

**Western Ontario Waterways Regional Council Meeting**  
**Thursday, October 15, 2020**  
*(Supporting, Connecting, Transforming)*

The Western Ontario Waterways Regional Council was called to meet on Thursday, October 15, 2020 via the Zoom teleconference. Approximately 165 participants attended this meeting.

**1. Call to Order**

Gary Clark welcomed everyone and opened this meeting's session at 6:03 PM. He noted that this our first, but not likely our last, regional council meeting of this type, with all connected virtually. Gary thanked the hosts at Avondale United Church, venue for several meeting participants and the Sunday Celebration of Ministry service.

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.

**2. Opening Worship**

Gary Clark introduced today's worship team – Brad Inglis, Kate Ballagh-Steeper, Sydney Elias, & Gary Clark.

Worship comprised several hymns - Honey from the Rock (Linnea Good), Spirit God, hear our prayer – prayers offered by Kate & Sydney, and a meditation by Brad Inglis on the gathering theme, "Honey from the Rock" (Psalm 81). [Note: Music was performed by singers from Trinity United Church, Kitchener-Waterloo.]

This portion of the opening worship then segued into the UCW covenanting service.

**3. Covenanting with UCW**

Gary Clark introduced the Western Ontario Waterways (WOW) Region United church Women (UCW), identified that they are now recognized as a Community of Faith and, as such, in a covenant relationship with the regional council. Gary Clark, with the participation of UCW representatives Edith Coyle, Eleanor Firth, Marnie McDonough, and Anne Reuben, led a covenanting liturgy and offered up symbols representing the covenant relationship. At the conclusion of the covenanting, Brad Inglis concluded worship with a commissioning.

**4. Community Building**

Gary Clark introduced a community building exercise, outlining how each participant would be assigned to a smaller breakout group for about 15 minutes' duration. Gary asked each group to consider:

- What have you been doing in pandemic times that has offered some honey in your life?
- What have you been doing in your own community of faith?

At the end of this session, Gary Clark asked Cheryl-Ann Stadelbauer Sampa to explain some of the meeting protocols given the online nature of the meeting – e.g., how online voting would take place, how to raise one's hand in order to speak, how to show support or questions about proposals, and other procedural matters.

## 5. Opening & Procedural Motions

Cheryl-Ann Stadelbauer Sampa referenced and briefly outlined the opening proposal, details of which were included as Proposal #1 with the meeting materials, to establish the procedures by which the regional council is to conduct its business.

**Moved by:** Cheryl-Ann Stadelbauer Sampa

**Seconded by:** Rod Coates

That the regional council adopt the following as a consent docket:

- 1) Adopt the agenda as circulated and authorize the Business and Agenda Committee to make any changes as necessary;
- 2) Approve the minutes of the May 24-26, 2019 and Nov. 16, 2019 meetings;
- 3) Receive the following minutes of the following meetings of the
  - i) Executive
    - 2019-06-05
    - 2019-09-18
    - 2019-10-24
    - 2019-11-21&22
    - 2020-02-19
    - 2020-04-15
    - 2020-04-28
    - 2020-05-20
    - 2020-06-03
    - 2020-06-17
    - 2020-08-19
  - ii) Covenant Commission
    - 2019-06-03
    - 2019-07-10
    - 2019-08-08
    - 2019-08-15
    - 2019-09-12
    - 2019-10-10
    - 2019-11-01
    - 2019-11-14
    - 2019-12-12
    - 2020-01-09
    - 2020-02-13
    - 2020-02-25
    - 2020-03-12
    - 2020-03-16
    - 2020-03-17
    - 2020-04-30
    - 2020-05-07
    - 2020-06-05
    - 2020-06-11
    - 2020-06-25

2020-06-30

2020-07-09

iii) Human Resources Commission

2019-06-05

2019-07-17

2019-09-17

2019-10-15

2019-11-19

2019-12-17

2020-01-21

2020-02-18

2020-03-17

2020-04-21

2020-05-19

2020-06-16

2020-08-18

iv) Mission and Discipleship Commission

2019-06-05

2019-11-01

2020-12-13

2020-01-17

2020-03-11

2020-05-07

2020-05-28

2020-06-25

for information.

