



## Omnibus Motion

**MOTION** by Lorraine Diaz / Liz Mackenzie SW PRC 2025-12-16-03  
that the Pastoral Relations Commission take the following actions:

a) **Change in Pastoral Relationships**

... in accordance with *The Manual* I.3.1.4(b) accepts the request for a change in pastoral relationship of (Andrew) Kun Young Lee, ordained minister, with **York United Ministries Collaboration (King City Pastoral Charge, New Hope Pastoral Charge, and York Pines Pastoral Charge)** effective December 31, 2025, and give thanks for his ministry.

b) **Calls**

... concurs with the request of **Humber Valley Pastoral Charge (Toronto)**, and approve the call to **Anne Hines**, ordained minister, beginning January 26, 2026, full time 40 hours per week, with the following terms for Category F and Cost of Living Group Assignment 5; Salary \$85,136 per annum, salary in addition to the minimum of 20.9% for a total salary of \$102,929.42 telephone \$1200 (basic \$800 plus additional \$400) per annum, Continuing Education and Learning Amount \$1733 per annum and all other terms according to *The Manual* I.2. and that in accordance with *The Manual* I.1.2.6 this call does require an act of covenant.

... concurs with the request of **North York Korean Pastoral Charge (Toronto)**, and approve the call to **Woong Youm**, ordained minister, beginning January 1, 2026, full time 40 hours per week, with the following terms for Category D and Cost of Living Group Assignment 5; Salary \$81,081 per annum, salary in addition to the minimum of 20% or \$16,216.20 per annum, for a total salary of \$97,297.20, telephone \$1800 (basic \$800 plus additional \$1000) per annum, Continuing Education and Learning Amount \$1733 per annum and all other terms according to *The Manual* I.2. and that in accordance with *The Manual* I.1.2.6 this call does require an act of covenant.

c) **Appointments**

... concurs with the request of **Willowdale Emmanuel Pastoral Charge (Toronto)** and approves the Supervised Ministry Education appointment of **Jung Won May Hong**, candidate, beginning August 1, 2025 to September 30, 2027, part-time based on 20 hours per week with the following terms for Candidate Step 1 and Cost of Living Group Assignment 5: Salary \$35,372.50 (prorated \$14,740) per annum, basic telephone \$800 per annum. Continuing Education and Learning Amount \$1640 (prorated \$703.75) per annum and all other terms according to *The Manual* I.2, and that in accordance with *The Manual* 1.1.9 this appointment does require an act of covenant.

...concur with the request of **Kingsway-Lambton Pastoral Charge (Toronto)** and approves the appointment of **Michael Shewburg**, ordained minister, beginning January 5, 2026 to May 24, 2026, part-time based on 9 hours per week with the following terms for Category F and Cost of Living Group Assignment 5: Salary \$85,136 (prorated \$19,155.60) per annum, salary in addition to the minimum of \$1176.40 per annum, for a total salary of \$20,332, basic telephone \$800 per annum. Continuing Education and Learning Amount \$1733 (prorated \$389.93) per annum and all other terms according to The Manual 1.2, and that in accordance with The Manual 1.1.9 this appointment does not require an act of covenant.

**MOTION**

**CARRIED**

### **Report from Staff**

Staff reported in on work they are doing:

#### **a) Liaisons**

The following liaisons were appointed by staff:

Lynella Reid-James is appointed to North York Korean Pastoral Charge for their call to a new minister.

#### **b) Pastoral Charge Supervisors**

The following pastoral charge supervisors were appointed by staff:

Rev. Debbie Johnson is appointed to Home Pastoral Charge, effective December 21, 2025, while their minister, Grant William, transitions from an appointment to a call.

Rev. Debbie Johnson is appointed to St. James Pastoral Charge while their Intentional Interim Minister is on Sabbatical, January 1, 2026 – March 31, 2026.

