

Executive
Western Ontario Waterways Regional Council
OF THE UNITED CHURCH OF CANADA
Connecting, Supporting, Transforming
Wednesday, June 17, 2020

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, Jessica Cottrell, Micol Cottrell, Heather Davies, Bruce Dickson, Sue Duliban, Norm Eygenraam, Margaret Krauter, Mark Laird, Heather Leffler, Cheryl-Ann Stadelbauer-Sampa

The Executive of the WOW Regional Council Executive was called to meet via ZOOM teleconference on Wednesday, June 17, 2020. Gary Clark called the meeting to order at 9:34 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 that this month we are dealing with racism and bigotry, Gary Clark stated the following:

This month we have been exploring how North American and European society (including the church) has been dominated by white heterosexual individuals. Normal was a reflection of themselves and anyone who was outside that 'normal' was considered less than and treated so. Slowly we have been confessing this arrogance which lead to the sin of a wide range of bigotries. We step forward in faith to seek God's help to replace fear with love, rejection with acceptance and exclusion with inclusion.

So this morning we recognize that we are gathered on the traditional territory of many First Nations and that our gain has come at a great cost to these peoples. Our words of confession is just the beginning and must be followed up with action. We invite you to do one thing to break free from the 'is-ms' which have separated you from others.

May the Holy Spirit breathe forgiveness, hope and love into all our relations and set us free from this ancient evil of bigotry.

Opening Worship

Gary Clark posed the question, “What new things are you looking forward to in the months ahead?” A variety of responses were provided, with many looking forward to in-person sharing, visiting & spending time with family members. Most do not plan to re-open their churches until at least September. Several were taking the opportunity to consolidate and downsize belongings. The most unique response was the opportunity to spend time with chickens in the back yard. ☺ Gary Clark closed this period of reflection with prayer.

Consent Docket

A. Enabling Actions

1. That the Agenda be adopted as circulated.
2. That the minutes of the May 20, 2020 and June 3, 2020 meetings be approved as distributed.
3. 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. Thank you for Global Appeal donation (for information)
2. Regional Prayer Room – 2020 (for information)

C. United Church Outdoor Ministries Supervising Regional Council

That the Western Ontario Waterways Regional Council agrees that Horseshoe Falls Regional Council will supervise United Church Outdoor Ministries and Horseshoe Falls will be asked to confirm its agreement to supervise United Church Outdoor Ministries.

Gary Clark declared the amended consent docket approved by consensus.

Business Arising

1. November 2020 Meeting

a) Draft Agenda

Cheryl-Ann said that the draft agenda for the November 2020 meeting had its timeline spread over several days to allow the dynamics of the meeting to continue, given that this is different than in real time. She went on to review some of the highlights of the agenda and rationale for its layout.

b) Celebration of Ministries Service

Gary Clark confirmed that the ordinands would be comfortable for the proposed Celebration of Ministries service format, although at least one person wanted all guests able to be present for the occasion.

Cheryl-Ann said that if the arrangements seem acceptable for this service date (October 18, 2020), then the remaining details can now be sorted out. She said that there is a question as to whether this event would be appropriate for a Sunday service and where we might hold the service so that it could be live streamed. Once these matters are decided, we can promote the event. Several venue options were proposed, and Cheryl-Ann will follow up to confirm.

2. Expression of Interest Form

Sue Duliban provided an overview of the Expression of Interest form which is posted on the regional council website and available for Executive, Commissions & Resource Pool

positions. Cheryl-Ann said that she & Sue would create a newsletter item to explain the form & process for applying. Gary Clark asked about the terms for the current Executive and some Executive members provided updated input vis-à-vis their preferred terms of office.

3. Supporting Change: Cameron Trimble webinar

Gary Clark noted that the upcoming webinar hosted by Cameron Trimble (2019 annual meeting theme speaker) is open to the tri-regional councils and Cheryl-Ann confirmed that this is a first come, first served meeting with ample, but limited, space.

4. Commission reports

a) Covenant

No report

b) Human Resources

Micol Cottrell said that despite the pandemic the work of the church is still ongoing, with calls, appointments and changes in pastoral relations continuing. Micol highlighted some of the commission's ongoing work, detailed in his written report.

c) Mission & Discipleship

Bruce Dickson said that M&D is still in a period of transition with the departure of Deanne Dickson. He said the commission needs to continue to be more than just a "funding and granting group".

5. Financial Update

Cheryl-Ann and Brent Caslick presented updates to Proposal #6 based on discussions and input from the past two Executive meetings.

