

# Western Ontario Waterways Regional Council

## Fall 2020 Meeting Workbook

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## Section One: Reports

### President's Message

Rev. Gary Clark

We travel quite an emotional distance in the psalm today. Psalm 81 vs 1-10 begins with a celebration of the great love God has had for the people of Israel which has been with them for 100's of years. In the middle of the psalm vs. 11 the psalmist takes on the voice of God expressing more than disappointment but rather anguish with the choices of God's beloved Israel. These actions have caused God to look away and allow the nation to be trampled. Early Hebrew and Christian writers equate this turning away with the Adam and Eve story. Adam and Eve had everything they needed and a face to face relationship with God yet they wanted more. Adam and Eve like Israel sought their own wisdom and not Gods. Just like Adam and Eve the results for Israel was quite disastrous. This has given rise to a particular theology that those who follow the ways of God are rewarded and those who do not will fail. You will find this theology all through the Book of Proverbs. There is merit in this theology and I have seen that those who are guided by the unselfish wisdom of God often go through life with grace and hope in spite of what Shakespeare would say, "the slings and arrows of outrageous fortune." However, this theology has also given rise to some very bad behavior. This theology has been used as an excuse for everything from the Crusades, to slavery, to witch burning and to residential schools in Canada. After all, if I get away with my nasty behavior toward others than God must be alright with it! And if I prosper while those I have abused do not, than see God does favour me and looks away from them. It basically gives a false sense that those who have power deserve it and those who do not, deserve the abuse. This is ironic since the reason Israel falls is that their leaders have abused their power. God doesn't experience anguish because the leaders aren't showing up to synagogue on Friday night but rather because they have no regard for those in the society who need help and more importantly respect. In the words of Jesus they **have not** treated their neighbours as themselves.

So perhaps the psalm is actually calling us to a very different theology that can be used by us today. A theology that helps make sense of what is going on in our society and points us in the direction of change. One of the greatest living theologians, in my opinion, is Rev. Dr. Walter Bruggeman. Bruggeman was born and raised in a very poor part of the United States. In fact the school library consisted of one shelf of books that young Bruggeman had read several times by the time he was in grade 4. He understood poverty because he lived it. And all nostalgia aside the poor can be as happy as the rich but everybody knows who is who! Bruggeman looks at this psalm and the many passages in the scripture like it and comes away with a very different theology. For him the first part of the scripture vs 1-10, is what he calls 'orientation.' It marks out Gods orientation toward Israel and Israel's orientation towards God. This is an orientation of love, protection and respect toward all of God's creation. All would have an equal status before the Lord and therefore should be treated as a true brothers or

sisters. The job of the powerful, those called to lead, would be to act in the best interests of all. However as those who have power got used to holding power they often got thinking that they deserved power. They deserved more and more and those who have less power deserved less and less. Finally great disparities are created as the powerless are forced to scratch out a meager living while the powerful live lavishly. Bruggerman calls this the process of 'dis-orientation' and it can go on for decades and even centuries. Eventually this dis-orientation causes such discord in a nation that the nation falls either to revolution or because the crumbling of the nation's cohesion makes it vulnerable to economic collapse or conquest by a more cohesive culture. This is what happened to Israel in the second part of the psalm vs 11-13. They are conquered because they had forsaken their original orientation.

What we only glimpse at in vs 14-16 of this Psalm (honey from the rock) is the third stage of Bruggerman's theology which he calls, re-orientation.' This is where the people are called back to that original vision or relationship with God **but they are wiser because of the fall.** In Christian terms this is resurrection not resuscitation. Resuscitation is the breathing back of life into a body without the body or person changing. In resurrection the body and soul are reanimated but are radically changed or scarred. The risen Jesus bears the marks of disorientation and now his body is able to pass through solid doors. He is recognized by others primarily by how he acts and not just how he looks. It is a long way of saying that resurrection and the painful death that made resurrection necessary changes us. In our present reality the pandemic has changed us and is continuing to change us. We who hold a great deal of power are being changed, not because we are experiencing how great it is to have power in a crisis time, but rather because we are experiencing a taste of the anguish that those who do not have power experience on a regular basis. As we get in touch with this anguish that our white culture has caused in others we taste the anguish of God. God has anguish when God sees the racism, classism, sexism, and homophobia in some of God's children doing great harm to the rest of God's children. So re-orientation gives our society a chance not to live in the past but to create a future guided by the lessons of anguish, the wisdom of compassion and knowledge of our original orientation. Literally right now government policies that 6 months ago were said to be impossible have been put in place to serve our fellow Canadians. Our Moderator has written to Prime Minister Trudeau and the government of Canada asking to make these temporary measures permanent saying:

"Greetings from the United Church of Canada.

As the Moderator of The United Church of Canada, I want to thank your government for the pandemic relief programs it has announced over the past months, including the CERB. Some of these programs are scheduled to end in July but the ongoing effects of the pandemic will be felt by many Canadians, especially vulnerable Canadians, for a long time. On behalf of the United Church, I write to encourage you to seize this moment, which has included encouraging examples of cross-party and jurisdictional cooperation and build on the positive experience of the CERB. Now is the time to roll out a Universal Basic Income program in collaboration with

the provinces, territories, and Indigenous leadership. It is my belief that our collective experience as Canadians during COVID-19 presents a vital opportunity. Drawing on Canadians' realization that poverty can happen very quickly to anyone, together we can take important steps to protect the health and safety of all Canadians going forward."

The Moderator is making a case for re-orientation and he doesn't stand alone. A bipartisan group of Senators have also written an open letter to our government saying:

"This is a unique moment in our history – a moment when Canadians from across the political and economic spectrum have seen before them the value of a program which would not require complicated application and qualification processes, but which would be there for people in times of need. As members of the Senate of Canada, we are writing to you to thank you and urge a further evolution of the Canada Emergency Response Benefit (CERB).

In these extraordinary times, the "Team Canada" approach being demonstrated by public service officials at all levels is both heartening and encouraging, particularly in the continually evolving development of needs-based crisis policy responses. For this and the climate of hope and optimism during this pandemic, we thank you."

