of Living Group Assignment 5: Salary \$64,568 (pro-rated \$48426) salary in addition to the minimum at 5.41% which equals \$3493.13 (pro-rated \$2617.50) for a total salary of \$68061.13 (pro-rated \$51043.50) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 per annum, and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this change in the terms of the call does not require an act of covenant.

b) **Appointments**

... concurs with the request of **Parkdale Pastoral Charge (Toronto)** and approves the appointment of **Randolph Naylor**, retired ordained minister, beginning January 1, 2022 to April 30, 2022, part time based on 24 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,295 (pro-rated \$43,977) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$895.80) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does not require an act of covenant.

... concurs with the request of **Don Mills-Thorncliffe Park Pastoral Charge (Toronto)** and approves the appointment of **Henry Poutiainen**, ordained minister, beginning January 1, 2022 to June 30, 2022, part time based on 20 hours per week with the following terms for Category E and Cost of Living Group Assignment 5: Salary \$71,550 (pro-rated \$35,775) salary in addition to the minimum at 5 % which equals \$3577.50 (pro-rated

\$1788.55) for a total salary of \$75,127.50 (pro-rated \$37,563.75) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$746.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does require an act of covenant.

c) **Request for Change of Relationship**

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Kirsty Hunter**, ordained minister at **Minesing Pastoral Charge** effective April 17, 2022 and gives thanks for her ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Bradley Inglis**, ordained minister at **Central, Weston Pastoral Charge** effective April 30, 2022 and gives thanks for his ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Doreen Mason**, designated lay minister at **Evergreen Pastoral Charge** effective September 25, 2022 and gives thanks for her ministry.

MOTION

CARRIED

Report from staff

Staff reported in on work they are doing

a) Liaisons

Catherine Hions appointed to Toronto Chinese United Church (Toronto) for search for a called minister.

Gail Hamblin appointed to Wesley – Mimico United Church (Toronto) for search for a called minister.

b) Pastoral Charge Supervisors

Douglas McLeod appointed to St. Bartholomew Pastoral Charge (Brampton).

Equity Report from Pastoral Relations Liaisons

Appendix A

Our liaisons received an equity training on February 3 – 4, and during this training liaisons provided feedback on their experience with equity issues. This is shared as Appendix A for the Commission's information. The feedback lifts up a number of points:

- equity seeking ministers in the Admissions track experience obstacles in securing jobs
- the liaisons identified teachable equity moments

Comments:

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- the number of points of contacts between the liaison and the search committee need to be increased. In particular, a point of contact during the shortlisting process would be valuable. It is when equity is put into practice. We need to re-examine where and when liaisons have contact with the search committees.

PRC Equity Project

Appendix B

Liz Mackenzie reported for the Task Group. She referred to the provocative propositions report (Appendix B). The plan is to put goals and action plans around these three propositions using a 2 – 3-year period. The Task Group will continue to meet monthly to work on this.

Appreciation was expressed for the work of the Task Group.

Voluntary Associate Ministry (VAM) Policy

Appendix C

At the previous meeting of the Commission, revisions to this policy were reviewed. The Commission had expressed concern about several areas and asked for further revisions at the last meeting:

- is it really necessary for a VAM to reapply for their status when there is a change in the appointed or called minister?
- the policy puts too much emphasis on the role of the appointed or called minister in approving the VAM
- the policy needs to speak to the situation of team ministry

These points are addressed in the version of the policy now before the Commission.

The policy was further amended as follows:

- when a VAM takes a short-term appointment, their VAM status is not ended per se, but put on hold. The policy should reflect that language.
- with reference to the conversation that takes place between the VAM and the called or appointed minister, there should be some accountability to ensure that the conversation takes place, and that there is follow up should concerns arise in that conversation. Therefore, the Commission agreed that the M&P Committee should play a role in facilitating the conversation, and in filing a report on the conversation.

MOTION by Lawrence Nyarko/Paul Stott
that the Commission approve the revised Voluntary Associate Minister policy as amended.

MOTION

CARRIED

Volunteer from the Commission for Shining Waters Annual Meeting planning group

The Executive is inviting each Commission to participate in the planning group for our Annual Meeting on May 27 – 28.

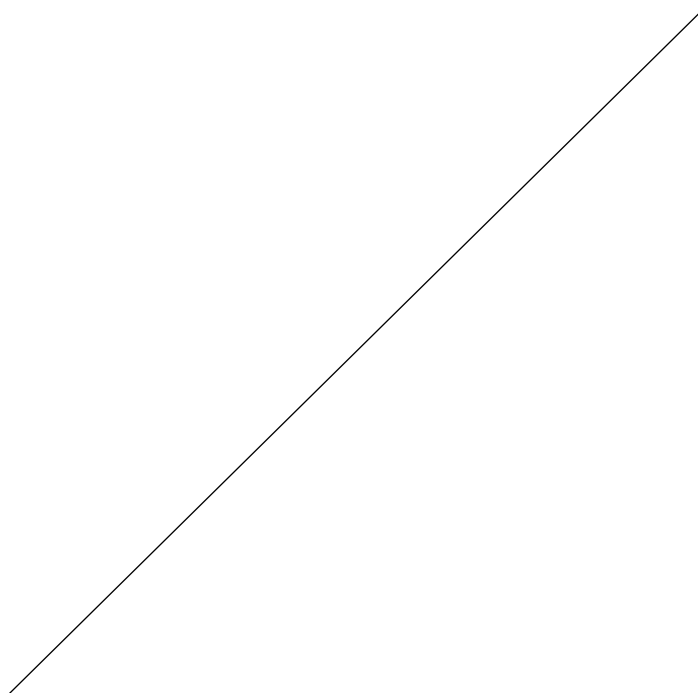
Lawrence Nyarko volunteered.

Next Meeting

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, March 29, 2022, at 9:00 a.m.

End of meeting

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



APPENDIX A – Pastoral Relations Liaisons – Equity Report

(From Friday, February 4, 2022 Equity Training)

At the recent Equity Training workshop with pastoral relations liaisons from both Shining Waters and Canadian Shield regional councils, leaders asked these questions: **What have you been doing for equity training? What has been your experience of training search teams for equity?**

Here is what the liaisons said:

- There is confusion about moving costs for Admission ministers. Search Teams think they have to pay for a move from some place else in the world, when really, the move costs are from the port of entry – most often Pearson Airport. That lack of information is a barrier to equity seeking ministers. PR Liaisons need to share this information before search team starts looking at potential ministers.
- We also need basic information about admission applicants from outside Canada. How hard is immigration? Are there added costs for the community of faith? (cost of a work permit is \$230)
- I've experienced a search team member being dismissive about the equity training. How do we make equity work priority/important?
- Liaisons agreed that the "Why is Equity Important?" brainstorming they did on day one would be helpful to share with search teams (see <https://shiningwatersregionalcouncil.ca/pastoral-relations/liaisons/>)
- Use Bill Millar's workshop on "Implicit Bias and Racism" (https://www.youtube.com/playlist?list=PLQDu-SgFb3RiN_gGoifleG5rscJ16ECow)
- Wonder if we can add two or three more points of contact between pastoral relations liaisons and the Search Team that would strengthen an equity focus?
- A good question for pastoral relations liaison to ask throughout the search process: Equity growth is continual, a journey. How have you changed since last time we met?
- A key moment that a PR liaison could make contact with the Search Team is when the list of candidates is being considered and decisions about who gets an interview is discussed. There could be a teachable equity moment there.
- Other potential touchpoints:
 - when Living Faith Story is taking shape. PR liaison ask to see drafts as the LFS is developed.
 - Pre-interview: to review with the Search Team the questions they will ask and reflect with them about how those questions connect to the Living Faith Story
 - Post interviews: again a teachable equity moment
 - Ask the Search Team to copy the PR liaison on all emails so liaison can monitor and address any equity concerns.

Submitted by Todd McDonald, February 11, 2022

APPENDIX B – Equity Report - Provocative Propositions

February, 2022

A provocative proposition is something that...

Stretches, challenges or interrupts “habits”

Grows out of examples (stories in the systems) that illustrate the ideal as real possibility

You all want it as a preferred future

Is stated in bold and affirmative terms and all verbs are in the present tense

Provokes action

The Equity Task Group brings three Provocative Proposals based on the Final Report Equity Goal Research Project:

Pastoral Relations Commission acts on its high level of commitment to equity in the pastoral relations preparation and search process by providing a high level of **equity training** for pastoral relations liaisons and search teams. The training focuses on making the search and selection process more open (break down bias walls) for equity seeking ministry personnel.

Pastoral Relations Commission provides **support, connection and accompaniment** with equity seeking ministry personnel, between equity seeking ministry personnel and for equity seeking ministry personnel.

Pastoral Relations Commission is **responsible** for growing equity within pastoral relations policy and practice in Shining Waters Regional Council. This responsibility encompasses a growing relationship with pastoral relations liaison and empowers the Commission to be an influencer for equity.

APPENDIX C – Voluntary Associate Minister Policy

PASTORAL RELATIONS COMMISSION: VOLUNTARY ASSOCIATE MINISTER (VAM)

This policy outlines the regulations regarding Voluntary Associate Ministers (VAMs) in Shining Waters Regional Council.

Date Approved: December 12, 2018	Review date by Pastoral Relations
Revised policy approved: February 22, 2022	Commission: 2025

DEFINITION AND ELIGIBILITY

A Voluntary Associate Minister (VAM) is a ministry personnel who is not called or appointed to a community of faith and has entered into a formal association with a pastoral charge to exercise agreed upon functions of ministry. A VAM must be on the Office of Vocation registry of accredited ministry personnel, with the following criteria met: a) in good standing; and b) in compliance with the current standards of The United Church of Canada (including: racial justice

training; boundaries course; boundaries refreshers when applicable; police records check and annual declaration with respect to criminal charges.

A community of faith and the called or appointed minister must request approval by the Pastoral Relations Commission for the appointment of a VAM. Ministry personnel may not apply to become a Voluntary Associate Minister to a Community of Faith that has no appointed or called minister.

MEMBERSHIP

Voluntary Associate Ministers are members of the Regional Council and not of the community of faith with which they are associated. Volunteer Associate status shall be seen as equivalent to any appointment in terms of membership and discipline.

THE PROCESS

An ordered minister may enter into an agreement with a community of faith and the incumbent minister/s to serve as a Voluntary Associate Minister.

The VAM form can be obtained from the Shining Waters Regional Council website. It must be filled in completely, including the signatures of the Pastoral Charge Secretary of the Board/Session (or equivalent), the called or appointed Ministry Personnel, and the Voluntary Associate Minister.

The completed form will be sent to the Shining Waters Regional Council office and forwarded to the Pastoral Relations Commission for consideration and approval.

Once the request has been approved, Shining Waters Regional Council will retain a copy and provide one to the community of faith Secretary or Board/Session (or equivalent), the called or appointed Ministry Personnel, and the Voluntary Associate Minister.

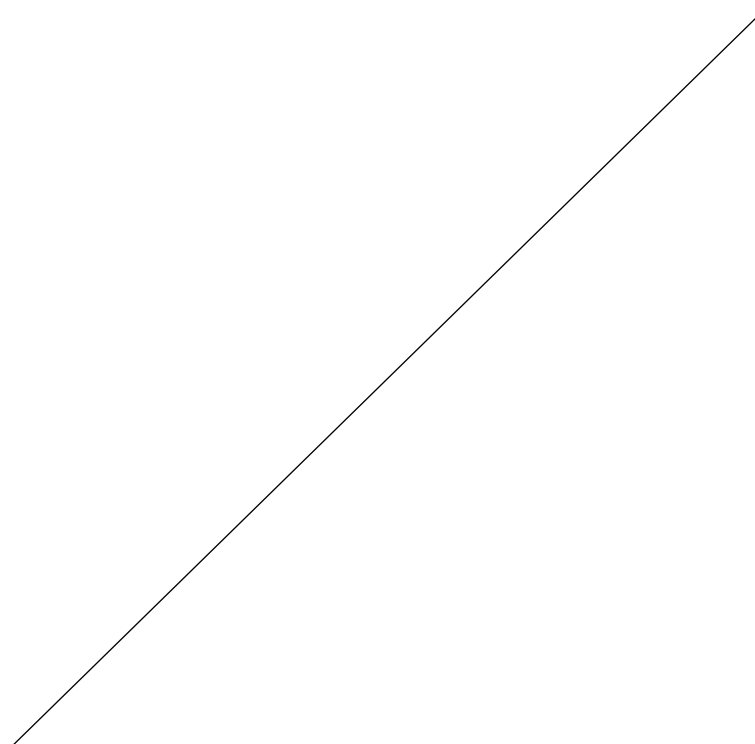
If the request is not approved, Shining Waters Regional Council will contact all parties.

By signing the Voluntary Associate Minister form, the Voluntary Associate Minister and other parties are agreeing to the following:

1. Pastoral functions performed come under the oversight and discipline of the Office of Vocation.
2. The Voluntary Associate Minister named in the agreement may receive honoraria for weddings or funerals and for presiding and/or preaching in regular worship; however, there is no expectation of honoraria, stipend, or travel allowance from the community of faith to which they are accountable.
3. The Voluntary Associate Minister and the incumbent minister/s will have a conversation at the time of application regarding expectations of the Voluntary Associate Minister and agreed upon areas where the Voluntary Associate Minister may be involved in assisting with ministry functions and tasks. These areas are listed on the VAM application form.
4. When there is a change in a pastoral relationship within a Community of Faith, the incumbent Voluntary Associate Minister may continue in that Community of Faith. When a newly appointed or called minister begins, the Voluntary Associate Minister and the newly called or appointed minister will have a conversation, facilitated by the M&P Committee,

regarding expectations of the Voluntary Associate Minister and agreed upon areas where the Voluntary Associate Minister may be involved in assisting with ministry functions and tasks. A report of this conversation will be filed with the M&P Committee.

5. In situations of team ministry, when one member of the team leaves the pastoral relationship or when a member is added, the same conversation as is outlined above should take place.
6. If a Voluntary Associate Minister enters into a call at another community of faith, their VAM status shall end on the beginning date of the call. If a VAM enters into an appointment longer than six months, their VAM status will be put on hold on the beginning date of their appointment. They may resume their VAM status at the original Community of Faith after their appointment has ended.



SOCIAL AND ECOLOGICAL JUSTICE COMMISSION

Minutes of a meeting held February 23, 2022 at 1:00 p.m.
by video conference

Members Present

Susan Eagle (Chairperson), Lois Brown, Tina Conlon, Cameron Watts

Staff: Jeffrey Dale, Kim Uyede-Kai, Rachael Howes

Regrets: Moon-Ja Park

Welcome, check in and prayer

The chairperson welcomed everyone. Tina Conlon opened the meeting with a reflection based on Jeremiah 4 and Isaiah 43. She also gave an acknowledgement of the land. There was an acknowledgement of our commitment to being a safe place for all people to gather and participate in our Region.

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

There was a time of check-in.

Agenda

MOTION by Tina Conlon / Cameron Watts that the agenda be approved as circulated

MOTION

CARRIED

Minutes

MOTION by Lois Brown / Tina Conlon that the Minutes of the meeting of the Shining Waters Social and Ecological Justice Commission held January 18, 2022 be adopted as circulated.

MOTION

CARRIED

Business Arising

Letter to Communities of Faith

A letter was sent to communities of faith to request that at their annual general meetings they commit to an action in the coming year around homelessness, anti-racism, or environmental action, under the *Daring Discipleship* section of The United Church of Canada's Mission. There was discussion on how the Commission could get feedback from communities of faith on actions that they took. Staff will look into putting something on the website for this.

Shelter Rally

The Commission emailed information to the regional council about a rally held on January 20th in Toronto to tell the City to provide residents with N95 masks – not just workers, and to provide access to Rapid Tests.

Broken Hearts Day

The Commission emailed information to the regional council about the Broken Hearts Day gathering held on February 15th at Toronto City Hall. The gathering created space to mourn the 3.6 homeless deaths a week in Toronto and the 132 deaths in Toronto's shelter system in 2021.

Mid Winter Event - Susan Eagle and Jeffrey Dale

Tuesday, March 8, 9:30 am – 12:00 noon; Clergy Zoom Event: Preaching about Social Justice. There was discussion on the format and process of the event, questions to prepare for breakout rooms, and the focus of the speakers' remarks.

Nomination Process

A video was made to promote participation on the Commission. Submissions have now closed and the Nominations Committee is meeting this week.

Revised Commission Mandate

The Commission mandate was updated to reflect that the Commission is now permanent and it was circulated to the commission members.

Update on Annual Meeting Planning ad hoc committee

There will be an Annual Meeting planning ad hoc committee to work with the President and Past-President in developing an agenda for the meeting with an educational component. There is a separate planning group for the Celebration of Ministries service so the focus of the ad hoc planning committee will only be the regional meeting. The Commission was asked for a representative to the planning committee and Susan Eagle has agreed to participate.

Equity Leads

The Commission does not have anyone willing to take on the role of Equity Lead.

Community Ministries Working Group – Jeffrey Dale

A group is being formed to explore what the region's relationship is with the Community Ministries particularly regarding sustainability. This commission is being asked for a representative to be part of the working group. There was no one currently able to take on the role but it will come back to the Commission in the near future.

Staff reports – Jeffrey Dale and Kim Uyede-Kai

Kim had the following announcements;

- Kim shared two links with the Commission: Black History resources on the Shining Waters website, and two events that are coming up – a right relations event Shining Waters is co-partnering on with south western Ontario regions, called *Together in Spirit* starting on February 24th, and one on March 10th called, *Truth Before Reconciliation*.

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- International Women's Day, March 8th, a resource list will be posted on the Shining Waters website soon.

Jeffrey reported;

- May 4th Jeffrey will be presenting to GC44 learning sessions around our proposal on Harm Reduction
- Budget request: \$ 2,000.00 to host a series of conversations, with guest speakers, following up on last year's Harm Reduction conversations. A different format is being considered this year, to do interviews and podcasts, and then offer up conversation sessions to explore more fully.

MOTION by Cameron Watts / Tina Conlon that the Social and Ecological Justice Commission of Shining Waters Regional Council pay up to \$2,000 for the harm reduction conversations to pay for guest speakers.

MOTION

CARRIED

MOTION by Cameron Watts / Lois Brown that the Social and Ecological Justice Commission of Shining Waters Regional Council pay honorariums of \$300 each for guest speaker, Eleanor Scarlett, and for the musician at the March 8th mid-winter event, *Preaching about Social Justice*.

MOTION

CARRIED

- There will be Holy Week resources around climate grief available on the Shining Waters website.

Social Justice Network of Regional Councils (SJNOR) Report - Tina Conlon
Tina shared her report with the Commission by email.

Ongoing Commission Work

Sub Committees:

- Israel/Palestine (*Tina, Lois*)
PalNet has asked for endorsement from this commission to support UNJPPI gathering in May in London, ON.

MOTION Tina Conlon / Lois Brown that the Social & Ecological Justice Commission of Shining Waters Regional Council endorse the UNJPPI gathering being held May 5-8, 2022 in London, Ontario.

MOTION

CARRIED

Closing: Susan Eagle gave a benediction and the meeting closed at 3:10 p.m.

Next Meeting: March 15, 2022, 1 pm – Cameron Watts will do opening.

INTERCULTURAL DIVERSITY COMMISSION

Minutes of a meeting held February 28, 2022 at 6:00 p.m.

by video conference

Present: Innocent Karuhanga, Amy Lee (Interim Chair), John Joseph Mastandrea, Néstor Medina, Moon Ja Park

Kim Uyede-Kai (staff)

Regrets: Joel Aguirre

Welcome / Opening

Amy Lee welcomed everyone and constituted the meeting in the name of Jesus Christ.

Agenda

MOTION by John Joseph Mastandra / Moon Ja Park that the Agenda be accepted as circulated

MOTION

CARRIED

Land Acknowledgment

Néstor Medina gave an acknowledgment of the land and encouraged everyone to acknowledge the land where they are in the chat box.

Prayer and Reflection

Néstor Medina gave an opening reflection and prayer.

There was a time of check-in and sharing.

Minutes

MOTION by Moon Ja Park / Innocent Karuhanga that the Minutes of the meeting of the Intercultural Diversity Commission held November 15, 2021 be approved as circulated.

MOTION

CARRIED

Business Arising from November minutes

None

Staff Updates – Kim Uyede-Kai

Nominations update

Nominations for this Commission have been opened. The application process is clear that when people apply they need to be clear about their identity.

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Black History Month

There is now a resource list on the Shining Waters website at this link: <https://shiningwatersregionalcouncil.ca/intercultural/intercultural-resources/black-history-month/>

There are video links there as well as other resources, including UCC resources. We are encouraging people to go beyond February to learn about Black History.

Intercultural Diversity and Anti-Racism

This resource is almost ready to go up on the website. Intercultural diversity and anti-racism have been kept together as a resource so that people start to understand that anti-racism is foundational to intercultural diversity, not something separate.

International Women's Day

There is also a new diverse International Women's Day resource on the website. This resource is under *Justice* on the website. <https://shiningwatersregionalcouncil.ca/justice/justice-resources/international-womens-day/>

Continued Conversation on Terminology/Language

What will we mean by *intercultural* and what will we not mean?

Looking at some definitions to develop our own draft working definition in plain language for those who use languages other than English and lay people who haven't had theological education.