*[Note: Minutes are posted on the website [www.wowrcucc.ca](http://www.wowrcucc.ca) "About" page]*

- 4) Approve the appointment of Orville James, Russell Rogers and Jane Sullivan to the Human Resources Commission for a three-year term in February 2020;
- 5) Receive the reports in Section 1 of the Workbook;
- 6) Appoint Tim Reaburn as Parliamentarian;
- 7) Name President Gary Clark, Parliamentarian Tim Reaburn, Executive Minister Cheryl-Ann Stadelbauer-Sampa, Secretary Rod Coates and Executive Assistant Sue Duliban, as the Business and Agenda Committee;
- 8) Name regional council staff members John Neff, Sue Duliban, Pretima Kukadia-Kinting and Ruthanna Mack as scrutineers;
- 9) Name Deborah Deavu as Equity monitor;
- 10) Set the bounds of the meeting as the zoom call and the sanctuary of Avondale United Church, Stratford, ON;
- 11) Make the designated representative from any United Church ministry, other than a congregation, which has been invited to become a community of faith by entering into a covenant with the regional council, a member of the regional council for this meeting (Section C.1.2 c);
- 12) Make all guests corresponding members;

- 13) Accept the registration as the roll of this meeting;
- 14) Receive regrets from Harry Disher;
- 15) Set the deadline for nominations for vacancies on the Executive and Commissions as midnight, Thursday, October 15<sup>th</sup>;
- 16) Set the deadline for nominations for President-Elect as 6:00 p.m. Friday, October 16<sup>th</sup>;
- 17) Set the deadline for new business as midnight, Friday, October 16<sup>th</sup>;
- 18) Adopt the following method for dealing with proposals:
  - Step One:  
The Presenter will outline:
    - A) What is the issue? And
    - B) The suggested way in which the regional council might respond to the issue.
  - Step Two:  
The President will inquire if there are questions for clarification. Please note this is for clarification only.
  - Step Three:  
The President will then ask if there are changes or additions being suggested for the proposal.
  - Step Four:  
Once there is significant agreement, the President will invite the Presenter to move the motion at which point the regional council enters the formal debate process leading to a vote.

**CARRIED**

#### **6. Proposal #3 – Affirm Action Plan**

The Affirm Action Plan was introduced by Tim Reaburn, who said that this arose from last year's regional council meeting, with a requirement to produce an action plan, which has been authorized by Affirm United.

Thérèse Samuel noted that since the Western Ontario Waterways Regional Council was previously part of Hamilton, London and Toronto Conferences, and each those Conferences had completed the process for becoming an Affirming ministry with Affirm United/S'Affirmer, the regional council was granted provisional Affirming status to give it time to make this commitment its own.

Meeting participants then split into breakout groups, addressing two questions:

- What challenges do you foresee?
- What opportunities or gifts do you foresee?

Following the breakout group discussions several clarifying questions were raised, including whether this action plan applies to all the congregations within the region and clarification that it only applies to the work of the regional council.

Jim Ball commented that this is an aspirational plan rather than a detailed action plan with due dates, budget, what by whom, etc. Thérèse Samuel noted that the wording of the plan is consistent with the language of Affirm United.

**Moved by:** Thérèse Samuel

**Seconded by:** Mary Elizabeth Piercy

That the regional council:

- 1) Adopt the Action Plan; and
- 2) Ask its Executive and Commissions to report on how the Action Plan impacted their work at the fall 2021 meeting of the regional council.

**CARRIED**

[Note: This motion passed with > 99% voting in favour.]

**7. Closing for the Day**

Gary Clark reminded all to review for the nomination information, and that nominations are still open. Gary said that as we end our time together today, the Christ candle is extinguished but not the light of Christ.

The meeting was closed at 8 PM, with a planned resumption at 4 PM tomorrow.

**Western Ontario Waterways Regional Council Meeting**  
**Friday, October 16, 2020**  
*(Supporting, Connecting, Transforming)*

**1. Opening Routines**

Gary Clark opened the meeting at 4:02 PM and welcomed those who had joined. Approximately 175 participants attended this session.

Gary began with an Acknowledgement of the Land:

We acknowledge that we are gathered, live and worship on the traditional territory of many First Nations people. We acknowledge that we who are the newcomers to this land have gained so much and our gain has come at a great cost to these peoples. We also acknowledge that we have gain much by the racists systems that have benefited those who are white, Christian and heterosexual. Our acknowledgement of the land and of the sin of racism is just the beginning of our journey toward reconciliation with The First People of this land and all who have felt belittled in this culture. Our words must now be followed up with action.

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

**2. Opening worship**

Opening worship comprised a reprise of the hymn Honey from the Rock, a gathering liturgy by Kate Ballagh-Steeper & Sydney Elias, and a closing prayer by Sydney.