#### **c) Flourish Update**

Eun-Joo Park reported that the most recent Flourish program took place in early December and included, for the first time, Christmas “office-style” parties for clergy. The idea, which came from the Flourish advisory committee, was intended to recognize that many clergy work largely in isolation and do not typically experience workplace Christmas gatherings. The event was well received, and there is interest in repeating it next year with greater participation.

### **Legal Advice from the GCO regarding Privacy**

### **Appendix A**

The Commission members discussed legal advice from The United Church of Canada counsel regarding the publication of detailed compensation information in publicly

available minutes. Legal counsel advised that publishing names, terms of call or appointment, hours, and compensation details may constitute a privacy risk and expose the church to legal liability, potentially voiding legal protection if the advice is not followed.

Members expressed concern that reducing transparency could undermine accountability, equity, and fair compensation practices, which have historically relied on access to such information. It was clarified that full compensation details would continue to be available to the Commission, congregations, and those involved in calls or appointments, but not to the general public if changes were made.

Several options were considered, including redacting financial details from public minutes (Option 1), password-protecting minutes (Option 2), and pursuing longer-term policy or manual changes (Options 3 and 4). While Option 1 was identified as the most immediately workable interim response to comply with legal advice, there was strong support for pursuing Option 4, which would seek a change to the Manual to allow transparent publication of compensation information under clear legal authorization, consistent with the church's commitments to equity and justice. Liz will work with Eun-Joo and Richard to draft a proposal for the manual change and send it to the regional executive.

**MOTION** by Liz Mackenzie/Florence Ekwau SW PRC 2025-12-16-04  
that the Pastoral Relations Commission prepare and submit a proposal to the Regional Council Executive recommending Option 4: that The United Church of Canada Manual be amended to explicitly authorize the publication of ministry personnel compensation information, in a manner akin to public salary disclosure legislation, in order to uphold transparency, equity, and accountability.  
**MOTION** **CARRIED**

The Commission members briefly discussed a clarification to the motion, noting that while detailed compensation information would not be publicly published, it would continue to be available through the Regional Council Pastoral Relations Ministers. The Commission members agreed that the combination of Options 1 and 4 was sufficient at this time and that there was no need to pursue Options 2 and 3.

**MOTION** by Beth Moore / Liz Mackenzie SW PRC 2025-12-16-05  
that the Pastoral Relations Commission approve adopting Option 1: If community of faith or pastoral relations meeting minutes that pertain to a call/appointment are posted online without password protection they should only include the following details to limit disclosure of personal information as per the Policy, privacy law and *The Manual*:  
a. name of minister being called/appointed  
b. their minister type (e.g. diaconal minister or candidate)  
c. the start date of the pastoral relationship (and end date for an appointment)  
d. fulltime or hours/week if part-time

And that detailed compensation information would continue to be available by request through the Regional Council Pastoral Relations Ministers.  
**MOTION** **CARRIED**

## **Budget 2026**

## **Appendix B**

Eun-Joo Park presented the proposed Pastor Relations Commission budget for the coming year, totaling \$40,000, which is the same as the previous year. She explained that most budget lines remain unchanged. Adjustments include a decrease in the ministry team training line due to limited current team ministry activity in the region, and an increase to the Flourish/minister support area to allow for two Ministers' Day Away retreats instead of one, as requested by the advisory committee.

**MOTION** by Beth Moore / Liz Mackenzie SW PRC 2025-12-16-06

That the Pastoral Relations Commission budget for the coming year, in the amount of \$40,000 as presented, be approved.

**MOTION**

**CARRIED**

## **Sabbatical Grants**

## **Appendix C**

Eun-Joo Park introduced the current practice regarding sabbatical grants. The grant provides up to \$3,500 to cover pulpit supply for up to 12 Sundays during a typical three-month sabbatical. At present, there is no formal policy governing eligibility; any pastoral charge that applies receives the grant, regardless of its financial situation.

