

THE UNITED CHURCH OF CANADA  
SHINING WATERS REGIONAL COUNCIL

**Minutes of a meeting of the  
Communities of Faith Commission  
Wednesday, January 18, 2023**

The Communities of Faith Commission of Shining Waters Regional Council met on Wednesday, January 18, 2023 via Zoom. The meeting began at 9:30 a.m.

**Present:**

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

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

Guests: Jim Keenan, Anne Hepburn

**Welcome, check in and prayer**

Chair opened the meeting and welcomed everyone. Harry Ramsaran gave an opening prayer and an acknowledgement of the land.

Shining Waters acknowledges 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**

The Agenda was amended to include;

-under Community of Faith Updates, the item: *Bala, funding for mediation.*

-under Community of Faith Updates, an update on Community Ministries

**MOTION** Calin Lau / Tom MacNeil that the Agenda of the meeting be accepted as amended.

**MOTION**

**CARRIED**

**Minutes**

**MOTION** by Carolyn Harding / Kevin Logie that the Minutes of the meetings of the Communities of Faith Commission of Shining Waters Regional Council dated November 16, 2022 be approved as circulated.

**MOTION**

**CARRIED**

### Email Votes and Staff Approvals

- Victoria Square, Markham  
approved the lease agreement between Victoria Square United Church and Little Valley Montessori dated December 2022.

approved the amendment to the lease agreement between Victoria Square United Church and Stonebridge Baptist Church dated December 2022.

- Keswick-Ravenshoe  
approved the request of Keswick United Church to access up to \$75,000 from their Manse Fund to cover the salary and benefits of the minister for the period January 1st, 2023 through to September 30, 2023.
- North York Korean  
at the request of consultant Rev. Richard Choe, recommended to the Pastoral Relations Commission that North York Korean United Church be permitted to commence a search for a short-term supply minister

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

- on December 20, 2022 approved a request from Alderwood United Church, Toronto to use up to \$25,000 of capital from their Manse Fund toward the minister's compensation.

### Communities of Faith Updates:

- Port Carling United Church (*Diane Matheson-Jimenez*)  
This commission made a motion in November to support Port Carling to work through mediation. They have decided that this is not the right time to proceed with mediation since other issues have arisen that need to be addressed.
- Bala United Church (*Diane Matheson-Jimenez*)  
Bala is moving ahead and are fully committed to working through a mediation process.

**MOTION** by Harry Ramsaran / Sandra Nottegar that the Communities of Faith Commission of Shining Waters Regional Council approve the expenditure of funds, to a maximum of \$15,000, from the appropriate line of the regional council budget as directed by the Finance Administrator Janet MacDonald, for the proposal from Credence and Co. on Bala United Church.

**MOTION**

**CARRIED**

- Timothy Eaton and Dewi Sant, Toronto (*Diane Matheson-Jimenez*)  
They are having a celebration of their amalgamation. There will also be a new covenant with the regional council as they are a new community of faith. Word will go out to the broader region about the celebration.

Diane asked if any commission member would be willing to join her at the celebration on January 29<sup>th</sup> to bring greetings on behalf of the regional council. Eric Nyarko agreed.

- Windermere, Toronto (Jody Maltby)  
They have been exploring their options and have let us know that they have made the decision to pursue a possible partner for amalgamation. They have plans to continue their community outreach work.
- Bayview, Toronto (Jody Maltby)  
Bayview is exploring their options. They have a congregational meeting this Sunday and they are hoping to pursue an amalgamation.
- Cheltenham & Trillium, Mono Mills (Jody Maltby)  
This Commission approved their disbanding as of December 31<sup>st</sup>. Kindred Works are recommending the sale of both of the buildings and that will go to the Executive on February 6th.

We have received a proposal from both churches for the disbursements of the 10% of their assets. It was decided to wait until the buildings are sold to give approval of the disbursement of assets.

- Sandhill, Caledon East (Jody Maltby)  
Sandhill is working towards closing. They had not been meeting during the pandemic and membership is down. Jody has been in touch with Toronto United Church Council to support them.

#### Property policy update (Jody Maltby)

It has been noted that our property policy focusses on what to do with physical property and does not specifically identify what to do with any financial property. *The Manual*, Section G, defines what congregational property means and it includes land, building, money, investments, etc. So, the property policy will be updated to include this and will go to the Executive in February.

- St. Paul's, Brampton (Diane Matheson-Jimenez)  
St. Paul's was under review in 2022. The work initially was around finances. As they have been gathering documentation and starting to do the work of proper budgets, they realize there are some inconsistencies and there is some investigation into that. It is a very difficult time for them and Diane will keep the Commission updated as matters unfold.

#### Treasurers/Finance Committees

There was some discussion around congregation treasurers and bookkeeping.

The treasurer's role is one of the most challenging for churches to fill. Could we do a proposal to General Council asking that the language in *The Manual* be shifted to have it

say a *majority* of the governing body be full members of the United Church and specifically give permission for the Treasurer to not necessarily be a full member of the United Church.

Is there a way we can come up with best practices for the treasure position, without the bookkeeping piece? Part of the role of the new regional council Finance Committee will be some support for congregations, so there might be a piece of work around creating some best practices.

What ways can we support communities of faith to contribute to limiting their risks and vulnerabilities around finances? It was decided that Jody, Diane, Chris, Patti, Tom and Harry have a chat to begin a conversation around this, and have it come back to a future meeting for a more detailed and structured discussion.

- Wasauksing United Church, Parry Sound (*Kim Uyede-Kai*)  
Wasauksing has been without Ministry Personnel for some time and the congregation has continued. They have a food bank and have been active throughout the pandemic making sure people in the community have what they need. Jen Colson is now their lay worship leader and will be going to Sandy Saulteaux Spiritual Centre for training. They may be looking at a Congregational Designated Minister designation. Paige Rice has been doing outreach and community work. Paige and Jen will be attending the Living Into Right Relations Circle on January 26<sup>th</sup>.
- Toronto Urban Native Ministry (TUNM), Toronto (*Kim Uyede-Kai*)  
There has been a gap in ministry since Evan Smith left in the Fall. As well, the Anglican minister who was doing outreach work as well is going on a year and a half maternity leave. So that leaves only one outreach worker to do a massive amount of work and the Board is trying to figure out a way forward.
- Community Ministries – *Jeffrey Dale*  
The group met again this week and will be meeting monthly until the regional council meeting. They are preparing a proposal(s) around the three community ministries and community ministry as a whole within the region, for the meeting in May. If something needs to come to this commission around the proposals, it will come in March. The community ministries are grateful for the support of this commission.

#### **Review List of Task Groups** – *Jody Maltby*

Jody reviewed the task groups and the members on them. There are new members of the commission that are not on a task group. Tom MacNeil volunteered to be on the governance task group. Eric Nyarko will reflect on which group to join.

Jody will support the Governance Task Group for the near future.

#### **Lay Leaders Forums update** – *Diane Matheson-Jimenez*

Diane is taking on the support of the forums. The next one is planned for February 15 in the evening when Jennifer Henry will speak about The United Church of Canada Strategic Plan. The format will be the presentation by Jennifer and then a question and answer time.

Diane asked for a commission member that would be willing to act as a host for that forum. Sandra Nottegar agreed.

The meeting took an all-purpose break

### **Intentional Interim Ministry Committee - presentation**

Jim Keenan and Anne Hepburn of the Intentional Interim Ministry Committee joined the meeting. Chris welcomed the guests and expressed gratitude for intentional interim ministry, and the discernment that can come for churches through interim ministry.

Anne Hepburn began the presentation with a time of grounding. Jim Keenan then presented on the transformed cultural situation that they've found from all the interim ministry the committee has been experiencing; looked at what that means in terms of ministry and interim ministry today from the experience and wisdom the committee has garnered so far; and what that means in terms of interim ministry opportunities in this region.

He spoke about;

- The pandemic and the effect it had on churches; a lot of communities of faith were not adapting to the reality of their communities and the pandemic lockdowns brought that to the forefront but, so far, many have not been able to see how they can adapt to the new cultural situation, as there's no going back to the old ways.
- A key point to churches being able to move forward and thrive is the distinction between mission and method. In many cases, churches have mistaken the method for the mission. If churches take on defining what God is calling them to do in their particular location and then decide what method they are going to use to be faithful to that mission, it puts church in a different way.
- We do have a good story and what we have to do is learn how to tell it in the contemporary environment.
- Most of the United churches developed as neighbourhood churches. So, the main focus when a congregation is trying to discern their mission and how to carry that out in actions and realistic ways, is that they see themselves as very much part of the neighbourhood that they are in, and if they have become alienated, to start reaching out and start getting involved collaboratively with people in the neighbourhood.
- Interim ministers are trained to be able to provide the leadership required for this kind of change, from thinking of the church as the mission to the church essentially just as the method; any buildings, etc. are to sustain the mission, they are not the mission themselves.
- The classic way interim ministry was done has changed. Culture transformation and change is all the situations we find in interim ministry, and interim ministry itself provides the tools for that. Typically, in interim ministry, there are goals that the congregation wants to go through, they begin by looking at the history of the congregation and, through that, they look at how their leadership functions, how their governance functions, how well they actually nourish the gifts that are in the congregations and bring that forward, and integrate it in the corporate body; and look at their internal and external relationships. If they are going to be an influencer in the

neighbourhood, what are their external relationships like, what is their relationship like with the United Church as a whole, then they begin to look at very clearly defining their mission and how they do that in their particular neighbourhood, and then they move forward and call a new minister who is going to help be their leader as they move their way forward.

- Certainly, there are many churches that would benefit from going through the process of interim ministry. The question is where does the money come from to do this? How do we provide interim ministry when it is needed; often it is needed in a congregation that literally doesn't have the funds to pay for an interim minister.
- There are some churches that would benefit from intentional interim ministry and there are some other churches that face challenges but may not benefit, or there may be ones that have a simple problem. Do we use interim ministers to do quick fixes?
- Before we place an interim minister into a congregation, could we do a quick pre-moving-forward process looking at the basic financial state of the congregation, their relationships, how imbedded they are in the neighbourhood, and find out, looking at the demographics of the congregations, where they fit in the neighbourhood and what are the opportunities for them to connect and make friends. That kind of quick scan may turn up recommendations or certain ways in which they can collaborate in the community. There may be situations where it is very difficult to see them surviving and thriving and carrying out a mission, and that is something we could consider, and we could move into having interim ministry.
- We've got some very good interim ministers in this area.

Anne Hepburn spoke about the fact that the cost of an intentional interim ministry is usually higher than a called or appointed minister. This often comes at a time that is particularly onerous for a congregation in need. The committee has articulated some strategies to respond to this. One is that an intentional interim minister could work remotely with the current minister. Sometimes an interim minister can come in on a half-time basis and focus more on the interim work and put aside anything that is extraneous. It would be ideal if funds could be set aside regionally to assist churches in need in interim ministry as a way to invest in a congregation that had a future and help them to move forward positively.

The Commission members asked questions and there was further discussion.

A couple of take-aways identified were;

- do we have all of the assessment tools we need to identify those communities of faith where intentional interim ministry can be the right answer for the challenges they face?
- if we develop a strategy, how do we fund it to allow us to identify those places where we can support the work of interim ministry when the resources may not be there in the individual community of faith.

Jim and Anne were thanked for their presentation and left the meeting.

### **Conversation about Communities of Faith in discernment/transition**

- Chris mentioned that there are a number of conversations the commission needs to take up because there are going to be pressures for this commission. In some cases, they

will be very structured conversations, and in some cases, we need to start just sharing some of our experiences and wisdom so that we can perhaps give some general directions to our staff and also to prepare ourselves for what will become decisions. Today is one of the cases of a start of a conversation that will get more detailed over the next number of months. It flows from observations of the future of communities of faith as we all return from the pandemic and wonder whether we are where we want to be, and this is the church that is going to be a gift to our communities in the future, and how can we ensure we position ourselves to do that.

