

**Executive**  
**Western Ontario Waterways Regional Council**  
**OF THE UNITED CHURCH OF CANADA**  
***Connecting, Supporting, Transforming***  
**Wednesday, June 3, 2020**

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**Roster:** Gary Clark (President), Rod Coates (Secretary), Brent Caslick (Treasurer), Heather Leffler (Past Chair), Jessica Cottrell, Heather Davies, Joyce Johnston, Margaret Krauter, Mark Laird, Tim Reaburn, Peg Schieck, Joyce Ward, Micol Cottrell (Human Resources Commission), Bruce Dickson (Mission & Discipleship Commission), Norm Eygenraam (Covenant Commission)

**Staff Support:** Cheryl-Ann Stadelbauer-Sampa (Executive Minister), Sue Duliban (Executive Assistant)

**Present:** Brent Caslick, Gary Clark, Rod Coates, Micol Cottrell, Heather Davies, Bruce Dickson, Sue Duliban, Norm Eygenraam, Margaret Krauter, Mark Laird, Heather Leffler, Cheryl-Ann Stadelbauer-Sampa,

**Regrets:** Jessica Cottrell, Joyce Ward

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The Executive of the WOW Regional Council Executive was called to meet via ZOOM teleconference on Wednesday, June 3, 2020. Gary Clark called the meeting to order at 9:35 AM.

#### **Welcome and Constitution of the Meeting**

Gary Clark declared the meeting constituted in the name of Jesus Christ, the one true head of the Church and by the authority invested in him by the first meeting of the Western Ontario Waterways Regional Council for whatever business may properly come before it.

#### **Acknowledging the Land**

Acknowledging the recent ongoing race-related demonstrations around the world, Gary Clark said that he has struggled with what to say. He said that as Canadians of white colour we do not always see this colour with which are born. He read a commentary from comedian Trevor Noah who grew up in South Africa and is a black man, who wrote his perspective on how people of colour feel when they see others being falsely accused or their lives taken by those hired to protect the social contract. Continuing, Gary said that in a white society being of a darker skin means you are always under suspicion, are at least 3 times more like to be pulled over by police and that white people are not likely to come to your defense. He said that the problem is in us and if the social contract of our society is to work we must acknowledge our prejudices, stand up in the face of any racial injustice and to stop teaching them to our children and grandchildren.

Gary said that this acknowledgement is only the beginning of our confession of the wrongs of white Canada and that with it we step firmly on the road toward reconciliation. So this morning we recognize that we are gathered on the traditional territory of the many First Nations and that our gain has come at a great cost to these peoples. Our words of confession are just the

beginning and must be followed up with action. We must challenge prejudice in ourselves, our relatives and friends. Nothing will ever change unless we become part of that change.

### **Opening Worship & Check-in**

Referencing the Acknowledgement of the Land, Gary Clark asked for those who wish to speak about any personal reflections about the current condition. Some thoughts which were expressed were:

- Finding appropriate words and language is sometimes difficult.
- Remaining silent and leaving space to allow others to be heard is sometimes an appropriate response.
- Anger. Because this has happened before and we only talk about it when we're in the middle of it.
- Our image of a white Jesus needs to be replaced with a Palestinian-style image, recognizing that the person at the centre of our faith is a person of colour.

Gary finished with a brief reading from Hildegard of Bingen regarding compassion and suffering with others, compassion being the sharing of all humanity.

Gary Clark closed this check-in and reflection period with a brief prayer.

### **Consent Docket**

#### **A. Enabling Actions**

1. That the Agenda be adopted as circulated.
2. That motions and proposals be written and given to the Secretary.

#### **B. To receive the correspondence and address it as it arises in the agenda**

1. UCW Western Ontario Waterways request to be considered a community of faith.
2. Thank you for Global Appeal donation (for information)

Gary Clark declared the consent docket approved by consensus.

### **Business Arising**

#### **1. Proposal #6 – WOW Finances Updated**

Cheryl-Ann said that she & Brent Caslick had reviewed the remnants of Proposal #6 left over from our last meeting and Proposal #6 has been modified with the following items needing to be addressed.

##### **1) Ministry with Children, Youth, and Young Adults (U30)**

- Brent Caslick outlined the highlights of the updated proposal. [Refer to Attachment #1 for details.]
- Bruce Dickson said guidelines would be helpful in addition to the amounts stated, and that the limit of \$10k might be reconsidered given that in this extraordinary year some camps may be requiring financial additional support.
- Cheryl-Ann said that the expectation would be \$10k, but Mission & Discipleship (M&D) Commission would have some discretion over the amount.
- Some additional comments were provided regarding the importance and ability to be flexible, options for the number of years grants might be made available, and limits for any given project.