Members discussed whether this practice should continue or whether guidelines should be developed. Concerns were raised about grants being issued when no actual replacement costs are incurred, and about funds potentially being absorbed into general budgets. It was suggested that the grant remain available to all applicants, but that proof of actual sabbatical-related expenses (such as invoices for supply ministry) be required.

There was general agreement that a clearer process and oversight would be helpful. Eun-Joo requested volunteers to work with her to review applications and develop policy regarding appropriate use of the funds. Glen Greenwood volunteered to assist.

## **Sacraments Elders Training Program**

## **Appendix D**

The commission members reviewed the Sacrament Elders Training Program developed by Jeff Crittenden and Brad Morrison through Huron University College and the Centre for Practical Theology. The program was proposed as a Shining Waters-recognized training option for Sacrament Elders, in keeping with the existing regional policy that requires training, although there are currently no Sacrament Elders in the region. It was discussed that communities of faith are expected to absorb the cost of the training.

It was further clarified that this program would be one acceptable pathway to becoming a Sacrament Elder, not the only pathway, and that other equivalent or mentor-based training options would continue to be possible.

**MOTION** by Beth Moore / Lorraine Diaz SW PRC 2025-12-16-07  
That the Sacrament Elders Training Program developed by Rev. Dr. Jeff Crittenden and Rev. Dr. Brad Morrison through Huron University College be approved as a Shining Waters Regional Council recognized training option for Sacrament Elders.  
**MOTION** **CARRIED**

## **Equity Work – Phase II**

Eun-Joo Park reported that that Phase I of the equity work has been completed, culminating with the Negotiation Handbook. <https://shiningwatersregionalcouncil.ca/pastoral-relations/pastoral-relations-commission/#negotiation-handbook>

The Equity Task Group had identified its work as time-limited, with the option for the Commission to proceed to a second phase if further equity work was desired. Liz Mackenzie, who chaired the initial Equity Task Group, reviewed the background of the work, including the completion of a three-year equity plan based on the regional equity report. She noted that additional recommendations from the equity report remain and could form the basis of future work. Liz emphasized that equity should ultimately be integrated into the ongoing practices of the Pastor Relations Commission, rather than remaining the responsibility of a standing task group, and highlighted the role of an Equity Advocate on the Commission.

Members agreed that further information on potential next steps was needed before deciding whether to strike a new task group. Liz agreed to resend her previously shared summary and proposed next steps, and staff will bring this material back as a package for consideration at a future meeting. The item will return to the agenda once members have had an opportunity to review the documentation.

## **Next Meeting**

Eun-Joo requested a change in meeting dates from Tuesday to Wednesday for January through April to accommodate her Doctor of Ministry (DMin) course schedule, which was approved by the group. The next meeting of the Pastoral Relations Commission will be held by Zoom video conference on Wednesday, January 28, 2026, at 9:00 a.m.

## **End of Meeting**

There being no further business, Liz Mackenzie closed the meeting with a prayer.

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Richard Gardner  
Chair

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Donna Rutz  
Note taker

## Appendix A – Options for Disclosing Ministry Personnel Compensation

### Options for disclosure of ministry personnel compensation information in meeting minutes for Communities of Faith and Regional Councils

#### Current practices:

When a community of faith or a regional council (through its pastoral relations commission or equivalent) approves a call or appointment, details from the Record of Call or Appointment form may be shared. This includes the following:

- name of minister being called/appointment
- their minister type (e.g. diaconal minister or candidate)
- the start date of the pastoral relationship (and end date for an appointment)
- fulltime or hours/week if part-time
- compensation terms
  - salary, including a percentage or amount above minimum
  - telephone allowance
  - continuing education allowance

Communities of faith and regional councils may verbally share all these details prior to approving the call or appointment. Some regional councils share electronic copies of the draft record of call/appointment with the pastoral relations committee members prior to approval. There is a diversity of practice across regional councils regarding how these details are recorded in the minutes of the pastoral relations committee (or equivalent). Some regional councils have the practice of publishing all the details of a call or appointment, including the compensation terms, in their minutes, which can easily be found on their regional council websites. Some regional councils do not include details of compensation terms in their minutes. The minutes of a meeting of a community of faith to approve a call or appointment may include all the above noted details. The minutes may be posted on their community of faith website or may be posted publicly within the community of faith building.