- The General Council has done a re-assessment on the cost of living group assignments. Every congregation in The United Church of Canada has been assigned to a cost of living group, and instead of congregations determining their own housing allowance, it is factored into the minister's compensation package based on the cost of living group of the congregation. In Shining Waters, 48 communities of faith are moving up a cost of living group, and 44 of those are north of Highway 407, so a lot of them are smaller, rural churches. And this is in addition to some pretty significant increases in insurance premiums in the last few years, and with what we're hearing from congregations about their concerns still re-emerging from the pandemic, it is a real concern.
- Often when a congregation starts into a conversation of possible redevelopment and they have a good site, the length of time could be 5 to 10 years before they realize any income; how do they survive in the mean time?
- Some communities of faith don't know how to make the decision to disband taking the emotion out of it. They don't know how to do the assessment in a way that is going to help their congregation look realistically at their future.
- How do we help congregations figure out what their spark is? Some congregations might have a property that is ideal for development but no vision for ministry and/or no energy to engage in ministry. Can we help them create a ministry vision that is going to move them into the future, or help them recognize that their legacy is their building being used in a different way? How do you have those conversations?
- A take-away from the discussion is we should be doing some kind of information gathering around our communities of faith, probably building on some of the work that we did last year; perhaps to do some detection of where we can support where there are strengths and perhaps get the lay of the land that can help us direct the resources more effectively.
- Good Friday Collective - Diane told the commission that this group is a broad-range of people tasked with helping communities of faith determine when it is time to end and, if it is time to end, to do it with dignity. Some of the work is being offered in Canadian Shield and the hope is that it will be offered to Shining Waters as well. One of the pieces of work is a workshop opportunity to talk about deficits, i.e. what do you do when you don't have enough money, enough people, enough energy, and what are some small practical things communities of faith can do when they feel they have a

deficit. The Good Friday Collective offers some good tips and strategies and it is a way forward.

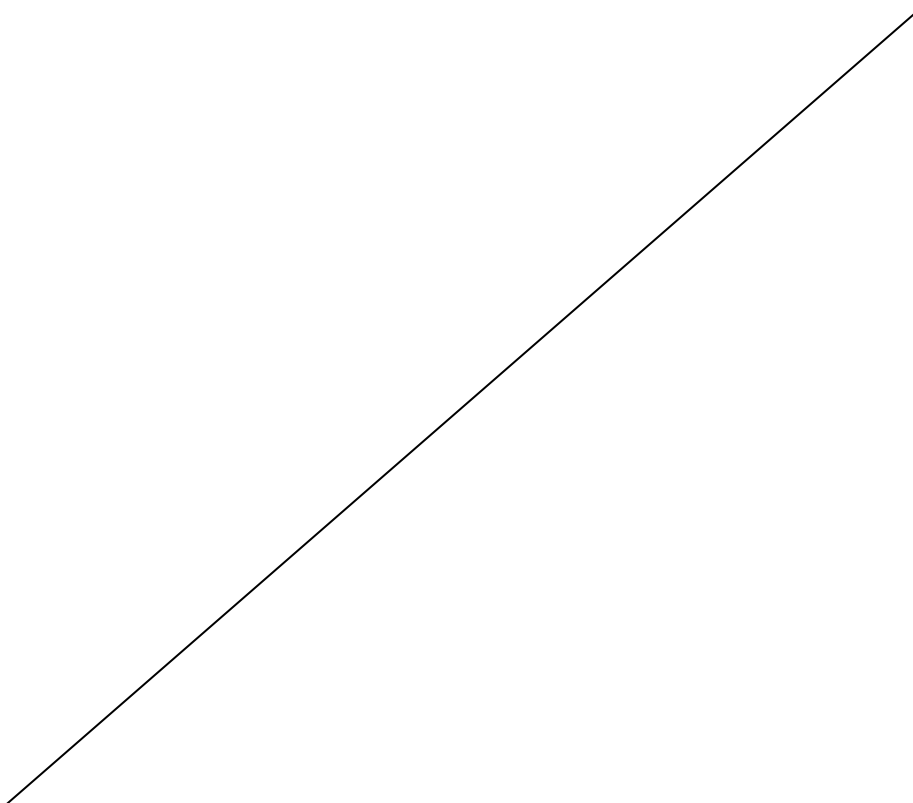
We want the Commission to be a contributor to the health of all communities of faith across the region and help them enter into some of these conversations. How do we persist and how do we continue down what is a challenging path but one we have to take? It is hoped we can work together as a commission, and also support our staff, as we can develop some tools to take to the communities of faith to start these conversations.

**Next Meeting**

February 15, 2022 at 9:30 a.m.

**Closing**

Chris Bennett offered everyone blessings and the meeting closed at 12:33 p.m.





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Wednesday, February 15 2023**

The Communities of Faith Commission of Shining Waters Regional Council met on Wednesday, February 15, 2023 via Zoom. The meeting began at 9:30 a.m.

**Present:**

Chris Bennett (Chair), Carolyn Harding, Calin Lau, Amy Lee, Kevin Logie, Tom MacNeil, Sandra Nottegar, Eric Nyarko, Harry Ramsaran, Patti Rodgers

Staff: Jody Maltby, Diane Matheson-Jimenez, Kim Uyede-Kai, Jeffrey Dale.

Absent: Gloria Tozek

**Welcome, check in and prayer**

Chair opened the meeting and welcomed everyone. Sandra Nottegar 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 Amy Lee / Eric Nyarko that the Agenda be accepted as circulated.

**MOTION**

**CARRIED**

**Minutes**

**MOTION** by Carolyn Harding / Sandra Nottegar that the Minutes of the meetings of the Communities of Faith Commission of Shining Waters Regional Council dated January 18, 2023 be approved as circulated.

**MOTION**

**CARRIED**

**Email Votes**

The Commission made the following decisions by email vote;

- Loan Agreement between TUCC and Shining Waters, re: Don Mills termite damage approved a loan agreement between Toronto United Church Council and Shining Waters Regional Council on the following terms & conditions:  
Loan Amount: \$120,000  
Date: January 13th, 2022  
Term: Up to Three (3) years

Interest Rate: 3% with interest accruing between quarterly payments  
Repayment Frequency: Quarterly lump-sum payments  
Security: Registered First (1st) Mortgage on the 126 O'Connor Dr DMUC property & Assignment of Rents & Lease  
Source: Toronto Southeast Presbytery - Major Capital Fund (TSEP - MCF)

- Fairbank UC Lease agreement  
approved the lease agreement between Fairbank United Church, Toronto and Matthew House Refugee Services, Toronto
- Dewi Sant Welsh United Church Agreement of Purchase and Sale  
approved the Agreement of Purchase and Sale between the Trustees of Dewi Sant Welsh United Church and Old Stonehenge Urban Properties Inc. for 31-33 Melrose Avenue, Toronto Ontario for a selling price of \$5,850,000.

**Communities of Faith Updates:**

Keswick United Church, request to disband, April 30, 2023 – *Jody Maltby*

Keswick United Church has made the decision to disband effective April 30, 2023.

**MOTION** by Harry Ramsaran / Sandra Nottegar that the Communities of Faith Commission of Shining Waters Regional Council approve the request of Keswick United Church to disband effective April 30, 2023 with thanks to God for the ministry of this congregation.

**MOTION**

**CARRIED**

Jody reported that Kindred Works is interested in the regional council maintaining and developing the property. The congregation also has some tenants that they consider to be part of their ministry in the community so there is talk about how to have that as part of their legacy; also, ways they may want to share some of the financial assets that they have.

Sandhill United Church, request to disband, February 28, 2023 – *Jody Maltby*

Sandhill United Church has not been gathering and does not have a Minister. They have made the decision to disband.

**MOTION** by Patti Rodgers / Kevin Logie that the Communities of Faith Commission of Shining Waters Regional Council approve the request of Sandhill United Church to disband effective February 28, 2023 with thanks to God for the ministry of this congregation.

**MOTION**

**CARRIED**

Jody reported that Sandhill is getting support from Toronto United Church Council (TUCC) around the property; they don't have any tenants or anyone using the building; they are in the process of removing the furniture and chattels. Jody has connected them

February 15, 2023

with Janet MacDonald around ending their charitable status. The recommendation that should go to the Executive is that the property be sold.

**MOTION** by Amy Lee / Kevin Logie that the Communities of Faith Commission of Shining Waters Regional Council recommend to the Executive that the Sandhill United Church property be sold.

**MOTION**

**CARRIED**

East End United Church, Intentional Interim Ministry – *Diane Matheson-Jimenez*  
East End United Church has requested an extension of their Intentional Interim Ministry by three months, to the end of June 2023. The Intentional Interim Ministry Committee has considered this request and felt it is very reasonable and allows East End some stability while they are working on a Call. Therefore, the Committee recommends the extension to the Commission.

**MOTION** by Carolyn Harding / Sandra Nottegar that the Communities of Faith Commission of Shining Waters Regional Council accept the recommendation of the Intentional Interim Ministry Committee and extend the intentional interim ministry at East End United Church, Toronto, until June 30, 2023.

**MOTION**

**CARRIED**

Windermere United Church – possible amalgamations – *Jody Maltby*  
Windermere is in the process of trying to set up a meeting with a couple of other congregations and hoping to move forward on that.

Bayview United Church – amalgamation – *Jody Maltby*  
Bayview is pursuing an amalgamation and have a meeting scheduled next week. There should be details available at the next Commission meeting.

Countryside United Church – *Jody Maltby*  
Countryside continues their discernment and conversations about their future.

Aurora United Church – *Jody Maltby*  
Aurora have asked for a conversation with Jody, and she will have an update at the next Commission meeting.

**Report from Group on Treasurers/Bookkeepers – *Chris Bennett***

Chris reported that the issue is the real challenge that communities of faith have in having people that are qualified, able, and willing to be Treasurer. It is a problem that has been around a long time and perhaps has been more salient recently as congregations find that the energy of lay leadership is diminishing somewhat. What are some solutions? There is a group of churches that have come together to have one Treasurer that will work for all of the churches. There are churches that are looking at outsourcing a portion of the work that is sometimes done by Treasurers, to bookkeepers and others. This leads into the second

dimension of the problem; when that outsourcing happens, does the Finance Committee/Treasurer/Council recognize that they still have accountability for the work that is done for the management of funds.

The group (Chris, Patti, Tom and Harry) met this week and spoke about this. It is an issue that would benefit from more discussion and part of that discussion should be had at the Finance Committee of the regional council. The group has committed to have a meeting with the Finance Committee to share what we understand of the problem and get their advice and perhaps seek their leadership in aspects of this. The group will also work on creating resources that will help set standards for that work, and the opportunity to perhaps create a 'vendor of record' type of relationship with potential bookkeepers/accountants that would support ministries and have that as one of the resources that come from the region.

The group also discussed the possibility that the region consider an investment for the smaller congregations in terms of reporting packages, such as QuickBooks, etc. so it makes it easier for the administrators to input deposits and issue payments.

One of the things that we need to be conscious of is the degree to which there are liabilities and both legal and financial risks that attach to this work. If we do not provide resources and/or guidance there could be some risk to the regional council.

The meeting took an all-purpose break.

#### **Regional Council Archives Champion – *Diane Matheson-Jimenez***

Diane reported that there are always questions from communities of faith about what goes to archives, how does it go to archives, what is the time frame, is there things archives doesn't want. There is an archives section on the United Church website but it is hard to find and there is so much information that it can be overwhelming for people to sift through.

Diane has had some conversation with Erin Greeno, our regional council archivist. Erin is finding some disconnect since the transition to regional councils as it is more difficult to be in relationship with communities of faith; previously there was more conversation that happened about how important it is that the archives be preserved and preserved well. Out of that conversation came a position description for a Regional Council Archives Champion. The hope is that this volunteer champion will be familiar with the archive section of the United Church website to help others become more familiar with it; that they be able to provide advice about what needs to go to archives and what does not. This would be an opportunity for someone to be on top of the best practices around archival materials and communicate that to communities of faith. There is also the hope for some educational opportunities for engagement.

It doesn't need to be filled by a single person, there may be some benefit to having a small team of folks that could do the work.

**MOTION** by Patti Rodgers / Harry Ramsaran that the Communities of Faith Commission of Shining Waters Regional Council approve the draft position description for a team of Regional Council Archives Champions to be under the oversight of the Communities of Faith Commission

**MOTION**

**CARRIED**

Diane and Jody will discuss the logistics of how this gets rolled out and bring it back to the next Commission meeting.

**Community Ministries Update – Jeffrey Dale**

Jeffrey gave an update on the work of the community ministries working group.