Kim had pulled together some words and phrases of some definitions that have been said over the past meetings as well as from some readings to use as a starting place to have conversation. Comments:

- Going to others' celebrations; everyone celebrates all the time;
- Intrigued with the phrase 'living together with a respectful awareness of each other's differences.' This is a layer in which we need to recognize intercultural because those differences are what make us stronger.
- 'be willing to leave the comfort zones of their own separate traditions,' and 'build relationships, grow together and become transformed,' are the highlights of the phrases and resonate in things we are trying to do here.
- 'leave the comfort zone' is Jesus's ministry; reflect on the inclusiveness of God's love;
- In the end, can we say, 'are you ready to work together for peace, to make it happen?' I want to deliver a sentence to each congregation, either UCC congregation, or other denomination or interfaith – 'are you willing to work?' not by a minister, not by a neighbourhood, not by a group, but are *you* really ready to work, take the steps, deep steeps, and willing to work together.
- There are several ways to look at interculturality: as it happens in an organic way, people respect each other, co-exist and value each other's differences. And the type of interculturality that occurs by virtue of just being in the same geographic space, and people begin to learn from each other but have not yet learned to co-exist. Questions of power are always at play in that, for good or for ill, sharing power or distributing power also has to be a kind of power that is open to being interrogated, to being challenged so that it can lead to equity.

- Agree with the ‘living together,’ and ‘being able to appreciate’ phrases but I am also aware that interculturality happens organically sometimes and that is not just a question of being *willing* to do it (that is one important aspect) but sometimes it just *happens*, and so being able to actually discern when and where it happens is also a part of this engagement. The other aspect is that it’s not just about individuals, it is about entire communities engaging each other and learning from each other.
- Important to also note, all of these words if they are related to culture or the cultural traditions, you can see how they move beyond the notion of multi-culturalism; that is to say the fact that people live in their own designated silo, they are able to maintain that without relating to other people, but talking about the in-between, the spaces that have not yet been defined by the authorities or by those that have power, those spaces where people interact with each other in the day-to-day and can see past any pretention of wanting to use labels, that is a phenomenal part of interculturality, that sense of dynamism, is alive, an all-out celebration, where all of the people come and by the power, blessing and anointing of the Spirit all of these people come together and are able to celebrate God together.
- Intercultural means collective transformative vision.
- How can we bring intercultural ministry to the congregation, how can we educate and share our ministry with the church and wider community; awareness, right attitude and interpersonal skills, cultural knowledge, intercultural communication skills and relationship-building skills, etc. are very important tools of intercultural ministry.
- There needs to be some intentional wisdom sharing.
- The celebration of Black History Month is not a celebration because we’re happy with what is happening but because we still believe that we can integrate ourselves, can transform ourselves; there is a need for us to go beyond and above what is being said and done, etc. And when things are celebrated, we tend to enjoy the whole process. In future, I’d like to suggest that, as we continue to have these conversations and as a specific example with regard to Black History Month, that we need to have, from this Commission, specific activities that we can suggest that could be done in all the churches, e.g. recognize all the ministers, and volunteer members in our community from African-Canadian origin. And to celebrate their history but at the same time we also have heroes in our community and in our churches and people that have done things and continue to do things right now, and we should celebrate them in the context of celebration during Black History Month. We need to point in a direction where we can do things that recognize the people that are going beyond and over. As we continue to have conversations, are there some ideas we can come up with as a Commission to actually go out and implement and do, and have some of the churches actually see if they can have some ideas to implement in services.
- Wisdom and living stories being passed down from generation to generation reminds us of the creation that God gives us when we are born.
- Learn from one another and grow together; intercultural describes communities in which there is a deep understanding and respect for all cultures and wisdom; in an intercultural community no one is left unchanged; everyone learns from one another and grows together.
- Intergenerational intercultural – weaving stories together between different generations and different cultural backgrounds, weaving together each other’s stories and sharing, which makes more awareness. This wording has to be implemented in the Sunday school and with youth and young adults; this is another way of direct and indirect education for intercultural ministry, all about living together with differences, and the beauty of differences. If at a younger age

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the children learn and accept then it is hoped there might be less conflict, less racism occurring when they enter society or workplace and school.

- In the Latino tradition we speak of *fiesta* in the sense of living in the subjunctive - that is to say, living in what could be or what should be. And that means that fiesta is always a space of critical engagement to think about how society is not a place where everybody is welcome. At the same time when people get together for a fiesta they are also saying there is so much more work to do precisely because in society not everybody is still welcome. It is the recognition of our own history of pain and conquest and colonization while at the same time acknowledging, celebrating the fact that we're still here – that's why fiesta has such profound meaning to us.

Kim will pull together what has been said today put it in readable form.

The meeting took an all-purpose break.

Intercultural and Equity Tool for Regional Council Meetings

Equity Leads from each Commission replace regional Equity Committee. (*Amy/Moon Ja*)

Moon Ja Park will continue to act as the Equity Lead for this Commission. It was suggested she poll the Commission members prior to each gathering of the Equity Leads to see if there is anything they want to bring forward to that gathering in particular.

Regional Meeting: Friday, May 27 – Saturday, May 28.

John Joseph Mastandrea has agreed to represent this Commission on the planning group for the regional meeting.

Upcoming dates

March 8 International Women's Day

March 21 International Day for the Elimination of Racial Discrimination

2022 Budget Planning

The Commission has a budget of \$25,000 and there was discussion of how it could be used.

- the Commission could meet in person; this would need detailed planning for budget and to maximize the day in terms of what would be accomplished.
- organizing workshops, something to do with youth, or perhaps intergenerational.
- develop an online educational curriculum for Sunday school and youth and hire someone to develop the content; two or three lessons perhaps by age group, and content for adult small group discussions as well. It could be a kind of orientation of interculturalism – what do you need to know, what are you aware of, etc.
- a contest where people can draw what their understanding of interculturality is and provide a financial prize; or someone writing about their understanding of interculturality, with a financial prize. This would invite people already in the communities to think about interculturality and provide them with a small incentive to think about it.
- results of workshops would have to be measurable.
- try to make events so all Commission members can be part of them; that inclusiveness would speak volumes of what we are trying to talk about.

- when we have an event, we need to be careful about not just having a just-Toronto event, unless we are intentional about why, but we need to think regionally.
- might be best to start with an online event, perhaps in June, and think about an in-person event in the Fall.
- create satellites for a workshop – people could gather in their local church community and be connected to other groups in other local communities and everybody would be working on the same project, collectively locally, responding to the questions from their own local context. It is a way to have a broader reach and a more communal reach as opposed to an individual reach.

Next Meeting

Monday, March 21, 2022. 6:00-8:00 p.m. John Joseph Mastandrea will give the opening prayer and land acknowledgement

Closing

Motion to adjourn by Moon Ja Park. The meeting closed with each reciting the Lord's Prayer in their own language.

Next Meetings

Usually 6:00-8:00 p.m. the third Monday of each month, except for holiday Mondays –

Monday, March 21 (International Day for the Elimination of Racial Discrimination);

Monday, April 25 (in lieu of Easter Monday);

Monday, May 30 (in lieu of Victoria Day);

Monday, June 28 (in lieu of National Indigenous Peoples' Day)

SOCIAL AND ECOLOGICAL JUSTICE COMMISSION

Minutes of a meeting held March 15, 2022 at 1:00 p.m.
by video conference

Members Present

Susan Eagle (Chairperson), Lois Brown, Tina Conlon, Moon-Ja Park, Cameron Watts

Staff: Jeffrey Dale, Rachael Howes, Kim Uyede-Kai

Absent: Lois Brown,

Welcome, check in and prayer

The chairperson welcomed everyone and opened the meeting at 1:05 p.m. Cameron Watts gave an opening prayer. He gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

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

There was a time of check-in.

Agenda

MOTION by Tina Conlon / Cameron Watts that the agenda be approved as circulated

MOTION

CARRIED

Minutes

MOTION by Cameron Watts / Tina Conlon that the Minutes of the meeting of the Shining Waters Social and Ecological Justice Commission held February 23, 2022 be adopted as circulated.

MOTION

CARRIED

Business Arising

Social Justice Mid Winter Event - Evaluation and Follow-up

- attendance seemed low, otherwise pleased with event – it engaged people and the speakers motivated people;
- the speakers were good, appreciated Eleanor's transparency; appreciated Rob Oliphant's style;
- being together with others was good; break out rooms were good;
- there was feedback that people were grateful for the event;
- felt people got a great experience;
- cognizant of how important preaching is to clergy; and we don't do very much continuing education about it;

- it was focussed and timely;
- it highlighted the relevance of the Commission;
- it was felt that we should do another one;
- we will think about how we use the recording of the speakers;
- we will think about timing and who should be included next time.

Staff report – Kim Uyede-Kai

Kim reported

- The Living Into Right Relations Circle (LIRR) meets monthly and membership is growing; primarily communities of faith that have either a right relations committee or Indigenous justice committee in their church and didn't realize that there was a space to gather to talk with other churches doing the same thing. There are eighteen communities of faith now connected as opposed to six. Previously, some thought it was a closed circle but that was never the case. A number of churches are doing some significant work.
- One of the issues that came up was the idea of land tax or lease to Indigenous peoples as something they want to learn more about. There is a group of Anglican and United Indigenous folks who are proposing that property sales tax of 1% should be going to Indigenous work from the sale of each congregational property/buildings. Shining Waters already designates 10% to Indigenous work and ministries that come from sales of buildings. There are fewer sales of buildings these days because of the United Property Resource Corp. (UPRC) is re-developing. This group is starting to think about other congregations possibly setting aside a percentage of their income for Indigenous work as a way of saying this is our contribution to Indigenous land lease.

Annual Meeting

Update on Planning - *Susan Eagle*

The agenda planning group met last week; the regional annual meeting will be held online May 27 and 28, over two afternoons, noon to 5 p.m. It was proposed to have a theme speaker each day. There will be time for proposals. Focus themes were identified and speakers were suggested. The scripture theme is from 1 Corinthians 12:7

Proposals – *Susan Eagle*

Proposals move policy forward as a church; they can also help us act and reflect on policy we already have. Susan posed the question, 'is there something we should be raising?' The Commission discussed items that are timely that could be put forward – the Bradford bypass; the aquifer in our region; indexing of social assistance. Other than a proposal, we could pose some questions on different areas for people in Ontario to ask their political candidates for the upcoming election to discern how they are going to vote. The deadline for submission of proposals for the regional meeting is April 29th.

This item will come to the next Commission meeting.

Kim Uyede-Kai left the meeting.

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Updates

SJNOR (Social Justice Network of Ontario Regions) – *Tina Conlon, Jeffrey Dale*

SJNOR is planning for a Spring meeting; the objectives will be twofold: education to highlight a critical step of inter-related social justice issues in our province prior to the upcoming provincial election campaign, and building connections and breaking down silos to extend the opportunities to share information and perspectives on social justice ministries beyond the currently appointed members of SJNOR to include many additional united church folk from across Ontario. They are looking at two meetings on a Sunday evening maybe 6:30 to 9:00 p.m. on April 24 or May 1. There will be breakout rooms around specific issues.

Tina was asked to follow-up with the planning group on the Commission's concerns about it being focussed in such a way that we are able to promote it to our region, and that maybe they need to look at the day, the length of time, the way in which they are focussing the conversation, and to be clear if they are targeting the activists who are already involved, or if they are looking a reaching out to people who have not been involved who might be interested.

Staff report – Jeffrey Dale

Jeffrey reported;

- The Community Ministries working group met for first time today; started with conversation and some history about the community ministries themselves; they will meet again.
- He has a meeting with PalNet today about the resource they want to create for the Shining Waters website. They will develop it initially and then the Commission will look at it.

UNJPPI (United Network for Justice and Peace in Palestine and Israel) **Follow-up - Tina Conlon**

There is a gathering related to the 2019 Cry for Hope from Palestinian churches. Regions that are supporting it are Pacific Mountain, Antler River Watershed, Horseshoe Falls and three maritime regional councils. This Commission has already endorsed the gathering. It is taking place on May 6, 7, 8 at London, ON.

Tina would like to attend. The cost is accommodation (\$119 per night), registration (\$225 per person), and a contribution to a travel pool.

MOTION by Cameron Watts / Moon Ja Park that the Social and Ecological Justice Commission of Shining Waters Regional Council cover the cost of two people to attend the UNJPPI event in May 2022, up to a maximum of \$500 per person.

MOTION

CARRIED

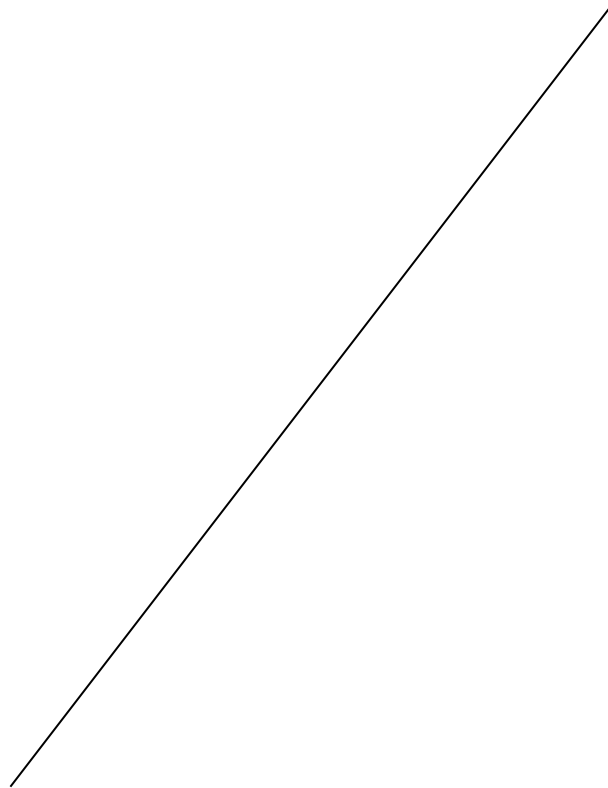
It was proposed that Tina and Lois Brown attend. Whoever attends on our behalf will be asked to share a report with the Commission at a future meeting, as well as what follow-ups we might do as a Commission and as a region in light of the event.

Closing: Susan Eagle offered a closing prayer and the meeting ended at 3:01 p.m.

Next Meeting: Tuesday, April 19, 2022 at 1:00 p.m.

Deferred Items

- Justice for workers (item deferred from December meeting) - *Tina*
- Decent hours and scheduling in long-term care workers, equal pay/benefits regardless of status (temp/contract workers, migrants)
- Reach Out Response Network, in February 2021 – *follow-up Tina*
COP26 Climate Summit - follow-up



COMMUNITIES OF FAITH COMMISSION

Minutes of a meeting held March 16, 2022 at 9:30 a.m.
by video conference

Present:

Chris Bennett, Carolyn Harding, Calin Lau, Amy Lee, Kevin Logie, Sandra Nottegar, Cindy Randall, Patti Rodgers, Harry Ramsaran, Gloria Tozek (Chair)

Staff: Susie Henderson, Jody Maltby, Diane Matheson-Jimenez, Rachael Howes

Guests: Lorraine Diaz, Chris Pinnington (Timothy Eaton UC) and Liz Mackenzie and Sheryl Clay (Dewi Sant Welsh UC)

Welcome, check in and prayer

The chairperson welcomed all and invited everyone to a check-in and reflect on what they are grateful for.

Gloria Tozek provided a video acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region. She then offered an opening prayer and constituted the meeting in the name of Jesus Christ.

Agenda

Agenda accepted as circulated by consensus

Minutes

MOTION by Amy Lee / Sandra Nottegar that the Minutes of the meetings of the Communities of Faith Commission of Shining Waters Regional Council dated February 16, 2022 be approved as circulated.

MOTION

CARRIED

Email Votes

The following decisions were made by email:

- Dewi Sant – sale of property
approved the request of Dewi Sant Welsh United Church, Toronto, to sell their property in anticipation of amalgamation with Timothy Eaton United Church, Toronto.
- Saint Luke's – loan with TUCC
approved the application by Saint Luke's United Church, Toronto, for a bridge loan of up to \$225,000 with Toronto United Church Council on the following terms & conditions:
Date: March 1, 2022
Loan Amount: Up to \$ 225,000
Term: Three (3) years with a loan review conducted by TUCC annually
Interest Rate: 3 % as designated in consultation with SWRC

Repayment: Interest will accrue monthly and be capitalized to the loan balance
Security: First Mortgage registered against 353 Sherbourne Street, Toronto
First Assignment of Leases & Rents
Approvals: Shining Waters Regional Council - SWRC (to be confirmed)
Source of Funds: TSEP – Major Capital Fund

- East End – renovation and use of manse funds
approved the renovation project of East End United Regional Ministry, Toronto, for renovation of the sanctuary stage area at the Eastminster campus.

approved the request of East End United Regional Ministry, Toronto, for the expenditure of up to \$140,000 of their manse funds for the renovation of the sanctuary stage area at the Eastminster campus.

Governance Task Group

The Governance Task group made the following motions:

- North Bramalea
approved the updated constitution of North Bramalea United Church.
- East End
approved the governance structure of East End United Church, Toronto.

Report from Intentional Interim Ministry Committee – Diane Matheson-Jimenez

- Jim Keenan, Chair of the Committee, sent a letter of gratitude and blessing to the intentional interim ministers (IIMs) serving in the region which was very well received. From that, there is an interest in the intentional interim ministers gathering and sharing the unique challenges that they face as IIMs
- A video resource would be helpful to give overview of the work of IIMs and to bring people into the work.
- The Committee is mindful of the fact that within the next 6-18 months, many communities of faith will be facing significant transition; one of the ongoing topics for the committee is a recruitment strategy and a way to make better use of the resources they have.

Dewi Sant – Presentation and Discussion

Lorraine Diaz, Chris Pinnington from Timothy Eaton Memorial UC and Liz Mackenzie and Sheryl Clay from Dewi Sant Welsh UC joined the meeting.

The guests made a presentation on the amalgamation financial plan of Dewi Sant Welsh United Church and Timothy Eaton Memorial Church. The plan summarized the funding required to amalgamate Dewi Sant and Timothy Eaton and effectively implement the shared vision and mission of the amalgamated congregation. The presentation showed the purpose of the plan is to ensure and support a successful amalgamation and to preserve, support and expand the Dewi Sant culture, language/tradition of worship and heritage.

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The presentation was brought to the Commission for feedback and discussion, and then the final financials, estimates for property, and covenant plans will come back to this Commission's April meeting. The amalgamation service is planned for June 26th.

The guests left the meeting.

The Commission had an opportunity to discuss the presentation. The Commission asked the staff to remind the communities of faith of the regional council policy on the distribution of funds following the sale of property.

St. Paul's Brampton – recommendation from IIM Committee

Diane Matheson-Jimenez updated the Commission on the intentional interim ministry at St. Paul's Brampton. The intentional interim minister has submitted a request for a change in pastoral relationship. The Intentional Interim Ministry Committee is recommending a formal review be conducted of St. Paul's Brampton.

MOTION by Kevin Logie / Chris Bennett that, on the recommendation of the Intentional Interim Ministry Committee, Shining Waters Regional Council conduct a formal review of St. Paul's Brampton, pursuant to section J.4 of *The Manual* (2022) of The United Church of Canada.

MOTION

CARRIED

Commission Report for regional annual meeting – *Gloria Tozek*

Gloria will be preparing a report from the Commission for the regional council annual meeting and invited commission members' input.

At the regional council meeting, Gloria will become past Chair of the Commission and Chris Bennett will become Chair. A new Vice Chair will need to be appointed and members were invited to give that some consideration.

Activity plan from Direction setting – *Gloria/Calin/Susie*

Gloria, Calin and Susie met to carry on with following up the strategic planning exercise. Gloria shared the draft activities plan for the key priority that was identified in the last meeting: Deepening Connection--Strengthen connection between communities of faith and Shining Waters Regional Council.

The Commission affirmed that building the relationship with regional lay representatives is a key component of this direction and it was pointed out that we may be able to collaborate with other Commissions in this endeavor.

The team will meet again to consider next steps and will continue to keep the overall question of strategic directions before us.

Collaborative Ministry meeting – Diane Matheson-Jimenez

Diane reported on a meeting she and Susie had with 25 people representing communities of faith northeast of Brampton: Cheltenham, Nobleton-Schomberg, Home, Bradford, and Caldeon East. They had conversation about what they can do together that they can't do on their own. They shared about Rural Connect, talked about sharing ministry personnel, and some of the relationship building that exists. The conversation will continue as there is interest in more intentional relationship building. It is hoped that something more concrete will emerge as trust and relationship is built.

Community of Faith Updates – Jody Maltby

Collier Street UC – appeal

Jody updated the Commission on the appeal that took place regarding Collier Street UC and let them know of the decision reached.

MOTION by Carolyn Harding / Harry Ramsaran that the Communities of Faith Commission of Shining Waters Regional Council receive for information the decision dated March 3, 2022 of the Appeal Committee related to Collier Street United Church; And that the commission discharge the Appeal Committee with thanks to Stephen Willey, chair, and members Patricia Rodgers, DLM and Rev. Sadekie Lyttle-Forbes.

MOTION

CARRIED

Minesing UC – closing

A letter was received from Minesing United Church requesting approval to disband the pastoral charge.

MOTION by Sandra Nottegar / Kevin Logie that the Communities of Faith Commission of Shining Waters Regional Council approves the request of Minesing United Church to disband the pastoral charge as a recognized community of faith effective April 30th, 2022 with thanks to God for the ministry of this congregation, and, in consultation with United Property Resource Corp. and Toronto United Church Council, recommends to the Executive that the property be sold.