As a denomination, The United Church of Canada has made several [commitments](#) related to equity and self-determination in recent years. One way to live into these equity commitments, particularly for equity-seeking ministry personnel when they are negotiating compensation, is for ministry personnel to be aware of the salaries of colleagues (especially if nearby colleagues have negotiated to receive a percentage above the minimum salary).

#### Legal advice

The United Church of Canada's *Privacy and Personal Information Policy* ("the Policy") and the principles of privacy law dictate that when approving a new pastoral relationship a Minister's compensation information should only be disclosed to those who are entitled to it under sections I.1.7.1 and I.1.7.2 of *The Manual* which are the Community of Faith ("COF") and the Regional Council.

The Policy and principles of privacy law dictate that we only collect, use, and disclose a minister's personal information, which includes compensation information, in the manner we say we are going to.

The process prescribed for approving a call/appointment under *The Manual* requires that full particulars, including compensation information, are shared with the COF and Regional Council as these bodies are required to vote to approve the call/appointment. *The Manual* states:

“Section I.1.7.1 The community of faith is responsible for making a decision on the Search Committee’s recommendation to call a member of the order of ministry or request that the regional council appoint a designated lay minister to the community of faith. In the case of a ministry shared among more than one community of faith, such decision is made by the participant communities of faith in the shared ministry, acting for this purpose as a single community of faith, under the procedure approved by the applicable regional council.

*Under this section, each voting member of the participant communities of faith will have one vote toward the decision.*

*This decision is made by the community of faith, not by its governing body.*

Section I.1.7.2 The regional council is responsible for deciding whether a) to approve a call offered by a community of faith; or b) to appoint a designated lay minister to the community of faith.”

The Pastoral Relations: Regional Council Liaisons Handbook provides a template for the COF meeting to Consider Recommendation of Search Team – this template provides that all details of the compensation package be included in the motion.

Thus, anyone entitled to vote on and approve the call/appointment can view the Ministers compensation information for that purpose. Therefore, when approving a new pastoral relationship, a Ministers compensation information can be included in COF and Regional Council meeting minutes and posted online with password protection to limit disclosure under *The Manual* to those entitled under sections I.1.7.1 and I.1.7.2.

Alternatively, the other option is to amend section I.1.7 of *The Manual* to state that when a new pastoral relationship is voted on a Ministers compensation information will be captured in meeting minutes for processes under I.1.7.1 and I.1.7.2 and posted online for anyone to access. This would be similar to the *Public Salary Disclosure Act* in Ontario which enables all Ontario Public Servants compensation information to be published online for anyone to access.

### **Options:**

- 1) If community of faith or pastoral relations meeting minutes that pertain to a call/appointment are posted online without password protection they should only include the following details to limit disclosure of personal information as per the Policy, privacy law and *The Manual*:
  - a. name of minister being called/appointed
  - b. their minister type (e.g. diaconal minister or candidate)
  - c. the start date of the pastoral relationship (and end date for an appointment)
  - d. fulltime or hours/week if part-time
- 2) If community of faith or pastoral relations meeting minutes that pertain to a call/appointment are posted online with password protection they can include compensation information (such as salary, including a percentage or amount above minimum, telephone and continuing education allowances) to limit disclosure of

- personal information as per the Policy and privacy law to those entitled to it under *The Manual*.
- 3) The justice and equity element may be addressed after the 45th General Council, 2025 directed the General Secretary, “To annually provide regional councils with aggregate payroll data by regional cost of living groups to support them ensuring fair and equitable compensation terms at the time of appointment and call and ensuring compliance with minimum salary standards.”
  - 4) Amend section I.1.7 of *The Manual* to state that when a new pastoral relationship is voted on a Ministers compensation information will be captured in meeting minutes for processes under I.1.7.1 and I.1.7.2 and posted online for anyone to access. This would be akin to the *Public Salary Disclosure Act* in Ontario which enables all Ontario Public Servants compensation information to be published online for anyone to access.