The letter goes on to point out how efficient the CERB has been to insure a basic level of income to all and that this program should evolve from a temporary program to a national program long term program.

Could it be that programs like the CERB and hopefully a Universal Basic Income program is some of the honey that we as Canadians can draw from the rock of the pandemic? Honey that is born of a shared sense of financial uncertainty and the great desire to support each other. I am sure that if you look into how your behaviours have changed during this Covid Time you might also find more honey and more re-orientation than you could expected. So let's thank God that even in pandemic times God has not turned away but rather has helped us re-turn to God's vision for humanity.

Amen

**WESTERN ONTARIO WATERWAYS REGIONAL COUNCIL EXECUTIVE**  
**Annual Report for 2019-2020**

In this formative year of existence, the Regional Council Executive devoted time discerning and evolving its role and relationships as a new governing body within a new church structure. This evolution included understanding our financial position (and legacy assets) and learning new ways to support Communities of Faith within our region. While transactional matters and appointments continued to be part of the Executive's tasks and mandate, Commissions assumed the necessary role of addressing the more detailed work of the region.

A very few highlights from the Executive work of the past year are:

***Connecting***

- Arranged a November 2019 regional meeting at Fergus, providing an opportunity to gather in person as a new region.
- Provided input to newsletters and website information on events, initiatives, and the ways in which we all remain connected.

***Supporting***

- Arranged outreach, training, and support events & initiatives for communities of faith.
- Provided ongoing advice and opportunities to respond in faith, and support one another, during a pandemic.

***Transforming***

- Proposed and supported funding of various educational events and initiatives.
- Evolved from origins as a Transition Commission, carrying forward a legacy with new membership and new perspectives as a new Executive body.

Finally, in support of the October 2020 regional gathering theme, Honey From the Rock, most Executive members have noted opportunities of being church in pandemic times – isolated from, yet all connected with, one another. We are not alone. Thanks be to God.

Rod Coates

(for) Western Ontario Waterways Regional Council Executive

## **National Incorporated Services Summary Report September 15<sup>th</sup> 2020**

As of January 1, 2019, Western Ontario Waterways Regional Council has contracted with the National Incorporated Services to manage the administrative aspects of corporate relationships. As such, tracking of requirements, as outlined in the Incorporated Ministry Policy is managed by staff in the General Council offices.

Tasks include:

1. Receiving annual reporting documents – minutes of the AGM, financial statements, evidence of insurance, board member list (with contact information)
2. Receipt of minutes of all board meetings
3. Review of insurance policy insuring that the United Church is named as an additional insured and that there is D&O coverage
4. Review of financial statements and highlighting any concerns that may be identified
5. Review of board minutes and highlighting any concerns that may be identified
6. Follow-up on outstanding reporting elements
7. Draft motions for regional council where approvals are required
8. Support revisions to by-laws/letters patent
9. Be the lead for execution of release agreements/severance agreements

During 2019, the primary focus was on establishing contact information for each incorporated ministry, insuring that the regional council executive minister was on the mailing list for all board correspondence as well as the National Incorporated Services program assistant – Linda Gray. The other primary focus was setting up a database that regional council staff could access with all the documentation collected from or related to the various corporations.

With this established, the focus in 2020 was actually completing the tasks as outlined above. In some cases, this has required minimal contact with the corporation. In other cases, significant follow-up has been required to insure that minutes were received, insurance included D&O and the United Church as an additional insured, getting board contact lists, etc.

Western Ontario Waterways Regional Council has 6 corporations and 1 non-incorporated ministry that are being tracked. They include:

- Bimini United Church Camp
- Camp Menesetung
- Chalmers Community Services of The United Church of Canada
- Silver Lakes United Church Camp – not incorporated but functions very much like a corporation
- St. John's United Church Alliston Foundation
- Waterloo Presbytery Extension Council

In addition, there is 1 corporation that ceased to exist in 2018-2019 and 3 legacy corporations:

- Queens Bush Rural Ministries - closed
- St. Luke's Place - legacy
- St. Luke's Place Foundation- legacy
- St. Paul's College - legacy

The following chart highlights the general tasks that have been completed for each corporation in 2019 and 2020.

<b>Corporation</b>	<b>By-laws</b>	<b>Annual Report</b>	<b>AGM Minutes</b>	<b>Board Minutes</b>	<b>Board Approval</b>	<b>Financial Statement</b>	<b>Insurance</b>	<b>Board Concerns</b>
Camp Bimini	Flagged for revision	2018, 2019		2019, 2020	2019	2019, 2020	2019, 2020	
Camp Menesetung	Flagged for revision	2019, 2020	2019	2019, 2020	2019	2019, 2020	2019, 2020	
Chalmers Community Services	2020 – draft for members		2019	2019, 2020	2019, 2020	2019, 2020	2019, 2020	2019 – 1
Silver Lake Camp	N/A – not incorporated	2020			2020	2019, 2020		
St. John's United Church Alliston Foundation	2019 - approved				2019			
Waterloo Presbytery Extension Council	Draft - pending member approval		2019, 2020	2019, 2020	2019, 2020	2019, 2020	2020	

Notes to chart:

1. Due to COVID, some AGM's have been postponed. This has resulted in not receiving AGM minutes and board list for approval.
2. By-laws flagged – camps that received accreditation reports in 2020 (for visits in 2018 and 2019) were advised of the last approved by-laws on file and need to update if last approved prior to January 1, 2019
3. Annual report – only a requirement for camps and often includes AGM minutes
4. Board concerns – items identified through review of minutes and/or financial statements and brought to the attention of the Regional Council Executive Minister

This report is respectfully submitted to the Western Ontario Waterways Regional Council as of Sept 15, 2020 by Bev Oag, Program Coordinator, Duty of Care and Incorporated Ministries

## Commissions

### Mission and Discipleship

The Mission & Discipleship Commission (M&D C) is dedicated to helping communities of faith live out their ministry of faith formation, mission and justice; to provide resources, guidance and support enabling communities of faith to do the best ministry possible in their communities and the world.

