

Covenant Commission
Western Ontario Waterways Regional Council
OF THE UNITED CHURCH OF CANADA
Connecting, Supporting, Transforming

9:30 a.m. via Zoom

Roster: (10) Marg Bakker, Judy Chalmers, Ann Harbridge (DLM), Sandy Loomis, Ted Oldfield, Ross Carter, Norm Eygenraam, Arthur Hills, Thom McDonough (RDLM), Connie Shiell

Staff Support: Sue Duliban, Executive Assistant
Rev. John Neff, Minister, Congregational Support and Mission

Present: Marg Bakker, Judy Chalmers, Ann Harbridge (Chair) (DLM), Sandy Loomis, Ross Carter, Norm Eygenraam, Arthur Hills

Regrets: Connie Shiell, Ted Oldfield, Thom McDonough

Absent:

Welcome and Constitute Meeting: Ann Harbridge

Acknowledgement of Territory: Ann Harbridge

Opening Worship: Ann led the commission in prayer

Opening Agreements:

Decision Making:

It was agreed that the Covenant Commission would continue to use a consensus model of decision making as much as possible (unless a motion is required for legal reasons).

Corresponding Members:

The Covenant Commission of Western Ontario Waterways Regional Council agreed by consensus to recognize the Trustees from Cedar Hill United Church as corresponding members. (Stated Hour 11:00 am)

Approval of Agenda:

The Covenant Commission of Western Ontario Waterways Regional Council agreed through consensus on the agenda as revised.

There was some discussion regarding revisions to the agenda prior to a meeting. It was agreed that the commission would be informed when agenda changes have been made and what the changes are. Ann noted that generally the documents themselves will not change (as background documents are usually provided by communities of faith), but if they do, the commission will be informed.

Approval of Previous Minutes:

The Covenant Commission of Western Ontario Waterways Regional Council agreed through consensus to accept the minutes of June 5, 2019 as circulated.

It was agreed that there should be enough detail provided in the minutes, so that a decision made by the commission can stand alone.

Business Arising

- a. CoF Annual Self Assessment
Work ongoing on the self assessment.
- b. Covenant Agreement
Information was posted in the WOW Covenant Commission dropbox. This work will require further discussion, in person it was suggested. It was recommended that everyone needs to look at the 2 documents and have more fulsome discussion of this at the next meeting.
- c. Training Resource Pools – ongoing work
 - i. Visitors to communities of faith to build relationship
- d. Uniformity of Community of Faith (CoF) profile worksheets – ongoing work, as staff are making sure there is conformity throughout regions. John, although serving as WOW's Congregational Support & Mission Minister, also supports staff in other regions when they are absent.

It was suggested that ongoing work be taken off the agenda and be attached as a separate "to do" list. John and Sue to work on this format.

- e. Best practices
 - i. Decisions are with, not about, communities of faith
 - ii. Policy decisions in person
 - iii. Routine items via Zoom
 - iv. Terms of Service (rotating 3 yr terms)

It was suggested that commission members think about their personal preference for their term of service and email John and Ann. To be reviewed at the next meeting of the commission and resolved.

Suggestion was made that there could be variations on a term, ie: could do a one year term and renew for 2 or 3 years. It was noted that the terms of the governance handbook can't be changed.

- v. Expression of Interest – Lyn Workman. There may be further expressions of interest in serving on the commission forthcoming and in time all will go forward to the Executive for approval. Note: those assigned to the resource pool do not have to go to Executive for approval.

Ann noted that the commission has not yet decided what the tasks of the resource pool will be. Training is needed, as well as learning more about who these folks are and their area of interest. This may be a piece of work to be done face to face in the fall.

Ann suggested that the fall meeting may be a time to focus on many pieces of work that can be better done face to face and then perhaps do an hour conference call at another time.

Ann and John to review and organize some of the work over the summer to present to the commission. Input from all is welcome.

- f. Covenant of Confidentiality – All commission members are required to sign the agreement. John will email the form to the commission; to be signed, scanned and sent back to him.