MOTION

CARRIED

Bala-Port Carling – review

Jody gave an update on the ongoing review process at Bala-Port Carling; it is proceeding slowly and with care.

Update on Affirming Ministries – Susie Henderson

- Jeffrey Dale and Susie share the affirming work for the region.
- North Bramalea has recently become an affirming ministry; there is a map on our website showing the affirming congregations.
- the region had an evening celebrating P.I.E. day on March 14th. Affirming congregations have been invited to give a video story of what it means to be public, intentional and explicit. Some

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of them were shown at the P.I.E. day event and more will be collected to have for Pride celebrations.

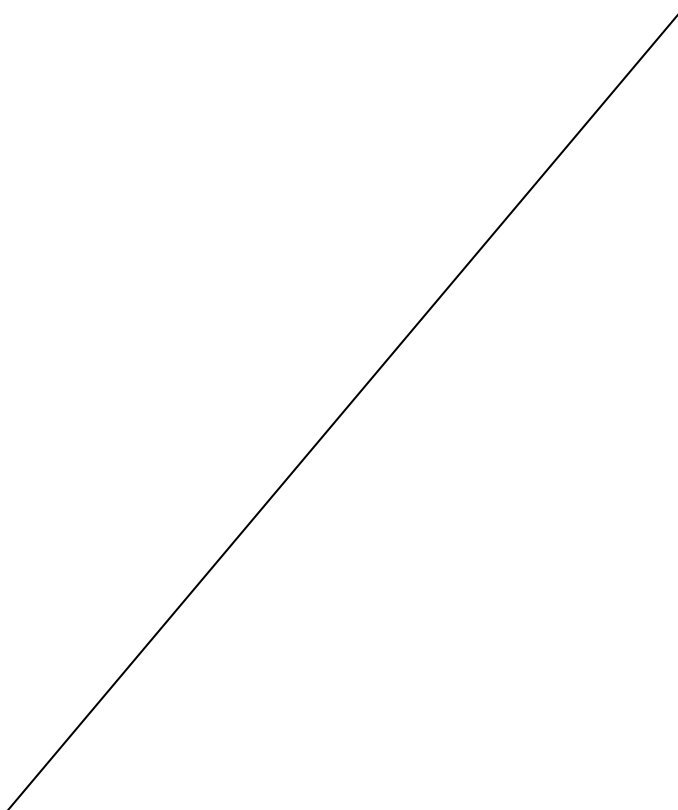
- Pride celebrations are in person this year and UCC will be a presence; Shining Waters has ordered a large flag to carry in parades.
- the Shining Waters progressive Pride flag is still available for congregations.
- the Affirming page on the Shining Waters website is being updated.

Equity goal from Pastoral Relations Commission – Living Faith Stories

Susie Henderson reported that one of the Pastoral Relations Commission equity goals is to build equity into the Living Faith Stories. They will come to this Commission around how we lift up our commitments to equity around covenanting and living faith stories.

Closing: Gloria Tozek thanked everyone, gave blessings to all, and the meeting closed at 12:20 p.m.

Next Commission meeting: April 20, 2022, 9:30 a.m. Chris Bennett to provide opening.



INTERCULTURAL DIVERSITY COMMISSION

Minutes of a meeting held March 21, 2022 at 6:00 p.m.

by video conference

Present: Innocent Karuhanga, Amy Lee (Interim Chair), John Joseph Mastandrea, Néstor Medina, Moon Ja Park

Kim Uyede-Kai (staff)

Regrets: Joel Aguirre

Welcome / Opening

Amy Lee welcomed everyone and constituted the meeting in the name of Jesus Christ.

John Joseph Mastandrea gave a land acknowledgment. He also provided an opening reflection and prayer.

Agenda

MOTION by John Joseph Mastandra / Moon Ja Park that the Agenda be accepted as circulated

MOTION

CARRIED

There was a time of check-in.

Minutes

MOTION by Moon Ja Park / Innocent Karuhanga that the Minutes of the meeting of the Intercultural Diversity Commission held February 28, 2022 be approved as circulated.

MOTION

CARRIED

Staff Updates - Kim Uyede-Kai

- There are intercultural diversity and anti-racism resources now on the Shining Waters website, called, *Intercultural Diversity Little Library*; she also will share her blog around International Day for the Elimination of Racial Discrimination;
- Executive Minister, Peter Hartmans is back from sabbatical;
- Staff is getting ready for regional council annual meeting, May 27 & 28, online; Sunday May 29th will be celebration of Ministries service; Kim encouraged members of Commission to look at the regional council meeting through an intercultural diversity lens.

Shining Waters Regional Council Annual Meeting May 27-28, 2022

Update from IDC rep to the planning group.

John Joseph reported that the program planning group is meeting frequently; they have come up with a theme – ‘the common good.’ Heather Menzies will be a keynote speaker. There will be theme presentations, and break out rooms for theme conversations.

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Continued Conversation on Terminology/Language

Review of February meeting discussion points on what will we mean by *intercultural* and what will we *not* mean?

- Kim Uyede-Kai shared highlights and common words and phrases that came out; that were important to us about what we mean by intercultural; that clarity is missing from our work and we want to focus on what we mean.
 - strengthened by differences
 - led by Jesus' ministry of leaving his comfort zone
 - communities transformed in God's inclusive love by building relationships and growing together
 - ready to do the hard work together for peace
 - interrogating and challenging power toward equity
 - discerning when and where interculturality happens, organically or spontaneously
 - learning from each other as entire communities as well as individuals
 - living in the in-between, the spaces that have not yet been defined
 - dynamism
 - alive
 - collective
 - transformative vision
 - come together and celebrate God together
 - by the power, blessing, and anointing of the Spirit
 - intentional wisdom sharing
 - intergenerational
 - wisdom and living stories passed down from generation to generation
 - point in a direction
 - no one is left unchanged
 - fiesta: living in what could be or should be
 - in society, not every one is welcome. Yet.
 - while recognizing our own history of pain, conquest, colonization, we also acknowledge and celebrate the fact that we're still here.
 - God still celebrates and includes us
- points it was felt should be emphasized and pulled out as being more important;
 - the direction part. It has to be very intentional; even in our great diversity, the United Church operates as a more Anglo-Saxon culture in the sense of how we deliberate; if we're going to be intercultural, we need to deliberate by learning from the other cultures in a manner that is different.
- suggest as we move forward and wrap up the conversation of what is intercultural, we also are going to find and focus on what is the long-term and short-term things that we really want to achieve with this commission; short-term meaning the things we can fix maybe as we go along, and the long-term meaning the goals we want to achieve so that it is incorporated in the way and the culture that we create ourselves as a church; so as we look at these, look at how can we transform ourselves first as individuals here and also take that message out there to try

and practice what we preach and get it down to the grass-roots of our churches, because there is so much we can do with this information and the way we can understand this; as soon as we get it collected and structured, it is going to help us to relay the information out there and that is one of the goals we were trying to achieve as a commission.

Innocent Karuhanga left the meeting.

The meeting took an all-purpose break.

Conversation on Terminology/Language, cont'd

- John Joseph offered to create a poem, something comparable to the Diversity Creed by Ruth Wood. We could share with people, and each person on this team could bring an image that means intercultural to them.
- Often when people try to talk about interculturality, they resort to talking about material culture as the items that define what interculturality is – a meal together, or a fiesta together – and that is not as rich as it could be because cultural traditions are far more than just the material culture. So, when thinking about the items listed here, I notice that there are at least three categories – one a theological side, one a socio-political one, in terms of equity & representation, and one is a simple human side – the fact that the human experience is very different. So, what I am thinking about interculturality is a lot more fluid and more open-ended that cannot be reduced to any single idea but that, in fact, is in constant process of change; that it necessarily opens itself not to tell people what we think interculturality is, but opens itself up asking people how they think interculturality is lived out, which is a part of the orientation; the orientation of interculturality is so that people can live it out, not to have a place where there are more cultural material aspects because then that can become tokenistic – ‘the more cultural items we have, the more intercultural we are’ – and it doesn’t translate that way. Those very people who are part of the multiple diverse cultural traditions are the ones that are present at all levels of leadership right across everything. How can this commission convey to the larger body the necessity to diversify itself across all levels of leadership. Whatever we think, it has to be geared towards inviting people to open up to tell us their story but without putting a straight-jacket on it saying, ‘this is the way it has to be.’
- How can we create a presentation or something that could encourage people to begin the conversation themselves?
- As good as a statement is, it’s still in the world of ideas; I am thinking tapestry, quilt, things that people can readily have in their hands and begin to show how they imagine this thing.
- Possibility to organize something that people can make their own small quilt to tell their story and we can have an event akin to a museum of quilts where people can see those quilts and the story or have the people who created the quilt tell the story communicated through the quilt. That would be one way we could go beyond the words and embody, literally, the dynamism, the fluidity, the story-making, the organic character of it. An event of that nature would be a chance to bring all those words we’re talking about and give them life in a way, and can give us a glimpse of what we’re trying to say with interculturality.
- The work of interculturality is not in the definition but rather in the very act of living it. Our communities are doing this organically.
- To invite communities to create their own quilts of interculturality, to tell their stories, is one way to really provide a more robust understanding of this thing that we’re trying to work with.

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- With either a tapestry or quilt, each of the pieces is transformed by virtue of being attached to the larger whole; each of the pieces then provides a different sense to the larger whole because of it becoming part of a bigger story; part of the story of humanity or the human experience. Then images of what we want to say interculturality is begin to emerge; images of how it is in the living together that we transform each other and that we want to say is interculturality - that in the sharing of a story, the story gets clearer and richer and amplified. Perhaps instead of trying to define it now in very clear ways, maybe we think about something that can practically provide us with images that then we can piece out and articulate, either in a poem or writing, but we already have something very clear that informs our ideas.
- Daniel 4:10-12. If you think of the tree image, what does your root look like? We are the sum total of everyone that went before us. Invite people to bring their rootedness. The only way we're going to get people to own this is if we stir them; helping people to own the journey.
- The other similar side is unless people see themselves as part of the story, they don't want to be there.
- This is one way to de-centre the dominant historical thread that tells what this story is like and authorizes some people to tell the story, and instead people are the main protagonists of this story-making in the kinds of things they make with their own hands. There is nothing as phenomenal as having people make things with their own hands and to speak about their own story and know that in this larger tapestry, this larger quilt and this larger series of threads and colours and images, *they* are included; that speaks interculturality right through.
- Maybe we choose to go in the other direction and think about what we can organize that can make this happen, or in activities, that we can review after and say 'so what have we learned that is interculturality according to people's experiences;' and that may just educate us but also educate people at the same time about what interculturality is.

2022 Budget Planning

Previously talked about online sharing/educational event; date for Spring or Fall 2022; resource plans.

Expanding on last month's ideas:

- the idea of an activity for tapestry or quilt as mentioned earlier;
- need a big item to put on, get speakers, space, etc. Need items first and then start prioritizing.
- workshop is a really good target; people like to hear about interculturality. Intergenerational workshop, encourage youth and young adults to come and share their stories; they need to listen to grandmother stories, and also, we need to listen to our future generation's stories; we can make a transformative vision there.
- could produce a small booklet, 'Living into Intercultural Ministry' to distribute.
- have three or four regionally located workshops, across the region, that are somehow connected, to wrestle with the question of interculturality; then have a huge event that draws from those workshops where people would come with the end result of what they did, to showcase it. Then get together in a bigger place with engaging speakers that can help people to imagine this understanding and help the group to think about, 'if we want interculturality, this is the direction we want to go.'
- continue building on the idea of a quilt; each of the regions can have their own small assigned stories and put them all together, and in that major event, sew them up together, and then we display it, 'this is us, this is our story,' our story is the sum total of all of our stories. This would

be a great way to then ask the question, ‘what does it mean for us to have this kind of a story interculturally speaking?’ It means that the story of the other needs to be included in our story.

- this is a good way to go beyond racism and anticipate the possibilities of building a world in which our differences can co-exist.

- workshops have to include all generations; also, have one session only for youth and youth adults so they are comfortable in joining; then all ages celebrate together.

- regarding process, Jonathan Schmidt deeply understands the intercultural process; each group creates a different result.

- because of the pandemic, don’t know of possibility of getting together in person.

- would hope with the workshops there is a kind of activity that is not in the traditional way, but rather have one or two or even three little sessions at the same time and people can switch around, where people can be exposed to different things.

- will talk more about workshops at the next meeting.

Next Meeting

Monday, April 25, 6:00-8:00 p.m. Amy will approach Joel Aguirre about providing an opening prayer.

Closing: motion to adjourn by John Joseph Mastandrea. The meeting closed with singing the hymn of the Lord’s Prayer.

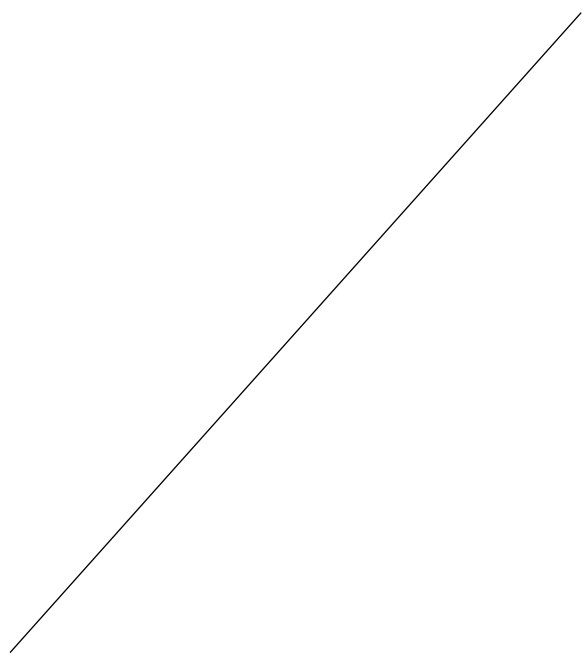
Next Meetings

Usually 6:00-8:00 p.m. the third Monday of each month, except for holiday Mondays –

Monday, April 25 (in lieu of Easter Monday);

Monday, May 30 (in lieu of Victoria Day);

Monday, June 28 (in lieu of National Indigenous Peoples’ Day)



2021/2022-96

EXECUTIVE

Minutes of meeting held March 22, 2022, at 6:30 p.m.
via video teleconference.

PRESENT: Allan Holditch, Isaac Kamta, David Leyton-Brown, Steven Loweth, Betty Lou McNabb, Allyce Mutungi, Lynn Mooney, Daniel Reed

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

REGRETS: Kirsty Hunter, Moon Ja Park
Absent: Jingle Ayupan

GATHERING, OPENING PRAYER

President, Betty Lou McNabb opened the meeting at 6:35 p.m. She welcomed everyone and constituted the meeting in the name of Jesus Christ. She gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

Betty Lou led a brief worship with a reading from the book, *Lesser Evils, Daily Reflections on Seeking Wisdom*. She read the piece titled, *Part of the Team*, written by Andrew Hyde, based on Luke 25.

There was a time of check-in.

AGENDA

MOTION by David Leyton-Brown / Isaac Kamta that the agenda for this meeting be approved as circulated.

MOTION

CARRIED

MINUTES

MOTION by Steven Loweth / Allan Holditch that the Minutes of the meeting of the Shining Waters Regional Council Executive held February 3, 2022 be approved as circulated.

MOTION

CARRIED

Commission Minutes

The Executive received the Minutes of the Social and Ecological Justice Commission for August 2021 to February 2022 for information.

Updated Policies:

The Executive received the following updated policies for information:

- Voluntary Associate Minister Policy
- Policy for Review of a Congregation
- Intentional Interim Ministry Policy and Procedures

Financial presentation – Janet MacDonald

Janet circulated the draft 2019 Audited Financial Statements and reviewed it with the Executive.

MOTION by Allan Holditch / Isaac Kamta that the Executive of Shining Waters Regional Council approve 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.

MOTION

CARRIED

Janet presented the draft 2021 financial statements and reviewed them with the Executive. (Appendix A)

MOTION by Daniel Reed / David Leyton-Brown that the Executive of Shining Waters Regional Council receive the draft, unaudited financial statements for 2021.

MOTION

CARRIED

A draft budget needs to come to the May regional council annual meeting. Commissions have asked for input around their budgets. It was suggested doing a provisional budget, reaching out to the Commissions for their budget requests, and approve a final budget in the Fall. It was also suggested doing a town hall meeting with the final budget in the Fall for feedback to the Executive.

Grants and Mission Support Committee Policy

MOTION by David Leyton-Brown / Peter Hartmans that the Executive of Shining Waters Regional Council approve the Grants and Mission Support Committee Policy as presented.

MOTION

CARRIED

Minesing United Church – recommendation to sell property

MOTION by David Leyton-Brown / Allan Holditch that 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.

MOTION

CARRIED

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Nominations – Social & Ecological Justice Commission

Chair of Nominations, David Leyton-Brown, presented a slate of new members for the Social and Ecological Justice Commission.

MOTION by David Leyton-Brown / Isaac Kamta that the Executive of Shining Waters Regional Council elect Esther Collier, Don Ford, Irene Green and Won Hur as members of the Social and Ecological Justice Commission.

MOTION

CARRIED

Presbyteries of Toronto Conference Corp. (PTCC) - Memorandum of Understanding

MOTION by Steven Loweth / Allyce Mutungi that the Executive of Shining Waters Regional Council approves 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.

MOTION

CARRIED

Ojibwa name for Shining Waters - update

Betty Lou McNabb has spoken with some of the communities that this affects in our region and received some time on the Ontario Quebec Native Ministries agenda. There has been some positive feedback from them but Betty Lou has not had an opportunity to speak with all of the Indigenous communities. This item will come back to the Executive at a subsequent meeting.

Regional Meeting - update

There is a program planning group working on the May regional meeting. It will be held online in the afternoons of May 27th and 28th from noon to 5 p.m. They have secured a keynote speaker, Heather Menzies, for Friday afternoon, and are starting to design the second day. There are ideas for worship and for music.

There is a need to have protocols in place for the celebration of ministries service on May 29th. It was suggested putting a limit of people attending in-person for the service. St. Paul's Orillia is booked for the service and they have the capacity for a hybrid service with live-streaming.

MOTION by Steven Loweth / David Leyton-Brown that the Executive of Shining Waters Regional Council 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.

MOTION

CARRIED

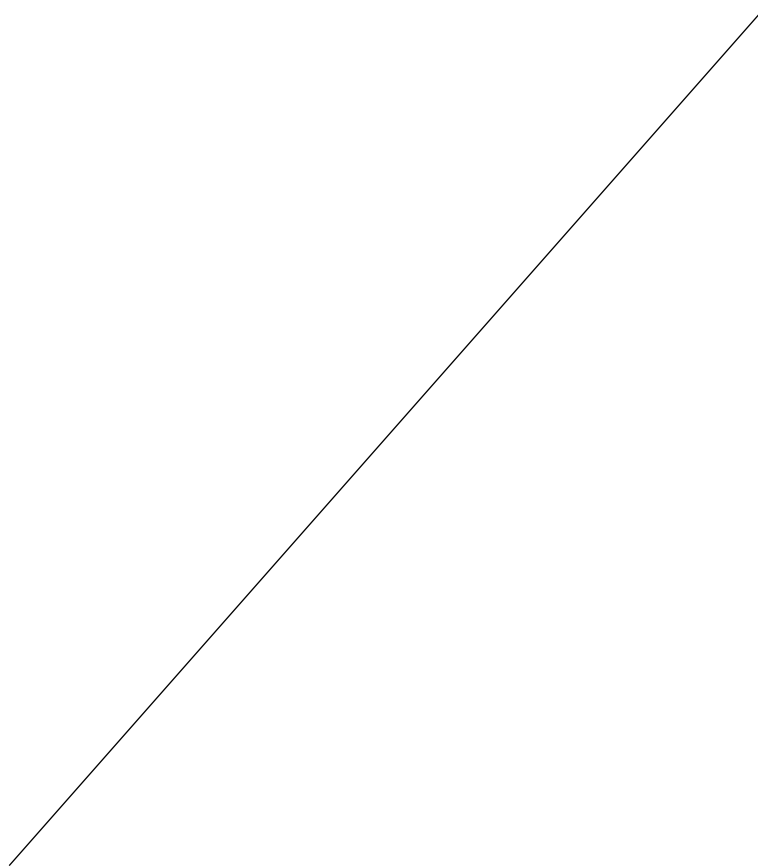
GC 44 Commissioners – update

Betty Lou McNabb hosted a gathering recently of the Shining Waters GC44 Commissioners for an opportunity to get to know each other. Commissioners are currently doing learning sessions every Wednesday evening until Easter.

Closing

Peter Hartmans offered a closing prayer and the meeting closed at 8:40 p.m.

Next meeting: to be determined by Doodle Poll.