Our mandate includes working in right relations with Indigenous partners, and supporting Affirming ministries with LGBTQ2SIA+ members, making safe space, open dialogue and strengthening relationships everywhere in our churches and world.

The Mission & Discipleship Commission and the M&D C Resource Pool will work in the following possible areas. The M&DC has the ability to determine their direction and priorities. Other roles may be identified by commission as its life unfolds.

- a) Social justice initiatives and outreach and living out the Affirm mandate;
- b) living into right relations and Indigenous justice;
- c) support for ministry with children and youth;
- d) youth events;
- e) camping ministries;
- f) chaplaincy;
- g) living into the call to become an inter-cultural church;
- h) U.C.W. and local A.O.T.S.;
- i) research and promotion of study resources;
- j) refugee work;
- k) white privilege;
- l) provide support for communities of faith to become an Affirming ministry;

along with other important possibilities.

**Commission members:** Rosemary Benbow (May 2020) , Deanne Dickson (may 2020), Bruce Dickson, Rodger Filsinger, Mary Hawthorne, Pat McDonough, Joyce Osborne, Mary Jeanne Carmichael (May 2020), Keith Reynolds, Lyle Haney, Kathy Douglas, Kim Uyede-Kai (April 2020), Joan Tuchlinsky (March 31, 2020), Ruthanna Mack, Diane Matheson-Jimenez, Jen Hind (unofficial until our meeting)



General Council appointed staff: Dave Jagger

**Opening Comments:**

Dear friends in Christ and of the WOW region, your mission and discipleship commission has had a year of learning and growing in our new ways of working. We were blessed by the leadership of Deanne Dickson as our Chair until the end of May. We also express gratitude to Rosemary Benbow and Mary Jeanne Carmichael for sharing their gifts in the commission until May. We have welcomed in unofficially (until our October meeting) Jen Hind. We were also blessed by the wisdom and service of staff members Joan Tuchlinsky and Kim Uyede-Kai who left positions this year. Our priorities and some of our work is listed below. If this work interests you, we have room on the commission and also in resource pool for interested folks. Your expressions of interest would be welcomed if these areas excite you or hold passion about this area of service and ministry in our area.

**Priorities to our Work named:**

Chaplaincy, Mental Health & Grief Support, Climate and Environment, Youth and Youth Events, Camps, UCW, Indigenous Matters and Affirming Communities of Faith, Black Lives Matter.

**Staff relating to our commission:** (All of these staff are shared between regions)

Kim Uyede-Kai (Minister, Right Relations and Indigenous Justice) until April 14, 2020

Kathy Douglas (Minister, Faith Formation)

Joan Tuchlinsky (on appointment as Minister, Social Justice until March 31, 2020)

Diane Matheson-Jimenez (Minister, Social Justice) (Returned from Leave, April 1, 2020)

General Council appointed: Dave Jagger (Stewardship and Gifts Officer)

Ruthanna Mack (Admin Support)

**Some highlights of the past year:**

One of the major elements of our work were sorting out Mission Support Grants for 2020 and 2021. The grant requests come in around the first of September and decisions made as quickly as possible in September. (In our first year 2019, this process was completed in December). Areas of work supported in 2020 were: Camps Bimini (\$20,000) and Menesetung (\$15,000), Grand River Spiritual and Educational Resource Centre (\$9500), Christian Resource Centre, Mitchell (\$15,000), Grey Bruce Healthcare Chaplaincy Council (\$30,000), Ecumenical Campus

Ministry at the University of Guelph (\$32,000) It was decided that two Commission members would be assigned to each approved group to build connection.

We also became a member of the Social Justice Network of Ontario Region with a \$1500 membership. We encouraged participation in the March 3, 2020 Grant writing workshop. Supported Chalmers Community Services Centre with a one-time grant (\$3000). There has been support for a number of smaller projects like the Kitchen Sink series, the Residential school tours, letter writing for Palestinian children.

We received 9 applications for 2021 Mission Support grants. We were able to assist each of the requests at their full ask. It took all of our grant money, but it was good to be able to assist. Will break out the supported groups in our 2021 report.

### **Challenges for the year ahead:**

One of the challenges for Mission support dollars for 2022 will be that these dollars are directly related to the Mission and Service funds our churches raised and share. Less M&S support means less mission support dollars for our region to assist with camps, chaplaincy, resources, etc.

Also the commission is small and how we communicate the opportunities and needs is large. We are working on ways to improve communication links.

We hope you are receiving the WOW region's newsletter online. We also are hoping to improve social justice networking and other areas of work like youth, camps etc. I hope you are connecting in with Kathy Douglas' Facebook group that focuses on children and youth ideas and sharing. We realize there is great work being done. How do we share it with one another?

We will be exploring ways to elevate Black Lives matter and also the work of Affirming congregations and our region. Lots of work to do! Exciting possibilities.

Looking forward to hearing more of the ways you are doing Mission and Discipleship in the WOW region.

Contact the Region or me directly:  
revbruce@bellnet.ca

## **Commissions Human Resources**

The mandate of the Human Resources Commission is to carry the responsibility for:

- The formation and nurturing of healthy pastoral relationships
- the equipping and licensing of lay worship leaders.

Drawing from our region's mandate, here is some of the work we have been doing.

### **Connecting**

- Training and appointing liaisons to work with communities of faith to offer support and guidance during changes in pastoral relationships
- Helping communities of faith and ministry personnel live out United Church policy. A large piece of this includes creating and clarifying regional policies around the licence to administer the sacraments, Volunteer Associate Ministry, appointments, and Licensed Lay Worship Leadership.

### **Supporting**

- We have been working to restart the United Fresh Start program that helps communities of faith and ministry personnel explore their identity and build healthier relationships.
- We review, give feedback, and approve community of faith position descriptions and call/appointment forms.
- We have established a Licensed Lay Worship Leader Resource Team that trains, interviews, and licences lay worship leaders.