New Business

1. Ann declared a conflict of interest, as Trinity Centennial is her congregation. John took over chair.

Rosemont: Trinity Centennial – CoF Profile, approval as SME, Grant Application
The Covenant Commission of Western Ontario Waterways Regional Council agreed by consensus to receive for information the community of faith profile from Trinity Centennial United Church, Rosemont and request they post it to ChurchHub; acknowledge their desire to be an Supervised Ministry Education (SME) site and ask the Human Resources Commission to appoint a liaison, and support the Supervised Ministry Education Salary Support Grant in the amount of \$15,000 per year.

Question was asked, what if the grant is turned down and what is a supervised ministry site. If turned down for the grant, the community of faith will look for alternatives. Supervised Ministry Site was explained briefly, noting that the grant is for the student's salary support. SME used to be called internship and is part of the ongoing work of fulfilling student credentials.

Ann resumed as chair of the meeting.

2. Chatsworth United Church – proposal for disbursement of funds; Pastoral Charge name change.

The Covenant Commission of Western Ontario Waterways Regional Council agreed by consensus to the request of Chatsworth United Church to the following disbursement of funds as per their proposal:

- a. 15% to the Indigenous Church
- b. 5% to Archives
- c. 25% to M & S (12.5% to current & 12.5% to endowment)
- d. 25% to Regional Council
- e. 30% congregational designated as follows:
 - i. \$25000.00 to the Township of Chatsworth for restoration and repair of tomb stones at the former Chatsworth United Church Cemetery,
 - ii. \$8500.00 to Grey Bruce Chaplaincy,
 - iii. \$5000.00 to Silver Lake U C Camp,
 - iv. \$3000.00 to Holland Centre United Church,
 - v. \$3000.00 to Keady/North Derby United Church,
 - vi. \$3000.00 to Kilsyth United Church,
 - vii. \$5000.00 to Massie United Church,
 - viii. \$2500.00 to Crime Stoppers Grey Bruce

Chatsworth United Church had also asked that “Chatsworth” be removed from the Chatsworth-Massie pastoral charge name leaving it “Massie pastoral charge”. The commission determined, after some discussion, before the name change decision is made there be conversation with both Chatsworth and Massie folks to try to bring some understanding to the situation.

It was agreed that John and Ann will try to arrange meetings individually with Chatsworth and with Massie. The name change piece to be deferred to the next meeting of the commission.

3. Pastoral Charge Supervisors

- a. Kate Ballagh-Steeper is stepping down as a pastoral charge supervisor for Blyth and Brussels. Cathy Larmond has agreed to be the pastoral charge supervisor starting September 1, 2019.

The Covenant Commission of Western Ontario Waterways Regional Council agreed by consensus to appoint Cathy Larmond as pastoral charge supervisor to Blyth and Brussels United Churches beginning September 1, 2019.

- b. Lions Head/Pike Bay + additional little church – need a new pastoral charge supervisor by the end of September 2019 (see email in DropBox)

There appeared to be some question as to the name of the additional church (Cape Croker, South Sauble?). John to investigate the situation further, will have a conversation with Kim Uyede-Kai and get back to the commission at the August meeting.

It was noted that pastoral charge supervisors are required for Grand Valley and Trinity, Listowel (John to follow up).

4. Trinity United Church, Grand Valley – Community of Faith Profile; use of manse funds

The Covenant Commission of Western Ontario Waterways Regional Council agreed by consensus to receive for information the community of faith profile information (Living Faith Story, Demographics Worksheet, Financial Viability Worksheet, Real Property Worksheet) from Trinity United Church, Grand Valley and ask them to post their information to ChurchHub.

Question was raised: how to judge financial viability. John suggested looking at spending, if the community of faith is taking away capital, ratio of utility cost compared to budget... can also look at what their statements are re: having gone through process and how they feel they are doing. He recommended that the commission read the pastoral relations handbook (on the UCC website) for helpful reference.

a. Request to use \$20,000 from Manse fund for ongoing expenses.

It was noted that Trinity, Grand Valley, has already used some of the manse fund. Concern over how a minister will be paid going forward was raised. There was a query as to whether the profile should have been approved.

The commission was advised that they were not really approving the profile, but receiving for information. Once the profile information is posted, when there is a change in pastoral relations or looking to begin the search process, the Human Resources Commission will look at profile etc., and will review/discuss with the community of faith.

It was decided this was a situation requiring a conversation before making a decision. It was agreed that more information is required regarding the request for manse funds, and that either a conversation be held with Trinity United or they be invited to the next meeting of the commission.

