

The United Church of Canada  
Shining Waters Regional Council

**Minutes of a meeting of the  
Intercultural Diversity Commission  
November 28, 2022**

The Intercultural Diversity Commission of Shining Waters Regional Council met on November 28, 2022 by video conference. The meeting began at 6:00 p.m.

**Present:** Joel Aguirre, Hedy Baker-Graf, Innocent Karuhanga, Amy Lee (Chair), Néstor Medina, John Joseph Mastandrea.

Staff Support: Kim Uyede-Kai

Regrets: Moon Ja Park, Paul Rose

**Welcome, Land Acknowledgement, Opening Reflection, and Prayer**

Amy Lee welcomed everyone, and lit a candle. Néstor Medina gave an acknowledgement of the land. Innocent Karuhanga gave an opening reflection and prayer which he dedicated to those who have recently suffered loss and was based on John 10.

**Agenda**

The agenda was approved by consensus as circulated.

**Sharing Circle**

The commission members had a time of sharing joys and concerns.

**Minutes**

The minutes of the Commission meeting held October 24, 2022 were approved as circulated by consensus.

**Correspondence**

There was no correspondence to come to the Commission.

**Staff Updates – Kim Uyede-Kai**

Kim reported:

- Pastoral Relations Minister Dale Hildebrand has gone to part-time hours.
- Susie Henderson is resigning her position at the end of the year.
- Jeffrey Dale is also now sharing his time with Canadian Shield Regional Council now.
- Kim Uyede-Kai is deferring her sabbatical until the end of 2023 into the beginning of 2024.

**Seoul Presbytery PROK proposal for Partner in Mission**

Kim had sent out some material from an exchange done between PROK and Toronto Conference. Seoul Presbytery had wanted to set up a Memorandum of Understanding with the hope of having someone do their sabbatical here, and then Covid happened. Now that person has already done their sabbatical in Korea and is not coming to Canada. So, the draft Memorandum of Understanding is being reworked. The draft we have is their understanding of what the agreement could be, and we now have the opportunity to think about what an agreement might or might not

look like from our perspective. There are a lot of missing pieces in the draft and some incorrect assumptions. It seems that a small task group would be best to look at it in detail. It is complicated and it is about relationships.

Are there things that we want to have considered when the task group looks at a Memorandum of Understanding?

- what are some of the benefits the exchange will bring to PROK and also to the United Church.
- a clear sense of the levels of accountability is important.
- limits of the activity, e.g. a sabbatical, what would that entail, finances recognized, are there any rubrics to require of people who would qualify for that sabbatical; would there be levels of recommendation for somebody to participate.
- the most vague item is exchange programs for youth; it's easier to think about internship, sabbatical and exchange of ministry, but exchange of youth groups would be much more complicated.
- one thing that is missing, from our perspective especially, is that our sexual abuse and harassment policies and prevention absolutely must be part of the agreement.
- an orientation for the person coming is a must and some basic minimum agreements before they come. We want to make sure Seoul Presbytery understands the bottom line for anyone who comes to Canada. The UCC boundaries training should be mandatory.
- the UCC sexual abuse and harassment policies has been translated into Korean so we can get ahead of that.
- structure something flexible to protect them and us, including human rights, to make sure we are all on the same page and everyone knows the rules.
- how careful does one need to be in terms of establishing a bottom line but at the same time recognizing that there is a power differential in the decision-making process?

John Joseph left the meeting.

John Joseph Mastandrea, and Amy Lee agreed to be part of a task group with perhaps Innocent Karuhanga joining in the new year. Richard Choe will also be asked since he was part of both exchange visits and is familiar with PROK. It was decided that the small group jot down, in point form, things that should be included in a Memorandum of Understanding without fine details, and it can come back to the Commission to be fleshed out.

### **2022 and 2023 Budget Update**

There were no further questions on the budget that was presented at the last meeting.

The 2023 Korean translation work for the handbooks and pastoral relations pieces are well underway.

### **Next Meeting**

January 23, 2023, 6:00 - 8:00 p.m.

Joel Aguirre will provide the opening prayer and the land acknowledgement.

### **Closing**

Amy Lee gave a closing prayer and the meeting closed at 6:50 p.m.