### **Transforming**

- Much of our work over the last year and a half has been shaping a new structure that supports communities of faith, ministry personnel, and Licensed Lay Worship leaders as we live into the new structure of our church.

Our president, Gary Clark has invited us to reflect on where we experience honey from the rock? God has gifted us with many people who share their time, talent, skill, and energy with this important work. This includes our commission members, our Region's Pastoral Relations Minister Diane Blanchard, and the administrative support of Pretima Kukadia-Kinting. They have helped to give life to the new structure of our church.

Policies and resources available at: <https://wowrucucc.ca/pastoral-relations-toolkits/>

Commission minutes available at: <https://wowrucucc.ca/human-resources-commission-minutes/>

Chair Micol Cottrell can be reached at [revmicol\\_grace@wightman.ca](mailto:revmicol_grace@wightman.ca)

## Candidate Biographies

### **Kellie McComb**

Kellie McComb is a part of the General Council Office of Vocations staff deployed to Canadian Shield Regional Council and Shining Waters Regional Council. Kellie is a diaconal minister who has served in team ministry at First United Church, Waterloo, Ontario, for more than ten years. As a student, Kellie served Mount Pleasant pastoral charge and then Norwich Gore United Church both within the current Horseshoe Falls Regional Council. She was settled in, and served for four years, the Thessalon pastoral charge, which is now in the Canadian Shield Regional Council. After that Kellie served the Indigenous Church through Grand River United Church for four years during which she was Co-Chair for the Council on Learning for Great Lakes Waterways Presbytery. Kellie was a member of the General Council Executive and was their representative on the Aboriginal Ministries Council. Kellie is an Educational Supervisor and brings lots of experience in pastoral relations including being a facilitator with the United Fresh Start program. Kellie is an artist, curler and spiritual director and offers leadership with a pastoral approach, grounded in the Spirit.

### **Gail Fricker**

My journey into ministry has come later in life. After working as a theatre director, a professional story teller, a teacher, and as a Licenced Lay Worship Leader, I am now blessed to bring these gifts into my ministry. I love to laugh, sing, tell stories, and have fun in worship. I am also passionate about outreach and mission, and I enjoy working with the youth that keep me young! The last four years of my candidacy serving with Knox United in Ayr has been a wonderful learning experience - and I am deeply grateful to their trust and support. I also thank my husband, Blair, who has journeyed with me as my companion along the road. I do not know what the future holds, but I am certain that God will continue to walk with me, guide me, and bless me.

### **Rebekah Duncan**

It's been a long journey, from finding passion for faith through my parents and youth forum (Maritime Conference), to gaining support through mentors such as the late Rev. D'Thea Webster, Rev. Michelle Robinson, Rev. Neil Parker and Rev. Michael Kooiman. There are many other names I should list, friends, family, my discernment committee, the congregations of Bethel, Richview, Central, Badjeros, Nottawa and Rob Roy United Churches, and even some strangers. I thank God for bringing them to me and me on this journey to this place.

I heard God's call sitting at the water's edge, quiet, nudging. Over time it became the roar of a waterfall too loud and insistent to ignore. So, I followed the beckoning, and I found myself listening for God's voice then, as I do now, and God responds, "Do not doubt what I have chosen for you." There have been many moments of weeping and gnashing of teeth throughout this time and I expect there are many more to come, but with that comes unexpected joy, love and even some moments of peace.

My time at the Atlantic School of Theology changed me. Not just educated my mind but expanded my faith and with it my capacity for understanding and for love and generosity. I am filled with gratitude to all those who I was privileged to learn from, and that is in no way limited to the professors. Congratulations to my fellow ordinands especially my classmates, Gavin, Gail, Jan, Allison, Kellie and Amadeus. ~ Blessings, Love and Light ~

## **Retirees**

December 31, 2019 – Keith Lockhart

June 30, 2020 – Mary Fletcher

June 30, 2020 – Janet Eriksen

August 1, 2020 – George Russell

January 1, 2019 – J. Scott Boughner

## **Jubilands**

### **50 Years Service**

John Buttars, OM, MA, MDiv, MTh

Donald Linkletter, OM, MA, MDiv

Karl Sievert, OM, BA, MDiv

Donald Pletsch, OM, BA, MSc

## **Jubilands**

### **55 Years Service**

Henrik Dykman, OM, BSA, BD

## **Jubilands**

### **60 Years Service**

Cecil Wittich, OM, BA, MDiv

## **Jubilands**

### **65 Years Service**

Lester Phillips, OM, BA, BD

Calvin Evans, OM, BA, MDiv, ThM, BLS

George Moore, OM, MA, BD, PhD

Lorne O'Neill, OM, BA

## **In Memoriam**

June, 2018	Terry Fletcher
September 28, 2019	B. Jeanne Wright
December 21, 2019	Don Parr
March 3, 2020	David Chesney
June 3, 2020	Ohane Sarmazian
June 12, 2020	Lester Phillips

## **Communities of Faith that have Disbanded**

### **With appreciation for their ministry**

Marsville United Church, September 29, 2020

Holland Centre United Church, June 30, 2020

Walters Falls United Church, February 13, 2020

Emmanuel United Church, Sebringville, July 31, 2019

## **Section Two: Nominations**

### **Executive and Commission Membership**

#### **PRESIDENT**

4-year term in total: Serving as President-Elect for 1 (one) year; President for 2 (two) years, Past-President for 1 (one) year

The President will:

- a. Preside at the communion table and business table of the region and its Executive;
- b. Serve as the spiritual leader for the region, offer a theme and vision for the region;
- c. Serve, along with the Executive Minister, as the official representative of the region;
- d. Strive to inspire the members of the Regional Council and its communities of faith toward health, joy and excellence;

During the two-year term as President, the President will receive a personal honorarium. The home community of faith of the President will receive an honorarium. During the one-year term as Past-President, the Past-President will receive a personal honorarium. The home community of faith of the Past-President will receive an honorarium.