**3. Election of Executive and Commission members**

Gary Clark said as all positions for the Executive and Commissions are now full there was no need for an election and the positions are acclaimed. Gary reviewed the nominations by Executive and Commissions. A complete listing of membership appears as Attachment #1.

**4. Address to the Court**

Sue Duliban introduced ordinand Rebekah Duncan and retiree Scott Broughner, who addressed the court via prepared presentations.

**5. Reviewing 2019 and 2020 Year to Date Financial Information**

Brent Caslick introduced the 2019 & 2020 year-to-date financial information, noting that transparency & accountability are principles of regional council financial management. He emphasized that 2019 was the first year of operation for the regional council and ongoing learning remains in effect to understand the financial situation.

Brent outlined the sources of income for the region, including the Assessment and Mission & Service grants, as well as investment income and a share of proceeds from disbanding congregations. He reviewed the priorities for the Assessment and M&S grants, noting that the statements are not yet audited.

Brent Caslick then reviewed highlights of the detailed financial statement categories – 2019 actuals and 2020 year-to-date.

Cathy Hird questioned what might be done with a surplus. Cheryl-Ann Stadelbauer Sampa said each region is treated the same across the country, and it is up to each region to determine what to do with surpluses; she said that we have not yet completed two fiscal years and are still learning, and we know that future grants will be reduced.

Greg Smith-Young asked whether the Waterloo Presbytery and Olivet funds payments had been made. Brent Caslick said the Olivet funds are being held by Western Ontario Waterways until May 2025 (10 years); interest from 2019 has been paid out to St. James-Rosemount and Calvary Memorial (Kitchener). Continuing, Brent said that the Executive decided to turn over the Eden Mills funds to Waterloo Presbytery Extension Council in May 2021, and the Grace United Church funds are to be combined with other funds allocated for youth, with nothing removed from the funds in 2019 or 2020.

**Moved by:** Brent Caslick

**Seconded by:** Cheryl-Ann Stadelbauer Sampa

That the regional council:

- 1) Receive the internal 2019 financial report and the 2020 operating statement to date for information;
- 2) Direct the Executive to approve the 2019 Auditors' Report; and
- 3) Direct the Executive to forward the 2019 Auditors' Report via email to the roll of this meeting once it is approved.

**CARRIED**

Additional comments and questions concerning the financial statements were:

- Bob Funston (Sauble Beach United) asked if M&S funds were divided equally across the country. Cheryl-Ann Stadelbauer Sampa said that the amount allocated to M&S work in Canada is divided equally across the 16 regions in Canada.
- Terry Smith (St Jacob's Calvary United) asked if auditor's report was received. Brent Caslick said that the report was not yet received, this year being difficult for auditors due to monies coming in from various sources.
- Laurie O'Leary (Exeter United) asked about the Candidates' Assistance Fund & how students will access it. Cheryl-Ann Stadelbauer Sampa said that funds have been received from students in 2019 and 2020 and expects all money will be available – as well as process established – by 2021, subject to further discussions by the Executive.
- Cheryl-Ann Stadelbauer Sampa said the current audit is both complicated and extensive since it needs to consolidate all the funds from the previous organizations into the current one. Tim Reaburn (Sauble Beach pastoral charge) added that the General Council audit has not yet appeared, but that he is expecting many statements due to the unusual nature of this past year – e.g., restructuring of the church, COVID19, etc.

**6. Proposal #6 – Appointment of auditors (Page 37 of workbook)**

**Moved by:** Brent Caslick

**Seconded by:** Gord Dunbar

That the regional council:

Name PWC (PricewaterhouseCoopers) to perform the 2020 audit of Western Ontario Waterways Regional Council at the General Council Office.

**CARRIED**

## 7. Mission and Discipleship Commission

Gary Clark introduced Bruce Dickson, acting chair of the Mission & Discipleship (M&D) Commission. Bruce Dickson presented a video highlighting many of the programs supported by Mission & Discipleship, including presentations by staff Kathy Douglas & Diane Matheson-Jimenez, and Andrew Hyde from the Ecumenical Campus Ministry (Guelph)

## 8. Address to the Court

Sue Duliban introduced ordinand Gail Fricker and retiree Janet Erickson, who addressed the court via prepared presentations.

## 9. Closing

Gary Clark reminded the court of the 6 PM deadline for new business and nominations for President Elect, then closed this session with a request for everyone to resume the meeting at 7 PM.

[BREAK]

## 1. Re-Opening Routines

Gary Clark opened the second part of today's meeting at 7:02 PM. Approximately 158 participants attended this session.