### **Background Information:**

The United Church of Canada Privacy and Personal Information Policy link: ([https://united-church.ca/sites/default/files/privacy\\_and\\_personal\\_information.pdf](https://united-church.ca/sites/default/files/privacy_and_personal_information.pdf))

The United Church privacy policy outlines that:

#### **Commitment to Privacy**

For The United Church of Canada, respecting privacy rights and personal information has always been an important part of our commitment to our members, volunteers, employees and partners.

The United Church of Canada is committed to protecting the privacy, confidentiality, accuracy, and security of personal information that is collected, used, retained, and disclosed in compliance with applicable federal, provincial and territorial privacy legislation. This includes, but is not limited to, the federal Personal Information Protection and Electronic Documents Act (PIPEDA) (2000, c.5). For more detailed information, please refer to the [PIPEDA in Brief page](#) on the Office of the Privacy Commissioner of Canada website.

Privacy legislation, including the federal PIPEDA legislation and provincial and territorial legislation, establishes rules for the collection, use and disclosure of “personal information.” It addresses two issues:

- the way an organization collects, uses, discloses, and protects personal information; and
- the right of individuals to access personal information about themselves.

### **The 10 Principles**

The United Church of Canada is committed to following the 10 principles for handling personal information as set out in Schedule 1 of PIPEDA. These principles are:

- accountability
- consent
- limiting use, disclosure, and retention
- safeguards
- individual access provision of recourse
- identifying purposes
- limiting collection
- accuracy
- openness
- challenging compliance

### **Personal Information**

Personal information includes any factual or subjective information, recorded or not, about an identifiable individual, that is, it is information which can, directly or indirectly, identify an individual. Personal information does not include the name, title, business address, or business telephone number of an employee of an organization.

Personal information includes information in any form (e.g., printed/electronic) including home address, home phone number, age, personal e-mail address, race, national or ethnic origin, colour, religion, sexual orientation, marital status, mental or physical disability, family members' names, employee files, identification numbers, evaluations, disciplinary actions, the existence of a dispute and related opinions, comments, social status, income, credit and bank records, donation information, loan records, or medical records.

All personal information obtained, compiled, maintained, and disclosed for The United Church of Canada by third-party agents and contractors must comply with standards comparable to The United Church of Canada Privacy Information Policy and applicable federal/provincial/territorial privacy legislation. Contractual provisions requiring such compliance must be incorporated into all third-party agent and contractor agreements.

### **Collection of Information**

The United Church of Canada collects personal information for the following intended purposes:

- ministry personnel /lay employee records
- pension and benefits records
- information required for church records
- stewardship development and donor information
- elected member information
- legal/regulatory requirements
- financial and asset information

Personal information can only be used for the purposes for which it is collected. Specific permission must be sought if personal information is to be used for any other purpose than that for which it was initially collected.

### **Accountability**

The United Church of Canada is responsible for all personal information in its possession or custody, which means information, whether factual or subjective in nature, about an identifiable individual. This includes personal information that has been transferred to, or received from, a third party in the course of commercial activities for processing or other purposes for which consent has been given.

Personal information collected by The United Church of Canada includes, but is not limited to, health and financial information, such as

- name and age
- address, telephone number, and e-mail address
- medical records
- identification numbers (such as Social Insurance Numbers)
- income, assets, and transaction information
- opinions, evaluations, and comments related to health and financial information
- credit records and loan records
- bank account or credit card information

### **Safeguards**

The United Church has a records and archives management process for the collection, management, retention, and disposition of personal information. Categories of individuals for which personal information is being collected and maintained include ministry personnel, lay employees, elected and appointed members, volunteers, donors, and retail customers.