Ministry with Youth & Children

The proposal is that the Regional Council Executive agrees to:

- 1) Combine the Grace United Church Fund (\$374,151 Mar 31) and Huron-Perth Youth Fund (\$19,186) to create Ministry with Children, Youth and Young Adults (U30);
- 2) Authorize all interest earned plus up to 15% principal to be granted annually;
- 3) Entrust the granting to the Mission and Discipleship Commission for ministry with children, youth, and young adults within the following criteria:
 - a) Grants will normally be one-time grants to a maximum of \$10,000;
 - b) Grants in excess of this amount or for a multi-year project will require the applicant to meet with the Mission and Discipleship Commission.The Mission and Discipleship Commission will design the application form as best suits their needs.
- 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 ministry with children, youth and young adults.

Gary Clark declared this proposal approved by consensus.

Engaging Stewardship Fund

The proposal is that the Regional Council Executive agrees to:

- 1) Rename the funds forwarded from London Conference, "Mission and Service Fund Revenue & Generation" (\$2,757)
- 2) Make funds available to the Mission and Discipleship Commission for events promoting stewardship and supporting Mission and Service
- 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

Gary Clark declared this proposal approved by consensus.

Rural Ministry Leadership Fund

Brent Caslick said that the changes to this proposal included holding an annual event, clarifying the definition of rural ministry, as well as committing to an annual report.

Executive members made comments about the difficulties of committing to an annual event given our current circumstances, as well as making this fund known for better ability to access.

The proposal is that the Regional Council Executive agrees to:

- 1) Combine the Westcott Bursary Fund (Balance \$52,482 from Hamilton Conference) and the Leadership Training Fund (Balance \$18,552 from Huron-Perth Presbytery);
- 2) Make available the prior year interest earned plus up to 15% of the principal per year;
- 3) Entrust oversight of the fund to the Executive;
- 4) Make up to 30% of the annual grants available for Licensed Lay Worship Leadership training;
- 5) Resource opportunities focused on rural ministries;
- 6) Design an application form for events to which communities of faith with a rural postal code can apply;
- 7) Commit the Executive to report annually, starting in 2021, to the regional council on how the funds have supported rural ministry leadership.

Gary Clark declared this proposal approved by consensus.

Eden Mills U.C. Fund

Cheryl-Ann provided an update to the terms of dissolution of the fund – holding to Sep 1, 2021, and if not it will go to the UC Foundation Fund. Bruce Dickson said this was discussed at a recent meeting of the Extension Council, who are willing to accept these funds immediately and are working on the changes required to process grants from their funds.

The proposal is that the Regional Council Executive agrees to:

- 1) Hold the funds until September 1, 2021 at which time the Executive will either:
 - a) Provided that the Waterloo Presbytery Extension Council has changed their Supplementary Letters Patent to administer the fund for the purpose intended (innovative ministry in Guelph area), forward the funds to the Extension Council;
 - b) If that is not possible, forward the funds to the UCC Foundation to be held for the purpose intended.
- 2) Forward the balance as at June 30, 2021 (immediately preceding quarterly report).

Gary Clark declared this proposal approved by consensus.

Ministry Preparation Fund

Brent Caslick said that this proposal had been updated to provide clarity around the process for Stream 2 candidates. Heather Leffler asked about support for current ministry candidates, and Cheryl-Ann said that any student who has not received funding in this current year is eligible for funding. Brent clarified that the funding is for students whose education is continuing, not ordinands.

The proposal is that the Regional Council Executive agrees to:

- 1) Create a ministry preparation fund with two streams, each of which will be topped up annually in November to a minimum balance of \$30,000;
- 2) 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 Ministry Education Sites*
 - i) Communities of Faith needing financial assistance to provide a ministry education experience for a candidate 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*
 - a) Provide a bursary of \$2,000 per year for a maximum of three years for candidates pursuing theological studies in a recognized United Church program.
 - b) Applications to be made to the Executive Minister and Treasurer who will confirm candidacy status and school enrolment with the Office of Vocation.
 - c) Any student who is continuing their education and who hasn't received funding in this current year, 2020, can be provided with a bursary.

Yet to be decided: Renegotiation of candidate loans.

Gary Clark declared this proposal approved by consensus.

Cheryl-Ann noted that there are still funds from the Bruce Presbytery Bursary fund yet to be received. Brent noted that there are loan repayments from previous ministry candidates which are still being made. After several suggestions regarding loan repayments were received, Brent & Cheryl-Ann agreed to work on a proposal for this.