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Appendix A

SHINING WATERS REGIONAL COUNCIL DRAFT 2021 FINANCIAL STATEMENTS

Balance Sheet as at December 31, 2021

ASSETS

Cash - BMO chequing account	885,475.31
BMO Nesbitt Burns Investments	3,241,614.39
Accounts Receivable	53,715.90
Non Performing Loans	56,244.50
Prepaid Expenses	775.00

TOTAL ASSETS	4,237,825.10
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LIABILITIES

Accounts Payable	120,557.75
Deferred Revenue	780.00

TOTAL LIABILITIES	121,337.75
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EQUITIES

Archives Fund	89,353.71
Calls to the Church (Indigenous Ministry Fund)	435,338.93
Student Bursary Fund	5,396.50
Unrestricted Funds	3,586,398.21

TOTAL EQUITIES	4,116,487.35
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TOTAL LIABILITIES AND EQUITIES	4,237,825.10
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SHINING WATERS REGIONAL COUNCIL DRAFT 2021 FINANCIAL STATEMENTS

Income Statement Year ended December 31, 2021

INCOME

GC Grants		
Assessment	325,000.00	
M&S Grants	240,000.00	
Salary Support	99,000.00	
Contingency Fund	9,375.00	673,375.00
Investment Income		94,060.53
Managed Properties		
(Rental)		149,209.80
Property Sales		
Huttonville	1,601,000.00	
Victoria Park	20,136.54	
Wesley Mimico	138,211.00	1,759,347.54
Other Income		
Real Estate Deposit	350,000.00	
Grants/Bequests	144,368.58	494,368.58
TOTAL INCOME		3,170,361.45

EXPENSES

Clusters and Networks		1,295.82
Commissions		
Pastoral Relations	20,890.94	
Communities of Faith	5,218.81	
Intercultural Diversity	4,369.41	
Social and Ecological		
Justice	6,161.11	36,640.27
Executive		40.26
Finance		42,746.54
Gifts		1,005.30
Grants		
Distributed by GC	144,000.00	
Distributed by SWRC	230,000.00	374,000.00
Legal Fees - General		3,477.90
Managed Property Costs		279,038.90
Miscellaneous		3,154.59
Office Expenses		49,501.02
Outreach Ministries		
Camp Awesome	41,941.17	
Davenport Perth	500.00	

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MPFT	129,226.46	
Regent Park	63,522.84	235,190.47
Property Sales - Costs		
Huttonville	486,663.12	
Victoria Park	4,182.14	
West Ellesmere	18,718.97	509,564.23
Regional Meeting Costs		8,201.14
Retail Sales Tax		2,438.07
Staff Team		1,055,463.10
SWRC/CSRC Shared		
Expenses		2,544.87
Youth		1,056.25
		<u>2,605,358.73</u>

PASTORAL RELATIONS COMMISSION

Minutes of a meeting held March 29, 2022 at 9:00 a.m.
by video conference

Members Present

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

Guest: Jill Strapp, Toronto United Church Council

Regrets: William Haughton

Welcome, constituting the meeting and prayer

Donna Bowman-Woodall welcomed everyone, acknowledged the indigenous territory we find ourselves on, led a reflection from Joyce Rupp, led the opening prayer, and called the meeting to order.

Agenda

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

MOTION

CARRIED

Minutes

MOTION by Lawrence Nyarko/Paul Stott that the minutes of the February 22, 2022 meeting of the commission be approved.

MOTION

CARRIED

Omnibus Motion

MOTION by Beth Moore/Barbara Hendren that the Pastoral Relations Commission take the following actions:

a) Calls

... concurs with the request of **Northlea Pastoral Charge (Toronto)** and approves the provisional call to **Lee-Ann Ahlstrom**, candidate for ordained ministry, conditional on ordination prior to start date, beginning June 1, 2022, part time based on 32 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,295 (pro-rated \$58,636) per annum, salary in addition to the minimum at 3.08 % which equals \$2,257.49 (pro-rated \$1805) for a total salary of \$75,552.49 (pro-rated \$60,441) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount

\$1493 (pro-rated \$1194.40) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does not require an act of covenant.

... concurs with the request of **Lansing Pastoral Charge (Toronto)** and approves the call to **Bradley Inglis**, ordained minister, beginning May 1, 2022, full time based on 40 hours per week with the following terms for Category E and Cost of Living Group Assignment 5: Salary \$71,550 per annum, salary in addition to the minimum at 9.05% which equals \$6476 for a total salary of \$78,026 per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

b) **Appointments**

... concurs with the request of **Lawrence Park Community Pastoral Charge (Toronto)** and approves the appointment of **Eric Bacon**, retired ordained minister, beginning February 1, 2022 to January 31, 2023, part time based on 5 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,295 (pro-rated \$9,161.88) per annum, salary in addition to the minimum at 34.93% which equals \$25,601.94 (pro-rated \$3,200) for a total salary of \$98,896.94 (pro-rated \$12,361.88) per annum, basic telephone \$1020 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$186.63) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does require an act of covenant.

... concurs with the request of **Markham: St. Andrew's Pastoral Charge (Markham)** and approves the re-appointment of **Timothy Dayfoot**, retired ordained minister, beginning March 16, 2022 to September 15, 2022, part time based on 15 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,295 (pro-rated \$27,485.63) per annum, salary in addition to the minimum at 10% which equals \$7329.80 (pro-rated \$2748.56) for a total salary of \$80,627.80 (pro-rated \$30,234.19) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$559.88) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Markham: St. Andrew's Pastoral Charge (Markham)** and approves the re-appointment of **Shannon Mang**, intentional interim minister, beginning March 18, 2022 to September 17, 2022, part time based on 25 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,295 (pro-rated \$45,809.38) per annum, salary in addition to the minimum at 10% which equals \$7329.80 (pro-rated \$4580.94) for a total salary of \$80,627.80 (pro-rated \$50,390.32) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$933.13) per annum and all other terms according to

The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **St. Paul's Scarborough Pastoral Charge (Toronto)** and approves the appointment of **John Perigoe**, retired ordained minister, beginning March 1, 2022 to September 5, 2022, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,298 (pro-rated \$36,647.50) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$746.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does not require an act of covenant.

... concurs with the request of **Good Tree Korean Church Mission (Toronto)** and approves the re-appointment of **Woong Youm**, ordained minister, beginning January 1, 2022 to December 31, 2022, part time based on 20 hours per week with the following terms for Category C and Cost of Living Group Assignment 5: Salary \$68,058 (pro-rated \$34,029) per annum, salary in addition to the minimum at 5% which equals \$3,402.90 (pro-rated \$1701.45) for a total salary of \$71,460.90 (pro-rated \$35,730.45) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$746.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Birchcliff Bluffs Pastoral Charge (Toronto)** and approves the appointment of **Ellen Redcliffe**, retired ordained minister, beginning February 1, 2022 to June 30, 2022, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,298 (pro-rated \$36,647.50) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$746.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does not require an act of covenant.

c) **Voluntary Associate Minister Relationship**

... concurs with the request of **Gravenhurst: Trinity Pastoral Charge (Gravenhurst)** and **Gordon Flint**, to enter a Voluntary Associate Minister relationship, beginning March 29, 2022.

d) **Request for Change in Relationship**

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Jeffrey Bacon**, ordained minister at St. Bartholomew's Pastoral Charge (Brampton) effective July 31, 2022 and gives thanks for his ministry.

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Constance denBok**, ordained minister at Alderwood Pastoral Charge (Toronto) effective June 30, 2022 and gives thanks for her ministry

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Hae-Bin Jung**, ordained minister at Alpha Korean Pastoral Charge (Toronto) effective June 26, 2022 and gives thanks for his ministry

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Helena Medeiros**, ordained minister at St. Paul's Pastoral Charge (Brampton) effective March 31, 2022 and gives thanks for her ministry

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Johannes van Nie**, retired ordained minister at Royal York Rd. Pastoral Charge (Toronto) effective June 30, 2022 and gives thanks for his ministry.

MOTION

CARRIED

Lawrence Nyarko declared a conflict of interest for the next item and excused himself from the meeting.

MOTION by Robin Pilkey/Beth Moore that the Pastoral Relations Commission take the following actions:

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Lawrence Nyarko**, ordained minister at Grace Pastoral Charge (Brampton) effective June 30, 2022 and gives thanks for his ministry.

... concurs with the request of **Alderwood Pastoral Charge (Toronto)** and approves the call to **Lawrence Nyarko**, ordained minister, beginning July 1, 2022, full time based on 40 hours per week with the following terms for Category C and Cost of Living Group Assignment 5: Salary \$68,058 per annum, salary in addition to the minimum at 17.55 % which equals \$11,942 for a total salary of \$80,000 per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

MOTION

CARRIED

Report from staff

Staff reported in on work they are doing.

a) Liaisons

Evelyn McLachlan appointed to Trinity Pastoral Charge (Newmarket) for search for a second minister position to focus on innovative ministry and programming for those under 40; including young adults, children youth and families.

Paul Stott appointed to Runnymede Pastoral Charge (Toronto) for search for appointed candidate for ministry and Supervised Ministry Education exploration.

Paul Stott appointed to Humbercrest Pastoral Charge (Toronto) for search for called minister following Intentional Interim Ministry.

Donna Bowman-Woodall appointed to Evergreen Pastoral Charge (Windemere-Utterson) for search for a minister.

b) Pastoral Charge Supervisors

Rev. Patricia Gale-MacDonald appointed to Burton Ave Pastoral Charge (Barrie) May 2 – September 4, 2022 to cover sabbatical leave.

Team Ministry Orientation and Development Research Project

Jill Strapp from Toronto United Church Council was welcomed into the meeting. Jill is here for answering questions related to this agenda item.

Todd presented his sabbatical research project on the Team Ministry Orientation and Development. This program of orienting ministry teams has been ongoing for five years since 2017. TUCC has been contracted to deliver these orientations.

A question was asked about cross-cultural and social location considerations when carrying out this program.

What about teams that are already in place? The mandatory training was funded on a going-forward basis in 2017. But existing teams could contract with TUCC to do the training with their own funds.

What about the staff training component—could that be extended to Communities of Faith's staffs where there is only one minister? Yes, the hope is that the online course could be offered widely.

Based on the recommendations from the research project, the following is being proposed as a further development and iteration of the team ministry orientation program:

MOTION by Andy Comar/Liz Mackenzie that Shining Waters Regional Council require a new team ministry (as a result of a search other than a short-term appointment less than 12 months or Supervised Ministry Education) participate in the Ministry Team Development and Orientation Program (Full day, 6-month check in and Peer Learning Day) and the community of faith contribute \$400 to the cost (Total cost per team is \$2900, \$2500 provided by the regional council).

Clarification: This is for long-term pastoral relationships. We have a limited budget and so want to prioritize the long-term relationships. It is not for Intentional Interim Ministry pastoral relationships, Supervised Ministry Education placements, or short-term appointments less than 12 months.

MOTION

CARRIED

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Equity Research Project – Liz MacKenzie, Chairperson of the Equity Task Group reporting Liz referred to the latest report which was distributed to the commission. The Task Group met about the first provocative proposal and has identified four actions focused on enhancing the ability of the pastoral relations liaison to do more intensive work with search teams around equity.

The complete workplan on the proposals will come to the commission at our June meeting.

Support for ministry personnel during pandemic

Last year the Commission urged pastoral charges to provide ministry personnel with an extra week off in light of the burden imposed by the pandemic.

Andy noted that 2022 was a duplicate year of 2021, so do we want offer this encouragement again to our pastoral charges?

Todd noted in our interactions with M&P committees, we've heard of some nice examples of how pastoral charges are intentional about offering appreciation to their staff and supporting them during difficult times. Staff could address this item by offering examples to M&P Committees and further encouraging this kind of recognition.

We have heard that pastoral charges have been experiencing financial stresses during this pandemic. In some cases, it has also put some additional strain on pastoral relationships when the extra week was not granted. Commission members questions the financial factor given that lay people from the congregation are capable of covering a service.

MOTION by Barbara Hendren/Paul Stott that our pastoral charges be encouraged to grant ministry personnel an extra week off as agreed between the governing body and the ministerial staff.

MOTION

CARRIED

Question: How will this be communicated? From the Commission.

Next Meeting

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, April 26, 2022, at 9:00 a.m.

End of meeting

There being no further business, Barbara Hendren closed the meeting with a prayer.



COMMUNITIES OF FAITH COMMISSION

Minutes of a meeting held April 20, 2022 at 9:30 a.m.

by video conference

Present:

Chris Bennett, Carolyn Harding, Calin Lau, Amy Lee, Kevin Logie, Sandra Nottegar, Patti Rodgers, Harry Ramsaran, Gloria Tozek (Chair)

Staff: Jody Maltby, Diane Matheson-Jimenez, Jeffrey Dale, Rachael Howes

Guests: Sheryl Clay, Betty Cullingworth, Lorraine Diaz, Peter Jones, Liz Mackenzie, Bill Melvin, Chris Pinnington.

Welcome, check in and prayer

The chairperson welcomed everyone. Chris Bennett gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region. He then offered an opening prayer.

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

There was a time of check-in.

Agenda

An item on Taiwanese United Church Toronto was added to the agenda under *Communities of Faith Updates*.

The Agenda was accepted as amended by consensus

Minutes

The Minutes of March 16, 2022 were amended by adding the following paragraph under Dewi Sant:

The Commission had an opportunity to discuss the presentation. The Commission asked the staff to remind the communities of faith of the regional council policy on the distribution of funds following the sale of property.

MOTION by Amy Lee / Carolyn Harding that the Minutes of the meetings of the Communities of Faith Commission of Shining Waters Regional Council dated March 16, 2022 be approved as amended.

MOTION

CARRIED

2021/2022-110

Email Votes

The following decisions were made by email:

- Manor Road – remediation project
approved the oil tank soil remediation project of Manor Road United Church at an estimated cost of \$150,000 plus HST.

approved the use by Manor Road United Church of up to \$200,000 from Special Gifts Fund which is money from the sale of property to the City of Toronto in 2015, for the oil tank soil remediation project.

In accordance with Shining Waters Regional Council policy, the following decision was made by the Staff Lead;

- Camp Scugog loan with TUCC
approved the loan in the amount of \$50,000 to Lake Scugog Camp from Toronto United Church Council under the following terms and conditions:
 - Date: April 1, 2022
 - Amount: \$50,000
 - Amortization: 10 years
 - First Term (Years 1-5) with an Interest Rate of 0% per annum, the monthly payments to be based on the amortization period of ten (10) years
 - The balance remaining unpaid on the 5th anniversary date shall constitute the principal owing for the second term
 - Second Term (Years 6-10) with an Interest Rate of 1% per annum, the amortization period for the calculation of monthly payments will be five (5) years
 - Payments: Monthly Principal and Interest
 - Security: Promissory Note
 - Approvals: Shining Waters Regional Council (TBA)Source of Funds: Sustainable Energy Loan Fund – (SELF)

Governance Task Group

The following decisions were made by the Governance Task Group

- St. James, Etobicoke
approved the revised Constitution of St. James United Church, Etobicoke, updated March 2022.
- St. Andrew's, Markham
approved the revised Constitution of St. Andrew's United Church, Markham, updated February 2022.

- Willowdale Emmanuel
approved the Governance Model of Willowdale Emmanuel United Church, Toronto, dated October 2021 on the condition of deleting the references to the Intercultural Diversity Commission.
- Don Mills-Thorncliffe Park
approved the request of Don Mills United Church and Thorncliffe Park United Church to amalgamate under the name Chapel in the Park United Church.

approved the Constitution of Chapel in the Park United Church dated March 2022.

Communities of Faith Updates

Dewi Sant – Presentation and Discussion

Diane Matheson-Jimenez reported that presentation today is different than what was circulated prior to this meeting, and Diane reviewed the difference with the Commission before the guests joined the meeting. Dewi Sant will be asking the Commission to approve an amalgamation on a conceptual basis, and when the Dewi Sant property is sold, it will become a formal amalgamation.

North York Korean

Diane Matheson-Jimenez reported.

The Pastoral Relations Commission will pass a motion formally halting the search process, and ask this commission to pass a motion to facilitate a listening process.

Rev. Richard Choe, on behalf of the region, has begun some work with the congregation.

St. Paul's Brampton – recommendation from Intentional Interim Ministry Committee

MOTION by Carolyn Harding / Amy Lee that the Shining Waters Regional Council appoint Neil Ian Parker to conduct the review of St. Paul's United Church, Brampton.

MOTION

CARRIED

Taiwanese United Church Toronto

MOTION by Chris Bennett / Amy Lee that under section C.2.3.g) of *The Manual*, that the Communities of Faith Commission of Shining Waters Regional Council extend the appointments of Janet MacDonald and Rachael Howes as directors of the Taiwanese United Church Toronto, from January 1, 2022 through December 31, 2022. Jody Maltby continues as pastoral charge supervisor.

MOTION

CARRIED

Metropolitan United Church

Jody Maltby provided an update on the meeting she and Chris Bennett had with the Trustees of Metropolitan United Church.

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Dewi Sant – Presentation and Discussion (*cont'd*)

Guests from Dewi Sant and Timothy Eaton Memorial United Church joined the meeting at 10:35 a.m. They gave a presentation on the amalgamation. They reviewed the vision of the amalgamation, the governance structure, property, proposed schedule, amalgamation financial plan, opinions of value, sustaining the Welsh Ministry, and the covenant. The Commission members had an opportunity to ask questions.

The guests left the meeting.

The Commission had an opportunity for discussion on the presentation. Staff was asked to give feedback to the churches regarding amending their Amalgamation Covenant.

MOTION by Carolyn Harding / Sandra Nottegar that the Communities of Faith Commission of Shining Waters Regional Council approve the plan of Dewi-Sant Welsh United Church and Timothy Eaton Memorial United Church, for the funds from the sale of property with the understanding that \$3,048,000 is restricted to support Welsh ministry as outlined in the financial plan appended to the Amalgamation Covenant Agreement. The congregation will provide an update every five years demonstrating that the Welsh ministry continues to be active and viable. If the Welsh ministry ceases to function, remaining funds intended to support the ministry will revert to Shining Waters Regional Council to support other regional ethno-specific ministries.

MOTION

CARRIED

Bala-Port Carling

Jody Maltby updated the Commission with an update on the review of Bala-Port Carling.

A review committee needs to be appointed and it is hoped a member of this Commission would be willing to be on the committee. It is estimated the report will be ready near the end of April. The Commission was asked to give it consideration and get back to Jody if willing to sit on the committee.

Canada Summer Jobs Program – Jeffrey Dale

Jeffrey reported that he has not heard back from his application to the Canada Summer Jobs program. There is a budget of \$40,000 so there have been commitments made within that budget. The plan is for Shining Waters to have three positions and Canadian Shield Regional Council to have two positions. The positions will be working with communities of faith in the regional councils around camping, summer programming, and guaranteed livable income. There will be some form of hiring summer students once he hears back from Canada Summer Jobs Program.

Church Closings and Regional Presence – Jody Maltby

Since becoming a regional council, we have not had a presence with congregations that are closing. The Commission members were agreeable to Jody's proposal that when we know a congregation has made the difficult decision to close and they are having their final service, that

we offer the invitation to members of this Commission to attend and be a presence, and speak words of closing with them. There was a suggestion that a letter go from the President and the Executive Minister as well.

Intercultural Diversity

Kim Uyede-Kai was unable to join the meeting but updates were distributed in writing prior to the meeting.

Meetings

In-Person meeting/June Meeting

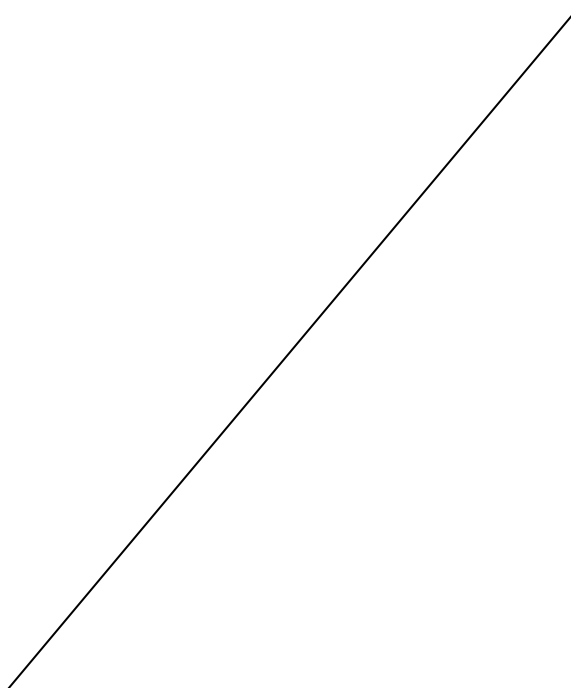
A poll was conducted on how members are feeling about meeting in person. The June meeting would normally be on June 15th but both the Chair and Vice Chair are not available that day. It was decided to meet on the 29th. With the results of the poll, it will be an in-person meeting at the Shining Waters Regional Council Guthrie office, with some members joining by Zoom.

Joint meeting with Pastoral Relations Commission

Traditionally a joint meeting with the two commissions has been held in June. It was decided to hold it in September this year. There is the possibility of including some time with the Intercultural Diversity Commission and the Social and Ecological Justice Commission.

Closing – The agenda having been completed, the meeting closed at 12:36 p.m. and Gloria offering blessings.

Next Commission meeting: May 18, 2022, 9:30 a.m.



EXECUTIVE

Minutes of meeting held April 25, 2022, at 2:00 p.m.
via video teleconference.

PRESENT: Jingle Ayupan, Isaac Kamta, David Leyton-Brown, Betty Lou McNabb, Allyce Mutungi, Lynn Mooney,

Staff: Peter Hartmans (Executive Minister), Rachael Howes (Administrative Support), Janet MacDonald (Finance Administrator)

REGRETS: Allan Holditch, Kirsty Hunter, Steven Loweth, Moon Ja Park
Absent: Daniel Reed

GATHERING, OPENING PRAYER

David Leyton-Brown chaired the meeting and opened the meeting at 2:19 p.m. He gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

Peter Hartmans gave an opening prayer.