#### **EXECUTIVE**

Membership:

12 Members, plus President, President-Elect or Past President, Treasurer, Secretary and Executive Minister.

By office or other:

- A. 3 Commission Representatives:
- B. 1 Indigenous Ministry Representative: Joyce Johnston (2022)

Elected:

3 are preferred with one spot dedicated to youth and young adults; another to ensure racialized representation and the third to represent sexual orientation/gender identity diversity

Any nominee not elected on the preferred position ballot, will be placed on the ballot for the election of the remaining four positions.

Completing Current Term:

The regional council thanks the following whose terms are ending:

Gord Dunbar, Margaret Krauter, Heather Leffler, Peg Schieck. Joyce Ward

Note: Some may be offering themselves for re-election.



Continuing to serve:

Name	Role	Term Ends
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

To be elected: Up to 7

- 1 spot reserved for youth/young adult
- 1 for racialized representative
- 5 additional Executive members

### **COVENANT COMMISSION**

Membership:

Membership Minimum of 7 members and a maximum of 12 members, at least one-third of total membership to be ministry personnel and one-third of membership to be lay, elected by the Regional Council, one of whom serves on the Executive.

Completing Current Term:

The regional council thanks the following whose terms are ending:

Margaret Bakker, Ross Carter, Judy Chalmers, Norm Eygenraam, Arthur Hills and Connie Shiell.

Note: Some may be offering themselves for re-election

Continuing to serve:

Name	Ministry Personnel (MP) Lay (L)	Term
Ann Harbridge	Chair, MP	2021
Sandy Loomis	L	2021
Tom McDonough	L	2021
Kate Crawford	MP	2022

To be elected:

Must elect at least 3,

Can elect up to 8

### **HUMAN RESOURCES COMMISSION**

Membership:

Membership Minimum of 7 members and a maximum of 12 members, at least one-third of total membership to be ministry personnel and one-third of membership to be lay, elected by the Regional Council, one of whom serves on the Executive.

**Completing Current Term:**

The regional council thanks Lyn Workman whose term has ended.

**Continuing to serve:**

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

**To be elected:**

Up to 3

**MISSION AND DISCIPLESHIP COMMISSION****Membership:**

Membership Minimum of 7 members and a maximum of 12 members, at least one-third of total membership to be ministry personnel and one-third of membership to be lay, elected by the Regional Council, one of whom serves on the Executive.

**Completing Current Term:**

The regional council thanks the following whose terms are ending:

Rosemary Benbow and Deanne Dickson who served as Chair.

**Continuing to serve:**

Name	Ministry Personnel (MP), Lay	Term
Bruce Dickson	Acting Chair MP	2022
Roger Filsinger	L	2021
Joyce Osbourne	L	2021
Lyle Haney	L	2022
Mary Hawthorne	L	2022
Pat McDonough	L	2022
Keith Reynolds	MP	2022

**To be elected:**

Up to 5

## Section Three: Meeting Materials

### ***PARTICIPATION IN A VIRTUAL MEETING***

The church is learning new ways to be together in a virtual world. Those participating in this meeting will have different levels of experience with the zoom platform.

**It is essential that you log into the call from the email you used for registration!!!**

Make sure you download the Zoom app before the meeting.

Meet the Zoom Toolbar



### **Waiting Room**

When you first log into the meeting, you will be placed in a waiting room. As soon as the meeting is ready to start, you will be automatically admitted.

### **Participants**

When you are admitted to the meeting, please go immediately to the Participants list. You will see your name listed BUT sometimes you are identified by the type of device you are using. The President will be recognizing people on the basis of the name that is shown. So, please change your name to read First Name/Surname by hovering over the mic and camera icons, clicking More, then Rename.

For example, Executive Minister, Cheryl-Ann's iphone might read: C-A's iphone. Cheryl-Ann would need to go to the Participant list and change her name to: Cheryl-Ann Stadelbauer-Sampa.

Those who are at the meeting as a guest (not a voting participant) please add an x in front of your name.

For example, if Cheryl-Ann was a guest, she would write her name as **x-Cheryl-Ann Stadelbauer-Sampa**. This helps with voting.

### **Mute**

All participants will be automatically muted when they enter the meeting. Please ensure your microphone remains off. This reduces background noise and feedback and improves the quality of sound for everyone.

You will need to click on the “Mute” button to turn on your microphone if you are recognized by the President to speak in debate and when you move into breakout rooms. *More on this below*

### **Video**

Please have your video on as you join the meeting! It is lovely to see everyone’s face as the meeting begins.

Once the meeting begins, please turn off your video. That way, you have some privacy if you move around and it helps with the stability of the call especially in places with unstable internet.

### **Thumbs Up/Thumbs Down**

There may be times when the President wishes to informally poll the regional council concerning a proposed change. The President may ask for a thumbs up or thumbs down. These two icons are found under reactions.

### **Being recognized to speak**

To be recognized to speak in the discussion time, first please raise your hand by clicking on the button labeled “Raise Hand” in the Participants icon at the bottom of the window on the right side of the screen. Your digital hand will then be raised. The hand will be lowered by the meeting hosts after you have spoken (is this correct?)

A member of the regional council staff will track who has their hand raised so the President can recognize individuals in order.

Remember when the President calls you by name to:

1. Unmute your microphone
2. Turn on video
3. State your name; and
4. Your community of faith – be sure to add the location as we have a few Trinity UCs, Emmanuel UCs, St. John’s UCs, etc.

### **Voting**

When the President calls for the vote, move to the Participant icon and vote either “Yes” or “No”. Everyone votes at the same time.

**If you are a guest, please remember you do not vote.**

### **Electing our next President and incoming Executive and Commission Members**

We anticipate using the polling feature in zoom. The poll will list the nominees for positions. Prior to the vote, representatives will have received information on the nominees.

The top of the poll will indicate how many nominees can be endorsed, such as pick three.

If the list of nominees exceeds what is possible in zoom, email votes will be used. That information will follow if needed.