Gary Clark stated that there have been no nominations received for President Elect, and proposed the deadline be moved to noon tomorrow. Determining that support for this change being present, the proposal was formalized as follows:

**Moved by:** Cheryl-Ann Stadelbauer Sampa

**Seconded by:** Rod Coates

That the deadline for nominations for President-Elect be extended to noon tomorrow and that the business and agenda committee be entrusted with adjusting the agenda accordingly.

**CARRIED**

## 2. Stewardship presentation using breakout groups

Gary Clark introduced Dave Jagger, Stewardship & Gifts Officer, Philanthropy Department of United Church. Dave's presentation was "Discipleship is Stewardship." He began with an overview of some characteristics of communities of faith who use stewardship tools on an ongoing basis and how they have more resources as a result.

Dave Jagger posed the following small group breakout discussion questions:

- 1) How has COVID-19 affected your Community of Faith's finances?
- 2) What do you expect your Community of Faith's financial situation to be at the end of 2020?
- 3) How do you feel about that?

Returning from group discussions and continuing with the presentation, Dave Jagger outlined several new M&S resources – e.g., Minute for Mission, new M&S Guide, Called to be the Church program, promoting the use of PAR, etc.



Following the presentation of M&S resources, a second breakout group considered these questions:

- 1) What one resource can you go home and put into action
- 2) What's stopping you?

Dave Jagger reviewed some of the group responses to these questions, then concluded his presentation.

**3. Address to the Court**

Sue Duliban introduced the speakers noting that this has been a stressful time for ordinands and that we support them in their ordination on Sunday. She introduced presentations from ordinand Kellie McComb and retiree Mary Fletcher.

**4. Covenant Commission**

Gary Clark introduced Ann Harbridge, chair of the Covenant Commission. Ann Harbridge introduced her video presentation, which provided an outline of the Commission membership, staff support personnel, role of the Commission, and available toolkits which posted on the Western Ontario Waterways website).

**5. Closing**

Gary Clark noted that the end of the agenda for the day had been reached, thanked the presenters for this session and especially the demonstrated support for stewardship. Gary then extinguished the Christ candle, wishing all rest and renewal for the resumption of the meeting at 9:30 AM tomorrow.

**Western Ontario Waterways Regional Council Meeting**  
**Saturday, October 17, 2020**  
*(Supporting, Connecting, Transforming)*

**1. Opening Routines**

Gary Clark called the meeting to order at 9:31 AM and outlined the updated agenda for the morning session. Approximately 157 participants attended this session.

**2. Opening worship**

Opening worship comprised the meeting theme hymn, Honey from the Rock, opening & centering prayers by Brad Inglis & Sydney Elias, and a message by Kate Ballagh-Steeper for participants to reflect on the honey harvested from these sessions and share them at the afternoon gathering. Worship closed with the hymn, God of the Bible.

**3. Address from the Moderator**

A video for this Western Ontario Waterways regional council gathering was presented featuring an address by the Right Reverend Richard Bott, Moderator of the United Church. Richard Bott noted that while the space is virtual, worship is real. He spoke from his home at Port Coquitlam, which he said was a call to action and to live in right relations since this unceded territory was not part of any treaty. Richard offered prayer for work of the Western Ontario Waterways, and a meditation on the meeting theme, Honey from the Rock.

**4. Budget 2021**

Brent Caslick presented the 2021 budget. Brent outlined staff costs and provided an explanation of overall cost allocation by program area, explaining the Assessment and M&S funding. He noted that there would be a decrease in the M&S grant for 2021 and that there was some degree of uncertainty given the ongoing pandemic. Brent then reviewed highlights of the detailed 2021 budget proposals.

Laurie O' Leary asked if the Administration Assist position was posted and Brent Caslick confirmed that it was.

Mary Elizabeth Piercy asked if Grey Bruce Chaplaincy provided any feedback, and Bruce Dickson said an accountability report is provided to the Mission & Discipleship Commission. Liz Dillman asked if proposed 2021 deficit was covered by 2020 surplus, and Brent Caslick said it would be covered by reserves.

**Moved by:** Brent Caslick

**Seconded by:** Rodger Filsinger

That regional council:

Adopt the proposed 2021 budget authorizing the Executive to adapt as necessary within the following guidelines.