Personal information is contained in paper and electronic records within the possession or under the control of The United Church of Canada. Each employee and pensioner of The United Church of Canada, whether full-time, part-time, contract, or retired, has confidential and secure personnel, pension, benefits, and payroll files.

All personal information is the property of The United Church of Canada and all individuals have controlled access to their personal information. Personal information is to be stored under lock and key or is digitally secured if in electronic format, and only certain authorized individuals have access to it.

### **Retention and Transfer of Information**

Personal information is retained only as long as it is required to meet any potential obligations or legal or government requirements. Once the personal information is no longer required, it will be destroyed in compliance with federal and/or provincial territorial retention rules. When this personal information is no longer required, methods to destroy it are carried out using the same care as is used for preserving this information in compliance with the church's records retention schedules. In some cases, records are of archival value and transferred to the archives where restrictions are in place consistent with privacy standards.

If personal information is transferred to a third party for processing (for example, when printing cheques, managing claims and client statements, or for data processing) the person or organization providing the services on behalf of the church are required to

protect confidentiality of all information in a manner consistent with that used in The United Church of Canada, or as required by law.

**Access to Personal Information**

Each person has the right to access their own personal information that is in the possession or control of The United Church of Canada.

In order to access this personal information, requests should be made in writing to The United Church of Canada, Privacy Officers, stating as specifically as possible which personal information is being requested.

The United Church of Canada has the right to refuse a request for access to personal information if:

- the information is protected by solicitor-client privilege
- granting access would reveal confidential financial information
- doing so could reasonably be expected to threaten the safety or security of another individual
- the information was collected for purposes related to the detection and prevention of fraud
- the information was generated in the course of a formal dispute resolution process, or
- the information would likely reveal personal information about another individual
- the information was collected in the course of a disciplinary process within The United Church of Canada that is ongoing as of the date of the request.

Appendix B – Draft 2026 PRC Budget

Parish Relations Commission - Budget 2026		2024 (Budget)	2025 (Budget)	2025 (as of Oct. 31)	2026 (Budget)	
Emergency Fund		2,000.00	2,000.00	500.00	2,000.00	Discretionary fund for PRMs for ministry personnel
<u>Loy Health and Excellence</u>		10,000.00	10,000.00		13,000.00	
Flourish :		1,600.00	1,600.00	1,093.38	1,600.00	Minister Day Together: Space, food, hotel, facilitator
		1,000.00	1,500.00		900.00	Minister's Zoom Gathering (4 Facilitators @ 400)
		7,000.00	7,000.00	7,400.00	9,000.00	PRMs Coffee Time with MPs
						Clergy Retreat
Ministry Team Training		10,000.00	10,000.00	3,250.00	7,500.00	Facilitation Fees
<u>PRC expenses</u>		900.00	900.00	964.68.00	1,000.00	Travel Expenses
PC Supervisor		3,000.00	3,000.00	227.87	1,200.00	Two in-person meetings
Meetings		500.00	500.00			
Equity		1,000.00	1,000.00	1,411.56	1,000.00	Four events
PR Liaison		2,000.00	2,000.00		2,000.00	
Pensioners						
M&P Workshops		0	0		800.00	Anticipate shared workshops with CSRC will be online
United Fresh Start		1,000.00	500.00			
Total Expenditures		40,000.00	40,000.00	14,787.49	40,000.00	
Income						
Clergy Retreat	1,900					
Referees Luncheon	220					
Total	2,120					

\*2024 Actual is not available.