- The question becomes where and how we got to this place of needing to have this conversation. One of the things being discovered is the way in which the faith communities' landscape is changing as we engage with a world that is becoming increasingly globalized in many ways and facing issues that are both important to the local community but also affected by the global community.
- Community ministries are navigating those spaces especially as people come into that engagement and conversation from different places and from different experiences.
- The working group is working towards two things;
  - An understanding of how the three community ministries (Davenport-Perth, Jane-Finch, Regent Park) relate to the wider regional council;
  - Understanding and interpreting the United Church's definition of communities of faith as it relates to community ministry.
- Community ministries are now labelled communities of faith as well and they have a different way of engaging in community of faith practices; they don't have the same type of donor base or building structures or even worship.
- The purpose of the working group is to provide Shining Waters with a plan to support the community ministries that are already in place and to provide Shining Waters with support regarding community ministry as part of our praxis of engagement for all communities of faith.
- The working group consists of members of the community ministries (staff and volunteers), members of the Communities of Faith Commission, Social & Ecological Justice Commission and the Grants & Mission Support Committee. There have been both in-person and virtual meetings. Their approach is community development with a focus on ensuring that liberative community development practices are utilized.
- The three top areas of conversations are: funding; future of The United Church of Canada as it relates to community ministry, and telling the story of community ministry in Shining Waters.
- Areas where there are struggles are: core funding considerations; who do we connect with and how do we go about seeking assistance; the viewpoints of The United Church of Canada's presence here and now and into the future.
- It is expected that two proposals will be coming to the regional council meeting in May; one regarding funding/sustaining the three community ministries and one regarding community ministry as engagement within the wider Shining Waters/United Church of Canada context. The reason the proposals will be coming forward is the need for core

funding for the three community ministries and considerations regarding the church's future.

- The working group wants the proposals to come to this Commission's April meeting so there is time for people to edit and offer advice on the proposals. They want this to be something that all the commissions they engage with actually consider before they go to the regional council meeting; they want there to be support that we are all in this together and to have a fulsome conversation.
- Other possibilities are considering current community of faith realities such as questions regarding worship and what that means; how to look beyond our own moments in time; and crisis management or liberative organizing.

The commission asked questions and discussed the information that Jeffrey provided.

### **Update on Youth Programs – *Jeffrey Dale***

Jeffrey reported;

- Trying to bring the larger pieces of youth ministry together with Canadian Shield Regional Council as opposed to having two separate pieces, as Jeffrey now covers youth ministry in Canadian Shield and it is easier to have one event for both regions instead of two.
- Also trying to utilize both Canadian Shield and Shining Waters when it comes to these events so one region doesn't feel like they're always travelling. It also helps the young people learn about different contexts and different places.
- Doing a confirmation retreat the first weekend in May at Sparrow Lake Camp, and the GO Project will be offering a lot of the leadership for it.
- Planning an event for P.I.E. Day March 14<sup>th</sup> with Teddy Syrette as a guest speaker who is an Indigenous 2-spirit person.
- Working on offering space for youth to participate in and attend the regional council meeting and will also do a Fall youth event for both regional councils together for a weekend at a camp near Sault Ste. Marie.
- For the Moderator's visit in June, a youth event will be held at St. Paul's Orillia with four guest speakers. The purpose of the time together is for the Moderator to be in conversation with young adults and hear what their engagement is with the church. The young adults will be offered transportation and accommodation and a stipend, in the hope that it reduces any barriers in them attending.

### **Closing**

There being no further business, the meeting closed at 11:45 a.m.

### **Next Meeting**

March 15, 2022 at 9:30 a.m.

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**Present:**

Chris Bennett (Chair), Carolyn Harding, Kevin Logie, Tom MacNeil, Eric Nyarko, Patti Rodgers, Gloria Tozek

Staff: Jody Maltby, Diane Matheson-Jimenez, Kim Uyede-Kai, Rachael Howes, Kathleen Wolfe, Melody Duncanson-Hales (Canadian Shield Regional Council staff)

Guests: Angela Carley and Harry Ort (Cummer Ave. United Church) and Carol MacLean (Bayview United Church)

**Regrets:** Calin Lau, Amy Lee, Sandra Nottegar, Harry Ramsaran

There was a time of check-in.

**Welcome, check in and prayer**

Chair, Chris Bennett, opened the meeting and welcomed everyone. 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. He read a piece titled, *Nothing in the Universe Ever Grew from the Outside In*, from Richard Wagamese's book, *Embers*. He then offered an opening prayer.

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

**Agenda**

**MOTION** by Kevin Logie / Tom MacNeil that the Agenda be accepted as circulated.

**MOTION**

**CARRIED**

**Minutes**

**MOTION** by Kevin Logie / Tom MacNeil that the Minutes of the meetings of the Communities of Faith Commission of Shining Waters Regional Council dated February 15, 2023 be approved as circulated.

**MOTION**

**CARRIED**

### **Email Votes**

The Commission made the following decisions by email vote;

- Richmond Hill UC – revised Constitution approved the revised Constitution of Richmond Hill United Church dated February 20, 2023.
- St. James, Toronto – lease amending agreement approved the Lease Amending Agreement and Consent to Transfer between St. James United Church, Toronto and Lady Bug Daycare.

### **Communities of Faith Updates:**

#### Bayview & Cummer Ave. – amalgamation – *Jody Maltby*

Cummer Avenue and Bayview have agreed to amalgamate and sent a draft proposal to the Commission. They are wanting feedback from the Commission towards their final proposal. Jody indicated that the churches are working with Toronto United Church Council to get some appraisals so they will know the value of the property to be reflected in the final proposal.

Angela Carley (Cummer Ave.), Harry Ort (Cummer Ave.), and Carol MacLean (Bayview) joined the meeting and spoke to the proposal. The commission had the opportunity to ask questions, have discussion, and provide feedback. Their final proposal will come to a future Commission meeting for approval.

The guests from Cummer Avenue and Bayview left the meeting.

#### Runnymede & Windermere – amalgamation update – *Jody Maltby*

Windermere United Church has decided to pursue amalgamation with Runnymede United Church. Windermere would like to keep, if possible, the Windermere building as a community outreach hub as they have a significant outreach ministry, Stone Soup. Windermere are not sure all of their members will choose to go with the amalgamation. They are becoming one congregation but have two sites – one where they worship and one where they have their outreach. Details are still being worked out and a proposal will come to this Commission, possibly next month.

#### Bradford – request to disband – *Diane Matheson-Jimenez*

Diane reported that she has been working with Bradford for some time about their future. They have decided to disband effective June 30, 2023.

**MOTION** by Gloria Tozek / Carolyn Harding that the Communities of Faith Commission of Shining Waters Regional Council approve the request of Bradford United Church to disband effective June 30, 2023 with thanks to God for the ministry of this congregation.

**MOTION**

**CARRIED**

There were two abstentions.



Diane also reported that there is a real opportunity for this commission to make a recommendation to the Executive to see Bradford's legacy make a significant difference to the wider church and to the community of Bradford. There are some possibilities afforded through and by the building that houses Bradford's ministry now, and Diane outlined three of those possibilities that have come to her attention. The matter of the property will come back to this Commission after consultation with Kindred Works and Toronto United Church Council.

#### Other Updates

Diane reported that there is real interest of churches in the west part of Toronto to talk about collaboration. Humbercrest will be sending invitations to churches in west Toronto to talk about how they can be stewarding their resources together. So, there may be more amalgamations coming, but out of a position of strength and possibility.

#### **Regional Council Archives Champion, Update – Jody Maltby**

Jody reported that it has not been the role of the Nominations Committee to recruit resource people for the various commissions, however the committee is offering to have a discussion around consistency of process for seeking resource people in the various commissions and committees. In the meantime, they are recommending that the Commission recruit for this position. It was agreed that the staff will send out a call on behalf of the Commission to seek expressions of interest.

#### **Amalgamation resources – Diane Matheson-Jimenez**

Diane reported that she has been working on some resources for churches that are considering amalgamation; resources that could go on the website for congregations to access and also be available to staff to present and walk through with communities of faith. She presented and went through some of the material she has drafted, and will circulate the material to the Commission by email.

The meeting took an all-purpose break

#### **Property discussions**

Melody Duncanson-Hales gave insight into the work being done around property at the General Council level:

- there are huge big-picture questions around property; property is so integrated into the life of a congregation and what does it mean to be good stewards of our resources, how to continue the legacy, how to relinquish.
- decisions around property, in United Church polity, are the purview of the region as the national church is not involved in property management and resources at the local level.
- under the United Church's strategic plan, there is a measurable goal cited, and it is a priority of the General Council to develop some strategies and ways of sharing resources across the country to support congregations facing important decisions around the stewardship of property and, beyond that, to hold in consideration the strategic plan in how that is moving forward within regions.

- every other regional council wrestles with some of the same conversations around property. How do we support congregations and how are we able to help each other? whether it's developing tools or resources, or understandings of process and policies that can be shared with congregations.
- how can we imagine working together on some of the critical pieces that affect us all?
- Melody's first step is to consider developing some tools to support regions and communities of faith to make decisions that take into account the ability and capacity of property to support and sustain ministry. That conversation is just starting with regional staff across the country.
- hoping that this development of co-operation/collaboration might inform some of the decisions that could see that bigger picture around land stewardship, land banking, adaptive re-use of property, land back conversations.
- are there tools for property management that can be employed by regions across the country?
- going forward, the hope is that we could develop some recommendations to the whole church and possibly look at some of the legal implications for the whole church; to get some understanding of where are we right now, what is working for us, and what does it mean for the whole United Church of Canada strategically.

Kim Uyede-Kai added that right relations is not separate from our property issues. There is a long-term project that is developing around land rent to Indigenous communities. Our properties for the most part are sitting on Indigenous land. There are initiatives going on nationally of having part of any new sales be taxed for Indigenous communities. What does it mean for us to be sitting, worshipping, and doing all of our ministry on Indigenous lands?

Collaboration conversations in Toronto around property:

Jody gave some background that in 2019 there was a grassroots request for a conversation about property with some of the Toronto churches, and there was a gathering in the fall of 2019 and in March of 2020. They involved Toronto United Church Council, and people from General Council, and the new United Property Resource Corporation. The conversation was interrupted by the pandemic but it may be time to revisit it. Perhaps we have more buildings being used as churches than we need in Toronto and perhaps we could look at how we use that property differently to support ministry. Then the question became who do we invite to the table, is it just Toronto, how far north do we go; what if we open it up to the entire region, does it become a different conversation? Is this the right time for the conversation? And if we are going to have a conversation like this, what does it look like?

The theology of property is a piece that the Commission had been talking about in the past. What is our real understanding of property and ownership? Can we shift this understanding of 'this is our property, we own it, it's to serve our needs? Can we look at land and property and ideas of ownership in a different way? Can we articulate a theology around our understanding of property and land that might be different than the one that we've had, and, in fact, what is the theology that is imbedded in our understanding of property ownership now?

March 15, 2023

These are the two conversations that Jody and Diane wanted to bring back to the Commission. In addition to having them as part of the work that Melody is shepherding, we should be doing this within our region as well.