AGENDA

MOTION by Allyce Mutungi / Isaac Kamta that the agenda for this meeting be approved as circulated.

MOTION

CARRIED

MINUTES

MOTION by Allyce Mutungi / Lynn Mooney that the Minutes of the meeting of the Shining Waters Regional Council Executive held March 22, 2022 be approved as circulated.

MOTION

CARRIED

Commission Minutes

MOTION: Peter Hartmans /Allyce Mutungi the Executive receive the Minutes of the Intercultural Diversity Commission for October and November 2021, and February 2022 for information.

MOTION

CARRIED

Financial presentation and 2023 Draft budget– *Janet MacDonald*

Janet presented and reviewed the draft Balance Sheet and Income Statement as at March 31, 2022. She also presented and reviewed a preliminary draft budget projection for 2023.

MOTION by Betty Lou McNabb / Isaac Kamta that the Executive of Shining Waters Regional Council receive the Financial Statements as presented.

MOTION

CARRIED

MOTION by Allyce Mutungi / Betty Lou McNabb that the Executive of Shining Waters Regional Council recommend the preliminary draft budget for 2023 to the regional council meeting for approval.

MOTION

CARRIED

GS 08 Climate Justice Commitment and Shining Waters Meeting Criteria

Peter Hartmans shared information on the GS08 Climate Justice Commitment proposal to General Council 44. The proposal is asking for a whole church commitment to part of the General Council Office strategic objective: amplify and integrate current initiatives in a bold, hopeful denominational climate strategy that accelerates reductions towards the goal of an 80% decrease in emissions by 2030. Peter feels the proposal will pass at GC44 and become policy.

What does this mean for Shining Waters? Our carbon footprint is mostly travel and with communities of faith, their biggest carbon footprint is their building. Peter suggested that Shining Waters show some bold leadership on climate change and suggested this item become a standing item on the Executive agenda.

A draft meeting criterion had been circulated to the Executive prior to the meeting.

The Executive asked Peter Hartmans to share the GS08 Climate Justice Commitment with the regional council commissions.

Ojibwa name for Shining Waters - update

Betty Lou McNabb reported that there is no real update on this topic. She has had discussions with Ontario Quebec Native Ministries and Martha Pedoniquotte. She did not get any negative feedback from them. Lynn Mooney has suggested that perhaps we do not need to have an Ojibwa name because there are so many Indigenous languages. Peter suggested Betty Lou have a conversation with Kim Uyede-Kai as well.

The discussion and consultation will continue and the matter will be re-visited at the next Executive meeting.

Regional Meeting update

A program planning group has been putting together an exciting program for the regional council meeting in May. The group meets again next week to finalize the agenda.

GC 44 update

David Leyton Brown updated the Executive;

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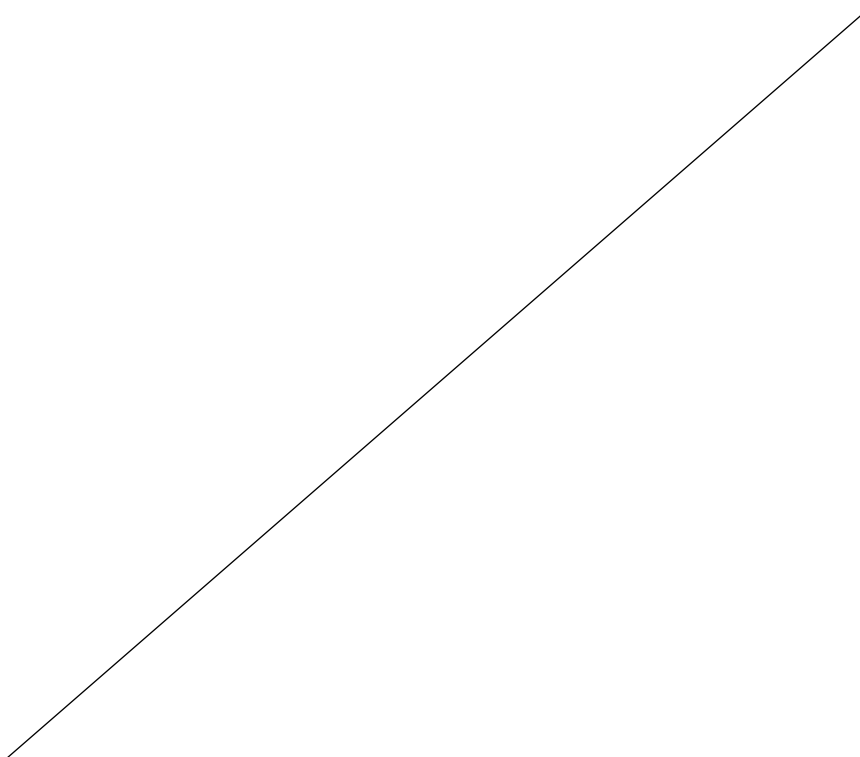
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- at the most recent listening session where proposals were being discussed, there was a traumatic moment that disturbed people deeply. This week the scheduled listening session has been postponed to allow people to reflect on the experience.
- this is the first General Council meeting that has been extended over such a long period of time, February 13th to August 7th, 2022.
- the Indigenous church is inviting the wider United Church to a presentation and discussion on GC44 Proposal on Restructuring of the Indigenous Church, May 11, 2022 at 7 p.m. via Zoom.

Closing

The meeting closed at 3:26 p.m. and Betty Lou McNabb gave a closing prayer.

Next meeting: after the regional council meeting; date to be determined.



INTERCULTURAL DIVERSITY COMMISSION

Minutes of a meeting held April 25, 2022 at 6:00 p.m.

by video conference

Present: Joel Aguirre, Innocent Karuhanga, Amy Lee (Interim Chair), John Joseph Mastandrea, Néstor Medina,

Kim Uyede-Kai (staff)

Regrets: Moon Ja Park

Welcome / Opening

Amy Lee welcomed everyone, and constituted the meeting in the name of Jesus Christ. She gave a land acknowledgment.

Joel Aguirre provided an opening worship and guided meditation based on Psalm 63.

Agenda

Addition of an item to talk about decisions being made by consensus. The agenda, as amended, was approved by consensus.

There was a time of check-in.

Minutes

The Minutes of the Commission meeting held on March 22, 2022 were approved by consensus.

Staff Updates - Kim Uyede-Kai

- UCC Strategic Objective update: Kim was asked to be on the *Embolden Justice* working group. Commitments (approved by the Executive of General Council) include: to become a Church that is anti-racist, intercultural, affirming, open, accessible and barrier free, functionally bilingual.
- Nominations: to date there has been one person nominated to be a commission member; it is going through the Nominations Committee and then to the regional council meeting in May.
- National UCC Fall event: 40 Days of Engagement on Anti-Racism; this event is in the early planning stages.
- Intercultural Rethinking Preaching conference (Emmanuel College) April 25-26. Kim gave an update on this conference focussing on intercultural preaching.

General Council 44

The learning sessions recordings on the proposals are on the General Council website.

2022 Program Planning and Budget

Suggested broad budget categories for 2022 (\$25,000 2022 budget), structuring the budget under four different headings – translations, event support, resources, and community-building.

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- Language translations of key UCC policies and handbook sections, i.e. pastoral relations, property, M&P committees, police records checks, etc. Shining Waters has more Korean united churches than other regional councils. Korean translations of UCC policies and handbooks are urgently needed to address further misunderstandings. Translations costs are approximately \$75 per page and up.

We need to prioritize which policies are most important to start, i.e. the pastoral relations policies. We could start with Korean and then translate the policies into other languages as needed; let it be a catalyst for all the other language communities to see it as a systemic need. What is critical and what is urgent? We do want to hear what the needs are of people on the ground.

- Event support for a regional event and/or support to annual intercultural Rethinking Preaching event at Emmanuel College.
- Shining Waters regional intercultural diversity events. We spoke previously about workshops, etc. Suggest a calendar of intercultural events/special days/cultural celebrations (specific to the region) as a way of educating people.
- The Intercultural Diversity Network could support communities' individual programs, for youth, or spiritual enrichment programs that reach out to different people in terms of training, leadership and spiritual enrichment.

Fall 2022 Event Possibilities

- An event with traditional cultural groups; bring them together; include different cultural dances and food; a way to present and exchange peace through their cultural gifts. It could be a way to get the Intercultural Diversity Network involved who could organize while the commission could provide financial support.
- An event for new immigrants; an educational event or consultancy; giving them a safe space.
- This commission has an educational role, not only to lift up our own cultural traditions and celebrate them but also avoid exoticism and encourage education of Euro-Canadians about their own cultural traditions, helping them develop the lenses to identify their own cultural traditions, i.e. not see themselves as bereft of cultural traditions. Events can include this.

Shining Waters Regional Council Annual Meeting May 27-28, 2022

John Joseph reported from the agenda planning team. The theme is the common good. Anyone can attend by watching the live-stream on YouTube.

Event and Resource Sharing

- The development of a Philippines prayer network in Canada
- Korean Peace Appeal <https://united-church.ca/social-action/act-now/korea-peace-appeal>

Next Steps

- Work on an action plan for possible events and determine budget allocations for the year.

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- Create a small task group to determine Korean translation priorities for the policies. Amy Lee will be part of it and Moon Ja will be invited.
- Kim and Amy will work on drafting a budget.

Next Meeting

Monday, May 30, 2022, 6:00-8:00 p.m.

Opening prayer and land acknowledgement: John Joseph Mastandrea

Closing

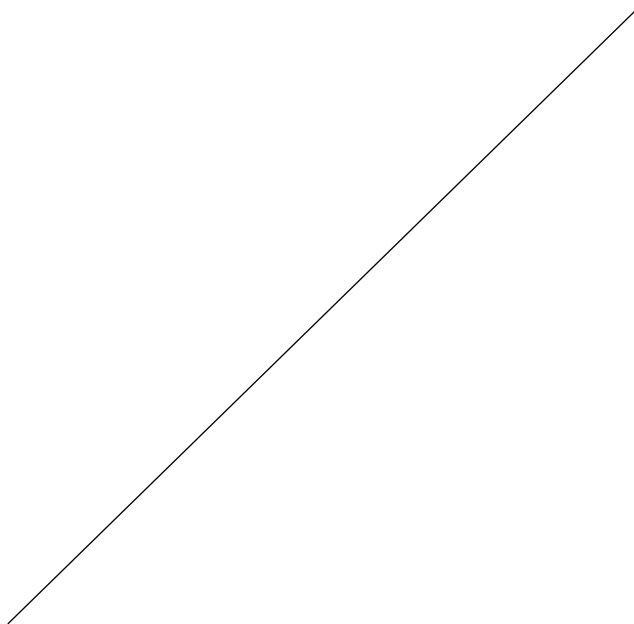
John Joseph Mastandrea moved the meeting be adjourned. The members of the Commission recited the Lord's Prayer in their own language.

Next Meetings

Usually 6:00-8:00 p.m. the third Monday of each month, except for holiday Mondays –

Monday, May 30 (in lieu of Victoria Day);

Monday, June 20



PASTORAL RELATIONS COMMISSION

Minutes of a meeting held April 26, 2022 at 9:00 a.m.
by video conference

Members Present

Donna Bowman-Woodall (chair); Dale Hildebrand (staff); Todd McDonald (staff); Andrew Comar (ordered); Barbara Hendren (lay); William Haughton (ordered); Sung Ran Kim (ordered); Beth Moore (lay); Lawrence Nyarko (ordered); Robin Pilkey (lay), Paul Stott (lay)

Regrets: Liz Mackenzie

Welcome, constituting the meeting and prayer

Donna Bowman-Woodall welcomed everyone, acknowledged the indigenous territory we find ourselves on, led the opening prayer, and called the meeting to order.

Agenda

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

MOTION

CARRIED

Minutes

MOTION by Beth Moore/Andy Comar that the minutes of the March 29, 2022 meeting of the commission be approved as amended.

Sung Ran Kim requested that a comment should be removed from the minutes after the phrase, “for example”.

MOTION

CARRIED

Omnibus Motion

MOTION by Beth Moore/Will Haughton that the Pastoral Relations Commission take the following actions:

a) **Calls**

... concurs with the request of **Davenport Perth Community Ministry (Toronto)** and approves the provisional call to **Maria Christina Conlon**, candidate for ordained ministry, conditional on ordination prior to start date, beginning June 1, 2022, full time based on 40 hours per week with the following terms for Category A and Cost of Living Group Assignment 5: Salary \$64,568 per annum, salary in addition to the minimum at 30.59 % which equals \$19,751 for a total salary of \$84,319 per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1500 per annum and all other terms

according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does not require an act of covenant.

b) **Appointments**

... concurs with the request of **Metropolitan Pastoral Charge (Toronto)** and approves the re-appointment of **W.E. Mark Aitchison**, retired ordained minister, beginning July 1, 2022 to January 6, 2023, part time based on 25 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$73,295 (pro-rated \$45,809.38) per annum, salary in addition to the minimum at 50 % which equals \$36,647.50 (pro-rated \$22,904.69) for a total salary of \$109,942.50 (pro-rated \$68,714.07) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$933.13) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Davenport Perth Community Ministry (Toronto)** and approves the re-appointment of **Maria Christina Conlon**, candidate for ordained ministry, beginning March 1, 2022 to May 31, 2022, full time based on 40 hours per week with the following terms for Category A and Cost of Living Group Assignment 5: Salary \$64,568 per annum, salary in addition to the minimum at 30.59 % which equals \$19,751 for a total salary of \$84,319 per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1500 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

c) **Voluntary Associate Minister Relationship**

... concurs with the request of **Huntsville: Trinity Pastoral Charge (Huntsville)** and **Nancy Knox**, to enter a Voluntary Associate Minister relationship, beginning April 26, 2022.

... concurs with the request of **Knox, Agincourt Pastoral Charge (Toronto)** and **Linda Petrides**, to enter a Voluntary Associate Minister relationship, beginning April 26, 2022.

... concurs with the request of **Midhurst Pastoral Charge (Midhurst)** and **Bruce Sweet**, to enter a Voluntary Associate Minister relationship, beginning April 26, 2022.

d) **Request for Change in Relationship**

... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Jennifer Palin**, ordained minister at The Donway Covenant Pastoral Charge (Toronto) effective June 30, 2022 and gives thanks for her ministry

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... in accordance with The Manual I.3.1.4(b) accepts the request for a change in pastoral relations of **Wayne Beamer**, ordained minister at St. Paul's Pastoral Charge (Brampton) effective April 30, 2022 and gives thanks for his ministry

Lawrence Nyarko declared a conflict of interest for the next agenda item and left the meeting for the motion, discussion and vote.

MOTION by Paul Stott/Beth Moore that the Pastoral Relations Commission take the following action:

... concurs with the request of **Ghana Calvary Methodist Pastoral Charge (Toronto)** and approves the provisional call to **Eric Nyarko**, candidate for ordained ministry, conditional on ordination prior to start date, beginning June 1, 2022, full time based on 40 hours per week with the following terms for Category A and Cost of Living Group Assignment 5 with manse: Salary \$38,789 per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does not require an act of covenant.

MOTION

CARRIED

Sung Ran Kim declared a conflict of interest for the next agenda item and left the meeting for the motion, discussion, and vote.

MOTION by Lawrence Nyarko/Barbara Hendren that the Pastoral Relations Commission take the following action:

... concurs with the request of **Countryside Pastoral Charge (Caledon)** and approves the call to **Sung Ran Kim**, ordained minister, beginning March 23, 2022, part time based on 30 hours per week with the following terms for Category C and Cost of Living Group Assignment 4: Salary \$63,350 (pro-rated \$47,512.50) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$1119.75) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

MOTION

CARRIED

Report from staff

Staff reported in on work they are doing:

a) Liaisons

Rev. William Haughton appointed to Bala Port Carling Pastoral Charge (Bala) for search for short term appointment during a medical leave.

Gail Hamblin appointed to Grace Pastoral Charge (Brampton) for search for a new minister.

Paul Stott appointed to St. Andrew's Pastoral Charge (Toronto) for exploration as SME site.

Rev. Amy Lee appointed to Alpha Korean Pastoral Charge (Toronto) for search for a new minister.

b) Pastoral Charge Supervisors

Rev. Kirsty Hunter appointed to Collier Street Pastoral Charge (Barrie) September to December, 2022 to cover sabbatical leave of Rev. Hewitt Holmes.

c) Support to M&P 101

This will be a workshop with Canadian Shield Region on May 4. We also continue to have quarterly check-ins with M&P Committees as well.

d) Clergy Day Away on June 8

This will be in person event at Jubilee United with our facilitators, Christine Jarrett and Alydia Smith. We also have our monthly clergy Zoom gathering on May 17, with Indigenous OV minister Tim Hackborn to talk about indigenous decision making in a time of change.

e) Staff changes

There is a proposal being presented to the Executive Minister that Dale Hildebrand move to part time in September 2022. Part of the proposal is a realignment and change to the staff roles. As a result of this, Todd will be taking primary responsibility for the Pastoral Relations Commission work as of September.

North York Korean United Church – Suspension of Search

MOTION by Barbara Hendren/Beth Moore that the Commission suspend the search process at North York Korean United Church; request that the Communities of Faith Commission appoint a representative to undertake a listening and dialogue process with the pastoral charge to explore their relationship with the wider denomination; and that the suspension be lifted once the Community of Faith Commission is satisfied that the pastoral charge is ready to reengage in the search process.

MOTION

CARRIED

Does this Community of Faith have a building? Yes, approximately ten years ago, they were gifted with a church building from a disbanded congregation.

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Recommendation from Licensed Lay Worship Leader Committee

MOTION by Paul Stott/Beth Moore that the commission concurs with the recommendation of the Licensed Lay Worship Leader Committee, and approves Christine Leblanc as a Licensed Lay Worship Leader within the bounds of Shining Waters Regional Council for a three-year period.

MOTION

CARRIED

Equity Research Project – Robin Pilkey, Member of the Equity Task Group reporting The Task Group continues to meet, and will report further in June. They are working on their three provocative proposals.

Next Meeting

The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Tuesday, May 10, 2022, at 9:00 a.m.

We normally meet with the Communities of Faith Commission in June. However, we were unable to find a date that works and therefore this meeting will be planned for the fall. Our June meeting as a PRC may be face to face. We have technology that can bring people by Zoom into a face to face meeting if they are unable to attend in person. We will decide on the format of this meeting closer to the date.

End of meeting

There being no further business, Sung-Ran Kim closed the meeting with a prayer.



SOCIAL AND ECOLOGICAL JUSTICE COMMISSION

Minutes of a meeting held April 26, 2022 at 1:00 p.m.
by video conference.

Members Present

Susan Eagle (Chairperson), Lois Brown, Esther Collier, Tina Conlon, Don Ford, Irene Green, Won Hur, Cameron Watts

Staff: Jeffrey Dale, Rachael Howes

Guests: Brian McIntosh, Greg DeGroot-Maggetti, Cheryl Van Daalen-Smith, Lori Neale

Absent: Moon-Ja Park,

Welcome, check in and prayer

The chairperson opened the meeting at 1:04 p.m. and welcomed everyone. There was a time of introductions and check-in.

Susan Eagle gave an opening prayer. She gave an acknowledgement of the land, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

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

Agenda

Two additions to the agenda:

Greg DeGroot-Maggetti from ISARC to join the meeting at 1:30 and
a draft proposal to the regional meeting.

MOTION by Cameron Watts / Tina Conlon that the agenda be approved as amended.
MOTION **CARRIED**

Minutes

MOTION by Cameron Watts / Tina Conlon that the Minutes of the meeting of the Shining Waters Social and Ecological Justice Commission held March 15, 2022 be adopted as circulated.
MOTION **CARRIED**

Annual Meeting

Susan Eagle has been participating in the program planning group for the regional annual meeting on May 27 and 28, 2022.

United Church Women (UCW)

Guest, Cheryl van Daalen-Smith joined the meeting. She is on the Executive of the regional UCW. She spoke about wanting a formal link between the UCW Executive and this Commission, to have reciprocal information sharing.

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MOTION by Don Ford / Irene Green that the Social and Ecological Justice Commission approach the regional council to have a position on the Commission designated for a representative of the United Church Women.

MOTION

CARRIED

Interfaith Social Assistance Reform Coalition (ISARC)

Greg DeGroot-Maggetti joined the meeting to speak about what ISARC has planned for the upcoming Provincial election. They are concentrating on four main areas: income security, affordable housing and homelessness, long-term care sector, and workers rights.

Greg gave some information on these areas and indicated that ISARC is producing background information about these topics as well as questions that people will be encouraged to ask their individual candidates. The resources and questions will be available on the ISARC website along with responses they get from the parties.

The commission members had an opportunity to ask questions and have a discussion on the information Greg shared.

Greg DeGroot-Maggetti left the meeting.

Esther Collier left the meeting.

Cheryl Van Daalen-Smith left the meeting.

Proposals

Susan Eagle provided a draft proposal *Raising and Indexing Social Assistance Rates in Ontario*. The proposal asks the region to call on the government to;

- 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

MOTION by Don Ford / Irene Green that the Social and Ecological Justice Commission approve the draft proposal *Raising and Indexing Social Assistance Rates in Ontario* and forward it on to the regional council meeting in May 2022.

MOTION

CARRIED

Cameron Watts left the meeting.

Updates

SJNOR (Social Justice Network of Ontario Regions) – *Tina Conlon, Jeffrey Dale*

There is an upcoming event, *Ontario Social Justice Roundtable*, being held on May 1st which is a roundtable in preparation for the Provincial election. Everyone is encouraged to register.