5. Alma United Church - Community of Faith Profile Information

The Covenant Commission of Western Ontario Waterways Regional Council agreed by consensus to receive for information the community of faith profile information (Living Faith Story, Demographics Worksheet, Financial Viability Worksheet, Real Property Worksheet) from Alma United Church and ask them to post their information to ChurchHub.

6. Highland United Church (Flesherton-Eugenia) – Amalgamation plan and governance structure. Note that the treasurer is not a member of the congregation.

The Covenant Commission of Western Ontario Waterways Regional Council agreed by consensus to receive for information the amalgamation plan of Highland United Church, Flesherton-Eugenia; approve their new governance structure noting that the treasurer is not a member of the congregation.

John noted that the only red flag for him is that normally a governance structure requires that all members be members of the United Church of Canada. He recommended that the commission recognize that in many rural congregations having every board member be a UCC member doesn't always work and would like to see this structure received for the sake of the community of faith.

7. Christ the King UC, Kitchener – Memorandum of Understanding with St. Louis Adult Learning and Continuing Education Centres (St. Louis), a part of the Waterloo Catholic District School Board (WCDSB).

The Covenant Commission of Western Ontario Waterways Regional Council agreed by consensus to approve the Memorandum of Understanding between Christ the King United Church, Kitchener and St. Louis Adult Learning and Continuing Education Centres (St. Louis), a part of the Waterloo Catholic District School Board (WCDSB).

8. Disbandment of Emmanuel UC, Sebringville

The Covenant Commission of Western Ontario Waterways Regional Council agreed by consensus to disband the Emmanuel United Church, Sebringville as of July 31, 2019 with appreciation for their ministry.

It was noted that the WOW Transition Commission discussed and approved the disbursement of assets; this is formalizing a decision that was already made.

9. Trinity United Church, Kitchener – Transition Ministry Reports

The Covenant Commission of Western Ontario Waterways Regional Council agreed by consensus to receive for information the transition ministry reports from Rev. Bill Bruce regarding Trinity United Church, Kitchener.

10. First United Church – Sale of First United Church, 15 Wellington St., Cambridge. Representatives from Cedar Hill United Church, Brian Gillespie, Bill Torrance, Barry Ames, joined the meeting. **Stated Hour 11:00 am**

MOVED: Arthur Hill, **SECONDED:** Margaret Bakker

THAT The Covenant Commission of Western Ontario Waterways Regional Council agree to the request of the Trustees of First United Church, Cambridge to sell the church property of First United Church for the amount of \$1,525,000.00 and the proceeds will be held as temporarily restricted funds until their use is determined by the Trustees of First United Church and approved by the Western Ontario Waterways Covenant Commission.

CARRIED

The representatives gave a brief history on the amalgamation and sale and explained that there are several pages in the documents submitted providing a broad outline/spirit of how the funds will be disbursed (this in reply to query about the funds held in trust).

John noted that the details of the disbursement for the commissions' purposes right now are not required. A proposal will be forthcoming for the use of the funds.

11. Managing meetings.

- a. When is the last date of receiving files for meetings?
It was agreed that Monday at noon will be the deadline for receipt of items. Paperwork received after that cut-off, unless an emergency and time sensitive, will go forward to the next meeting.
- b. What will be done about stuff received after that date? See above note.
- c. WOW CC meetings. Best day, time, place.
The second Thursday of each month was agreed upon for meetings. Those not able to attend today's meeting will be contacted to see if this is workable.

Sue to figure out where commission members are located and determine a possible central meeting place.

12. Representative to Executive from Covenant Commission

The Covenant Commission of Western Ontario Waterways Regional Council agree by consensus to appoint ___ as the Covenant Commission representative to the Executive of western Ontario Waterways Regional Council. Deferred

The representative to Executive will attend mainly for purposes of communication. There may be occasions when something may go forward to Executive from the commission. Also to contribute to policy making.

Ann asked that folks do some discernment around this. Prefer not be rotating kind of thing, think consistency is needed. If this is something any of the commission members might consider doing, even for the first year, please let Ann know. An appointment to be made at the August meeting.

Next Meeting: 08-08-2019 Enter place or Zoom
Worship by: Norm Eygenraam

Meeting adjourned at 11:28 am