## **2) Engaging Stewardship Fund**

- Brent Caslick outlined the highlights of the updated proposal. [Refer to Attachment #1 for details.]
- Cheryl-Ann said that the monies in this fund originated with a London Conference M&S Fund, but as it was not a substantial amount it was a struggle to determine what to use for. She stated a preference that the funds be used rather than continue to track them.
- Several suggestions were offered regarding various M&S and stewardship-related options, and that it be under the oversight of one commission rather than two. It was agreed to assign to M&D Commission for oversight.

## **3) Westcott Bursary Fund**

- Brent Caslick outlined the highlights of the updated proposal. [Refer to Attachment #1 for details.] He stated that these monies came from Hamilton Conference and were originally intended for training of rural ministry.
- Cheryl-Ann noted that she had received input from Janet MacDonald regarding the fund's previous usage, with Tim Reaburn providing some additional context with respect to the fund's history – i.e., from the sale of a rural church in Conn & largely underutilized. Marg Krauter noted that this could be a good use for licensed lay worship leader training.
- Cheryl-Ann suggested that this might be combined with the Huron-Perth Leadership Education Fund as the goals were similar. Heather Davies suggested that we want to retain the rural ministry aspect of the fund; Cheryl-Ann proposed that at least 2/3 of funding be allocated to rural ministry.
- Cheryl-Ann suggested that this fund be retained as the oversight of the Executive as it does not easily belong within the purview of any one commission.
- Discussion concluded with some observations about differentiation between rural and urban ministries.

## **4) Eden Mills U.C. Fund**

- Brent Caslick outlined the highlights of the updated proposal. [Refer to Attachment #1 for details.] Brent noted that this fund was intended for innovative ministry in the Guelph & surrounding area.
- Cheryl-Ann said that the Executive might hold the funds until Sep 2021, which allows those managing this portfolio (Waterloo Extension Council) some direction.

## **5) Ministry Preparation Fund**

- Brent Caslick outlined the highlights of the updated proposal. [Refer to Attachment #1 for details.] Brent said that there are two individuals who have previously received loans from this fund and have outstanding amounts being repaid.
- Cheryl-Ann said there needs to be some rethinking of how we can support ministry candidates over the long term, with the supervised ministry education site being a better-defined matter.

- Some additional discussion ensued regarding how ongoing support might work – e.g., \$2000 per year over three years, a commitment for the duration of the student’s education, \$2000 per year for a total of \$6,000, etc.
- Brent said the intention was to have \$30,000 in each stream each year and do a year-end top-up to ensure that the funding is supported.

**6) Kitchener-Waterloo Post Secondary Chaplaincy Fund (\$19,790)**

- Cheryl-Ann suggested that we hold this fund for 5 years and if there is minimal uptake we could consider another use for it.

**7) Learning Fund**

- Cheryl-Ann said we have not confirmed terms and administration for this fund, or how people would apply. She noted that this fund was established at our fall 2019 meeting.

**Other Business**

Sue Duliban noted that a document summarizing the terms of office for Executive members has now been posted to Dropbox. It was noted that we need to address the filling of vacancies for the Executive and Commissions positions.

**Closing**

Gary Clark declared the meeting ended at 11:35 AM and closed with prayer.

**Upcoming Meetings:**

- Regional Council Executive, June 17<sup>th</sup>, 9:30 AM via Zoom

## **Attachment #1 – Proposal #6 Updated**

**WOW EXECUTIVE** – June 3, 2020

### **Proposal #6**

**Title:** Financial Matters  
**Originating Body:** Treasurer and Executive Minister

#### **What is the issue?**

Over its past few meetings, the Executive has been familiarizing itself with the terms of its own financial assets and those from which it benefits. Below is a financial plan for the Executive to consider.

#### **Why is this an issue?**

The Executive wishes to set a direction for financial matters in keeping with its purpose of “Connecting, Supporting, Transforming”. The goal is for a plan that represents the faithful use of assets in the service of God’s mission and that is transparent and easily understood by the regional council.

Any financial plan involves long-term strategizing which is difficult to do at this point in the life of the regional council both due to the newness of our structure and the current pandemic. What follows acts on the direction of the regional council at our November meeting instructing us to consolidate funds with a common purpose. It honours any restrictions applied. The following is based on the discussion of the two prior meetings and is offered that the Executive might have a template to help come to decisions.

