



WESTERN ONTARIO WATERWAYS
REGIONAL COUNCIL EXECUTIVE MINUTES – 2021

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Executive
Western Ontario Waterways Regional Council
OF THE UNITED CHURCH OF CANADA
Connecting, Supporting, Transforming
Thursday, January 14, 2021

Roster: Andrea Allan, Gary Clark (President), Rod Coates (Secretary), Brent Caslick (Treasurer), Heather Leffler, Jessica Cottrell, Heather Davies, Joyce Johnston, Mark Laird (President-Elect), Tim Reaburn, Terry Smith, 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: Andrea Allan, Brent Caslick, Gary Clark, Rod Coates, Micol Cottrell, Heather Davies, Bruce Dickson, Norm Eygenraam, Mark Laird, Heather Leffler, Sue Duliban, Cheryl-Ann Stadelbauer-Sampa

Regrets: Jessica Cottrell

The Executive of the Western Ontario Waterways Regional Council was called to meet via Zoom teleconference on Thursday, January 14, 2021, for the purpose of addressing a follow-up item from the meeting of December 16, 2020.

Welcome and Constitution of the Meeting

Gary Clark welcomed Executive members present and called the meeting to order at 2:33 PM. He 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

Gary Clark stated:

We acknowledge that we live, work and worship God on the historic traditional territory of the Haudenosaunee, Anishnabe, the Neutral Nation and the Mississaugas of New Credit as well as the lands of other 1st peoples . By force these people were robbed of their land and denied their culture. Our prayer is that in love we find ways to share the land and celebrate all culture who call this land home. May our acknowledgement of truth be but the first step toward reconciliation between the 1st peoples of the land and all who have come later.

Opening Prayer

Gary Clark led in an opening prayer, asking for wisdom and guidance to meet the best interests of the congregation of Massie United Church and the decisions of the Executive.

Moved by: Cheryl-Ann Stadelbauer-Sampa

Seconded by: Mark Laird

That the meeting agenda be the topic of Proposal #4, from the minutes of the Executive meeting of December 16th, 2020.

CARRIED

Correspondence

Moved by: Cheryl-Ann Stadelbauer-Sampa

Seconded by: Andrea

That we receive the correspondence of David Shearman for information.

CARRIED

It was stated that David Shearman has been appointed pastoral charge supervisor of Massie United Church by the Covenant Commission. Cheryl-Ann said that the congregation has not yet been advised of the review articulated by Proposal #4. David Shearman's correspondence outlined the possibility of progress without initiating the review immediately, having been in conversation with the chair of the board of Massie United Church.

Moved by: Heather Davies

Seconded by: Brent Caslick

That we move to an in camera session.

CARRIED

Moved by: Heather Leffler

Seconded by: Brent Caslick

That we move out of an in camera session.

CARRIED

Moved by: Heather Leffler

Seconded by: Bruce Dickson

Having discussed the correspondence received, the Executive remains concerned for the broken relationship between the regional council and Massie United Church, and for the patterns of decision-making evident in the past two congregational meetings of Massie United Church (November 8th and December 6th, 2020) and therefore proceeds with the review of Massie United Church ordered in Proposal #4 of the December 16, 2020 meeting of Executive. The Executive appoints Rev. C. Hancock, Order of Ministry as reviewer for the fee of \$5,000 plus expenses.

CARRIED

Abstention: Cheryl-Ann Stadelbauer-Sampa

Moved by: Heather Davies

Seconded by: Mark Laird

That Rev. Cathy Larmond be appointed to provide pastoral care for the Massie United Church congregation.

CARRIED

Moved by: Micol Cottrell

Seconded by: Mark Laird

That Janet Isles, past secretary of Northern Waters Presbytery, be paid on a per-hour basis for her services as coordinator of the interview process.

CARRIED

Cheryl-Ann said she would provide notification to the congregation of Massie United Church, as well as communication of an announcement to the congregation from Carol Hancock.

Gary Clark closed the meeting at 4:20 with prayer.

Executive
Western Ontario Waterways Regional Council
OF THE UNITED CHURCH OF CANADA
Connecting, Supporting, Transforming
Wednesday, January 20, 2021

Roster: Andrea Allan, Gary Clark (President), Rod Coates (Secretary), Brent Caslick (Treasurer), Heather Leffler, Jessica Cottrell, Heather Davies, Joyce Johnston, Mark Laird (President-Elect), Tim Reaburn, Terry Smith, 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: Andrea Allan, Brent Caslick, Gary Clark, Rod Coates, Jessica Cottrell, Micol Cottrell, Bruce Dickson, Norm Eygenraam, Heather Leffler, Terry Smith, Sue Duliban, Cheryl-Ann Stadelbauer-Sampa

Regrets: Heather Davies, Mark Laird

The Executive of the Western Ontario Waterways Regional Council was called to meet via Zoom teleconference on Wednesday, January 21, 2021.