Community Ministries Working Group – *Jeffrey Dale*

This group has had one meeting to date. Their next meeting will focus on next steps; how we look at the ministries individually and collectively.

Environmental Issues

Lori Neale, staff with the Church in Mission unit of the General Council office, joined the meeting to share where the national church is on environmental issues. She shared some slides and information including *For the Love of Creation* campaign, launched in 2020; *Give it up for the Earth* campaign, and theological reflection around climate. She also spoke about the Korean Peace campaign which is a global campaign to end the war in Korea. And she spoke about *Vigil for the Silenced* calling for a “just recovery” from Covid-19, a “just transition” to a Green Economy, a “just resolution” to the political violence, and a “just livable income” for all struggling with income insecurities.

The members had an opportunity to ask questions and have a discussion on the information Lori provided.

Brian McIntosh left the meeting.

Staff reports – *Jeffrey Dale*

Jeffrey reported

- GC44 proposal GS08 on climate change – the Commission is being asked to examine the proposal more closely;
- at GC44 listening session on April 6th – conversation regarding Israel Palestine became heated and a lot of tension was created. Because of the relationship with PalNet, this is something that the Commission needs to discuss and explore.
- affirming and pride events are being planned.
- have received 18 jobs through Canada Summer Jobs program for Shining Waters and Canadian Shield regional councils. They will work on social justice issues. This Commission will be invited to meet with them in the summer to hear about the projects they are interested in, as well as a final meeting at the end of the summer to find out what they worked on.
- The harm reduction proposal is going to GC44 on May 18th.

Ongoing Commission Work

Poverty/Income Inequality (*Susan Eagle, Moon-Ja Park, Tina Conlon*)

Guaranteed Liveable Income – because of the Provincial election coming, we want to try to promote the lawn signs that are available at the regional council office; we will send something out to the region to advise of their availability.

Commission Member updates

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

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Tina Conlon reported that UNJPPI is encouraging regional councils to offer financial support for the gathering happening May 6, 7, 8 at London, ON.

Lori Neale left the meeting.

Topics for Future Discussion

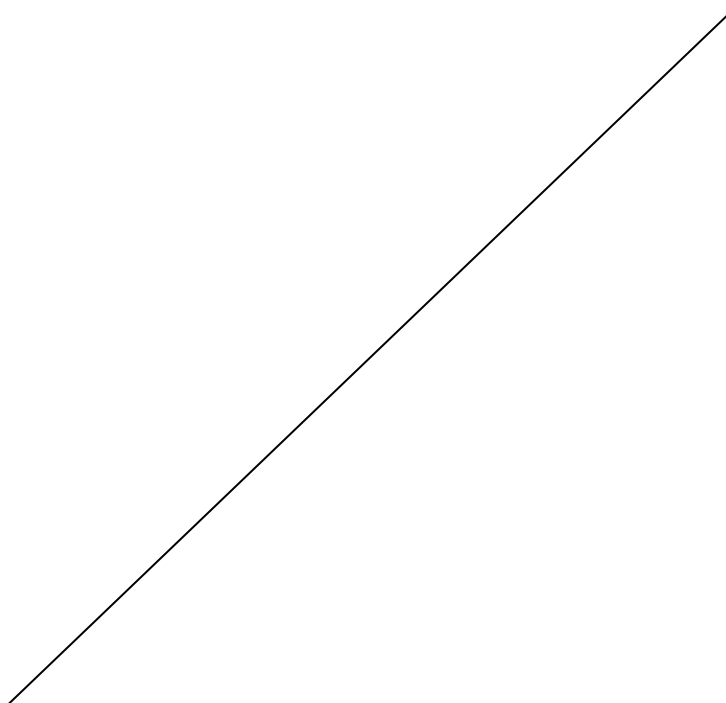
- How the Commission funds.
- How the Commission is communicating.

Deferred Items

- Social Justice (Mid Winter) Event – next event?
- Justice for workers (item deferred from December meeting) – *Tina Conlon*
- Decent hours and scheduling in long-term care workers, equal pay/benefits regardless of status (temp/contract workers, migrants)

Closing The meeting ended at 3:30 p.m.

Next Meeting: Tuesday, May 17, 2022



PASTORAL RELATIONS COMMISSION

Minutes of a meeting held May 10, 2022 at 9:00 a.m.

by video conference

Members Present

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

Welcome, constituting the meeting and prayer

Donna Bowman-Woodall welcomed everyone, acknowledged the indigenous territory we find ourselves on, led the opening prayer from Joyce Rupp, and called the meeting to order.

Agenda

MOTION by Paul Stott/Beth Moore

that the agenda consisting of items that had been circulated to the commission in advance of this meeting be approved.

MOTION

CARRIED

Minutes

MOTION by Lawrence Nyarko/Andy Comar

that the minutes of the April 26, 2022 meeting of the commission be approved.

MOTION

CARRIED

Omnibus Motion

MOTION by Robin Pilkey/Barbara Hendren that the Pastoral Relations Commission take the following actions:

a) **Calls**

... concurs with the request of **Royal York Road Pastoral Charge (Toronto)** and approves the call to **David Exley**, ordained minister, beginning September 20, 2022, full time based on 40 hours per week with the following terms for Category D and Cost of Living Group Assignment 5: Salary \$69,804 per annum, salary in addition to the minimum at 20% which equals \$13,960.80 a total salary of \$83,764.80 per annum, basic telephone \$1200 per annum, Continuing Education and Learning Amount \$1493 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does require an act of covenant.

... concurs with the request of **Glebe Road Pastoral Charge (Toronto)** and approves the provisional call to **Cynthia O'Connell**, candidate for ordained ministry, conditional on

ordination prior to start date, beginning June 1, 2022, full time based on 40 hours per week with the following terms for Category A and Cost of Living Group Assignment 5: Salary \$64,568 per annum, salary in addition to the minimum at 11.96% which equals \$7720 a total salary of \$72,288 per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does not require an act of covenant.

b) **Appointments**

... concurs with the request of **Windermere Pastoral Charge (Toronto)** and approves the re-appointment of **Joseph Hopkins**, ordained minister, beginning July 2, 2022 to September 30, 2022, full time based on 40 hours per week with the following terms for Category B and Cost of Living Group Assignment 5: Salary \$66,312 per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Stroud: St. James Pastoral Charge (Stroud)** and approves the re-appointment of **Patricia James**, designated lay minister, beginning July 1, 2022 to June 30, 2025, part time based on 30 hours per week with the following terms for Category C and Cost of Living Group Assignment 4: Salary \$61,991 (pro-rated \$46,493.25) per annum, salary in addition to the minimum at 7.36% which equals \$4562.54 (pro-rated \$3424.22) for a total salary of \$66,553.54 (pro-rated \$49,917.47) per annum, basic telephone \$840 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$1119.75) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

... concurs with the request of **Westway Pastoral Charge (Toronto)** and approves the provisional appointment to **Elizabeth Kiff**, candidate for ordained ministry, conditional on ordination prior to start date, beginning June 1, 2022 to May 31, 2023, part time based on 20 hours per week with the following terms for Category A and Cost of Living Group Assignment 5: Salary \$64,568 (pro-rated \$32,284) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$746.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this appointment does require an act of covenant.

... concurs with the request of **Bond Head Pastoral Charge (Bond Head)** and approves the re-appointment of **Patti Rodgers**, designated lay minister, beginning July 1, 2022 to June 30, 2025, full time based on 40 hours per week with the following terms for Category D and Cost of Living Group Assignment 5: Salary \$68,385 per annum, basic telephone \$1200 per annum, Continuing Education and Learning Amount \$1493 per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

c) **Voluntary Associate Minister Relationship**

... concurs with the request of **St. Andrew's Pastoral Charge (Toronto)** and **Johannes (Hans) van Nie**, to enter a Voluntary Associate Minister relationship, beginning May 10, 2022.

MOTION

CARRIED

Beth Moore declared a conflict of interest and left the meeting for the next item.

MOTION by Lawrence Nyarko/Robin Pilkey
that the Pastoral Relations Commission take the following action:

... concurs with the request of **Birchcliff Bluffs Pastoral Charge (Toronto)** and approves the call to **Carmen Llanos**, ordained minister, beginning July 1, 2022, part time based on 16 hours per week with the following terms for Category C and Cost of Living Group Assignment 5: Salary \$68,058 (pro-rated \$27,223.20) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$597.20) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this call does not require an act of covenant.

Donna Bowman-Woodall declared a conflict of interest and left the meeting for the next item. Andy Comar assumed the chair.

MOTION by Will Haughton /Beth Moore
that the Pastoral Relations Commission take the following action:

... concurs with the request of **Emsdale Pastoral Charge (Emsdale)** and approves the re-appointment of **David Woodall**, retired ordained minister, beginning July 1, 2022 to June 30, 2025, part time based on 20 hours per week with the following terms for Category F and Cost of Living Group Assignment 2: Salary \$60,965 (pro-rated \$30,482.50) per annum, basic telephone \$800 per annum, Continuing Education and Learning Amount \$1493 (pro-rated \$746.50) per annum and all other terms according to The Manual I.2., and that in accordance with The Manual I.1.9 this re-appointment does not require an act of covenant.

Donna Bowman-Woodall returned to the meeting and assumed the chair once again.

Ordinand/Admittands Requirements Motion

MOTION by Liz Mackenzie/Robin Pilkey that the Pastoral Relations Commission approve the following ordinands/ admittands as having met the appointment/call/employment requirements for ordination/admission at the May 29, 2022 Shining Waters Celebration of Ministry service:

Lee-Ann Ahlstrom - to be ordained into her call beginning June 1, 2022 as minister at Northlea Pastoral Charge

Maria Christina Conlon - to be ordained into her call beginning June 1, 2022 as minister at Davenport-Perth Community Ministry

Elizabeth Kiff - to be ordained into her appointment (June 1, 2022 – May 31, 2023) as minister at Westway Pastoral Charge

Eric Nyarko – to be ordained into his call beginning June 1, 2022 as minister at Ghana Calvary Methodist Pastoral Charge

Cynthia O’Connell – to be ordained into her call beginning June 1, 2022 as minister at Glebe Rd Pastoral Charge

Michelle Voss Roberts – to be admitted into her current employment position as Professor of Theology, Emmanuel College

Trevor Brisbin - to be admitted into his current appointment (January 1 – December 31, 2022) as minister at Humber Valley Pastoral Charge

MOTION

CARRIED

Report from staff

Staff reported in on work they are doing:

a) Liaisons

Sadekie Lyttle-Forbes appointed to Alpha Korean Pastoral Charge (Toronto) for search for a called minister.

b) Pastoral Charge Supervisors

Robin Wardlaw appointed to Hope United Pastoral Charge (Toronto).

Richard Choe appointed to North York Korean Pastoral Charge (Toronto).

Todd also reported on a Clergy Peer Learning Proposal that has been the result of discussions with the *Flourish* Advisory Group. This proposal will be coming to you in June. It will need to be approved by the Executive because it involves some additional staffing support.

St. Paul’s United Church Brampton – there is a review underway of this Community of Faith. The review was preceded by the ending of the pastoral relationship by the two ministers who were serving in ministry there. There may be some recommendations for our Commission out of the review.

It was noted that there are three Brampton churches without ministers and two of them may not be strong enough to have a full-time minister. What can we do to help these churches? Todd noted that our colleague Diane Matheson is working in the area of collaboration and amalgamations, but the review is going to have to be completed before there can be collaborative ministry conversations.

Dale noted that as a follow up to the Commission's action at the last meeting to suspend the search at North York Korean United Church, the Community of Faith Commission has appointed Richard Choe to work with this pastoral charge in terms of their covenant with the UCC.

Together with Canadian Shield region, we held a M&P introductory workshop for new committee members. Training and supporting these committees are an important part of the Pastoral Relations Ministers' work.

Equity Task Group Report – Liz Mackenzie

APPENDIX A

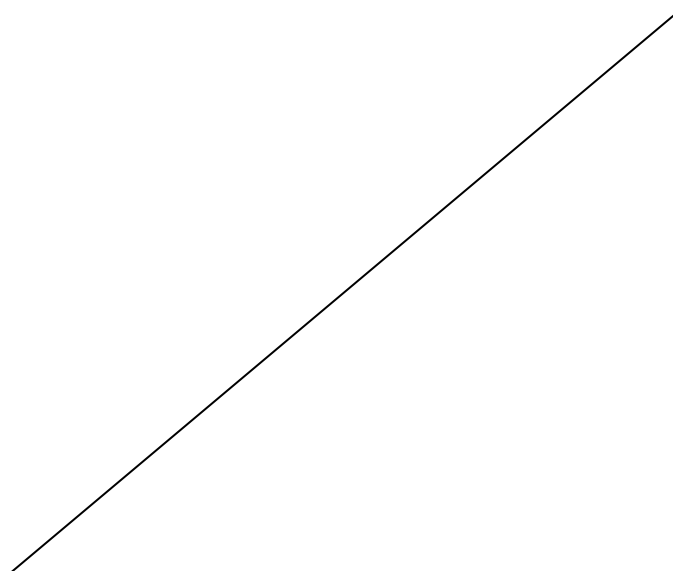
There is a report that was sent out to the Commission members (dated May 5, 2022). The Task Group has attached actions to each of the provocative proposals. The Commission is asked to look at this report in preparation for our June meeting.

Next Meeting

The next meeting of the Pastoral Relations Commission will be held in person on Tuesday, June 14, 2022, at 9:30 a.m., location to be confirmed.

End of meeting

There being no further business, Paul Stott closed the meeting with a prayer.



Pastoral Relations Commission – Shining Waters Regional Council
Provocative Propositions and Actions
Last updated: May 5, 2022

The Equity Task Group brings three Provocative Proposals and actions based on the Final Report Equity Goal Research Project:

Pastoral Relations Commission acts on its high level of commitment to equity in the pastoral relations preparation and search process by providing a high level of **equity training** for pastoral relations liaisons and search teams. The training focuses on making the search and selection process more open (break down bias walls) for equity seeking ministry personnel.

Actions:

1. Search Teams appoint an equity monitor for the team's work. The regional council to provide enhanced equity training for the monitor.
2. At the Profile writing stage, the Position Description include a statement of equity commitment and why it is important to the community of faith.
3. The Pastoral Relations Commission will provide an update(s) to the Communities of Faith Commission on our equity work and invite them to consider asking congregations to include an equity lens in their Living Faith Stories.
4. Create an enhanced equity training module for search team that can be used by PR liaison and the training module be reviewed annually at a Pastoral Relations liaison check in.

Pastoral Relations Commission provides **support, connection and accompaniment** with equity seeking ministry personnel, between equity seeking ministry personnel and for equity seeking ministry personnel.

1. Interview/Negotiation: Pastoral Relations Commission provide a negotiation resource and post it to the website, and accompany the resource with an annual workshop for Ministry Personnel on how to negotiate.
2. A Supported Beginning: Provide an annual gathering of new arriving ministry personnel to SWRC for the purpose of orientation and relationship building.

Pastoral Relations Commission is **responsible** for growing equity within pastoral relations policy and practice in Shining Waters Regional Council. This responsibility encompasses a growing relationship with pastoral relations liaison and empowers the Commission to be an influencer for equity.

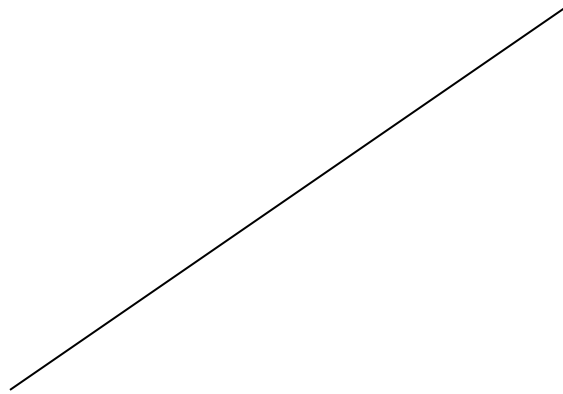
1. Ensure at least one member of the PR Commission is a PR liaison (Policy change).
2. Annually, at a quarterly PR liaison gathering, liaisons will come prepared to report on any equity issues they are identifying (provide 5 equity concerns identified in

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Report as a guide). A report and any recommendations is provided to PR Commission.

3. PR Commission appoint an equity monitor from its membership to raise equity issues for the Commission.



SOCIAL AND ECOLOGICAL JUSTICE COMMISSION

Minutes of a meeting held May 17, 2022 at 1:00 p.m.
by video conference.

Members Present

Susan Eagle (Chairperson), Lois Brown, Esther Collier, Tina Conlon, Don Ford, Irene Green

Staff: Jeffrey Dale, Rachael Howes

Guests: Brian McIntosh,

Regrets: Cameron Watts

Absent: Won Hur, Moon Ja Park

Welcome, check in and prayer

The chairperson opened the meeting at 1:05 p.m. and welcomed everyone.

Susan Eagle read a poem by Walter Bruggeman as an opening. She asked all members to acknowledge the lands on which they reside, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

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

There was a time of check-in and the Commission looked at the mandate of the Commission for the benefit of the newest members.

The Commission discussed making a recommendation to the Executive to make a change in the responsibilities shown in the Commission policy.

MOTION by Don Ford / Esther Collier that the Social and Ecological Justice Commission request the Executive of Shining Waters Regional Council to amend the Commission policy to add the words 'and ecological' after the words 'social' in numbers 1 and 5 under the Responsibilities section, so it reads, 'social *and ecological* justice.'

MOTION

CARRIED

Agenda

Addition of an item regarding funding.

MOTION by Irene Green / Lois Brown that the agenda be approved as amended.

MOTION

CARRIED

Minutes

MOTION by Lois Brown / Don Ford that the Minutes of the meeting of the Shining Waters Social and Ecological Justice Commission held April 26, 2022 be adopted as circulated.

MOTION

CARRIED

Regional Council Annual meeting

The Commission reviewed the final version of the proposal going to the regional council meeting.

MOTION by Esther Collier / Don Ford that the Proposal, *Raising and Indexing Social Assistance Rates in Ontario*, be amended to change the wording of number 4. 1. to read: initiate a three-year plan to raise social assistance incomes above the Market Basket Measure of Poverty

MOTION

CARRIED

MOTION by Tina Conlon / Esther Collier that the Social and Ecological Justice Commission of Shining Waters Regional Council approve the proposal, *Raising and Indexing Social Assistance Rates in Ontario*, as presented and amended.

MOTION

CARRIED

UCW request

The Commission was advised that it is not the policy of Shining Waters Regional Council to designate specific positions for the Executive and Commissions. This matter will come back to a future meeting.

Ontario Election:

- ISARC Follow-up election materials - ISARC has sent these materials out across the Province and shared them with various networks. It was decided to send these out to Shining Waters communities of faith.
- SJNORC follow-up from Election Forum – Jeffrey suggested that we put together a small task group to help keep people connected and build this Commission's presence.
- GLI Signs – another notice about the availability of these signs will be sent out to communities of faith along with the ISARC materials email.

Community Ministries update – Jeffrey

May 31st is the next meeting of this working group and they will start to solidify some pieces around what support the community ministries are looking for.

GC44 Issues:

- Proposal GS08 – Climate Justice Commitment

Jeffrey Dale reported that the Executive has asked that each commission look at this GC44 proposal. He specifically pointed out the part around the strategic objective: *amplify and integrate*

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current initiatives in a bold, hopeful denominational climate strategy that accelerates reductions towards the goal of an 80% decrease in emissions by 2030; with a commitment to measure, report and adjust based on learnings.

The Commission discussed tackling this challenge and it was decided to set aside a significant amount of time to specifically talk about the matter. Esther Collier and Don Ford agreed to help focus the discussion.

- Palestine Israel – no update
- Harm reduction – this goes forward to General Council on Wednesday, May 18th; Jeffrey Dale has done some podcast interviews that will go live on Wednesday morning as part of background information for GC Commissioners; they will also be available on the website.

Summer students

Jeffrey Dale reported that on Friday June 24th, 10 a.m. and 11:30 a.m. the students will be presenting on what they are working on this summer

Affirm Week

The regional council has a pride flag available for pride parades and activities. Jeffrey Dale gave information on dates of upcoming events in the region;

June 18th – Interfaith Pride and York Pride

June 24th, 25, and 26th – Toronto Pride

July 17th – Gravenhurst Pride

July 24th – Bracebridge Pride

Don Ford left the meeting.

Report from UNJPPI event

This commission sponsored Tina Conlon and Lois Brown to attend the event and they will give a detailed presentation at a future meeting. Tina and Lois gave some brief broad impressions.

Staff reports – Jeffrey Dale and Kim Uyede-Kai

Kim reported;

- we are still in Asian Heritage Month; the region has some resources on their website as has General Council.
- Korean peace appeal – the country has been at war for 70 years and the impacts are widespread and ongoing. The United Church of Canada has joined this appeal and there is a petition; everyone is encouraged to learn about the appeal and get signatures on the petition.
- shooting in California at a Taiwanese church is having huge impact and ripple effects across the United States as well as Canada. It was motivated by political tensions between China and Taiwan.

Jeffrey reported;

Faith Formation Ministers from Shining Waters, Canadian Shield, Antler River Watershed, Western Ontario Waterways, Horseshoe Falls and Eastern Ontario Outaouais will be reading the book, *The Encounters*, by HyeRan Kim-Cragg and EunYoung Choi in the Fall; they will then be inviting people across the regions to read the book and will host four sessions for discussion, at which actors will perform some of the monologues from the book. The cost of the book is \$20.