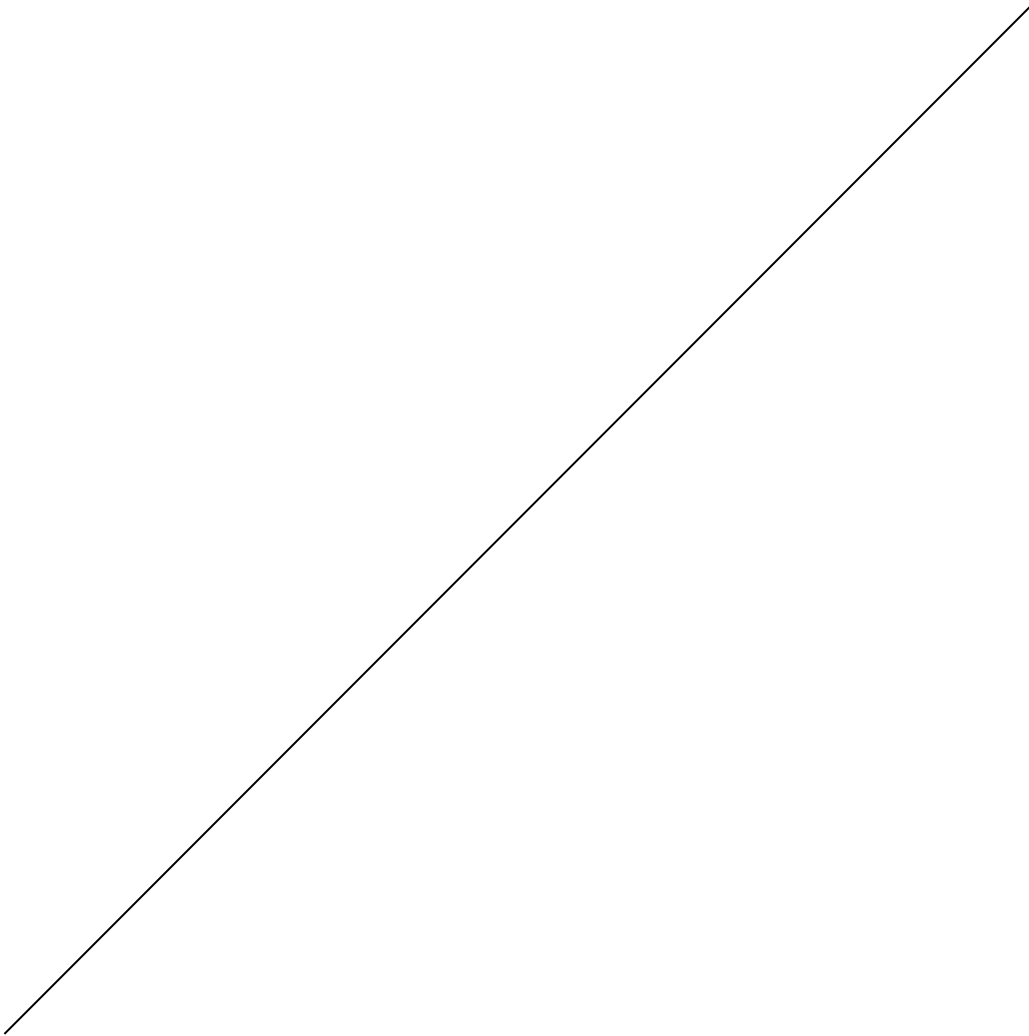
It was decided to have a small group gather separately to work on a plan to come back to the commission. Jody, Melody and Diane would be willing to work with a group. Tom MacNeil and Gloria Tozek agreed to be part of the small group.

**Next Meeting**

April 19, 2023 at 9:30 a.m.

**Closing**

Chris thanked everyone for their work, wished them blessings for the coming month, and the meeting closed at 12:00 p.m.



THE UNITED CHURCH OF CANADA  
SHINING WATERS REGIONAL COUNCIL

**Minutes of a meeting of the  
Communities of Faith Commission  
Wednesday, April 19, 2023**

The Communities of Faith Commission of Shining Waters Regional Council met on Wednesday, April 19, 2023 via Zoom. The meeting began at 9:30 a.m.

**Present:**

Chris Bennett (Chair), Carolyn Harding, Calin Lau, Tom MacNeil, Sandra Nottegar, Eric Nyarko, Harry Ramsaran, Patti Rodgers, Gloria Tozek

Staff: Jody Maltby, Diane Matheson-Jimenez, Kim Uyede-Kai, Jeffrey Dale, Rachael Howes, Kathleen Wolfe

**Regrets:** Amy Lee, Kevin Logie

There was a time of check-in.

**Welcome, check in and prayer**

The Chair opened the meeting and welcomed everyone. Calin Lau provided an opening worship with a reading from *The Long Loneliness* by Dorothy Day. 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.

**Agenda**

**MOTION** by Carolyn Harding / Sandra Nottegar that the revised Agenda be accepted as circulated.

**MOTION**

**CARRIED**

**Minutes**

**MOTION** by Eric Nyarko / Tom MacNeil that the Minutes of the meetings of the Communities of Faith Commission of Shining Waters Regional Council dated March 15, 2023 be approved as circulated.

**MOTION**

**CARRIED**

**Email Votes**

The Commission made the following decisions by email vote;

- North York Korean – lease agreement  
approved the lease between North York Korean United Church and Sun Young Yoon dated March 26, 2023 for a term of five years.

- Eglinton-St. George's – renovation  
approved the request of Eglinton-St. George's United Church, Toronto, for renovations to replace the concrete slab forming the roof over the storage room.

### **Governance Task Group**

The Governance task group made the following decisions:

- Knox, Sutton  
approved the revised Constitution of Knox United Church, Sutton, dated March 2023 with the following changes: in section 3.1 remove the words “and adherents” so that The Leadership Team shall consist of six to eight members; and in section 4.4.3 change presbytery to regional council.
- Virginia  
approved the revised Constitution of Virginia United Church, Sutton, dated March 2023 with the following changes: in section 3.1 remove the words “and adherents” so that The Leadership Team shall consist of six to eight members; and in section 4.4.3 change presbytery to regional council.
- Mount Albert  
approve the revised Constitution of Mount Albert United Church, 2023.
- Stouffville  
approved the revised Constitution of Stouffville United Church, dated November 2022.

### **Business Arising**

Property Group – Jody reported that the group has not met yet.

### **Communities of Faith Updates:**

Runnymede & Windermere – amalgamation agreement

An amalgamation agreement has been received from Runnymede and Windermere. Their vision is that they will keep both properties and primarily focus the Windermere property as an outreach ministry, and the amalgamated congregation will worship at the Runnymede property.

**MOTION** by Harry Ramsaran / Patti Rodgers That the Communities of Faith Commission of Shining Waters Regional Council approve the amalgamation agreement between Runnymede United Church and Windermere United Church.

**MOTION**

**CARRIED**

The agreement will come into effect on June 1, 2023.

Keswick & Windermere – request for someone to attend closing worship – *Jody Maltby*  
Jody reported that we have received two invitations to join congregations closing worship services, both being held on April 30<sup>th</sup>. Jody has accepted the invitation from Keswick

April 19, 2023

United Church and will be attending their service. Chris Bennett will attend the Windermere service.

West Hill UC (*Kim Uyede-Kai*)

Minister, Gretta Vosper, has returned from medical leave, and the supply minister has started on medical leave. Kim and Dale Hildebrand have done some work with the congregation and there will be a restorative practice listening circle set up that Kim will lead.

Ghana Calvary Methodist United Church (*Kim Uyede-Kai and Eric Nyarko*)

The existing church has defined itself as being United Church but with clear Methodist tradition, history and roots. There has been some conflict with the break-off congregation that claim to be Methodist. There is an understanding now that they need to come together to talk. A small task group has been formed and Kim and Eric will represent the United Church on the group. The group will re-look at the Memorandum of Understanding signed in 2013, and do some healing work to get to a place to be more compassionate towards each other, and to heal some hurts that have been in the community.

Bathurst UC (*Kim Uyede-Kai*)

Bathurst is trying to find their way. They have no minister right now, and are looking at different ways of being church together, such as what would a lay-led congregation look like, with occasional supply ministry but still a lay-led focus and identity. They are exploring – what would it mean, who do they contact, what resources do they need, etc. They have a clear social justice identity.

Christian Island (*Kim Uyede-Kai*)

Their Minister is now retired. Wayne Monague has been exploring ministry and has just been approved to do his Supervised Ministry Education at the site. Lois Brown is the pastoral charge supervisor.

Wahta United Church (*Kim Uyede-Kai*)

Their building had been vacant for a long time without minister or members. They want to return the United Church building to the Band, however we have been told they have started meeting again, but they still want the band to own the building to be used for community events.

Bradford (*Diane Matheson-Jimenez and Jody Maltby*)

It is a time of anxiety for the congregation, exacerbated by what will happen to their building and there is some division in the congregation. Diane is in touch with the Minister and with the Council. Their closing service is June 18<sup>th</sup>. Diane will be attending and invites other members of the Commission to attend. Patti Rodgers will attend as well.

They are embarking on a large archive project – taking photos of their historical pieces and writing on the back of the photograph about the piece and where it will be going. They will then put the photos in an archive folder.

They will meet with Toronto United Church Council (TUCC) next week to start the work of handing off the building which will help bring down the anxiety.

#### Bayview/Cummer Avenue

*(Chris Bennett, Kim Uyede-Kai, Diane Matheson-Jimenez, Jody Maltby)*

Since the last commission meeting, there has been further conversation about how to move the amalgamation forward in the right way and bring support from the commission. There was concern that the commission did not hear directly from the Japanese-Canadian members of Bayview. Chris, Gloria and staff met with some Japanese-Canadian members and heard some of their story and history and how important it is that this is preserved in the amalgamation. What can be done to ensure the relationships are maintained; how do we ensure the gifts that are brought by that church remain present in the new amalgamated church?

In light of this, there will be another draft done of the amalgamation agreement.

We are also arranging to have a conversation with folks from Cummer Ave. about what it looks like to have an intercultural lens in the amalgamation.

#### Good news stories

Jody, Kim, Diane, and Jeffrey lifted up some work done in congregations in the last month that is exciting and hopeful.

Gloria Tozek joined the meeting.

The meeting took an all-purpose break.

#### **Amalgamation Resources – Diane Matheson-Jimenez**

Last month Diane shared resources she had created around amalgamation. Some of the feedback received was to include things to be mindful of, or pitfalls. She wants to gather people that have recently experienced amalgamation to speak about barriers that they have overcome that could be flagged for others working through the process. The commission has now had a longer time to look at the documents and Diane asked for further feedback. The documents will be shared on the Shining Waters website. Chris and Diane will have a conversation about how these will be posted and used, and the item will come back to the next meeting for a more structured conversation.

#### **Regional Council Archives Champion, Update – Diane Matheson-Jimenez**

The response has been enthusiastic to the call for a champion and there is now a team of six people willing to work on this: Bruce Chown, Susan Wakefield, Greg McKinnon, Hugh Spencer, Rev. Kate Young, Rev. David Kim-Crag. Diane shared some background on each person. The group will have a time of training and have expressed interest in getting together as a team to do some planning over the summer. There was concern expressed that there are no members of the team from the northern part of the region, and the team is aware of that as well and willing to work on that. We may have to make use of existing networks in the north to get the word out.

**Community Ministries Proposals – Jeffrey Dale**

The commission discussed the two proposals around community ministries that will be going to the regional council meeting in May. Jody provided information about the general process of proposals at the regional council meeting.

**Criteria for use of funds in budget – Jody Maltby**

From the strategic planning done by the commission last year, there were funds attached to some of the goals. How do we want to allocate the budget funds based on that strategic planning? What would be the criteria upon which we would allocate the funds? And what would be the process? The documents from the strategic planning will be distributed to the commission again and the matter will come back to the next meeting.

**Update on General Council Strategic Plan–Growth Animator Positions – Jody Maltby**

One of the goals of the General Council Strategic Plan is 100 new communities of faith across the United Church. What does this look like? Creation of new communities of faith rests with regional councils; they are created by a covenant agreement between the regional council and the new community of faith.

General Council is currently hiring a Director of Growth and Ministry, and out of this they will also be hiring six new positions that are Growth Animators. There would be a growth animating staff position hired who would work with Canadian Shield and Shining Waters to help the regions create and renew communities of faith; 60% of the role would be seeding new communities of faith; 20% of the role would be assisting in the renewing of existing communities of faith.

Jody will circulate the three primary areas of responsibility of the position, and this will come to the May meeting for discussion about how we see this fitting with the work we have already been doing and our strategic goals and directions, and our mandate as a commission.

**Next Meeting**

May 17, 2023 at 9:30 a.m.

**Closing**

Chris Bennett offered a closing blessing, and the meeting closed at 12:05 p.m.



THE UNITED CHURCH OF CANADA  
SHINING WATERS REGIONAL COUNCIL

**Minutes of a meeting of the  
Communities of Faith Commission  
Wednesday, May 17, 2023**

The Communities of Faith Commission of Shining Waters Regional Council met on Wednesday, May 17, 2023 via Zoom. The meeting began at 9:30 a.m.

**Present:** Chris Bennett (Chair), Carolyn Harding, Kevin Logie, Tom MacNeil, Sandra Nottegar, Patti Rodgers, Gloria Tozek

**Staff:** Jeffrey Dale, Jody Maltby, Kim Uyede-Kai, Kathleen Wolfe

**Guest:** Bronwyn Corlett – EDGE representative

**Regrets:** Calin Lau, Amy Lee, Diane Matheson-Jimenez, Harry Ramsaran

**Absent:** Eric Nyarko

**Welcome, check in and prayer**

The Chair opened the meeting and welcomed everyone. Chris Bennett provided an opening worship. 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.