Welcome and Constitution of the Meeting

Gary Clark welcomed Executive members present and called the meeting to order at 9:10 AM. He 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 Western Ontario Waterways Regional Council for whatever business may properly come before it.

Acknowledging the Land

Gary Clark stated:

We acknowledge that we live, work and worship God on the historic traditional territories of several First Nations peoples. By force these people were robbed of their land and denied their culture. Our prayer is that in love we find ways to share the land and celebrate all culture who call this land home. May our acknowledgement of truth be but the first step toward reconciliation between the First Peoples of the land and all who have come later.

Opening Worship

Following a reading from the Leviticus version of the Ten Commandments. (19:9 – 18), Gary Clark asked the Executive members to articulate a phrase describing what the work of the Executive is. Some of the comments were:

- Connection to the broader church and supporting staff
- Oversight & governance
- Loving neighbours & supporting staff
- Bookending the life of the regional council – a body with vision & calling at one end, and doing the gritty gutsy work with no other place to put it at other end
- To be honest, caring & leading by example
- Focusing on big picture while honouring the parts and the whole

- Drawing in both Commission and broader work
 - Demonstrating our values of Connecting, Supporting, & Transforming
- Gary Clark closed this worship time with prayer.

Consent Docket

A. Enabling Actions

1. That the Agenda be adopted as circulated.
2. That the minutes of the December 16, 2020 and January 14, 2021, be approved as amended.
3. That motions and proposals be written and given to the Secretary.

B. Western Ontario Regional Council Commission Appointments

Accept resignation of Thom McDonough from the Covenant Commission.

Accept resignation of Patrick McDonough from the Mission & Discipleship Commission.

Accept resignation of Lyle Haney from the Mission & Discipleship Commission.

Gary Clark declared the amended consent docket approved by consensus.

Business Arising

1. Commission Reports

a. Covenant

Norm Eygenraam said the Covenant Commission had met a few days ago and their business was mainly routine. He said that the Commission is looking at consistency between regions. He also stated that getting sufficient pastoral supervisors has been difficult, so now considering compensation as a way of making the role more attractive and viewing the position as a shared cost of ministry. The Commission is preparing a proposal and will present it to the Executive when complete.

b. Human Resources

Micol Cottrell reported updates on the following Commission items:

- Calls, appointments, requests for changes of pastoral relationships, & position descriptions continue to be received and approved. Liaisons continue to be appointed to help with and oversee the work of the Licenced Lay Worship Leader (LLWL) Resource Team and the United Fresh Start program.
- In February, the Commission will begin reviewing its description in the governance handbook and suggest any updates based on the experience of what its work entails. Discussions will also be held as to whether there are other areas of work to be taken on now that both the LLWL Resource Team and the United Fresh Start programs are established.
- The United Fresh Start program is up and running with modules beginning this month for Ministry Personnel and congregations. The sessions with just ministry personnel began in the fall and are going well.
- The Licenced Lay Worship Leader (LLWL) Resource Team has been receiving annual reports, providing guidance, doing the required interviews, and bringing names forward to the Commission to be licensed. The updated list of LLWLs is being kept with Diane Blanchard and churches interested in receiving the list will

need to contact her. This decision was made to ensure more privacy for LLWLs compared to putting the list on the regional website.

- Exit interviews for ministry personnel leaving a pastoral charge are now being offered. When a change of pastoral relationship has been approved by the Commission the person will be notified of the option to have an exit interview. These exit interviews are optional.

c. Mission & Discipleship

Bruce Dickson said the Mission & Discipleship Commission will be meeting tomorrow. Continuing, he said the Commission will be working on grants for students & appreciated the recent help provided with respect to processing grant applications. Bruce said that some work is being done to determine how best to communicate the work of the Commission to a broader audience within the region. He noted that two Commission members resigned in the past month for personal reasons, and the challenge of finding new members to step up into these roles. He concluded his report by noting that he is looking forward to the new social justice minister's arrival in March.

Following the Commission reports, Gary Clark asked about the Executive meeting schedule, and it was agreed that the 3rd Wednesday of the month will be our normal meeting date for the present.