Funding – this will come to a future meeting.

Planning for Commission Work through sub-committees

Susan Eagle asked the members to consider which sub-committee they might be interested in joining and whether or not all of them are still needed.

Homelessness (Cameron, Susan)

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

GLI National Group

Anti-Racism (Moon-Ja, Lois)

Right Relations (Lois, Cameron, Tina)

Environment (Moon-Ja)

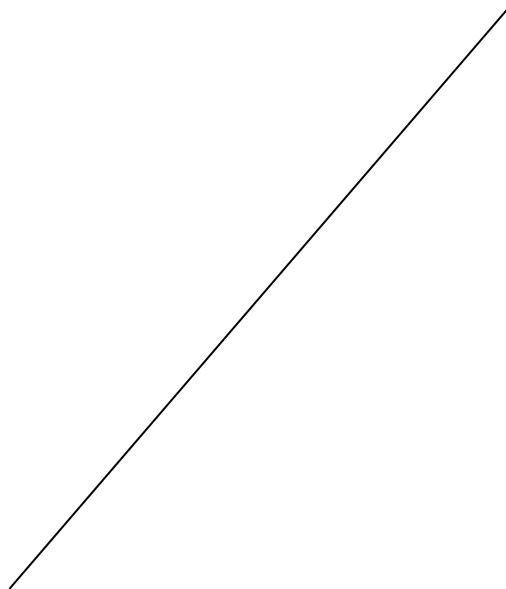
North Toronto Churches Cluster Green Team

Israel/Palestine - *Tina, Lois*

Closing Prayer and Adjournment

Jeffrey offered a closing prayer and the meeting ended at 3:22 p.m.

Next Meeting: June 29, 2022 at 1 p.m.



COMMUNITIES OF FAITH COMMISSION

Minutes of a meeting held May 18, 2022 at 9:30 a.m.
by video conference

Present:

Chris Bennett, Carolyn Harding, Calin Lau, Amy Lee, Patti Rodgers, Gloria Tozek (Chair)

Staff: Jody Maltby, Kim Uyede-Kai, Diane Matheson-Jimenez, Jeffrey Dale, Rachael Howes

Regrets: Kevin Logie, Sandra Nottegar, Harry Ramsaran

Welcome, check in and prayer

The chairperson welcomed everyone. Amy Lee gave an acknowledgement of the land, and led opening worship.

The chairperson constituted the meeting in the name of Jesus Christ, and acknowledged our commitment to being a safe place for all people to gather and participate in our Region.

There was a time of check-in.

Agenda

Add to item on climate justice to end of agenda;
Add one email vote.

The Agenda was accepted as amended by consensus

Minutes

MOTION by Calin Lau / Patti Rodgers that the Minutes of the meetings of the Communities of Faith Commission of Shining Waters Regional Council dated April 20, 2022 be approved as circulated.

MOTION

CARRIED

Email Votes

The following decisions were made by email:

- Islington United Church – Sanctuary project
approved the renovations to the sanctuary and narthex of Islington United Church in the amount of \$162,000.
- Central United Church, Weston – updated Constitution
approved the updated Constitution of Central United Church, Weston, dated February 20, 2022
- North York Korean UC – appointment

appointed Richard Choe to review and to discern with North York Korean United Church on the relationship between North York Korean United Church and Shining Waters Regional Council through the facilitation of a listening and dialogue process.

Communities of Faith Updates

- St. Paul's, Brampton Review – Diane Matheson-Jimenez

Diane reported – the reviewer is completing his information-gathering and will be moving on to writing recommendations; putting together a committee to review

- Bala-Port Carling Review – Jody Maltby

Jody reported that the final report has just come in today, meeting to figure next steps; have a review committee. The report will go to the committee and to the Boards of the congregations and will be preparing for a meeting in early June for the Committee to consider the recommendations and start to make a decision.

MOTION by Patti Rodgers / Calin Lau that the Communities of Faith Commission of Shining Waters Regional Council appoint the following to be the Review Committee in the review of Bala Port Carling Pastoral Charge: Carolyn Harding, Islay Scott, Rev. Jim Keenan; the committee to report by September 2022 on the final decisions in this matter.

MOTION

CARRIED

Intentional Interim Ministry

Diane Matheson-Jimenez gave background information on College Street's request for an extension of their intentional interim ministry and the recommendation of the Intentional Interim Ministry Committee.

MOTION by Carolyn Harding / Calin Lau that on the recommendation of the Intentional Interim Ministry Committee, the Communities of Faith Commission of Shining Waters Regional Council, approves the request of College Street United Church to extend their intentional interim ministry to December 2023, and that the approval of the request is contingent upon the first year of the extension focusing on their named goals of being in community and making connections to the local community and stabilizing and increasing membership-building, and the remaining six months focusing on calling a minister.

MOTION

CARRIED

Diane provided some background on Central's request for intentional interim ministry.

MOTION by Patti Rodgers / Carolyn Harding that on the recommendation of the Intentional Interim Ministry Committee, the Communities of Faith Commission of Shining Waters Regional Council, approves the request of Central United Church, Weston, to enter into a time of intentional interim ministry for two years.

MOTION

CARRIED

MOTION by Patti Rodgers / Carolyn Harding that the Communities of Faith Commission of Shining Waters Regional Council approve the recommendation of the Intentional Interim Ministry Committee that a portion of the time of intentional interim ministry at Central United Church, Weston be dedicated to pursuing relationships in the community of Weston.

MOTION

CARRIED

Rural Connect Midland Hub – *Susie Henderson*

Susie provided a reminder about the background on Rural Connect. The tech part is ready to go; process has been stalled but St. Paul's is now ready; what is the regional role here? St. Paul's would welcome support from region around their strategy of being a Hub, and helping to identify satellite partners. There is a lot of potential to connect beyond worship which is unrealized at this point. The Commission had good discussion on the topic. Questions were raised around timing and relevance of this worship model.

Property Update – *Jody Maltby*

Jody reported that she, Gloria Tozek, and Chris Bennett had conversation around possibilities; we have some pieces of the property work and the Executive has some pieces; decisions are being made with different lenses, and some overlap. We are looking at the Fall to have a joint meeting of this Commission and the Executive.

Theology of property – how we look at property ownership and how we look at equitable resources; who needs to be at the table? This is a good time to have that conversation more broadly; General Council is interested and maybe some other regions. This Commission has a lot of insight to bring. This will be going forward in the Fall.

The Commission took an all-purpose break.

Diane Matheson-Jimenez left the meeting

Jeffrey Dale joined the meeting

Canada Summer Jobs Program – *Jeffrey Dale*

Jeffrey reported that the region got approved for all 18 jobs through the Canada Summer Jobs Program. Twelve of the students from last year have asked to return and Jeffrey has given them the first opportunity. There are now six churches asking about some form of a children's program in-person so four of the jobs will focus on in-person programs.

Jeffrey left the meeting.

Looking Ahead

- Commission Workplan

Susie and Gloria have created a workplan for the commission. The visual format is very helpful. The commission reviewed and discussed the contents of the plan.

Chris Bennett joined the meeting.

- Policy Framework grid

The commission reviewed and discussed the review of policies set out on a policy framework grid.

The commission talked about October dates for the joint meeting with the Pastoral Relations Commission; October 25th or 26th are the possibilities.

- Next steps on strategic directions

The lead direction that is emerging is "Deepening Connections" with the goal to strengthen connection among communities of faith and the Shining Waters region. Our initial objective is drafted to: Support a diverse cohort of regional representatives and strengthen their capacity to connect communities of faith with the Communities of Faith Commission.

We will continue to work on the plan as a whole towards adopting an overall strategy with directions, goals and objectives for the Commission to approve.

At the same time, we want to move forward on what we have identified already as a solid first step, that is, to reach out in June with a survey to regional representatives and listen to their needs and issues to identify where supports are necessary and connections are possible. Staff will touch base with the Executive Minister to make the Executive is aware of this effort.

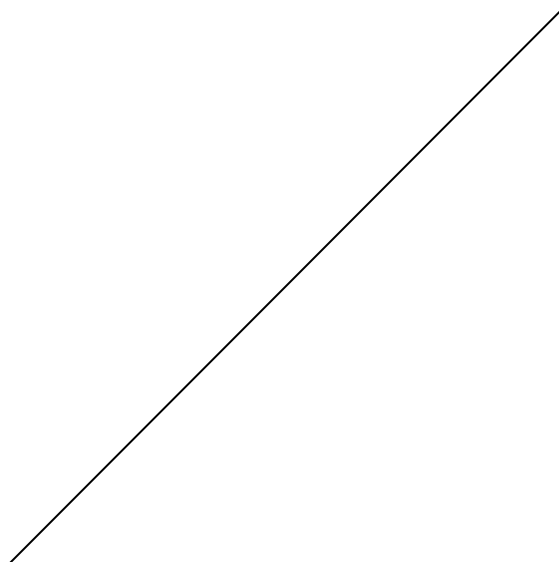
- Climate Justice

The Executive has requested that Shining Waters Commissions look at the General Council proposal on climate action/justice. There was brief discussion and it was decided to discuss it more fully at next month's meeting.

Closing

The Chairperson thanked everyone and offered them blessings on their day and week.

Next Commission meeting: June 29, 2022, a hybrid of online and in-person. No meeting in July.



SHINING WATERS REGIONAL COUNCIL

MINUTES OF THE REGIONAL MEETING May 27 – 29, 2022

The annual meeting of Shining Waters Regional Council took place on May 27 – 29, 2022 via video conference. The theme was *For the Common Good*.

FRIDAY, May 27, 2022

Words of Welcome, Opening of Meeting and constituting the Council

Shining Waters Regional Council gathered via Zoom video conference at 12:00 p.m. to begin the annual meeting of Shining Waters Regional Council. Betty Lou McNabb, President, welcomed all those participating, introduced herself and Executive Minister, Peter Hartmans.

Betty Lou McNabb gave an Acknowledgement of the Land and safe space statement. Jake Charles, a member of the community of the Chippewas of Georgina Island First Nation welcomed everyone with song, to this meeting occurring on Indigenous lands across the region.

President, Betty Lou McNabb constituted the meeting in the name of Jesus Christ, and as the United Church gathered together, to deal with such business as should properly come before the Council.

Susie Henderson gave an orientation to the tools being used for this meeting.

Opening motions

MOTION by Peter Hartmans / David Leyton-Brown that the following enabling motions be adopted,

- a) Roll of the Regional Council: that the roll of Roll of the Regional Council shall consist of:
 - All ministry personnel within the geographic bounds served by Shining Waters Regional Council (Basis of Union 6.2.1);
 - Ministers of denominations within mutual recognition agreements while under appointment or call (Basis of Union 6.2.2);
 - Lay members elected by the Community of Faith, respecting the balance of lay and ministry personnel where possible (Basis of Union 6.2.3);
 - Additional lay members as determined by the Regional Council if necessary, to respect a balance of ministry personal and lay members who are not ministry personnel in the membership of the Regional Council (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 meeting 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

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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.

MOTION

CARRIED

Introductions

President, Betty Lou McNabb made a number of introductions, including the chaplains, parliamentarian, General Council representative, worship leader and keynote speaker.

Worship

A time of worship was led by Niki Andre.

Keynote Speaker

Heather Menzies provided a keynote address on the theme of the regional meeting, *to each is given the manifestation of the Spirit for the common good*. The meeting then went into break-out rooms for small group discussion and reflection.

The meeting took an all-purpose break.

Greetings from General Council

Éric Hébert-Daly, Responsable des ministères en français, The United Church of Canada, brought greetings from General Council, The United Church of Canada. He touched on the new Call and Vision of The United Church of Canada and the strategic objectives.

Accountability Reports

The President called for questions related to the accountability report of the Executive.

In Memoriam

Jeffrey Dale and Lawrence Nyarko led a time of worship to remember those ministry personnel that have passed away since the November 2021 Regional Council meeting, as well as the churches that have closed in that period.

The meeting took an all-purpose break

Proposals to Shining Waters Regional Council

Susan Eagle presented proposal SWRC2022-01 *Raising and Indexing Social Assistance Rates*.

MOTION by Susan Eagle / Cameron Watts that Shining Waters Regional Council adopt the proposal SWRC2022-01, *Raising and Indexing Social Assistance Rates* in Ontario, as presented.

MOTION

CARRIED

George Isaac presented proposal SWRC2022-02 *Statistics and Financial Reporting for Shining Waters Region*.

MOTION by George Isaac / Jeanette Schieck that Shining Waters Regional Council adopt the proposal SWRC2022-02 *Statistics and Financial Reporting for Shining Waters Region*, as presented.

MOTION

CARRIED

Blessing and Adjournment

The President declared the meeting adjourned to reconvene at 12:00 p.m. on May 28, 2022 and offered a closing blessing.

SATURDAY, May 28, 2022

Words of Welcome, Acknowledgement of the Land, Safe Space Statement

President, Betty Lou McNabb, welcomed participants to the second day of the Shining Waters Regional Council meeting. She gave an Acknowledgement of the Land and safe space statement. Jake Charles, a member of the community of the Chippewas of Georgina Island First Nation welcomed everyone to the meeting with a song.

Worship

Niki Andre led the meeting in worship.

Proposal from the Indigenous Church to General Council

Rev. Teresa Burnett-Cole spoke to the meeting about the proposal that has been brought by the National Indigenous Council to General Council 44 regarding the restructuring of the Indigenous Church.

The meeting took an all-purpose break.

Report of the Nominations Committee and Election

David Leyton-Brown, Chair of the Nominations Committee, presented the Nominations Report. Candidate for President-Elect, Tina Conlon, spoke about her vision for the regional council.

MOTION by David Leyton-Brown / Steven Loweth that Shining Waters Regional Council elect those listed in the Nominations Report to serve on the Shining Waters Regional Council Executive, Commissions and Committees of Shining Waters Regional Council for the stated terms.

MOTION

CARRIED

The Nominations Committee was thanked for their work and the President thanked everyone who volunteered and will be offering leadership in the region.

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General Council News and Updates

A video was shown, prepared by David Jagger, Stewardship and Gifts Officer, titled, *Stewardship, Mission and Service, and Beyond*.

Sarah Lough from the *Then Let Us Sing* project shared a video with information about the project and was available to answer questions.

The meeting took an all-purpose break.

Common Good Panel

As part of the theme reflection, a panel comprised of local ministries engaged in work for the common good presented their particular context on the theme. The panellists were: Michelle Singh, Executive Director of Faith and the Common Good, Brandon Stiles, Environmental Department Manager for the Chippewas of Georgina Island First Nation, Alexa Gilmour, National Director of Stone Soup Network and Ted Reeve, minister at St. Paul's United Church, Orillia. The meeting then went into break-out rooms for questions and discussion.

General Council News and Updates

Kimiko Karpoff shared information on the National Pastoral Relationship Equity Research Project.

William Simmons from the United Church Resource Distribution Centre made a presentation on various books and resources available that relate to our meeting theme.

Financial Report and Budget

David Leyton-Brown and Deborah Hart presented the proposed draft budget for 2023. There was a time for questions.

MOTION by David Leyton-Brown / Deborah Hart that Shining Waters Regional Council approve the 2023 draft budget as presented.

MOTION

CARRIED

Blessing and Adjournment

President Betty-Lou McNabb announced her resignation as President of Shining Waters Regional Council effective at the end of this regional council meeting, May 29, 2022, because of health issues.

President, Betty Lou McNabb, declared the meeting adjourned and offered a closing blessing.

SUNDAY, May 29, 2022

Celebration of Ministries Service

Shining Waters Regional Council held a Celebration of Ministries Service at St. Paul's United Church, Orillia.

President, Rev. Betty Lou McNabb presided assisted by Executive Minister, Rev. Peter Hartmans. Liturgists Rev. Lawrence Nyarko, Rev. Won Hur, and Rev. Lauren Hodgson, provided leadership.

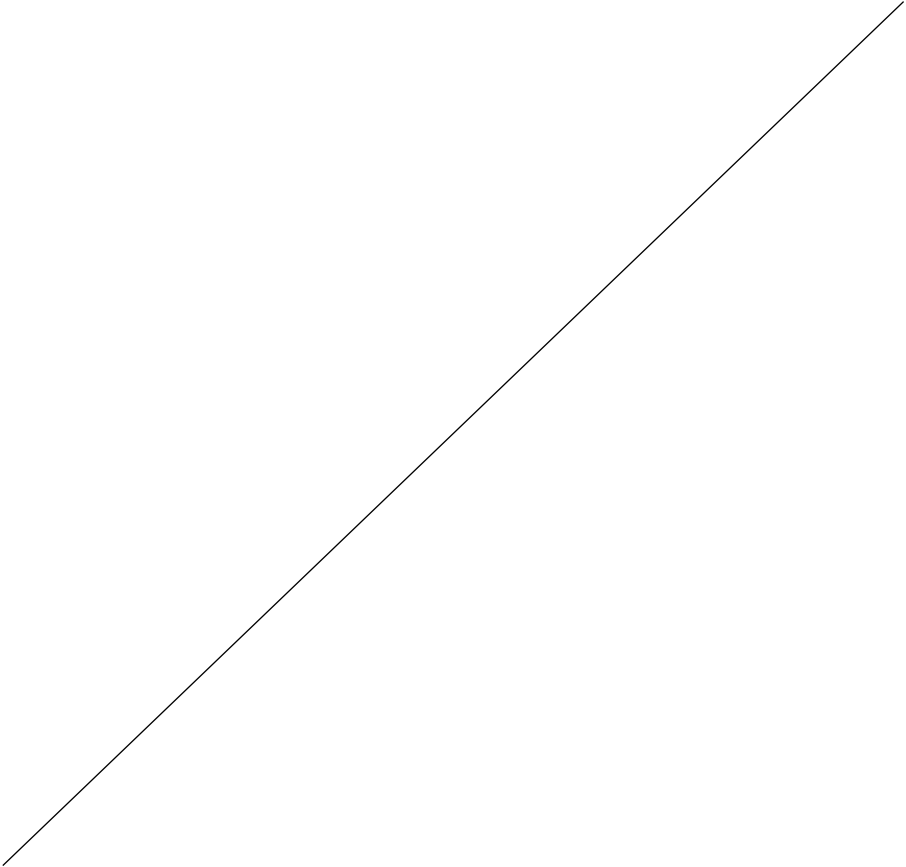
Lauren Hodgson gave an Acknowledgement of the Land. The Scripture readings were from 1 Corinthians 12: 4 – 11 and John 17: 20 – 26. Rev. Dr. Martha ter Kuile delivered the message titled, *Sing a New Church*.

The service also recognized and celebrated those ministry personnel that have retired since the last regional council meeting and those ministry personnel marking a significant anniversary of their entry into ministry within The United Church of Canada.

Lee-Ann Ahlstorm, Maria Christina Conlon, Elizabeth Kiff, Eric Nyarko, and Cynthia O'Connell were ordained to the order of ministry. Trevor Brisbin and Michelle Voss Roberts were admitted to the order of ministry of The United Church of Canada. Cheryl Stenson was recognized as a Licensed Lay Worship Leader.

The newly ordained and admitted members of the order of ministry served Communion.

Rev. Dr. Martha ter Kuile gave the Commissioning and Blessing.



Appendix A
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.

Appendix B
DIGEST OF ACTIONS
OF 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.