### **Chat Box**

Please reserve the chat box for the following:

1. Questions of clarification;
2. Procedural concerns and questions;
3. Matters of privilege (for example someone uses a term that is insulting to another who then wishes to bring that to the President's attention re the conduct of the council).

Many of us have experience of meetings where the chat box served as the discussion space, which in fact turns it into commentary. Discussion happens among participants when the President recognizes the speaker. The Chat Box is a side conversation that is distracting and disruptive.

If you see a friend among the participants with whom you wish to chat, please feel free to send a private message to them. Go to Participants, enter their name or scroll to their name & click on it and then you can send them a private note!

### **Breakout Rooms**

Participants will be invited to move into a breakout room at various times during the meeting.

To join the breakout room, participants must accept the "join" invitation. People will be assigned the same breakout room for the entire meeting. Take advantage of this opportunity to get to know some others in our regional council better.

Once you enter the breakout room, unmute your microphone and turn on your video.

## **HOLY MANNERS**

Many thanks to Diane Matheson-Jimenez, our Minister, Social Justice, for helping us to think about Holy Manners as more than a call for polite discourse (although that also seems in short supply these days), and for offering us an acronym that offers us a way to have faith-filled conversations on important topics.

For our time together, we commit to being brave by...

**Being accountable for the impact of both our words and our silence**

**Reflecting on and naming our own biases**

**Actively listening**

**Vocalizing questions that arise from our learning**

**Encountering new ideas with curiosity and wonder**

## **PREPARING FOR THE MEETING**

The cancellation of the spring meeting of the regional council means that all the work of the regional council for 2020 must be done at this meeting. The result is an agenda focused on business— elections, finances, reporting, etc. We have some limitations on what we can devote time to at this meeting by virtue of the pressure of our workload and the nature of our meeting. Online sessions are more time bound because of the type of energy they require.

It is realistic to anticipate that online meetings will be the norm for the foreseeable future. Your input now will help with future agenda planning when we can consider more options.

Also, this is our first attempt at such a meeting so let's be prepared that, despite careful planning, not everything may run smoothly. Please be patient in the meeting.

Afterwards, we welcome your constructive feedback through the evaluation process. A link to the evaluation form will be shared. Participants might find it helpful to keep the questions nearby during the meeting so that they can jot down ideas as they occur to them. The evaluation form will ask the following questions:

1. Virtual meeting sessions were 90 minutes each. Did this length allow you to stay engaged without Zoom fatigue?
2. All but one session was scheduled outside of 'normal working/school hours'. Did this help you to participate in more sessions than you would otherwise have been able to attend?

3. Video clips were used often instead of in-person presentations to minimize the risk of technical glitches with multiple presenters from multiple sites. Did the video clips integrate well to the meeting content/format?
4. How comfortable were you with using the Zoom program?
5. By the end of the regional meeting how confident were you in your ability to participate by Zoom in discussion and decisions?

And, lastly, Please share concrete ways to help prepare for the next virtual meeting.

**Western Ontario Waterways Regional Council**  
**Fall 2020 Virtual Meeting**  
**AGENDA**  
**Thursday October 15 6 – 7:30 pm**

6 – 7 pm

Called to order

Opening worship and community building

Covenanting with UCW

Community building (in breakout groups)

7 – 7:05 pm

Procedural motions

(Note: Nominations close at 6 pm Friday for President-Elect & new business and at midnight Thursday for executive & commissions)

7:05 – 7:30 pm

Affirm Action Plan discussion (in breakout groups)

Vote on Affirm Action Plan (Proposal #3)

Closing for the day (Registrants: please remember to read nominee information)

**Friday Oct. 16: Block 1 4 – 5:35 pm**

4 – 4:10 pm

Opening worship

4:10 – 4:25 pm

Election of Executive and Commission members

4:25 – 4:40

Address to the Court

Rebekah Duncan (Ordinand)

Scott Broughner (Retiree)

4:40 – 5 pm

Reviewing 2019 and 2020 year to date financial information

5 – 5:25 pm

Mission and Discipleship Commission



5:25 – 5:35 pm

Address to the Court

[Gail Fricker \(Ordinand\)](#)

Janet Eriksen (Retiree)

**Friday Oct. 16: Block 2 7 – 8:30 pm**

7 – 7:45 pm

Stewardship presentation using breakout groups

7:45 – 8 pm

Address to the Court

Kellie McComb (Ordinand)

Mary Fletcher (Retiree)

8 – 8:30 pm

Covenant Commission

**Saturday Oct. 17: Block 1 9:30 – 11 am**

9:30 – 9:55 am

Opening worship

9:55 – 10 am

President/President Elect speeches and vote

10 – 10:25 am

Budget 2021 (Proposal #5)

10:25 – 10:30 am

Address to the Court

George Russell (Retiree)

Keith Lockhart (Retiree)

10:30 – 11 am

Human Resources Commission

Closing Courtesies

**Saturday Oct. 17: Block 2 1 – 2:30 pm**

1 – 1:20 pm

Address from the Moderator

1:20 – 2 pm

Remit discussion (in breakout groups)

Vote on Remit (Proposal #2)

2 – 2:30 pm

Gratitude for Leadership

Jubilands

In Memoriam

Community of Faith disbandments

President Elect

New Commission members

**Sunday Oct. 18: Celebration of Ministries Service 10 am**

**Livestream to YouTube from Avondale United Church, Stratford. Rev. Keith Reynolds preaching.**

Link: [https://www.youtube.com/watch?v=\\_P2mzF8I6oc&feature=youtu.be&app=desktop](https://www.youtube.com/watch?v=_P2mzF8I6oc&feature=youtu.be&app=desktop)

## **PROPOSAL #1**

**Title:** Opening and Procedural Motions

**Origin:** Executive Minister

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

The regional council must establish the procedures by which it will conduct business.

### **Why is this issue important?**

This clarifies and confirms the way in which decision-making will happen.