2. Financial Update

Brent Caslick said the financial update was brief, noting that all expenses are being met, with a meeting being held in the next several days to review financial statements. Cheryl-Ann reported that the full audit of 2019 & 2020 fiscal years will be done in the spring of 2021 as a cost-effective way of utilizing the same auditors for both audits.

3. Website update

Cheryl-Ann said that Shayla Kinting is doing some background work on the website and preparing to update some of the pages – e.g., update staff profile and work descriptions.

Continuing Priorities & Future Discussion Items (Vision & Timeline, Things to keep in mind)

1. Affirm Action Plan: Moving from Action Plan to action. How to?

Gary Clark asked what was needed to support Affirm, remarking that the current plan was approved at the October Regional Council meeting. He posed, as an example, the Executive monitoring itself to ensure its being inclusive. He suggested that we raise this for focused discussion at a future Executive meeting.

2. Regional Council Meetings in 2021

Gary Clark noted the following items which need to be considered as part of the Regional Council planning meeting. He provided a brief overview of the following items:

- Spring/Fall – what work needs to be done in the spring, in the fall?
- What work do we want to do?
- Focus on TRC Calls to Action in the spring?

- Determine planning group. Set dates for fall.
- In Memoriums & Jubilands in fall, candidates in spring?
- First steps toward concrete planning: Start in February/March

Cheryl-Ann spoke about General Council nominations and the process of doing this electronically (as compared with past in-person meeting practices) to ensure we have time for discernment and nominations. Heather Leffler suggested a promotional video to advertise and profile the role of a General Council representative.

Cheryl-Ann said that candidates need to be technically competent and able to manage Zoom, suggesting that there might be a dedicated regional council meeting for General Council nominees. Heather Leffler noted that having short focused online meetings in addition to the annual meeting was a good way to build capacity.

Gary Clark asked for additional input to spring/fall Regional Council meetings and agendas. Some ideas were:

- Spring/fall schedule proposal is good idea.
- Topics such as anti-racism and climate action make us relevant and in touch with younger people.
- Regional Council Meetings are an opportunity to engage people in commission work, not just General Council nominations.
- Those who are not representatives to a regional council are eligible to attend General Council, so ways to engage those who don't normally attend regional council meetings should be considered.
- There is a gap in knowledge of processes between previous & current structures. Thus making the Regional Council more visible to the broader church is important to close this gap.
- Review feedback from October 2020 meeting for additional thoughts, including meeting attendees and equity monitor report.
- Shorter meetings with focused topics are preferable – e.g., webinars plus business items. Engaging more representation is a good idea, but there is a steep learning curve if representatives are not involved at the regional level.

Gary Clark suggested we think about these suggestions and be prepared to come to the February meeting with a more detailed action plan.

Cheryl-Ann suggested she, Sue Duliban, Mark Laird, Gary Clark, & Brent Caslick work together and come back to the February meeting with a focused plan for the Executive to approve. This suggestion was agreeable to the Executive.

3. Anti-Racism

- a. Racial Justice Training
- b. BLM (Black Lives Matter)

Cheryl-Ann said she had investigated racial justice training and determined that it involves four separate sessions. She suggested we might do this as a group, possibly in the fall when new Executive and Commission members are in place. She cautioned that this is incremental to the other workload which we have taken on – e.g. the ongoing review process - and the need to allow sufficient

capacity for this training. This training is offered via a facilitator from United in Learning.

Brent Caslick suggested this be scheduled for September 2021 when we have General Council representatives selected, and closer to the date of the next General Council meeting.

Following this discussion, Gary Clark polled the Executive members and there was consensus on these comments & suggestions.

Cheryl-Ann went on to provide an overview of the review process which has just begun, outlining some possible outcomes based on current schedule and outcomes based on other reviews. She also provided an overview of the possible processes once the review is completed. She said that ultimately the Executive's role is to put in place actions to correct any findings or recommendations arising from the review.

4. Evaluating work against WOW Regional Council purpose statement

Gary Clark said that the only way to assess our work is against measurable goals associated with our tangible targets which address our values.

Rod Coates said some of the Executive's work was included in the Executive 2020 annual report, which cited accomplishments against the Regional Council purpose statement. Brent Caslick said it would be good to pass along an annual report to our congregations.

Micol Cottrell said this evaluation could be included as part of the meeting agenda and performed at the end of the meeting.

Gary Clark said that we had come to end of the agenda and have many good suggestions for planning our next meeting. He then closed the meeting at 11:50 AM

Next Meeting: February 17, 9:30 am, via Zoom
Worship: Mark Laird