- 1) Maintain current meeting and travel budgets
- 2) Provide 2% increase for cost of office and building operations
- 3) Reflect accurate staff costs
- 4) Determine affordable and essential staff complement (overall reduction of .5)

- 5) As much as possible, protect the amount of the Mission and Service grant available for grant recipients. The amount available for grants this year was only reduced by \$5,000 overall. This was possible due to:
- a. Loss of .5 staff complement previously covered by Mission and Service grant;
  - b. 50% of the cost of the Administrative Assistant, Mission and Finance was moved to assessment more appropriately accounting for the financial element of the role;
  - c. 50% of the new full-time Minister, Right Relations and Social Justice, will be covered from the proceeds of property sales;

**CARRIED**

Additional comments and questions concerning the financial statements were:

- Bruce Dickson noted the connection between M&S giving and our budget – i.e., what we give provides funding for our M&S programs.
- Bonnie Holiday asked if funds for sabbaticals could be highlighted.

Cheryl-Ann Stadelbauer Sampa provided an update on the Saugeen Wesley community of faith with respect to their recent loss of building due to fire, noting that while the building was insured the insurance does not cover all the costs. She thanked Tim Hackburn for his work to support this community of faith at this time.

#### **5. Human Resources Commission**

Gary Clark introduced Micol Cottrell, chair of the Human Resources Commission. Micol introduced the Commission's video presentation, which included:

- Thanks to all the regional council members for their support – e.g., providing updated contact information, pastoral relations changes, etc.
- Thanks to Diane Blanchard, Pastoral Relations Minister, and Pretima Kukadia-Kinting, Administration support, and commission members.
- An update on the United Fresh Start program, which will be resuming soon, with more details to be provided on an upcoming regional council newsletter.
- An update on the Licensed Lay Worship Leader program, referencing current training options and website information available to support those interested in the program.

#### **6. Address to the Court**

Sue Duliban introduced retirees George Russell and Keith Lockhart for their addresses to the court.

#### **7. Closing**

Gary Clark thanked all the presenters and reminded the court to return for its final session at 1 PM, as well as stating a reminder that expressions of interest for President Elect are due by noon.

**[BREAK]**

### 1. Re-Opening Routines

Gary Clark called the meeting to order at 1 PM and welcomed everyone back to the final session of the meeting. Approximately 157 participants attended this session.

### 2. President/President Elect speeches and vote

Sue Duliban presented an expression of interest from Mark Laird.

Gary Clark said that as the only applicant, Mark Laird is acclaimed to the position of President-Elect, begins his work immediately and will be installed in Spring 2021 at our regional council meeting.

Mark Laird said he felt honoured to serve in this role, noting that several people had suggested to him that he had the capacity and ability to do so. Mark described some of the ways in which he felt called to serve and thanked everyone for their prayers & support.

### 3. Remit Discussion & Vote

By way of introduction, Tim Reaburn noted that the regional council is not permitted to alter the wording of this Category 1 remit, but only accept or reject as presented.

Mary Elizabeth Piercy outlined the background to the remit, noting that the current wording excludes those who do not identify with the stated binary terms. She mentioned that the original Basis of Union only identified “men”, was subsequently amended to include women, and briefly highlighted other items which have been changed to the Basis of Union since 1925.

Meeting participants were assigned to breakout groups for discussion. Following these small group discussions, a few questions were raised:

- Do all regions need to approve the remit? Answer: 2/3 of regional councils need to approve, followed by General Council Executive approval.
- What is the deadline for the vote? Answer: The deadline has been extended to December 2020.

**Moved by:** Mary Elizabeth Piercy

**Seconded by:** Thérèse Samuel

The regional council agrees that:

The Order of Ministry be open to persons of all gender identities, and

The Basis of Union be amended to reflect the change as follows:

10.0 The Order of Ministry shall be open to persons of all gender identities.

**CARRIED**

Heather Leffler commented on the importance of continuing the conversation at the congregational level to ensure that the change is communicated and understood once a final decision on the remit has been made.

### 4. Courtesies

Gary Clark extended thanks to those who had assisted with this regional council meeting:

- Avondale United Church - for use of its facilities for leadership team, as well as use of its sanctuary for the Celebration of Ministry service tomorrow.
- Staff off site – John Neff, Ruthanna Mack, & Pretima Kukadia-Kinting.
- Remainder of staff – Kevin Steeper, Dianne Blanchard & Dianne Matheson- Jimenez.

- Commission chairs – for their glimpse of ministry from their Commissions.
- Brent Caslick – for work to understand changes in our finances.
- Worship Team – for their gifts.
- Affirm Network – for their work.
- All present – for showing up, asking questions, voting, & participating.