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Appendix C
REGIONAL MEETING ATTENDANCE

Name (First)	Name (Last)	Connection to Region	Name of Community of Faith
Donna	MacCandlish	Elected Regional Lay Rep	Eglinton St. George's United
Sharon	Adamson	Elected Regional Lay Rep	Deer Park United Church
Phyllis	Airhart	Elected Regional Lay Rep	St. Andrew's
Jingle	Ayupan	Elected Regional Lay Rep	Filipino Christian Fellowship
Edna	Baker-Graf	Elected Regional Lay Rep	Knob Hill UC
Chris	Bennett	Elected Regional Lay Rep	East End United
Tracy	Bowie	Elected Regional Lay Rep	Royal York Road United church
Ruth	Bramham	Elected Regional Lay Rep	Cummer Avenue United Church
Jan	Breuls-Dorang	Elected Regional Lay Rep	Leaside United Church
Joan	Carr	Elected Regional Lay Rep	Martin Grove United. Church
June	Cavers	Elected Regional Lay Rep	Northlea United
Sam	Cha	Elected Regional Lay Rep	North York Korean United Church
Pauline	Chappell	Elected Regional Lay Rep	Grace United, Barrie
Dianne	Cheetham	Elected Regional Lay Rep	Fraserburg United Church
Joan	Chinnery	Elected Regional Lay Rep	Ebenezer United Church Markham
Laurie	Cook	Elected Regional Lay Rep	Sharon-Hope
Maria Christina	Conlon	Elected Regional Lay Rep	Davenport Perth Community Ministry
Wilma	Crago	Elected Regional Lay Rep	Humber Valley United
Joy	Crawford	Elected Regional Lay Rep	Queensville Holland Landing
Charles	Donley	Elected Regional Lay Rep	Lambton-Kingsway United Church
Mary	Duggan	Elected Regional Lay Rep	Home UC
Stanley	East	Elected Regional Lay Rep	Bolton United Church
Barbara	Edwards	Elected Regional Lay Rep	Knox United Church
Barry	Edwards	Elected Regional Lay Rep	Knox United Church Agincourt
Lea	Elcombe	Elected Regional Lay Rep	St Paul's UC Scarborough
Wendy	Fabrizi	Elected Regional Lay Rep	Downsview United Church
Sander	Fleming	Elected Regional Lay Rep	St Bartholomew's United Church
Will	Gibson	Elected Regional Lay Rep	Trinity United Huntsville
Mhairi "Varry"	Godley	Elected Regional Lay Rep	St. James United Church
Glen	Greenwood	Elected Regional Lay Rep	St. Mark's United Church
Gail	Hamblin	Elected Regional Lay Rep	Humber Valley United Church
Carolyn	Harding	Elected Regional Lay Rep	Bond Head United Church
Deborah	Hardwick	Elected Regional Lay Rep	Grace United Church
Karen	Harvey	Elected Regional Lay Rep	Bond Head United
Ann	Hawkins	Elected Regional Lay Rep	Bolton United Church
Barbara	Hendren	Elected Regional Lay Rep	Stouffville United Church

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Robert (Bob)	Hilliard	Elected Regional Lay Rep	Bloor Street United Church
Allan	Holditch	Elected Regional Lay Rep	St Andrews Markham
Nancy	Hopkinson	Elected Regional Lay Rep	Nobleton Schomberg Pastoral Charge
William	Hurdman	Elected Regional Lay Rep	St. Matthew's, Richmond Hill
Allan	Hux	Elected Regional Lay Rep	Fairlawn Avenue United Church
George	Isaac	Elected Regional Lay Rep	Dalston-Crown Hill United Church
Nenke	Jongkind	Elected Regional Lay Rep	Bloor Street United Church
Sandra	Kirby	Elected Regional Lay Rep	King City United Church
Deirdre (Dee)	Lawrence	Elected Regional Lay Rep	Knox United Church
David	Leyton-Brown	Elected Regional Lay Rep	Richmond Hill United Church
Pamelia	Lock	Elected Regional Lay Rep	Jubilee United Church, Toronto
Sarah	Lough	Elected Regional Lay Rep	Bond Head United Church
Sandy	Mackenzie	Elected Regional Lay Rep	Trinity United Church
Carol	MacLean	Elected Regional Lay Rep	Bayview United Church
Dorothy	Mazeau	Elected Regional Lay Rep	Caledon East United Church
Rosemary	McLeese	Elected Regional Lay Rep	Timothy Eaton Memorial
Bill	Melvin	Elected Regional Lay Rep	Timothy Eaton Memorial
Beth	Moore	Elected Regional Lay Rep	Birchcliff Bluffs United Church
Robert	Murdock	Elected Regional Lay Rep	Collier Street United
Jewel	Naismith	Elected Regional Lay Rep	Grace United Church
Moon Ja	Park	Elected Regional Lay Rep	Thornhill United Church
Catherine	Phillips	Elected Regional Lay Rep	Downsview United Church
Linda	Robinson	Elected Regional Lay Rep	Parkdale United Church
Mary	Sarginson	Elected Regional Lay Rep	St. Paul's UC
Debby	Schieck	Elected Regional Lay Rep	
Jeannette	Schieck	Elected Regional Lay Rep	Midhurst United Church
Islay	Scott	Elected Regional Lay Rep	Burton Avenue United Church
Ronald	Scott	Elected Regional Lay Rep	Northlea United
Linda	Severson-Winson	Elected Regional Lay Rep	St. James United Church, Stroud
Mary	Stewart	Elected Regional Lay Rep	Alderwood United Church
Nancy	Sullivan	Elected Regional Lay Rep	Wesley Mimico United Church
Anne	Sutherland	Elected Regional Lay Rep	Windermere, Toronto
Gloria	Tozek	Elected Regional Lay Rep	St Paul's, Orillia
Wendy	Wight	Elected Regional Lay Rep	Bracebridge United Church
Ron	Wigle	Elected Regional Lay Rep	Parkwoods United Church
Martha	Wood	Elected Regional Lay Rep	Bracebridge United Church
Richard	Wozenilek	Elected Regional Lay Rep	Timothy Eaton Memorial Church
Ronny	Yaron	Elected Regional Lay Rep	Bathurst United

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Joel	Aguirre	Ministry Personnel	Filipino Christian Fellowship-UC
David	Allen	Ministry Personnel	Windermere UC
Charles	Arasaratnam	Ministry Personnel	McKellar-Dunchurch Pastoral Charge
Ratna	Arasaratnam	Ministry Personnel	M
Thelma	Arnott	Ministry Personnel	VAM at Grace United Church
Warren	Ball	Ministry Personnel	Mt. Albert United Church
David	Black	Ministry Personnel	Grace U.C.
Valerie	Blatherwick-Noakes	Ministry Personnel	Chapel in the Park
Donna	Bowman-Woodall	Ministry Personnel	Lake of Bays Pastoral Charge
Marlene	Britton	Ministry Personnel	General Council
Audrey	Brown	Ministry Personnel	Canadian Armed Forces - Chaplain
Lois	Brown	Ministry Personnel	Unity United Church
Linda	Butler	Ministry Personnel	Churchill-Gilford
Ross	Carson	Ministry Personnel	n/a
Kay	Cho	Ministry Personnel	Willowdale-Emmanuel/Temperanceville
Richard	Choe	Ministry Personnel	College Street United Church
Andrew	Comar	Ministry Personnel	Aurora United Church
Cindy	Cooper	Ministry Personnel	Bayview united Church
Basil	Coward	Ministry Personnel	Victoria Square United Church
Amy	Crawford	Ministry Personnel	Islington United/General Council Office
Gregory	Daly	Ministry Personnel	Beach United Church
Tim	Dayfoot	Ministry Personnel	St. Andrew's Markham
Lorraine	Diaz	Ministry Personnel	Timothy Eaton Memorial Church
Susan	Eagle	Ministry Personnel	Grace United Church
Sydney	Elias	Ministry Personnel	Bolton and Palgrave
Nina	Fulford	Ministry Personnel	Lake of Bays Pastoral Charge
Emily	Gordon	Ministry Personnel	Leaside United Church
Ted	Grady	Ministry Personnel	Runnymede United Church

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Alan	Hall	Ministry Personnel	General Council Office
Adam	Hanley	Ministry Personnel	Islington United Church - VAM
Deborah	Hart	Ministry Personnel	Deer Park United Church
William	Haughton	Ministry Personnel	Dalston-Crown Hill and Forest Home
Karen	Hilfman Millson	Ministry Personnel	retired
Hewitt	Holmes	Ministry Personnel	Collier Street United Church
Joseph	Hopkins	Ministry Personnel	Windermere United Church
Won	Hur	Ministry Personnel	Parkwoods UC
Brad	Inglis	Ministry Personnel	Lansing United Church
Debbie	Johnson	Ministry Personnel	North Bramalea & Home
Hae Bin	Jung	Ministry Personnel	Alpha Korean United Church
Isaac	Kamta	Ministry Personnel	Ministere Protestant Francophone
Yoon Ok	Kang	Ministry Personnel	Willowdale Emmanuel
Julia YunJung	Kim	Ministry Personnel	Downsview UC
Sung Ran	Kim	Ministry Personnel	Countryside United Church
David	Kim-Cragg	Ministry Personnel	St. Matthew's
Michael	Kooiman	Ministry Personnel	n/a
Calin	Lau	Ministry Personnel	Keswick-Ravenshoe United Church
Amy Yea Kyong	Lee	Ministry Personnel	Davenport-Perth United Church
Andrew Kun Young	Lee	Ministry Personnel	York United Ministries
Hannah	Lee	Ministry Personnel	Knob Hill United Church
Carmen	Llanos Acero	Ministry Personnel	Birchcliff Bluffs United Church
Steven	Loweth	Ministry Personnel	Fairbank United Church
Sadekie	Lyttle-Forbes	Ministry Personnel	Sharon-Hope United Church
Margaret	MacDonald	Ministry Personnel	Heart Lake United Church
M Elizabeth (Liz)	Mackenzie	Ministry Personnel	Dewi Sant Welsh United Church
Tom	MacNeil	Ministry Personnel	Emmanuel United Church
Cheryl-Lynn	MacPherson	Ministry Personnel	Cummer Avenue United Church
Louise	Mahood	Ministry Personnel	n/a
Shannon	Mang	Ministry Personnel	St. Andrew's United Church
Martha	Martin	Ministry Personnel	Kingston Road United Church
John joseph	Mastandrea	Ministry Personnel	Manor road united church

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Linda	Maw	Ministry Personnel	St James United Church
Brian	McIntosh	Ministry Personnel	Bloordale United Church
Carol	Mckinley	Ministry Personnel	Asbury and West
Evelyn	McLachlan	Ministry Personnel	Nobleton United Church
Betty Lou	McNabb	Ministry Personnel	Georgina Island Native
Lena	Medeiros	Ministry Personnel	Royal York Road UC
Rob	Metcalf	Ministry Personnel	Fairlawn Avenue United Church
Stephen	Milton	Ministry Personnel	Lawrence Park Community Church
Maria	Mindszenty	Ministry Personnel	Temperanceville United Church
Richard	Moffat	Ministry Personnel	Retired
Monica	Moore	Ministry Personnel	St. James, Parry Sound
Lisa	Naumann	Ministry Personnel	Mayfield United Church
Randy	Naylor	Ministry Personnel	retired
Japhet	Ndhlovu	Ministry Personnel	Alderwood United
Eric	Nyarko	Ministry Personnel	Ghana Calvary Methodist
Lawrence	Nyarko	Ministry Personnel	Alderwood United Church
Cynthia	O'Connell	Ministry Personnel	Glebe Road United Church
T Leigh	Olson	Ministry Personnel	Thornhill United Church
John	Perigoe	Ministry Personnel	St. Paul's UC
A. Marion	Pope	Ministry Personnel	Trinity-St. Paul's United Church,
Henry	Poutiainen	Ministry Personnel	Chapel in the Park UC
Cindy	Randall	Ministry Personnel	Humbervale United Church
Ted	Reeve	Ministry Personnel	St. Paul's, Orillia
Barry	Rieder	Ministry Personnel	Jane Finch Community Ministry
Patti	Rodgers	Ministry Personnel	Bond Head United Church
Norm	Seli	Ministry Personnel	Jubilee United Church
Dong-Chun	Seo	Ministry Personnel	n/a
Joan	Smith	Ministry Personnel	Wesley Mimico
Heather	Stevenson	Ministry Personnel	Caledon East/Knox Caledon
Bri-anne	Swan	Ministry Personnel	Jubilee United Church
Richard	Tamas	Ministry Personnel	Martin Grove United Church
Martha	ter Kuile	Ministry Personnel	Bloor Street United Church
Judith	Visser	Ministry Personnel	Midhurst United Church

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Michelle	Voss Roberts	Ministry Personnel	Emmanuel College
Cameron	Watts	Ministry Personnel	Forest Grove United Church
Linda	Wheler	Ministry Personnel	Trinity, Newmarket
Barbara	White	Ministry Personnel	St. Mark's
Woong	Youm	Ministry Personnel	Good Tree Korean UC
Neil	Young	Ministry Personnel	St. Andrew's
Maryanne	Thomson	Ministry Personnel	Trinity, Malton
Maya	Douglas	Ministry Personnel	St. James, Etobicoke
STAFF			
Jeffrey	Dale	Staff	
Peter	Hartmans	Staff	
Susie	Henderson	Staff	
Dale	Hildebrand	Staff	
Rachael	Howes	Staff	
Janet	MacDonald	Staff	
Jody	Maltby	Staff	
Todd	McDonald	Staff	
Kim	Uyede-kai	Staff	
Susan	Whitehead	Staff	
OTHER			
Diane	Aikman	Shining Waters UCW	Emmanuel United Church
Niki	Andre	Guest	
Sharon	Aylsworth	GC Commissioner	
Gail	Birkett	Church representative	Trinity United Church
Teresa	Burnett-Cole	Guest	
Jake	Charles	Guest	
Doug	Clark	Chair - Board of Directors	Camp Big Canoe
Pat	Edmonds	UCW representative	St. James United
Alexa	Gilmour	Guest	Stone Soup Network
Cindy	Hansen	Senior Officer at TEMC	TEMC
Éric	Hébert-Daly	Guest	General Council
Linda	Johnston	Corresponding Member	Dalston Crown Hill United Church
Kimiko	Karpoff	Guest	Thriving with Equity Research
Heather	Menzies	Guest	United Church
Lynella	Reid-James	GC Commissioner	Knox, Agincourt
William	Simmons	GC Office (UCRD)	
Michelle	Singh	Guest	Faith & the Common Good
Margaret	Singleton	Guest	First United Church
Brandon	Stiles	Guest	
Marg	Walker	Past Co-Chair	Knox, Agincourt
Robert	Weston	Church member	Timothy Eaton Memorial Church

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Appendix D
REGIONAL MEETING REGRETS

Name (First)	Name (Last)	Connection to Region	Community of Faith
Chris	Fahrner	Elected Regional Lay Rep	Stouffville United Church
Debra	Porter	Elected Regional Lay Rep	Grace, Brampton
Paul	Stott	Elected Regional Lay Rep	Trinity-St. Paul's United Church
Melanie	van Dyk	Elected Regional Lay Rep	Woodbridge United Church
Peter	Wilkins	Elected Regional Lay Rep	Eglinton St George's
Mardi	Tindal	Former Moderator	Windermere United Church
Neftalie	Abrenica	Ministry Personnel	Saint Luke's Toronto
Carol-Ann	Chapman	Ministry Personnel	Trinity United Gravenhurst
Bronwyn	Corlett	Ministry Personnel	St. Andrew's (VAM), Toronto
Lorrie	Daly-Price	Ministry Personnel	Heritage UC
Maya	Douglas	Ministry Personnel	St. James Etobicoke
Douglas	duCharme	Ministry Personnel	Fairlawn Avenue
Alan	Hall	Ministry Personnel	General Council Office
Nancy	Hardy	Ministry Personnel	Metropolitan, Toronto
Eiko	Hosaka	Ministry Personnel	None
Kirsty	Hunter	Ministry Personnel	Knox United/Virginia United
Paul	Hutchison	Ministry Personnel	Eglinton St. George's
Patricia	James	Ministry Personnel	St. James, Stroud
William	Kervin	Ministry Personnel	Emmanuel College, Toronto
Nancy	Knox	Ministry Personnel	Trinity, Huntsville
Kevin	Logie	Ministry Personnel	Seguin Pioneer
Doreen	Mason	Ministry Personnel	Evergreen Pastoral Charge
Lorraine	Newton-Comar	Ministry Personnel	Aurora United Church
Mary Jo	Patterson	Ministry Personnel	Humbercrest United Church
Joan	Smith	Ministry Personnel	Joan Smith
Janet	Smith Zenwirt	Ministry Personnel	St. Mark's UC, Scarborough
Cynthia R.	Stretton	Ministry Personnel	Beach United Toronto Ontario
Hans	Van Nie	Ministry Personnel	Royal York Road UC, Etobicoke
Andrea	Wheaton	Ministry Personnel	Burton Ave United Church, Barrie
Steve	Wiley	Ministry Personnel	Trinity, Newmarket
Carol	Hancock	Retired Ministry Personnel	Trinity U.C. Newmarket
Peter	Thompson	Retired Ministry Personnel	Toronto
Chin	Cheung	Retired Supply	n/a

Appendix E

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

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

Appendix F

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.

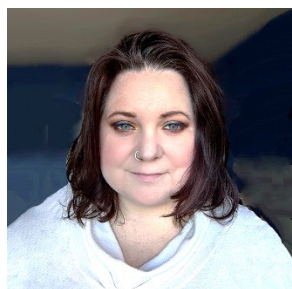
I am excited about my personal faith in God, love for Jesus Christ, and passion in the Holy Spirit. I have a great dedication in the church and love for the Bible and prayer. I am willing to serve humanity; seeking justice and resisting evil as I commit to ministry in Christ.

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.

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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*)

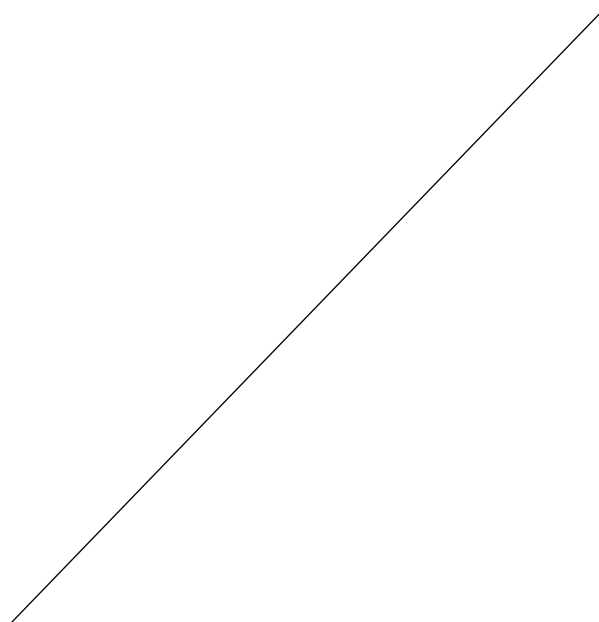
Rev. Dr. Michelle Voss Roberts



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*)



Appendix G

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

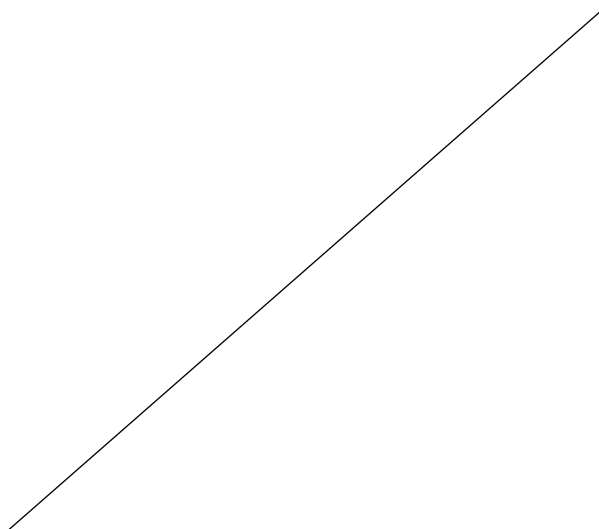
It has been a singular honour to have served the ministry of The United Church of Canada over the past 41 years. Having grown up attending United Churches in Bermuda and the Maritimes, I began my ministry after having left Cape Town, South Africa in the fall of 1980. I was graciously received as a Trained 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.



Appendix H

REPORTS

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

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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.

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- 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.

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Shining Waters Regional Council

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Shining Waters - Draft Budget Projection 2021-2026

PRELIMINARY DRAFT

	Actual	Approved				
	2021	2022	2023	2024	2025	2026
INCOME						
Grant Income						
PTCC		616,000	600,000	600,000	600,000	600,000
TUCC		<u>59,500</u>	<u>59,500</u>	<u>59,500</u>	<u>59,500</u>	<u>59,500</u>
		<u>675,500</u>	<u>659,500</u>	<u>659,500</u>	<u>659,500</u>	<u>659,500</u>
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
	<u>673,375</u>	<u>664,000</u>	<u>640,000</u>	<u>618,400</u>	<u>598,960</u>	<u>581,464</u>
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
	<u>1,847,955</u>	<u>1,265,300</u>	<u>1,319,100</u>	<u>830,500</u>	<u>757,740</u>	<u>636,036</u>
Grants/Bequests	144,369					
Total Income	<u>2,759,760</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>

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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

2,179,155	2,704,800	2,718,600	2,208,400	2,116,200	1,977,000
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Income less Expenses

580,605

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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

Appendix I PROPOSALS

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.

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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.

The United Church of Canada
Shining Waters Regional Council

2021/2022-194

Appendix A

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

SWRC - Draft Budget Projection 2021-2026

	Actual 2020	Approved 2021	2022	2023	2024	2025	2026
INCOME							
Grant Income							
PTCC			616,000	600,000	600,000	600,000	600,000
TUCC			59,500	59,500	59,500	59,500	59,500
			<u>675,500</u>	<u>659,500</u>	<u>659,500</u>	<u>659,500</u>	<u>659,500</u>
Investment Income	180,212	25,000	100,000	100,000	100,000	100,000	100,000
National Grants							
Assessment	325,000	325,000	325,000	325,000	325,000	325,000	325,000
M&S Grant	289,000	240,000	240,000	194,400	174,960	157,464	141,718
Salary	99,000	99,000	99,000	99,000	99,000	99,000	99,000
	<u>713,000</u>	<u>664,000</u>	<u>664,000</u>	<u>618,400</u>	<u>598,960</u>	<u>581,464</u>	<u>565,718</u>
Transfer from Toronto Conference	<u>219,752</u>						
Property Income							
Development					38,000	309,500	543,000
Sale		1,655,400	1,265,300	1,266,200	811,940	465,736	108,782
		<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><u>1,112,964</u></u>	<u><u>2,344,400</u></u>	<u><u>2,704,800</u></u>	<u><u>2,644,100</u></u>	<u><u>2,208,400</u></u>	<u><u>2,116,200</u></u>	<u><u>1,977,000</u></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.

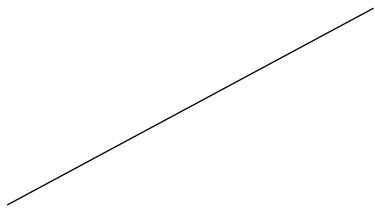
The T3010 Registered Charity Information Return serves the following purposes:

- 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.



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