Learning Fund

Brent Caslick said that this proposal has also had wording clarified. Heather Leffler suggested that the application form be updated to clarify plans for sharing following the learning event.

The proposal is that the Regional Council Executive agrees to:

- 1) Combine the \$30,000 from reserves designated by the fall 2019 regional council meeting and the \$1,910 received from London Conference as an opening balance;
- 2) Confirm:
 - I) the terms and
 - II) administration of the fund;
- 3) Commit to top up the balance of the account to \$30,000 in November of each year for the following year.

Gary Clark declared this proposal approved by consensus.

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

Brent Caslick said the changes made to this proposal were to add \$4,000 annually, to complete a review in 2025, and for Mission & Discipleship to complete an annual report to Executive.

The proposal is that the Regional Council Executive:

- 1) Agree to hold the funds in support of ministry that connects with the students of Kitchener Waterloo post-secondary institutions;
- 2) Agree to expend up to \$4,000 from the fund annually;
- 3) Invite applications from communities of faith in Kitchener Waterloo for this ministry;
- 4) Agree that applications are to be received and approved by the Mission and Discipleship Commission
- 5) Agree that approved applications be forwarded to the Treasurer and Executive Minister for payment and tracking
- 6) Review the purpose of the fund in spring 2025 to determine the future of any unspent balance;
- 7) Request that the Mission and Discipleship Commission report annually, starting in 2021, to the regional council on how the funds have supported post-secondary chaplaincy in Kitchener-Waterloo.

Gary Clark declared this proposal approved by consensus.

Transfer to Unrestricted Reserve

Brent Caslick said no changes were made to this proposal.

The proposal is that the Regional Council Executive 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);

Gary Clark declared this proposal approved by consensus.

Update Governance Handbook

Cheryl-Ann proposed an amendment to wording to update website

The proposal is that the Regional Council Executive:

Direct the Executive Minister and Executive Assistant to update the Governance Handbook to reflect additional responsibilities assigned re: the granting of funds. Direct that a page be created on the WOW Regional Council website listing the Funds available.

New Business

1. Proposal #1 – Black Lives Matter

Cheryl-Ann noted that this has been a topic raised with work done by the regional council staff. Heather Leffler asked if there could be clarity around actions which support the proposal statements: Cheryl-Ann said that this work would be a priority within the staff capacity, so other things might not get done as a consequence.

Several executive members volunteered to assist staff with prioritizing the work identified by this proposal regarding racialized people in our region.

The proposal is that to enable the Regional Council Executive to speak to anti-black racism with integrity, the Executive commits to adopt and enact the following action plan for the next twelve months that the regional council staff have committed to follow:

- 1) Support racialized ministry personnel
Individual contact; providing resources for a mutual support gathering; asking racialized ministry personnel if they would like a facilitated event on racism for their Ministry and Personnel Committees.
- 2) Promote educational resources. Use the Facebook Group and other options to profile resources that invite people to explore racism and privilege more clearly.
- 3) Acknowledge our participation in racist systems. Make anti-racism the focus of our education through the use of guided conversations and literature.
- 4) Advocate for change by identifying racism when we witness it and by working against its influence.
- 5) Encourage our Commissions and communities of faith to do likewise.

2. Executive Minister's Accountability Report June 2020 (for information)

Gary Clark asked if there were any questions regarding her Cheryl-Ann's accountability report. Heather Leffler thanked Cheryl-Ann for the leadership provided regarding the communication of re-opening of church facilities.

Cheryl-Ann noted that the province approved opening places of worship so while the buildings are now open this didn't approve worship per se; she recommended that each community of faith (COF) be in contact with its local health units prior to re-opening. Heather Davies said it would be helpful to know what COF's are doing in our region with respect to re-opening; Micol Cottrell suggested this might be a good thing to add to our regional council Facebook page.

Other Business

Cheryl-Ann said the Covenant Commission is dealing with a defiant congregation and that there is one in each region. She said the Covenant Commission is determining a path forward & meeting again next week to deal with the matter; if the situation moves to discipline, then the Executive will need to be involved and a special meeting would need to be convened to approve actions by the Covenant Commission.

Closing

Gary Clark confirmed the meeting for August 19th, declared the meeting ended at 12:20 PM and closed with prayer.

Upcoming Meetings:

- Regional Council Executive, August 19th, 9:30 AM via Zoom