There was a time of check-in.

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

**Agenda**

**MOTION** by Carolyn Harding / Gloria Tozek that the revised Agenda be accepted as circulated.

**MOTION**

**CARRIED**

**Minutes**

**MOTION** by Patti Rodgers / Gloria Tozek that the Minutes of the meetings of the Communities of Faith Commission of Shining Waters Regional Council dated April 19, 2023 be approved as circulated.

**MOTION**

**CARRIED**

### **Email Votes**

The Commission made the following decisions by email vote;

.... that the Communities of Faith Commission of Shining Waters Regional Council approve the lease agreement between Victoria Square United Church and Toronto Chinese Christ Mission Church, Richmond Hill, dated April 27 2023

.... that the Communities of Faith Commission of Shining Waters Regional Council approve the lease amending agreement between Northlea United Church and Maria Montessori School Inc. dated March 26, 2023.

...that the Communities of Faith Commission of Shining Waters Regional Council approve the revised Constitution of St. Andrew's United Church, Markham, dated April 2023.

.... that the Communities of Faith Commission of Shining Waters Regional Council approves the request of Rosedale United Church to sell the manse property located at 6 Whitney Avenue, Toronto at a listing price of not less than \$4,200,000 and to employ the services of realtor Cailey Heaps of Royal LePage Real Estate Services.

### **Communities of Faith Updates:**

Runnymede & Windermere – amalgamation agreement

Chris Bennett attended the closing service of Windermere United Church. It was very well attended. There was representation from Runnymede United Church. There was a sadness around the ending of worship although enthusiasm was also shared around the amalgamation. There is a positive vibe around the fact that the property is going to be continued to be used for community purposes in their neighborhood.

**MOTION** by Sandra Nottegar / Carolyn Harding That the Communities of Faith Commission of Shining Waters Regional Council approve the amalgamation of Runnymede United Church and Windermere United Church under the name Runnymede United Church pastoral charge effective June 1 2023

**MOTION**

**CARRIED**

**MOTION** by Gloria Tozek / Sandra Nottegar That the Communities of Faith Commission of Shining Waters Regional Council approves that upon amalgamation, the Trustees of Runnymede United Church and the Trustees of Windermere United Church will together comprise the Board of Trustees of Runnymede United Church, with the existing Chair of Trustees and Trustee Treasurer of Runnymede United Church holding these same positions after amalgamation.

**MOTION**

**CARRIED**

Bayview/Cummer Avenue Amalgamation

A conversation was had with folks from Cummer Ave. about what it looks like to have an intercultural lens in the amalgamation. There is a concern among the commission that this amalgamation is moving forward too quickly and only a few core leaders are pushing for this amalgamation. There was another draft done of the amalgamation agreement, although it is felt that more conversation is needed between the two communities of faith.

**MOTION** by Kevin Logie / Sandra Nottegar That the Communities of Faith Commission receive the amalgamation proposal with gratitude and optimism for the future amalgamation of Bayview United Church and Cummer Ave United Church; that a decision to approve the amalgamation be tabled to allow time for further discernment and Intercultural work; that the commission directs staff to offer options of resources to support the two congregations in this work, including a budget of up to \$3,000 to hire a consultant to facilitate further discernment; that the two congregations be encouraged to begin worshipping together as planned.

**MOTION**

**CARRIED**

Designation of Keswick Financials Update

Jody reported that the plan is to retain the Keswick United Church building and lease to a primary tenant so that the current community tenants may also continue to use the space. The board of Keswick passed a motion requesting that all remaining financial assets in place at the date of closing be transferred to Shining Waters to be used specifically to offset any Operating and Capital deficiencies associated with the KUC property.

Our current policy for the distribution of funds when a congregation closes is specific to a situation in which we are selling the property and does not allow for the request that KUC is making. We're still determining what needs to happen with funds when we are holding property, after which the policy will need to be revised by the Executive. What KUC wants to do is probably what should happen but the policy doesn't really allow for that yet.

Good news stories

Jody spoke about the evening programs "Let's Connect!" taking place during the Annual Meeting.

**Amalgamation Resources – Diane Matheson-Jimenez absent**

Deferred to next meeting.

The meeting took an all-purpose break.

Bronwyn Corlett, EDGE representative General Council Staff joined the meeting.

**Renewal & Revitalization of Communities of Faith – Bronwyn Corlett**

EDGE is a living web of new and renewing ministries and leaders in the power of the Spirit, following Christ, embracing God's mission in the world. They work with congregations,

and ministries across Canada in areas of new & renewing ministries, communities in crisis, stories of celebration, and ideas worth sharing.

Bronwyn is focusing on Congregation Renewal

- Looking at resources & people who are supporting renewal with existing communities of Faith
- Share across Regions work that is being done and work to fill in gaps.
- Growth Animator Positions will focus on new communities of faith and renewing existing communities of faith.
- Renewal definition – maintain? transformation?
- General Consistent Challenges; membership, volunteer energy, burnout, financial
- Where do people need support? And how do we connect with those that have already found solutions

Bronwyn Corlett, EDGE representative General Council Staff left the meeting.

**Update on General Council Strategic Plan–Growth Animator Positions – Jody Maltby**

General Council is currently hiring a Director of Growth and Ministry, and out of this they will also be hiring six new positions that are Growth Animators. There would be a growth animating staff position hired who would work with Canadian Shield and Shining Waters to help the regions create and renew communities of faith. Jody previously circulated a version of the position description and a newer version was shared with the agenda which shows that 45% of the role would be assisting in the renewing of existing communities of faith; 45% of the role would be seeding new communities of faith; 10% will be focused on learning. This is quite a shift in the priorities of the position, which suggests that the General Council is looking for input. Please direct your input to Jody via email and she will forward to the General Council.

**Criteria for Use of Funds in Budget – Jody Maltby**

Jody is suggesting that the criteria be that the commission will discern where it might be appropriate to offer funds to a community of faith, based on interactions with that community of faith, to support a particular project that connects with the strategic directions of the commission: deepening connection, encouraging transformation and renewing and supporting leadership.

**GO Project – Jeffrey Dale**

Jeffrey shared possibilities for The GO Project as we move towards the end of our memorandum of understanding in March 2024. Jeffrey has requested a member of the Communities of Faith Commission to lead a conversational review regarding the working relationship between The GO Project and Shining Waters Regional Council.

**Lease Task Group**

Calin Lau is on sabbatical until September 2023 and will not be available for e-votes on the lease task group during that time. Tom MacNeil has offered to replace Calin until his return.

May 17, 2023

**Next Meeting**

Will be scheduled through a Doodle Poll

**Closing**

Chris Bennett offered a closing blessing, and the meeting closed at 12:05 p.m.

THE UNITED CHURCH OF CANADA  
SHINING WATERS REGIONAL COUNCIL

**Minutes of a meeting of the  
Communities of Faith Commission  
Monday June 19, 2023**

The Communities of Faith Commission of Shining Waters Regional Council met on Monday June 19, 2023 via Zoom. The meeting began at 9:30 a.m.

**Present:** Chris Bennett (Chair), Trevor Brisbin, Carolyn Harding, Amy Lee, Tom MacNeil, Sandra Nottegar, Eric Nyarko, Harry Ramsaran, Patti Rodgers, Gloria Tozek

**Staff:** Jody Maltby, Diane Matheson-Jimenez, Kim Uyede-Kai, Kathleen Wolfe

**Guest:** Karen Marshall, St Matthew's United Church, Kris Tavella, Kindred Works

**Regrets:** Jeffrey Dale, Calin Lau

**Welcome**

The Chair opened the meeting and welcomed everyone. Chris Bennett provided an opening worship. 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.

**Agenda**

**MOTION** by Carolyn Harding / Harry Ramsaran that the Agenda of the Communities of Faith Commission of Shining Waters Regional Council dated June 19, 2023 be accepted as circulated.

**MOTION**

**CARRIED**

There was a time of check-in. Welcome to Trevor Brisbin

**Minutes**

**MOTION** by Sandra Nottegar / Gloria Tozek that the Minutes of the meetings of the Communities of Faith Commission of Shining Waters Regional Council dated May 17, 2023 be approved as circulated.

**MOTION**

**CARRIED**

**Email Votes**

The Commission made the following decisions by email vote;

.... that the Communities of Faith Commission of Shining Waters Regional Council approve the lease agreement between North York Korean Church and Kaleo Ministry dated July 16, 2023 for a term of five years.

Eric Nyarko joined the meeting

**Communities of Faith Updates:**

Countryside United Church, Thornton, Ontario

Todd MacDonald and Jody have been working with Thornton for a few years as they have been trying to discern their future. They made the vote a couple weeks ago that they plan to disband. Jody will meet with their council in July to set a date and bring it back to the commission. The Pastoral Relations Commission will support the congregation in ending the pastoral relationship appropriately.

Taiwanese United Church

**MOTION** by Patti Rodgers / Sandra Nottegar that the Communities of Faith Commission extend the appointments of Janet MacDonald and Rachael Howes as directors of the Taiwanese United Church, Toronto from January 1, 2023 through December 31, 2023. Jody Maltby continues as Pastoral Charge Supervisor.

**MOTION**

**CARRIED**

Karen Marshall, St Matthew's United Church, Kris Tavella, Kindred Works joined the meeting.

Documents prepared by St Matthew's United Church were shared electronically prior to and during the meeting seeking the Regional Council approval request.

- ST. MATTHEW'S COMMUNITY LIMITED PARTNERSHIP AGREEMENT
- CONTRIBUTION AGREEMENT BY AND BETWEEN: UNITED PROPERTY RESOURCE CORPORATION -AND- THE TRUSTEES OF THE ST. MATTHEW'S CONGREGATION OF THE UNITED CHURCH OF CANADA - AND- KINDRED WORKS INC.

Questions were asked and answered.

St Matthew's United Church

**MOTION** by Harry Ramsarans / Amy Lee that the Communities of Faith Commission approves the redevelopment project of St Matthew's United Church, Toronto, in partnership with Kindred Works with the understanding that the congregation and Kindred Works will provide regular reports at each milestone of the project.

**MOTION**

**CARRIED**

Karen Marshall, St Matthew's United Church, Kris Tavella, Kindred Works left the meeting.

**Communities of Faith Updates:**

Bayview/Cummer Avenue Amalgamation

The amalgamation of Bayview & Cummer is optimistic, although the process needs to take time and therefore, they need to deepen their understanding of each other and the amalgamation process. Some research around interculture ministry within the United Church has been done by the communities of faith. A pastoral charge supervisor will be appointed for Bayview governing body. The amalgamation will proceed in due time.

Bradford United Church

**MOTION** by Amy Lee / Eric Nyarko that the Communities of Faith Commission recommend to the Regional Council Executive that consideration be given to Bradford United Church request to allocate a maximum of \$3000 from assets at closing, to be divided equally, to the Heart and Stroke Foundation, Diabetes Canada, and the Canadian National Institute for the Blind

**MOTION**

**DEFEATED**

A request was made by Bradford United Church, in the event that their building is sold the funds be dispersed equally to the following charities:

- Royal Victoria Hospital - Barrie
- Southlake Regional Health Centre - Newmarket
- The Hospital for Sick Children - Toronto
- The Bradford Foodbank
- Rainbow Children's Charity - Barrie
- Matthew's Hospice House - Alliston
- Hospice Simcoe - Barrie
- Margaret Bahen Hospice - Newmarket
- United Church of Canada - Mission and Service

**MOTION** by Patti Rodgers / Carolyn Harding that the Communities of Faith Commission will consider, at such time as the property is sold, the request for distribution of assets outlined by Bradford United Church's Council

**MOTION**

**CARRIED**

Good news stories

- Jody spoke about the 2023 Festival of Faith in North Bay hosted by the Canadian Shield Region she attended at the beginning of June and looks forward to the 2025 Joint Festival of Faith hosted by both Canadian Shield Region & Shining Waters Region June 13 – 15, 2025
- Trinity United Church, Huntsville was sharing with Jody about their congregation coming back from the pandemic, and they are in a fairly new pastoral relationship with Diane Knowles and that is going well, they have some young families who



have joined their congregation, therefore a newly active children's program. They also have a fabulous music program and how they are partnering that music program with some other churches, both United Church and other denominations.