#### **What might the Executive do?**

##### **Ministry with Children, Youth, and Young Adults (U30)**

In light of the direction of the November 2019 meeting of the regional council to consolidate like funds;

The Executive might

- 1) Combine the Grace United Church Fund (\$374,151 Mar 31) and Huron-Perth Youth Fund (\$19,186 + \$4,000 replenished from the Candidates Fund re Nov/19 action) to create Ministry with Children, Youth and Young Adults (U30);
- 2) Set the limit of support per application to the fund to a maximum of \$10,000 per year (previous limit of Grace United Church Fund);
- 3) Agree applications will be received and approved by the Mission and Discipleship Commission;
- 4) Agree approval will be forwarded to the Treasurer and Executive Minister for payment and tracking;
- 5) Request that the Mission and Discipleship Commission report annually, starting in 2021, to the regional council on how the funds have supported youth ministry.

##### **Engaging Stewardship Fund**

The Executive might:

- 1) Rename the funds forward from London Conference Mission and Service Fund Revenue Generation (\$2,757)

- 2) Make funds available to the Covenant Commission and to the Mission and Discipleship Commission for events promoting stewardship
- 3) Agree that the decision to access the fund for an event is made by the Commission and the Treasurer and Executive Minister are advised to record the expense
- 4) Agree that the balance in the fund will be expended and not replenished.

**Westcott Bursary Fund:** Balance \$52,842 – Forwarded from Hamilton Conference

The Executive might

- 1) Determine if there are existing terms for the use of this fund designated for training for rural ministry;
- 2) If not, develop these to enable the fund to serve its designated purpose.

**Eden Mills U.C. Fund**

Further details have been secured concerning this fund leading to a different recommendation than presented May 20, 2020

The Executive might

- 1) Grant the Waterloo Presbytery Extension Council until September 1, 2021:
  - a) to secure new Supplementary Letters Patent that will enable the Extension Council to administer the fund for the purpose intended (innovative ministry In Guelph area);
  - b) to receive the balance in the fund as of the month-end immediately following this action;
- 2) If that is not possible by September 1, 2021, transfer the fund balance as it is as that to the UCC Foundation to be held for the purpose Eden U.C. gave it.

**Ministry Preparation Fund**

The Executive might:

- 1) Create a ministry preparation fund with two streams, each stream of which will be topped up annually in November to a minimum balance of \$30,000;
- 2) The opening balance to combine the Candidates Assistance Fund (Mar 31 balance of \$34,696 minus \$4,000 withdrawn from Huron-Perth Youth Fund for candidates leaving \$30,696) plus the Internship Fund of \$30,623 (Potential additions: Bruce Presbytery Candidates Fund (amount unknown); Loans from Candidates (approx. \$10,000.))
- 3) Stream One: Support for Supervised Ministry Education Sites
  - i. Communities of Faith needing financial assistance beyond what is provided by the supervised ministry education to make application to the fund through the Covenant Commission;
  - ii. The Covenant Commission advises the Treasurer and Executive Minister for payment and record keeping.
- 4) Stream Two: Support for Candidates

The Executive to determine if it prefers

- a) A set level of support for each candidate for a specific period of time OR
- b) An application process that provides different support for each candidate based on need.

Yet to be decided: Renegotiation of candidate loans.

### **Leadership Training Fund**

The Executive might

- 1) Rename the \$18,552 Education Fund received from Huron-Perth Presbytery as the Leadership Training Fund;
- 2) Dedicate the fund to providing events for the equipping of lay leaders in communities of faith;
- 3) Make a commitment to holding at least one such event per year;
- 4) Retain responsibility for the fund with the Executive.

### **Learning Fund**

The Executive might

- 1) Confirm:
  - i. the terms and
  - ii. administration of the fund;
- 2) Add the \$1,910 received from London Conference to the Learning Fund;
- 3) Commit to top up the balance of the account to \$30,000 in November of each year for the following year.

### **Kitchener-Waterloo Post Secondary Chaplaincy Fund (\$19,790)**

The Executive might:

- 1) Agree to hold the funds in support of ministry that connects with the students of Kitchener Waterloo post-secondary institutions;
- 2) Invite applications from communities of faith in Kitchener Waterloo for this ministry;
- 3) Agree that applications to be received and approved by the Mission and Discipleship Commission
- 4) Agree that approved applications be forwarded to the Treasurer and Executive Minister for payment and tracking

### **Transfer to Unrestricted Reserve**

The Executive might transfer the following funds received from Waterloo Presbytery to the unrestrictive reserve and no longer maintain these funds as distinct. The initiatives identified by any of these could be developed by the Executive at a future time and in the context of the regional council's overall financial picture:

- 1) Fund for Disabled Clergy (\$19,270);
- 2) New Church Development Fund \$51,038);

### **Update Governance Handbook**

The Executive might:

Direct the Executive Minister and Executive Assistant to update the Governance Handbook to reflect additional responsibilities assigned re the granting of funds.