Brent Caslick thanked Gary Clark and Cheryl-Ann Stadelbauer Sampa for their leadership. Continuing, Heather Leffler thanked Gary Clark for his leadership in this challenging time, for the meeting theme, and embracing this different way of conducting business.

Bruce Dickson asked if we might empower the Executive to send a note of thanks to Nora Sanders as she prepares to retire from her role.

**Moved by:** Bruce Dickson

**Seconded by:** Cheryl-Ann Stadelbauer Sampa

That Western Ontario Waterways Executive be empowered to send a note thanking Nora Sanders for her leadership and work in support of the United Church.

**CARRIED**

Cheryl-Ann Stadelbauer Sampa extended thanks to Deborah Deavu for her work as equity monitor during this meeting.

## 5. **Closing Motions**

**Moved by:** Cheryl-Ann Stadelbauer Sampa

**Seconded by:** Rod Coates

That the regional council:

- 1) Entrust any unfinished business from its October 15-18, 2020 meeting to the Executive;
- 2) Authorize the Executive to fill any vacancies on the understanding that appointments will be confirmed at the next regional council meeting;
- 3) Direct the Executive to plan to convene a meeting of the regional council in the spring of 2021; and
- 4) Entrust the Executive and Commissions with the responsibilities and authority of Western Ontario Waterways Regional Council in accordance with the Manual of The United Church of Canada and the Governance Handbook of the Western Ontario Waterways Regional Council.
- 5) Close the October 15<sup>th</sup>-18<sup>th</sup> meeting of Western Ontario Waterways Regional Council at the end of the Celebration of Ministry on Sunday, October 18, 2020.

**CARRIED**

Gary Clark noted that Senator Murray Sinclair has been confirmed to speak about Truth & Reconciliation in May 2021, so a meeting date is now booked but it appears clear that the next regional council meeting will be virtual as well. Gary asked for feedback about this meeting, with respect to what went well and what was “clunky”.

## **6. Gratitude for Leadership**

Diane Blanchard recognized and read the listing of:

- Jubilands
- In Memoriam
- Community of Faith disbandments
- President Elect
- New Commission members

## **7. Closing Worship**

Closing worship began with the hymn Gratitude. Kate Ballagh-Steeper asked participants to display signs to identify their words which reflected the honey harvested from these sessions and read many of the onscreen comments. Brad Inglis offered a closing prayer, following which there was a final rendition of the hymn, Honey from the Rock, and Sydney Elias closed with a benediction.

Gary Clark thanked the worship team and wished everyone to join the Celebration of Ministry service at 10 AM tomorrow. The meeting closed at 2:10 PM.

**Attachment #1**

**EXECUTIVE & COMMISSION MEMBERSHIP**

**EXECUTIVE**

Name	Role	Term
Gary Clark	President	2021
Rod Coates	Secretary	2022
Brent Caslick	Treasurer	2022
Jessica Cottrell		2021
Tim Reaburn	Diversity Representative	2021
Heather Davies		2022
Mark Laird		2022
Terry Smith		
Heather Leffler		
Andrea Allan		

**COVENANT COMMISSION**

Name	Ministry Personnel (MP) Lay (L)	Term
Ann Harbridge	Chair, MP	2021
Sandy Loomis	L	2021
Tom McDonough	L	2021
Kate Crawford	MP	2022
Margaret Bakker		
Judy Chalmers		
Norm Eygenraam		
Arthur Hills		
Matthew Lindsay		

**HUMAN RESOURCES COMMISSION**

Name	Ministry Personnel (MP), Lay (L)	Term
Micol Cottrell	Chair MP	2022
JoAnne Angle	L	2021
Marion Boyd	L	2021
Cecil Omand	L	2021
Tom Slumskie	L	2022
Carol Stephenson	L	2022
Cathy Larmond	MP	2023
Russell Rogers	Ret. DLM	2023
Jane Sullivan	L	2023
Douglas Hayward		
Mel Spencer		

**Attachment #1**

**MISSION AND DISCIPLESHIP COMMISSION**

Name	Ministry Personnel (MP), Lay	Term
Bruce Dickson	Acting Chair MP	2022
Rodger Filsinger	L	2021
Joyce Osbourne	L	2021
Lyle Haney	L	2022
Mary Hawthorne	L	2022
Pat McDonough	L	2022
Keith Reynolds	MP	2022
Edith Coyle		
Rodger Filsinger		
Gail Fricker		
Jenn Hind-Urquhart		