The meeting took an all-purpose break.

Amy Lee left the meeting

**Amalgamation Resources – Diane Matheson-Jimenez**

The following documents were shared and discussed. All feedback that was shared will be taken into consideration when finalizing the documents. A conversation was had to how to share this information.

- Shining Waters Flow Chart
- Shining Waters Amalgamation Agreement Example
- Shining Waters Amalgamation Timeline Template
- Shining Waters Amalgamation Transition Plan

**Strategic Plan Growth Plan of 100 new communities of faith – Kim Uyede-Kai**

In light of the commitment of the Strategic Plan to form 100 new communities of faith, Kim shared that General Council Office (GCO) staff have alerted Shining Waters that GCO has been in touch with at least seven house churches/new immigrant communities in the region who are affiliated with other denominations and who might explore relationship with the UCC. Shining Waters has the experience of GCO starting and financing a new community of faith and then giving all the responsibilities to the region. Kim asked the Commission to consider two questions:

- "How will the Commission respond to these new GCO initiatives and processes of developing new communities of faith (without regional consultation)?"
- "Where is the agency for Shining Waters to also determine our own needs and possibilities of where we see emerging communities of faith in our region?"

The Commission will discuss this at future meetings.

**Update on General Council Strategic Plan–Growth Animator Positions – Jody Maltby**

The growth animator position with the job description is set to be posted and interviews are tentatively set for early August.

**Property Consultation – Jody Maltby**

Gloria Tozek, Tom MacNeil, Jody Maltby, Diane Matheson-Jimenez, Kim Uyede-Kai & David Leighton Brown participated in a cross-regional property conversation. The plan is to have more conversations in the future. Gloria, Tom and Jody are also meeting to continue our discussion around a theology of property.

**Next Meeting**

TBD / Wednesday August 16, 2023 9:30am if required

**Closing**

Chris Bennett offered a closing blessing, and the meeting closed at 4:30 p.m.

THE UNITED CHURCH OF CANADA  
SHINING WATERS REGIONAL COUNCIL

**Minutes of a meeting of the  
Communities of Faith Commission  
Wednesday September 20, 2023**

The Communities of Faith Commission of Shining Waters Regional Council met on Wednesday September 20, 2023 via Zoom. The meeting began at 9:30 a.m.

**Present:** Chris Bennett (Chair), Amy Lee, Tom MacNeil, Sandra Nottegar, Eric Nyarko, Gloria Tozek

**Staff:** Jody Maltby, Eun-Joo Park, Kathleen Wolfe

**Regrets:** Trevor Brisbin, Carolyn Harding, Calin Lau, Diane Matheson-Jimenez, Harry Ramsaran, Patti Rodgers, Kim Uyede-Kai

There was a time of check-in.

**Welcome**

The Chair opened the meeting and welcomed everyone. Gloria Tozek & Tom MacNeil provided an opening worship. Gloria gave an acknowledgement of the land, and Jody Maltby acknowledged our commitment to being a safer place for all people to gather and participate in our Region. Gloria

**Agenda**

**MOTION** by Amy Lee / Sandra Nottegar that the Agenda of the Communities of Faith Commission of Shining Waters Regional Council dated September 20, 2023 be accepted as circulated with the addition of Interim Ministry Network

**MOTION**

**CARRIED**

**Minutes**

**MOTION** by Gloria Tozek / Sandra Nottegar that the Minutes of the meetings of the Communities of Faith Commission of Shining Waters Regional Council dated June 19, 2023 be approved as circulated.

**MOTION**

**CARRIED**

**Email Votes**

The Commission made the following decisions by email vote;

.... That the Communities of Faith Commission of Shining Waters Regional Council approves the request of Kingston Road United Church, Toronto to use up to \$100,000 from the Manse Fund over the next 18 months to cover mortgage payments related to the replacement of their roof.

.... That the Communities of Faith Commission of Shining Waters Regional Council upon the disbanding of Bradford United Church appoint as trustees; Jody Maltby, Janet MacDonald and Chris Bennett

.... That the Communities of Faith Commission of Shining Waters Regional Council approve the recommendation of the Intentional Interim Ministry Committee that Kingston Road United Church, Toronto be approved as an Intentional Interim Ministry site and be permitted to enter into a time of Intentional Interim Ministry.

.... That the Communities of Faith Commission of Shining Waters Regional Council approve the recommendation of the Intentional Interim Ministry Committee that St James United Church, Etobicoke be approved as an Intentional Interim Ministry site and be permitted to enter into a time of Intentional Interim Ministry.

.... That the Communities of Faith Commission of Shining Waters Regional Council approves the request of Countryside United Church to disband effective October 30, 2023 with thanks to God for the ministry of this congregation.

..... that the Communities of Faith Commission of Shining Waters Regional Council upon the disbanding of Countryside United Church appoint as trustees; Jody Maltby, Janet MacDonald and Chris Bennett

.... That the Communities of Faith Commission approve the request of Palgrave United Church, Caledon, to access \$20,000 from their Manse Fund for the Church Futures Process and Building Condition Assessment

.... That the Communities of Faith Commission of Shining Waters Regional Council approves the request of Stouffville United Church to access \$63,000 from their restricted manse fund for electrical system upgrade and green energy conversion work.

.... That the Communities of Faith Commission of Shining Waters Regional Council approves the request of Timothy Eaton Memorial Church to install video screens in the sanctuary

#### **Executive Proposal for Funding Community Ministry** – *Chris Bennett*

##### **Plan for consistent core funding that could include:**

- Establishing a working relationship with the Toronto United Church Council to support fundraising efforts and financial contributions.
- Revisiting the distribution of assets policy with respect to disbanding or amalgamating communities of faith to include funding for community ministries.
- Creating a policy and process for financial appeals to communities of faith.
- Initiating a capital campaign with the goal of 10 million dollars to sustain the existing community ministries while also providing seed funding for potential future community ministry in Shining Waters Regional Council.

- Hiring a fundraiser to support in the efforts listed above (funding through: application to the Seeds of Hope Grant (Fall 2023) - \$20,000 request, community ministries - \$15,000 matching, Shining Waters Regional Council - \$15,000.

**MOTION** by Tom MacNeil / Gloria Tozek that the Communities of Faith Commission recommend to the Executive that we proceed with applying for a Seeds of Hope Grant of \$20,000 to support hiring a fundraiser.

**MOTION**

**CARRIED**

**Ongoing Property Conversations** – *Jody Maltby, Gloria Tozek, Tom MacNeil,*

Jody shared some reflections from an interregional property conversation,

- Alf Dumont’s “The other side of the river”
  - It is incumbent on us as churches to examine and understand the theologies that have shaped our decisions and our actions.
- Sheryl Johnson “Serving money serving God”
  - That our financial frameworks draw on values that are different from, and in some cases opposed to, our most cherished notions of justice and faith and the guiding frameworks we use to make financial decisions might prevent us from living into our commitments to justice or they may ignite a powerful witness to these commitments, our operating values affect how we approach features of church life such as land ownership and location buildings, investments, staffing, volunteer leadership, relationship to other churches and communities and non profit status.

Gloria prepared us to look at some of our policy work that has been done and lift up to some of the words or phrases that came during the opening reading.

- Redemption – so they can continue to live among you
- Jubilee – gives us hope for the future
- Liberty – the land belongs to me, meaning God

Tom shared the vision for God’s just from the second reading.

- Do not take advantage of each other
- Take Care of the Land
- Carry out our mission in justice
- Proclaim liberty
- The land belongs to God, we live on it, care for it, and care for one another,
- So that all might live together in just community
- God's calling, living into justice, helping strangers.
- No permanent ownership, transmission of wealth through generations.
- The land is a resource to all in the community.
- God is the owner of the land. We are only caretakers.
- Redemption of the land and land as a means to support the community.

The group asked the Commission to think about the theological understanding that may have informed our current policies and practices relating to property, and how this theology does or does not help us to live into our commitment, to be in right relationship with indigenous peoples. At our next meeting in November, we want to spend some time thinking about questions that we can offer communities of faith to help them reflect theologically when they're making decisions about property.

- There is a real tension between what we want to do today in terms of our theology and in terms of having a view of property that it's more aligned with Leviticus readings.
- It is an expression of power.
- How do we move to a place where we stand on property and how we exercise control of it?
- There are some power relationships here that need to be disrupted. And we struggle with that because we're also beneficiaries of it and can be the source of good for us.
- The big challenges of our time to figure out how we control land and property
- Resources embedded in buildings are critical to our future as a region and as a church.
- Part of our job is just being a landlord and giving people a place to gather
- Selling our property won't help because some building developer might buy it and turn it into something that isn't available to everyone
- Shifting the point of view from power over to power with
- How can we use our ability to make change in the community by hosting groups?
- How do we show that we've increased the utility of the land?
- If we sell a church and it goes to low cost housing, or it becomes a community center of some sort, that's just as in line with the Church's mission as keeping the cross on the front and keeping United Church on a sign there somewhere.
- The way our policy is enacted, it's still the folks who have the property they get to make the decisions and so there are voices that are not being included in the decisions about property.
- The tension in that is that the people who hold the property, the churches that hold the property also have to pay for that property, and so the decisions have to benefit them to a certain extent.
- It is also a matter of empowerment. So how can we empower the communities of a faith that have the power to make a decision that they can see the benefit of the communities or wider communities and empower them to think and act on behalf of the wider church and wider community and whole creation.

The meeting took an all-purpose break.

#### **Tools for Covenants AND Ministry plans & self-assessments – Jody Maltby**

Two documents were shared with the Commission via email. They were briefly introduced and further discussion with occur during our October meeting.

- Communities of faith commission policy and procedures for Ministry plan for communities of faith: Living faith story, self-assessment and covenant

- A covenant of mutual commitment, accountability and support

**Lay Led Congregations as part of the conversation with PRC**

Todd MacDonald met with Donna Bowman-Woodall and Chris Bennett about our joint meeting. The regional council in Newfoundland is developing a model for multiple COF sharing a pastoral charge supervisor, based on the experience of one of their admitted ministers and we want to learn from them. This will be a main focus of our joint CFC and PRC meeting. Held in person at Burton Avenue UC on Tuesday October 24<sup>th</sup>, 2023. An option to join via zoom will be available. We will hold our monthly meeting separately during the afternoon.

**Upcoming Conversation with Lay Leaders – Jody Maltby**

The Governance Task Group is planning to organize a lay leaders gathering to discuss governance models. Eun-Joo will be taking over as staff support to this task group.

The Lease Group will consider offering a conversation about what to do when CoF values are in conflict with the values of the proposed tenant.

**Filling Jeffrey's Vacancy – Jody Maltby**

Jeffrey's work was shared between Shinning Waters & Canadian Shield Regional Councils. Due to timelines, this position may not be filled until January 2024. The commission highlighted the importance of supporting youth and young adult programs in both regions and also camps.

**Beginning of the new Growth Animator's Work – Jody Maltby**

The growth animator position has been filled. Calin Lau is the new Growth Animator and his work will begin January 1<sup>st</sup>, 2024. The commission looks forward to working closely with Calin, beginning with a focus on revitalization of existing communities of faith.

**Interim Ministry Network – Eun-Joo Park**

Shining Waters & Canadian Shield Regional Councils are offering a shared clergy event that focused around the IMN Conference. This event will be held on November 8/9, 2023 at Fern Resort Orillia. This will be a workshop around Forging a New Path: Moving the Church Forward in a Post-Pandemic World Book by Rebekah Simon-Peter

**MOTION** by Amy Lee / Sandra Nottegar that the Communities of Faith Commission of Shining Waters Regional Council approves up to \$3,000 to support the Intentional Interim Ministry gathering in November.

**MOTION**

**CARRIED**

**Communities of Faith Updates:**

**Lansing United Church, North York – Jody Maltby**

Offering to serve as a resource to other communities of faith of how they are using their building as a revenue source. Therefore, if there are congregations that are interested in learning, they are willing to act as a resource.

Metropolitan United Church, Toronto – Jody Maltby

According to our property policy communities of faith must seek approval for major renovations over \$50, 000. The staff lead can approve renovations up to \$100,000. Anything over needs approval from the commission (Loans Task Group). Metropolitan is requesting to be able to provide an annual capital budget for approval with potential multiple renovations. The Commission agrees with this suggestion and will encourage other Communities of Faith to do the same. The Property Policy will be updated to reflect this option.