**Appendix C – Sabbatical Grant Application Form**

Shining Waters Region Sabbatical Funding For Communities of Faith  
Grant Application Form

**Communities of Faith are eligible to make an application for funding to assist during a Minister’s time of sabbatical. The maximum grant amount for the Community of Faith is \$3,500.**

**The Manual (2023) – Section I.2.3.5 defines Sabbatical Leave as the following:**

Sabbatical leave is a paid leave of absence for at least three months. It is available to ministry personnel called or appointed to a community of faith. These ministry personnel are eligible for a sabbatical each time they have completed five years of continuous service in the same pastoral relationship. Every call or appointment must include provision for sabbatical leave.

**Note: Once your application has been received, the Regional Council will confirm that your minister is eligible for a sabbatical leave.**

Contact Information – Community of Faith			
Name of Community of Faith			
Contact Information of applying Community of Faith	Mailing address:		
	City:	Province:	Postal code:
	Contact person:	Phone:	
		E-mail:	
	CRA number:		

**Note:** You may cover your minister’s absence during his/her sabbatical through a Visiting Minister or Licensed Lay Worship Leader or through a short term appointment. You are encouraged to be in touch with your Pastoral Relations Minister (see contact info below) to discuss these options. The 2024 rates for either option can be found on the United Church of Canada website at <https://united-church.ca/sites/default/files/2023-09/salary-schedule-ministry.pdf>

**Grant amount being requested:**

Pulpit/Weekend Supply -- \_\_\_\_\_ weeks \$ \_\_\_\_\_

OR

Appointment -- \_\_\_\_\_ months \$ \_\_\_\_\_

**The maximum grant available for a Community of Faith is \$3,500**

**PLEASE NOTE: PAYMENT WILL BE MADE SIX WEEKS PRIOR TO THE BEGINNING OF THE SABBATICAL**

Action by Governing Body of the Community of Faith
<p>It was moved by _____ and seconded by _____</p> <p>that _____ United Church approve the sabbatical of _____ (name of Ministry Personnel) for the period of _____ to _____ and that an application be made to the Shining Waters Regional Council Sabbatical Fund in the amount of \$ _____</p>

**Signature:**

\_\_\_\_\_

**On Behalf of the Community of Faith**

\_\_\_\_\_

**Print name and church position title**

Please scan and email completed application form to your Pastoral Relations Minister:

Communities of Faith north of Highway 407 and west of Highway 401: Rev. Mastard Sakala ([msakala@united-church.ca](mailto:msakala@united-church.ca))

Communities of Faith north of Highway 407 and east of Highway 401: Rev. Andrea Allan ([aallan@united-church.ca](mailto:aallan@united-church.ca))

Communities of Faith south of Highway 407 and west of Yonge St.: Rev. Rob Smith ([rsmith@united-church.ca](mailto:rsmith@united-church.ca))

Communities of Faith south of Highway 407 and east of Yonge St.: Rev. Eun-Joo Park ([epark@united-church.ca](mailto:epark@united-church.ca))

Shining Waters Regional Council Action	
Date Application Received:	Amount Approved (Community of Faith):
Signature of Pastoral Relations Minister:	

## **Appendix D – Sacraments Elder Training Program**

Link to SWRC Sacraments Elder Policy - [PDF | 2 pages]

<https://shiningwatersregionalcouncil.ca/wp-content/uploads/2024/12/Pastoral-Relations-Policy-Sacraments-Elders-final-2024-11-26.pdf>

Link to Sacraments Elder Handbook - The policy and procedures for sacrament elders are found in the UCC resource Sacraments Elders Handbook – January 2020 [ PDF | 47 pages] [https://united-church.ca/sites/default/files/handbook\\_sacraments-elders.pdf](https://united-church.ca/sites/default/files/handbook_sacraments-elders.pdf)

Link to Huron University College Syllabus – [PDF | 17 pages]

<https://shiningwatersregionalcouncil.ca/wp-content/uploads/2026/01/Appx-D-Huron-University-College-Sacramental-Elder-training.pdf>