### **How might the regional council respond to the issue?**

The regional council might 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

(<https://united-church.zoom.us/j/97624347176>) 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.

## **PROPOSAL #2**

**Title:** Remit

**Origin:** General Council 43

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

Section 10.0 under “Ministry Personnel” in the polity section of the Basis of Union reads:

10. The Order of Ministry shall be open to both men and women.

The intention of this wording is that gender does not eliminate a person from consideration for the ministry. It was intended to be inclusive. However, as society’s understanding of gender identity, the way people see themselves, has grown, it is clear using the term “both men and women” excludes people.

Please note that this references Gender Identity only. On other identifiers such as race, age, ability or sexual orientation, the Basis of Union makes no comment. These are not criteria for consideration.

### **Why is this issue important?**

It is key that our language reflect our intention. This language excludes people who identify in any way other than these binary terms. The nature of gender identity was discussed in the Affirm webinar presented on Tuesday, September 22<sup>nd</sup> and available on the regional council YouTube channel.

### **What might the regional council do?**

The regional council might agree 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.

## **PROPOSAL #3**

**Title:** Affirm Action Plan

**Origin:** Affirm Network

### **What is the Issue?**

Western Ontario Waterways Regional Council was previously part of Hamilton, London and Toronto Conferences. Each of these Conferences had recently completed the process for becoming an Affirming ministry with Affirm United/S'Affirmer ([www.ause.ca](http://www.ause.ca)). For this reason, the regional council was granted provisional Affirming status to give it time to make this commitment its own.

At the meeting in May 2019, the regional council adopted a Mission/Vision statement entitled "Safety, Sanctuary and Unconditional Love."

Now it is time for the regional council to take the next step to live into this statement with an Action Plan. The Action Plan (attached to this proposal) was also discussed during the Affirm webinar found on the regional council YouTube channel.

### **Why is this issue important?**

The Action Plan is important for many reasons:

1. It continues work that was a priority for preceding bodies and ensures that important initiatives are not lost;
2. It makes **public, intentional and explicit (PIE)** the regional council's commitment for "Safety, Sanctuary and Unconditional Love" for all, and especially for those who have found that denied them on the basis of their sexual orientation and gender identity, thereby setting a standard for our life together to which we hold each other accountable;
3. It lifts up the importance of viewing this work as a lens through which we learn how to become aware of who is privileged and who is not, who is missing, who has no voice and so forth helping us grow our awareness of "isms" (racism, ableism) and of the ways we often unintentionally participate in them.

### **What might the regional council do?**

The regional council might

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.

## AFFIRMING MINISTRIES PLAN OF ACTION

In June 2019 at our general meetings, Antler River Watershed, Western Ontario Waterways, and Horseshoe Falls Regional Councils each approved the following Vision Statement:

### SAFETY. SANCTUARY. UNCONDITIONAL LOVE

Striving to be faithful followers of Jesus in our time and place, Horseshoe Falls / Antler River Watershed / Western Ontario Waterways regional council will continue to remove barriers to participation in the life and work of the regional council and society, committing ourselves to be open to the Spirit. Resisting all forms of oppression, we welcome and celebrate people of any sexual orientation and gender identity, and all others who are marginalized.

That was step one. The next step is to approve a plan for how this intention will be implemented. This plan has been approved by the Affirming Ministries Coordinators.

Affirming Ministries are specifically focused on being open and welcoming to people of all sexual orientations and gender identities and also pay attention to those who are marginalized in other ways. Some resources for this conversation have come from Affirm United at <http://affirmunited.ause.ca/affirming-ministries-program/>

The Affirm Network is a self-established joint committee of members of Western Ontario Waterways, Horseshoe Falls and Antler River Watershed Regional Councils and is accountable to the regional councils. The Affirm Network promotes the mission of Affirm United / S'affirmer Ensemble through education, by encouraging communities of faith to become Affirming Ministries, and by offering support for those that are.

The Affirm Network encourages these practices to enact the Vision Statement:

- Intentionally engage guest speakers/preachers at events who reflect diversity
- Have introductions/name tags that indicate gender pronoun preferences and explain why we do so
- Review all policies and decisions through an affirming lens
- Encourage diversity in nominations procedures
- Identify, challenge and eliminate barriers in hiring and pastoral relations
- Make use of United Church of Christ resources, particularly "Stretching Beyond: Diversity in the Search and Call Process": <https://vimeo.com/showcase/5604408> and other appropriate resources from our partner denominations
- Brand the Regional Council as an Affirming Ministry on signage, website, letterhead, and in other ways and places
- Hold Regional Council events and meetings in locations that are accessible
- Work toward accessible properties, facilities, resources and systems



The Regional Council, Staff, Executive, Commissions, Committees, Networks, and members commit to working toward fulfilling the vision statement by:

*A. Continuing to remove barriers to participation in the life and work of Western Ontario Waterways / Horseshoe Falls / Antler River Watershed regional council*

- Commit ourselves to relationship building in our business and activities
- Educate continually on the value, importance and ways of inclusion of the LGBTQIA2S+ community
- Through the Executive, review all policies and actions with a view to removing barriers and to ensure barrier-free policies and actions moving forward
- Ensure that regional council staffing includes a portfolio with responsibility for LGBTQIA2S+ ministries
- Provide Affirming Ministries orientation including an opportunity for conversation and an information package to all new regional council members
- Include Affirming issues in the training of those serving in Pastoral Relations processes and on M&P Committees
- Encourage communities of faith to make use of available resources, including the Affirm Network, to discuss issues of inclusion and diversity

*B. Continuing to remove barriers to participation in society:*

- Advocate for municipal, provincial and federal government policies and laws that reflect a diverse and inclusive society
- Speak out on current events that demean, stigmatize or incite violence against others
- Encourage conversations with ecumenical and interfaith groups and community partners, especially with our full-communion partners regarding best practices
- Create physical and emotional spaces that are welcoming, encouraging and supportive for individuals to explore their own queerness and to explore queer spirituality
- Actively advocate for justice for all who are oppressed and who face discrimination within our geographical region