Forest Grove United Church, Toronto – Eun-Joo Park

**MOTION** by Amy Lee / Eric Nyarko that the Communities of Faith Commission of Shining Waters Regional Council approve the recommendation of the Intentional Interim Ministry Committee that Forest Grove United Church, Toronto be approved as an Intentional Interim Ministry site and be permitted to enter into a time of Intentional Interim Ministry.

**MOTION**

**CARRIED**

Kingston Road United Church, Toronto – Eun-Joo Park

**MOTION** by Sandra Nottegar / Tom MacNeil that the Communities of Faith Commission approve the appointment of Cynthia O’Connell as regional representative to the transition team of Kingston Road, Toronto.

**MOTION**

**CARRIED**

**Next Meeting**

Tuesday October 24<sup>th</sup> following PRC & CFC joint meeting. This meeting will be in person at Burton Avenue, Barrie, although there will be an option to join via zoom.

**Closing**

Chris Bennett offered a closing blessing, and the meeting closed at 11:50 a.m.

**THE UNITED CHURCH OF CANADA  
SHINING WATERS REGIONAL COUNCIL**

**Minutes of a meeting of the  
Pastoral Relations Commission and  
Community of Faith Commission  
Tuesday, October 24 2023**

The Pastoral Relations Commission of Shining Waters Regional Council met for an in-person hybrid (in-person and online) joint meeting with the Community of Faith Commission, on Tuesday, October 24, 2023 at Burton Avenue United Church, 37 Burton Avenue, Barrie, ON. The meeting began at 9:30 a.m.

**Present:** Donna Bowman-Woodall, Andrew Comar, Barbara Hendren, William Haughton, Sung-Ran Kim, Deirdre Lawrence, Elizabeth Mackenzie, Lawrence Nyarko, Robin Pilkey, Chris Bennett, Carolyn Harding, Calin Lau, Sandra Nottegar, Eric Nyarko, Harry Ramsaran, Patti Rodgers, Gloria Tozek

**Present Online:** Beth Moore, Amy Lee, Diane Matheson-Jimenez

**Staff:** Jody Maltby, Todd McDonald, Eun-Joo Park, Donna Rutz, Kathleen Wolfe, Celio de Andrade Santos Jr., Kim Uyede-Kai

**Regrets:** Tom MacNeil, Paul Stott

**Gathering**

**Welcome, constituting the meeting and prayer**

Chris Bennett welcomed everyone to the meeting. There was a time of introductions. Chris gave an acknowledgement of the land and led a time of worship.

**Joint Commission Conversation** - Donna Bowman-Woodall

Focus for today's Joint Commission meeting, Transitions in Ministry

**Transitions and Ministry** - Eun-Joo Park

What is transitional ministry?

- An opportunity for congregational transformation.
- A season of renewal.
- A time of meaningful change in a church.

The transition journey throughout ministry was shared and the benefits of transitional ministry was explained.



## **Collaborative Ministry / Lay Led Congregations** - Todd McDonald

There was a discussion around the challenges faced by the pastoral charges without ministers in First Dawn Eastern Edge Regional Council (Newfoundland and Labrador). They acknowledged the scarcity of ministers and the feelings of abandonment among the congregations. The Future Directions team of First Dawn Eastern Edge Regional Council proposed a new direction which includes hiring at 1-2 ministers to oversee a pastoral unit (4-5 pastoral charges in a unit) and providing training for lay people as licensed lay worship leaders, funeral assistants, and sacrament elders. A minister(s) and a team of trained lay leaders would collaborate together to provide effective ministry within a pastoral unit.

Shining Waters also highlighted the potential for increase of lay led congregations, referencing the pastoral unit concept as one regional council's response in Newfoundland and Labrador. The meeting participants agreed to focus on listening to Shining Waters Regional Council's lay led congregations in order to find a way to support their ministry in the long term.

A video presentation from First Dawn Eastern Edge Regional Council and their Pastoral Units pilot project. Heather Sandford (Regional Minister) & Simon Muwowo (Pastoral Charge Supervisor) <https://youtu.be/5OIT0uJOCIM>

Discussion of the meeting participants how best to listen to ley led congregations

- What do you see as the best next steps to listen to our lay led congregations?
  - To actually listen and hear what their needs are, sitting down, how are they functioning
  - Being kind, being compassionate is helping us to listen
  - Check to see if they are on the right track as a lay minister
  - Not make it about policing but about supporting
  - Connecting with the wider church
- What are the learnings that we hope for from listening to our lay led congregations?
  - What are the challenges?
  - What are the struggles, differences and similarities?
  - Do we have the resources for lay led congregations?
  - How are we going to live as a lay led congregation?
  - We need to learn about their experiences and how they are impacted by their faith?
- Is there anyone else that we need to listen to?
  - to people within the congregation
  - to people connected to lay led congregations within other denominations
  - to all parts of the country

- On – line Comments
  - the importance of training for lay leaders, not just in lay led congregations, but in all Community of Faiths
  - the need to be open to considering models like this
  - Providing educational programs for the lay leaders

## **Break**

The meeting took a 10-minute break.

## **Transitions and Ministry Continued**

### **Communities of Faith Self-Assessment** - Chris Bennett and Jody Maltby

Jody spoke about a new policy that the Communities of Faith Commission will be considering this afternoon: Policy and Procedures for Ministry Plan for Communities of Faith. The purpose of this policy is to provide guidance, clarity and resources for the development of ministry plans by communities of faith. A Ministry Plan includes three pieces: a Living Faith Story or equivalent mission or vision statement, regular Self-Assessments and the covenant between the community of faith and the regional council. We will be creating a page on our website to share resources to support this work. Feedback from the Pastoral Relations Commission would be welcome. Chris spoke about his experience at East End United and the hope that this work will not be onerous but will give direction and meaning to the life of the community of faith.

Living Faith Stories will be shared with the Communities of Faith Commission. The commission hopes to learn from these to better understand and strengthen the ministry we share. Awareness of the different types of ministries throughout the regional council will help to inform plans, and determine what support and resources are needed.

### **Flourish: Fostering Health Joy and Excellence for Ministry Personnel** - Todd McDonald

Former Vision from 2019 – Regional Council create some clear space beyond the job of ministry and a space to have significant conversations and share experiences of ministry with each other as ministry personnel.

October 3, 2023 ministers gathered to articulate a new vision for Flourish by answering this question: What can the regional council offer that can equip you to live out the kind of ministry you are attracted to, that is deeply satisfying?

- be a presence with ministry personnel / leaders
- help ministry personnel connect
- provide opportunities to grow in new ministry leadership skills

The new draft vision for Flourish's work is: Future offerings from Flourish programming seeks to:

1. **Care** – ministers who feel isolated are supported
2. **Connect** – ministers are given opportunities to build trust as colleagues
3. **Collaborate** – ministers develop invigorated leadership skills for collaborative ministry with lay leaders

### **New Growth Animator** – Jody Maltby

Jody welcomed Calin Lau to his new role as Growth Animator for both Canadian Shield and Shining Waters Regional Councils. The Growth Animators are deployed staff from the Department of Growth of the General Council. He will start his role on January 1, 2024. There was discussion about how the work of the Growth Animator may be connected to Self-Assessments and Living Faith Stories and to Collaborative Ministry. Jody confirmed that the Growth Animator will work closely with regional staff and commissions, but is a member of the General Council staff and supervised by the Director of Growth. This is a similar model to stewardship staff who are deployed from the Philanthropy Department. The focus of Calin's work will be as follows:

- 45% renewing existing communities of faith
- 45% seeding new communities of faith
- 10% learning option

### **Supporting Communities of Faith as They Close** - Jody Maltby

Jody discussed the ways that regional staff are trying to support communities of faith that make the decision to disband. As the primary staff person in this work, Jody tries to walk more closely with congregations that have made the decision to disband and to provide resources and opportunities for congregations to talk about their options. We also try to help with some of the practical questions around closing ie: property, legacy, and ongoing presence in the community, and to be more intentional in celebrating the ministry of a congregation that is closing.

There was discussion about the role of clusters when congregations are disbanding. A cluster can be a source of support, offering options to collaborate or amalgamate and welcoming members of a closing congregation into their community. The regional council cannot compel a congregation to work with their cluster or accept suggestions for a way forward but hopefully if there is a strong relationship within the cluster, this support will be welcomed.

### **Intentional Interim Ministry** - Diane Matheson-Jimenez

Diane provided an update on her transition out of her primary support role for intentional interim ministry, with Eun-Joo set to take over this role by the end of the year. Diane will continue to offer secondary support. She explained the purpose and origins of intentional interim ministry, which aims to provide a stable ministerial relationship in communities of

faith. Diane also discussed the decision to use intentional interim ministry for struggling communities, the five focal points of this work, and the potential for a shift to a model of consultants. She emphasized the need to make intentional interim ministry financially accessible and ensure stability for the ministers involved.

### **Equity Project Goal and Plan** - Liz Mackenzie

Liz discussed progress on the Equity Project and Equity Plan led by the Pastoral Relations Commission, acknowledging the contributions of William Haughton and Robin Pilkey to the Equity Task group. The team has been working on a three-year plan, which is set to end in 2024, and presented an overview of their achievements so far at the Annual Meeting Regional Annual Meeting. They also shared their equity plan and commitment to removing barriers to employment for equity seeking ministry personnel. Liz presented the three major directions for the three-year plan, including enhancing equity training, providing support and connection to equity-seeking ministry personnel, and growing equity within pastoral relations, policy, and practice within the Shining Waters Regional Council. She also discussed progress and future plans under each direction.

- Major Direction 1
  - Enhance equity training
  - Provide support, connection and accompaniment to equity seeking ministry personnel
  - Grow equity within pastoral relations policy and practice with Shining Waters Regional Council.
- Major Direction 2
  - Development of negotiation handbook
  - A supportive beginning for ministry personnel
- Major Direction 3
  - Appointment of equity advocate on PRC
  - One quarterly PR Liaisons' meeting per year will have intentional discussion of emergent equity issues with a report and any recommendations made to PRC

Chris Bennett offered a blessing prayer for lunch.

### **Lunch Break**

The joint commission gathering broke for lunch at 12:30 p.m. p.m. and then reconvened separately.

**Minutes of a meeting of the  
Community of Faith Commission  
Tuesday, October 24 2023**

**Present:** Chris Bennett, Carolyn Harding, Calin Lau, Sandra Nottegar, Eric Nyarko, Harry Ramsaran, Patti Rodgers, Gloria Tozek

**Present Online:** Trevor Brisbin, Amy Lee, Diane Matheson-Jimenez

**Staff:** Jody Maltby, Kathleen Wolfe, Celio de Andrade Santos Jr., Kim Uyede-Kai

**Regrets:** Tom MacNeil

**Welcome**

The Chair opened the meeting and welcomed everyone. Patti gave an acknowledgement of the land and acknowledged our commitment to being a safer place for all people to gather and participate in our Region. There was a time of check in.

**Agenda**

**MOTION** by Carolyn Harding / Calin Lau that the Agenda of the Communities of Faith Commission of Shining Waters Regional Council dated October 24, 2023 be accepted as circulated

**MOTION**

**CARRIED**

**Minutes**

**MOTION** by Sandra Nottegar / Eric Nyarko that the Minutes of the meetings of the Communities of Faith Commission of Shining Waters Regional Council dated September 20, 2023 be approved as circulated.

**MOTION**

**CARRIED**

**Email Votes**

The Commission made the following decisions by email vote;

.... that the Communities of Faith Commission of Shining Waters Regional Council approves the renovations to the sanctuary of St. Paul's United Church in Scarborough and the use of restricted funds in the amount of \$54,108.92 (\$48893.38 after tax rebate).

**Debriefing the Joint Meeting**

A discussion was had around the topics shared during the Joint Commission Meeting. Topics of interest included; collaborative ministry, designated lay leaders, transitional ministry, Pastoral Units pilot project and resourcing the journey to becoming a lay-led congregation.