*C. Committing to be open to the Spirit:*

- Listen together for God's on-going revelation
- Discern new voices and seek them out
- Listen to and engage the diverse voices of the LGBTQIA2S+ community within the regional council

- Recognize the unique gifts and spirituality of the LGBTQIA2S+ community, by embracing, welcoming and inviting the community to share their traditions, experiences and expressions, seeking to weave them into the full tapestry of the faith, liturgy and polity of United Church within our regional councils

*D. Resisting oppression:*

- Conduct business and activities in a respectful manner that allows for open communication and discussion and differences of opinion
- Be conscious of 'safer space' practices at all regional council events, providing visible signs of inclusion (i.e. gender-neutral bathrooms, signage, nametags indicating preferred pronouns along with an explanation of their use)
- Acknowledge the intersection of privilege and oppression
- Be mindful of the disgraceful relationship of the church with the LGBTQIA2S+ community and seek reparation and reconciliation
- Recognize the need for us to be held accountable, beginning with the development of a position description for the role of equity monitor and then the appointment of an equity monitor for meetings of the executive
- As more are equipped to be equity monitors, they will be added to commissions.
- Seek to provide accompaniment for those who are travelling a difficult path

*E. Welcoming and celebrating people of any sexual orientation and gender identity:*

- Provide opportunities for the celebration of our diversity
- Encourage communities of faith to engage in conversations about making safer spaces within the church and community for people of any sexual orientation or gender identity
- Provide education and information on evolving gender identity language and the diversity of sexual orientations and gender identities
- Visibly support LGBTQIA2S+ activities
- Provide support for the Affirm Network, particularly through the Mission and Discipleship Commission, as it offers education, encourages communities of faith to become Affirming Ministries, and offers support for those that are.

The Vision Statement will be included in each annual meeting and compliance with the Action Plan will be assessed annually as part of the annual reporting to Affirm United / S'affirmer Ensemble.

## PROPOSAL #4

**Title:** Reviewing 2019 and 2020 Year-to-Date Financial Statements

**Origin:** Treasurer

### What is the issue?

Transparency and accountability are key elements of financial management in any charity. It is important that the regional council is guided by these principles and models these practices for the communities of faith within its bounds.

### Why is this issue important?

The regional council is a new entity with 2019 being its first year of operation. Its members are still learning how to understand its financial documents and overall financial situation.

Its internal financial documents are set up on the following template:

#### **Columns**

Reflect income source and fiscal year

#### **Sections**

Reflect ministry priority

### Income

The regional council receives two grants to fund its operation. For both 2019 and 2020, these grants were:

**Assessment Grant:** For Governance and Shared Services

\$325,000

67,000 salary subsidy for Executive Minister and Executive Assistant

**Mission and Service Grant:** For Mission and Ministry

\$289,000

The regional council also receives funds from:

1. Investment income
2. Regional council share (25%) of proceeds of disbanding congregations.

Draws on either of these plus additional grants are recorded in the **“Other”** column.

## Priorities

The regional council identified the following priorities for the assessment grant.

Regional Operations	The work of being a regional council including meetings, Archives, oversight of corporations
Congregational Support	Supporting communities of faith in the articulation of mission and ministry and through changes in their pastoral relationships and life cycle. (decision involving both the community of faith and regional council)
Communication	Sharing the life and work of the regional council
Office Operations	Costs for shared services, office supplies and technical needs
Building Expenses	Operation of the office space

The following priorities were identified for the Mission and Service Grant:

Right Relations	Connecting with Indigenous communities and ministries; helping deepen the understanding of treaty and the Calls to Action to the church
Faith Formation	Supporting leaders in this area and camps as well as providing opportunities for children and youth to gather Being committed to life-long faith development
Chaplaincy	Continuing to support ecumenical chaplaincies in university and hospital settings within the regional council

The amalgamating of charities, finalizing of the 2019 financial information, tracking of legacy funds from preceding bodies, and sorting of some costs shared across regional councils, such as the May 2019 meeting, has taken longer than anticipated resulting in the audit happening in September. Final 2019 figures accounting for interest income, etc. are not yet available.

### What might the regional council do?

The regional council might:

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.

## **PROPOSAL #5**

**Title: Operating Budget 2021**

**Origin:** Treasurer and Executive

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

The regional council needs to set a budget for 2021 to guide the Executive in its management of the regional council's resources.

### **Why is this issue important?**

The regional council needs to understand both the strengths and challenges of its financial situation to be able to function effectively in the present and ensure it is well positioned for the future.

In 2021, the regional council will experience a 17% drop in its Mission and Service grant which is a reduction of \$47,000. With this in mind, along with the uncertainty of the pandemic situation, the budget was developed according to these principles:

- 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;

### **What might the regional council do?**

The regional council might:

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

## **PROPOSAL #6**

**Title:** Appointment of Auditors

**Origin:** Treasurer

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

The regional council needs to name auditors for the 2020 financial year.

### **Why is this issue important?**

An audit provides reassurance to the regional council and to the Charities Directorate as to the proper administration of charitable funds.

The authorization for expenses happens at the regional council but the management of the funds is handled by the General Council accounting team. The financial records are generated by the General Council as part of the accounting services secured by the regional council.

In 2019, the regional council named the General Council auditors, PWC. PWC already work with the General Council staff who handle our accounting so it made sense to call upon them.

It takes significant time for an auditor to become familiar with an operation. The largest investment of time and therefore of money into the regional council's audit was for 2019. The regional council might want to take advantage of this investment by employing the same auditors for 2020.

### **What might the regional council do?**

The regional council might

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

## **PROPOSAL #7**

**Title:** Closing Motions

**Origin:** Executive Minister

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

The work of the regional council continues between regional council meetings.

### **Why is this issue important?**

The regional council must be clear how the work will continue.

### **What might the regional council do?**

The regional council might

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;
2. Direct the Executive to plan to convene a meeting of the regional council in the spring of 2021; and
3. 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.
4. 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.