## **Executive Proposal for Funding Community Ministry**

Davenport Perth Community Ministry

Jane Finch Community Ministry

Regent Park Community Ministry

From the Proposal for Funding Community Ministry adopted by the Regional Council in May:

### **Plan for consistent core funding that could include:**

- Establishing a working relationship with the Toronto United Church Council to support fundraising efforts and financial contributions.
- Revisiting the distribution of assets policy with respect to disbanding or amalgamating communities of faith to include funding for community ministries.
- Creating a policy and process for financial appeals to communities of faith.
- Initiating a capital campaign with the goal of 10 million dollars to sustain the existing community ministries while also providing seed funding for potential future community ministry in Shining Waters Regional Council.
- Hiring a fundraiser to support in the efforts listed above (funding through: application to the Seeds of Hope Grant (Fall 2023) - \$20,000 request, community ministries - \$15,000 matching, Shining Waters Regional Council - \$15,000.

Suggested path forward:

1. Establish a small working group to
  - Work on application to Seeds of Hope for spring 2024
  - Work with fundraiser to initiate a capital campaign
2. Establish a small working group to create a policy and process for financial appeals to communities of faith, such policy to be recommended to the Executive for approval.
3. Regional Staff Lead to initiate conversation with Toronto United Church Council about their interest in supporting fundraising effort and report back at November CFC meeting.
4. Recommend to the Executive where the Community Ministries Fund should be housed.  
Options include:
  - The Presbyteries of Toronto Conference Corporation (PTCC)
  - Toronto United Church Council (TUCC)
  - The United Church Foundation
  - Other?
5. Engage in conversation with the Grants and Mission Support Committee to develop a recommendation to the Executive about how the funds in the Community Ministries Fund should be accessed.
  - Application process through the Grants and Mission Support Committee
  - Other?
  - Criteria for distribution of funds?

6. Suggested Revisions to sections of Regional Property Policy related to distribution of assets, such revisions to be recommended to the Executive for approval.

Harry Ramsaran left the meeting

The commission will consider a motion on this plan at the November meeting. Jody will have a conversation with TUCC and the Grants and Mission Support Committee to see if they are interested in being in the conversation.

The meeting took an all-purpose break.

### **Tools for covenants, ministry plans and self-assessments**

Shining Waters Regional Council and Shining Waters' Communities of Faith work together in mutual respect as part of The United Church of Canada. Together we celebrate God's presence, seek justice, live with respect in creation, and love and serve others. A covenantal relationship, intentionally entered into between a community of faith and the regional council, is an important symbol of our commitment to one another to support and encourage the ministry we share.

Covenants between communities of faith and the wider church have been in place since the Basis of Union of The United Church of Canada to articulate an understanding of mutual accountability and support. The Manual identifies that a community of faith is recognized by the regional council through a covenantal relationship with the regional council. Components of the covenantal relationship include requirements for communities of faith in The Manual as well as applicable policies set out by the General Council and by the regional council.

Our covenant begins with the shared vision and call of The United Church of Canada as approved by the annual meeting of the 43rd General Council October 23, 2021:

**MOTION** by Gloria Tozek / Carolyn Harding that the Communities of Faith Commission of Shining Waters Regional Council approves the Communities of Faith commission policy and procedures for ministry plan for communities of faith; and the covenant template.

**MOTION**

**CARRIED**

Eric Nyarko and Sandra Nottegar volunteered to work with Jody on developing a workshop to share with the community of faiths.

### **Community of Faith Updates**

#### **Cummer Avenue / Bayview Report – Diane**

Randy Naylor's work with the communities at Cummer Avenue and Bayview was discussed. He indicated that they are ready to move forward into an amalgamated relationship. Each congregation will hold a congregational meeting on Sunday,

November 5<sup>th</sup>, after which the request to approve, the amalgamation will come to the commission meeting on November 15<sup>th</sup>.

**Bloor Street United Church, Toronto IIM – Diane**

**MOTION** by Sandra Nottegar / Patti Rodgers that the Communities of Faith Commission of Shining Waters Regional Council approve the recommendation of the Intentional Interim Ministry Committee that Bloor Street United Church, Toronto be approved as an Intentional Interim Ministry site and be permitted to enter into a time of Intentional Interim Ministry.

**MOTION**

**CARRIED**

**Central United Church, Weston IIM – Diane**

Diane reported that Kate Young has resigned from her work with Central United Church. The committee decided to request that the Growth Animator connect with the congregation early in the new year.

**Rosedale United Church, Toronto – Jody**

Rosedale United Church has been successful in arranging the sale of their Manse property at 6 Whitney Avenue. The final sale price will be \$4,400,000. As this is in excess of the \$4,200,000 minimum amount that was originally shared with the Commission, further approval of the sale was not required, as per the regional property policy. The closing date for the transaction will be Monday, October 30th, 2023.

**St. Paul's United Church, Brampton – Diane**

Many offers of prayer and support, and care and concern, have been offered to St Paul's from neighboring churches during this difficult time after the arrest of their former administrator. |

**MOTION** by Gloria Tozek / Eric Nyarko that the Communities of Faith Commission of Shining Waters Regional Council confirms that Jody Maltby, Janet MacDonald and Chris Bennett are trustees for the following properties as per the motion of December 16, 2020 which states that if a pastoral charge closes without naming a Board of Trustees to deal with remaining property, the chair of the Communities of Faith Commission, the Staff Lead and the Finance Administrator are automatically trustees:

- Ardtrea United Church, 3601 Menoke Beach Road, Severn ON, L3V 0T9 and Heritage United Church, 332 Muskoka Street, Washago, ON, L0K 2B0 (Severn Shores Pastoral Charge, disbanded effective December 31, 2021);
- Cheltenham United Church, 14309 & 14299 Creditview Road, Cheltenham, ON (disbanded effective December 31, 2022);
- Trinity United Church, (also known as Mono Mills), 60 Richmond St, Caledon, ON L7K 0A4 (disbanded effective December 31, 2022).

**MOTION**

**CARRIED**



**Next Meeting** Wednesday November 15<sup>th</sup> 9:30 a.m.

**Closing** Chris Bennett offered a closing blessing, and the meeting closed at 3:15 p.m.

**Minutes of a meeting of the  
Community of Faith Commission  
Wednesday, November 15 2023**

The Communities of Faith Commission of Shining Waters Regional Council met on Wednesday November 15, 2023 via Zoom. The meeting began at 9:30 a.m.

**Present:** Chris Bennett, Trevor Brisbin, Carolyn Harding, Calin Lau, Amy Lee, Tom MacNeil, Sandra Nottegar, Eric Nyarko, Harry Ramsaran, Patti Rodgers,

**Staff:** Jody Maltby, Eun-Joo Park, Kim Uyede-Kai, Kathleen Wolfe

**Regrets:** Gloria Tozek

**Welcome**

There was a time of check in. The Chair opened the meeting and welcomed everyone. Tom MacNeil gave an acknowledgement of the land and acknowledged our commitment to being a safer place for all people to gather and participate in our Region. He then led the commission in a time of worship.

**Agenda**

**MOTION** by Calin Lau / Sandra Nottegar that the Agenda of the Communities of Faith Commission of Shining Waters Regional Council dated November 15, 2023 be accepted as circulated

**MOTION**

**CARRIED**

**Minutes**

**MOTION** by Sandra Nottegar / Calin Lau that the Minutes of the meeting of the Joint Meeting Communities of Faith Commission & Pastoral Relations Commission of Shining Waters Regional Council dated October 24, 2023 be approved as circulated.

**MOTION**

**CARRIED**

**Minutes**

**MOTION** by Carolyn Harding / Patti Rodgers that the Minutes of the meetings of the Communities of Faith Commission of Shining Waters Regional Council dated October 24, 2023 be approved as circulated.

**MOTION**

**CARRIED**

### Email Votes

The Commission made the following decisions by email vote;

*.... that the Communities of Faith Commission of Shining Waters Regional Council approve the lease agreement between Victoria Square United Church and Jazzercise Markham, dated October 31, 2023.*

### Approvals of Regional Staff Lead

*July 26, 2023: approved the request of St. Mark's United Church, Scarborough for a loan of \$50,000 from Toronto United Church Council for repairs to the washrooms.*

*July 12, 2023: approved the request of St. James United Church, Toronto, for renovations to the parking lot at a cost of \$80,230*

*July 11, 2023: approved the request of Lake Scugog Camp for a loan of \$100,000 from the Toronto Southeast Presbytery - Major Capital Fund (TSP-MCF) housed at Toronto United Church Council for urgent repairs to cabins. (Note: this loan is provided as bridge financing until an approved grant from the Rotary Club is received)*

### Update Executive Proposal for Funding Community Ministry

- Ron Ewart (TUCC) is interested in participating in a conversation about the new fund.
- Jody will speak to the Grants and Mission Support Committee about their participation at their meeting later today.
- Harry Ramsaran has volunteered to work with Jody to develop a recommendation to the Executive about how the funds in the Community Ministries Fund should be accessed. A representative from the Community Ministries and a representative from Grants and Mission Support Committee will also be included.
- Approval has already been granted to work on the Seeds of Hope application. Patti Rodgers has volunteered to work with Jody on application to Seeds of Hope for spring 2024 along with a representative from the Community Ministries.
- Chris Bennett has volunteered to work with Jody around the governance piece, policy and process for financial appeals to communities of faith.
- Once all pieces are in place, the commission will make a full recommendation to the Executive.

Eric Nyarko joined the meeting

### **Update on Property Policy**

**MOTION** by Tom MacNeil / Carolyn Harding that the Communities of Faith Commission of Shining Waters Regional Council accepts the changes to the regional property policy as follows:

#### **Major Renovations (Regional Council Executive: Property Policy)**

- Renovations include repairs, restorations, improvements & remodeling.
- A congregation may request approval of individual renovations as they occur or may submit an annual capital budget for approval.

#### **Property Development (Communities of Faith Commission Policy)**

- **Feasibility Studies:** Prior to signing a contract to engage in a feasibility study related to the possible development of United Church property with any organization, a community of faith must review the contract with the commission.

**MOTION**

**CARRIED**

The meeting took an all-purpose break.

Kim Uyede-Kai joined the meeting

Eun-Joo Park joined the meeting

### **Community of Faith Updates**

#### **St Paul's, Scarborough**

**MOTION** by Patti Rodgers / Sandra Nottegar that the Communities of Faith Commission of Shining Waters Regional Council approve the recommendation of the Intentional Interim Ministry Committee that St. Paul's, Scarborough be approved as an IIM site and be permitted to enter into a time of Intentional Interim Ministry.

**MOTION**

**CARRIED**

#### **St James, Etobicoke**

**MOTION** by Carolyn Harding / Tom MacNeil that the Communities of Faith Commission of Shining Waters Regional Council approve the recommendation of the Intentional Interim Ministry Committee that David Allen be appointed as regional representative to the transition team of St. James, Etobicoke.

**MOTION**

**CARRIED**

**Bloor Street, Toronto**

**MOTION** by Amy Lee / Trevor Brisbin that the Communities of Faith Commission of Shining Waters Regional Council approve the recommendation of the Intentional Interim Ministry Committee that Mary Ellen Richardson be appointed as regional representative to the transition team of Bloor Street, Toronto

**MOTION**

**CARRIED**

**Cummer Avenue United Church, North York**

**MOTION** by Harry Ramsaran / Trevor Brisbin that the Communities of Faith Commission of Shining Waters Regional Council approve the request of Bayview United Church and Cummer Ave United Church to amalgamate effective November 30, 2023 under the name Cummer Ave United Church, North York with the terms in the Amalgamation Agreement dated May 11, 2023

**MOTION**

**CARRIED**

The newly amalgamated congregation will hold a service of celebration on January 7, 2024. Chris Bennett will represent the regional council.

Eun-Joo Park left the meeting

**Ethno Racial Communities of Faith and Missions** – *Kim Uyede-Kai*

Dale Hildebrand and Kim Uyede-Kai have arranged to have a gathering of sharing and worship for ethno racial congregations on January 17, 2024 (tentative date) at Lansing United Church, North York. This will be by invitation only.

**Good News Stories**

Members shared good news stories from various communities of faith.

**Update Justice and Faith Formation Minister**

The position was posted and will be closed on Friday November 17<sup>th</sup>, 2023. The hiring team will include a representative from Shining Waters Social and Ecological Justice Commission & the Youth Resource Team in Canadian Shield. We hope to have a decision by the end of November 2023.

**Next Meeting** Wednesday January 17, 2024 9:30 a.m.

**Closing** Chris Bennett offered a closing blessing, and the meeting closed at 11:15am.